



Reynolds School District  
Administration Offices  
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April 12, 2012

Dear Reynolds School District Staff and Community:

The District is at a critical time in its history as we must balance the challenging circumstances of declining revenue; increasing expenditures; increasing class sizes; an urgent need to address academic achievement; and an ending fund balance that provides opportunities for stability in programs, length of school year, and preserving existing jobs.

Although it is disappointing to receive notification that the Reynolds Education Association (REA) has unexpectedly declared impasse with us, we remain fully committed to the bargaining process. Our next mediation is scheduled for Friday, April 27, 2012.

I will work together with our school board to ensure that the District Bargaining Team prepares for REA the best offer possible. The District must preserve a responsible financial position --- one that is able to meet the district's requirements within the available resources.

Both parties, the District and REA, must submit final offers for the mediator by April 19, 2012. A 30-day cooling off period is required during which time the parties can continue to bargain – a process to which the District is fully committed.

The District will continue to bargain with the Association in good faith to reach an agreement that is sustainable and balances the needs of students, staff and the short and long-term economic viability of our community.

Sincerely,

A handwritten signature in blue ink that reads "Joyce L. Henstrand". The signature is written in a cursive style.

Joyce L. Henstrand, PhD  
Superintendent

*A great place for learning.*

[www.reynolds.k12.or.us/schools/](http://www.reynolds.k12.or.us/schools/)