

**Memorandum of Agreement**  
**Between Reynolds School District and**  
**Oregon School Employees Association**  
**RE: Inclement Weather / Emergency Closure**

This Agreement is between the Reynolds School District (District) and the Oregon School Employees Association, Chapter 37-Reynolds, for the purpose of addressing the Inclement Weather. The parties are committed to ensuring all staff be made whole in accordance with OSEA Collective Bargaining Agreement Emergency Closure, Article 7.

The Personal Leave grant will be added to the members' leave plans on an as-needed basis. This additional Personal Leave grant time may only be used on the dates noted below when the District office was closed due to inclement weather.

**Thursday, February 11, 2021 (District Closure):**

No iVisions entries are needed by staff members who reported to work. Employees will be paid for their entire shift. For all staff members who were scheduled to work and did not report to work, leave must be entered in iVisions for the staff member's entire shift.

**Friday, February 12, 2021 (District Closure)**

No iVisions entries are needed by staff members who reported to work. Employees will be paid for their entire shift. For all staff members who were scheduled to work and did not report to work, leave must be entered in iVisions for the staff member's entire shift.

**Tuesday, February 16, 2021 (District Closure)**

No iVisions entries are needed by staff members who reported to work. Employees will be paid for their entire shift. For all staff members who were scheduled to work and did not report to work, leave must be entered in iVisions for the staff member's entire shift.

**OSEA Contract Article 7, Emergency Closure**

When the District declares school closures due to weather or other emergencies, employees are not required to report to work unless they have been designated essential staff by the Superintendent's office.

Article 7, Section A.2: In the event an employee is required to report to work on a closure day due to inclement weather, the employee will receive his/her hourly rate plus an additional \$5.00 (five dollars) per hour for the hours worked. If the employee is requested to work with custodial, grounds, or maintenance staff doing outside inclement weather preparation or snow/ice removal, the employee will receive their hourly rate plus an additional \$10.00 (ten dollars) per hour for the hours worked.

In the event an employee voluntarily requests to report to work, and receives approval from their supervisor to do so, on a closure day due to inclement weather, the employee will receive their hourly rate per hour for the hours worked.

*Note: This does not include natural disasters that may require the District, with input from OSEA, to determine a different set of essential staff. A natural disaster is an event that results in large-scale loss of life or damage to property. It could be related to weather, geology, or pandemic.*

The Superintendent has designated the following as essential staff that need to report to work:

**2020-2021 Essential Staff:**

**Classified Staff:**

- Custodians
- Grounds/Maintenance

**District Office Campus:**

- Financial Services Staff
- Transportation Mechanics and Leads
- Nutrition Services Warehouse Driver
- Language Services Coordinator

**Other Staff:**

- All District Office Administrators, Supervisors, Specialists and Confidential Staff
- All Building Administrators

Essential employees not able to attend work because of weather-related causes shall fall under the same terms as non-essential employees regarding days that may be used to account for inclement weather days (please see OSEA Contract, Article 7 Emergency Closure, A.4).

**OSEA**

DocuSigned by:



Susan Mutschler, OSEA President

4/2/2021

Date

**REYNOLDS SCHOOL DISTRICT**

DocuSigned by:



Danna Diaz, Superintendent

4/2/2021

Date

DocuSigned by:



Teri Staudinger, Field Representative

4/2/2021

Date

DocuSigned by:



Nicole MacTavish, Chief Academic Officer

4/2/2021

Date