

Unpaid Furlough Days Memorandum of Understanding Between Reynolds School District, Oregon School Employees Association Chapter 37, and Reynolds Education Association

This Memorandum of Understanding (“MOU”) between Reynolds School District (“RSD” and “District”), Oregon School Employees Association Chapter 37 (“OSEA”), and Reynolds Education Association (“REA”) is agreed to for unpaid furlough days among all District employee groups for the 2025-26 school year. The District, OSEA, and REA agree to the following:

1.) Furlough Days

- A. The parties agree to six total unpaid furlough days for the 2025-26 school year.
 1. March 30, 2026
 2. June 8, 2026
 3. June 9, 2026
 4. June 10, 2026
 5. June 11, 2026
 6. June 12, 2026
- B. The final grading days will be dependent on the final student day, replacing the June 15-16 grading days with furlough days for impacted staff.
- C. Paydays will remain the same as if no furlough days had occurred.
- D. In lieu of furlough days and additional cost saving measures, non-student facing admin and district office positions currently on the October 2025 RIF list will be prioritized for reduction.

2.) Restoration of Unpaid Furlough Days

- A. **Furlough Days Restoration Trigger 1:** The ending fund balance becomes the beginning fund balance of the following year. If the audited District General Fund ending fund balance for the financial 2024-25 school year (ended June 30, 2025) as determined by the legally required outside annual audit (typically available by December or January) exceeds the District’s budgeted ten million dollars (\$10,000,000), then unpaid furlough days will be restored using the amounts specified below.
 - Audit excess amount to restore a furlough day: \$700,000
 - Additional audit excess amount to restore a second furlough day: \$650,000
 - Additional audit excess amount to restore additional furlough day(s) thereafter: \$550,000
- B. **Furlough Days Restoration Trigger 2:** The Oregon Department of Education (ODE) publishes a State School Fund (SSF) estimate for each school district several times a year. For each \$700,000 net of charter school payments, more than the District’s 2025-26 State School Fund Grant of one hundred fifteen million two hundred eighty-five thousand four hundred fifty-five dollars (\$115,285,455) the District will restore one (1) unpaid furlough day.

This continues in \$700,000 increments net of charter school payments until all unpaid furlough days are restored.

For example, if there is an increase of the SSF payment by 800,000, then a furlough day would be restored only if the increase to charter school required payments was \$100,000 or less. Because the SSF payment can increase or decrease throughout the school year, this restoration will be determined after the May SSF payment.

- C. **Furlough Day Restoration Trigger 3:** The District's adopted 2025-26 budget established minimum FTE filled positions or posted vacancies in fund 100. Any FTE not filled or posted as a vacancy by October 31, 2025 will be considered realized funding. That realized funding will be calculated using the average cost to fill that position including all applicable rollup cost and shall be applied to furlough restoration with the understanding that each furlough day costs \$529,000.
- D. **Furlough Day Restoration Trigger 4:** In the event that savings in excess of \$550,000 are realized in the General fund due to receipt of new unrestricted grant funding, then a furlough day will be restored for each general fund savings increment of \$550,000.

3.) Cost Saving Measures

- A. For REA bargaining unit members, tuition reimbursement will be reserved for members who are not currently at MA+40 on the salary schedule. Any member who reaches MA+40 during the school year will no longer be eligible for reimbursement for courses taken thereafter. However, this excludes the following members: members who have already received District approval or commitment of tuition reimbursement funds shall remain eligible for such approved reimbursements and shall be held harmless; members who have licensure renewal requirements, including Continuing Education Units (including but not limited to, SLPs, OTs, PTs, Counselors, SWs, etc.).
- B. Notwithstanding Article 4.D of the OSEA CBA, fifty percent (50%) of all unused insurance District contributions (including opt-out savings) for the 2025-2026 fiscal year shall be applied to restoring furlough days. This is not precedent setting. All other provisions remain in full force and effect, including the ability of bargaining unit members to draw from the joint insurance pool.
- C. REA agrees to apply four hundred thousand dollars (\$400,000) from the fund established in Article 27.A of the parties' CBA.
- D. The District shall implement a hiring freeze for all newly created positions in the general fund. Exceptions may be made by mutual agreement between parties provided that the parties shall respond to such requests within five (5) days.
- E. Position Attrition and Staffing Adjustments: Vacancies, retirements, new hires pending training (not accruing seniority), and resignations identified during the October layoff process as "attrition" in all employee groups will be reduced and not refilled during the term of this MOU.

4.) Additional Provisions

- A. In recognition of the importance of stability for staff and students, the District agrees that there shall be no reduction in bargaining unit positions for the duration of this Agreement except in the event of a determination of unallowable costs under a grant or reduction in revenue as outlined below:
- Reductions of revenue in the applicable amounts outlined in Section 2 may trigger additional cost savings measures pursuant to the parties' CBAs. The District will adhere to Section 1.D. in the event of staffing reductions.
 - This provision allows for specific reductions under Section 3.E. Position Attrition and Staffing Adjustments, if the evaluation determines the position should not be filled in order to incur savings.
- B. In the event of unforeseen or emergency financial constraints, such as a reduction in the SSF, the District shall engage in collaborative dialogue with leadership representatives of REA and OSEA

to explore potential cost-reduction measures. Any actions by the District shall be preceded by meaningful input and good-faith discussions.

- C. The District shall preserve the 2025-2026 Planning Days (Oct. 13, Feb. 23, April 13, and May 11) and shall not convert them to student contact days.
- D. OSEA and REA bargaining unit members shall not lose insurance eligibility, retirement contributions, seniority, credit toward establishing a full work year, or leave accruals due to unpaid furlough days.
- E. OSEA and REA bargaining unit members' insurance premiums, including the District's contribution, shall remain covered-as if unpaid furlough days had not occurred.
- F. No OSEA or REA bargaining unit member shall experience a lower base annual salary/wages in 2025-26 than 2024-25 fiscal years as a result of this MOU. This provision does not apply to bargaining unit members who received compensation under Paid Leave Oregon or FMLA/OFLA that would otherwise result in a reduction of their annual salary between the 2024-25 and 2025-26 fiscal years.
- G. No OSEA or REA bargaining unit member shall have a reduction to any paid stipend amount calculation due to unpaid furlough days. Stipends will remain as defined in their CBA and based on the regular compensation rate as applicable.

Stipends will be paid as calculated after reduction from furlough days with monthly pay. A reconciliation to make stipends whole will be performed upon resignation or after the regular June Payroll.

- H. Any provision of each of the parties' CBAs not expressly modified by this MOU remain in full force and effect.
- I. Any disputes regarding an alleged violation or the interpretation or application of this agreement shall be resolved pursuant to the grievance procedure in the subject CBA between the parties.
- J. This MOU is non-precedent setting, shall become effective upon signature of the parties and ratification by each of the bargaining units, and will expire June 30, 2026.

< Signatures on the Following Page >

(Print Names & Signatures Below)

For the District

Date

OSEA Reynolds Chapter 37 President

Date

OSEA Field Representative

Date

REA President

Date

REA Bargaining Chair

Date

OEA UniServ Consultant

Date