

## **GROUND RULES FOR BARGAINING**

**February 3, 2026**

**Reynolds School District and the  
Reynolds Education Association**

The parties agree in their mutual interest in securing a Successor Agreement through bargaining.

1. Bargaining sessions will be open to the public.
2. No reopening TA Articles unless mutually agreed upon.
3. March 3, 2026 tentatively set as the date when no new article proposals would be proposed. The definitive date will be determined at the 2nd or 3rd session, due to the legislative meeting.
4. Proposals are reduced to writing – pastel blue paper for District proposals; pastel yellow paper for REA proposals. Articles/revisions should be collated, stapled and three hole punched.
5. Those present at bargaining sessions have the authority to enter into tentative agreements which shall be initialed by a spokesperson for each team and dated/time specific.
6. All TAs are contingent upon the entire agreement and then ratification by the Reynolds School Board and REA membership.
7. Timelines for the 150 days are to begin when both parties exchange written proposals and enter discussion of those proposals on February 3, 2026.
8. Each team will designate articles to be discussed at the next session before close of the current session.
9. Laptops may be used during negotiations; all cell phones and other electronics are to be silenced and put away; emergency calls shall be taken away from the bargaining table and outside the room.
10. Audio recordings of all sessions will be made and provided to each team via an online shared drive.
11. The Association and the district agree to use a shared online drive in which there will be a folder for each session labeled YYYY-MM-DD Bargaining Session. Within that folder teams can share documents named using the following conventions: YYYY-MM-DD and time. Each document will have a header with the same time and date naming convention above and the name of the party sharing the proposal with the addition of page numbers at the bottom.
12. Meeting locations – open to the public meetings to be held in alternating locations between Edgefield and RHS Library; meetings may also be held at another location agreed to by both parties.
13. The District and the Association will each elect/choose a spokesperson or spokespeople. Either party may invite guest speakers to address specific topics.

14. Bargaining sessions will be held on 2/17/2026, 3/3/2026, 4/7/2026, 4/28/2026, 5/5/2026, 5/26/2026, and 6/2/2026 for subsequent meetings. Other meeting dates and times may be set as mutually agreed upon by the parties.
15. The bargaining calendar begins February 3, 2026 regardless of proposal status.
16. All language and data will be provided in electronic form utilizing using strike-through to indicate proposed removal of language, bold and underline to indicate new proposed language.
17. Bargaining sessions will begin and end on time according to the schedule agreed upon by both parties. Meeting times may be extended or adjusted by mutual agreement between spokespersons.
18. These ground rules may be amended by mutual consent between the District and the Association. Amendments shall be documented, dated and initialed by team chairpersons.

**Reynolds School District  
Association**

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Shaunice Silas, Officer of Human Resources

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Kate McLaughlin, Assistant Superintendent

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Holly Langon, Officer of Finance

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Wade Bakley, Officer of Operations

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Joyce Rosenau, Board Vice Chair

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Elizabeth Polay, District Legal Representative

**Reynolds Education**

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Brian Jay, Bargaining Chair

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Jessica Cantu, Co-Bargaining Chair

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Sarah Anderson, Bargaining Team

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Gina Bousley, Bargaining Team

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Brittany Gaul-Hargrave, Bargaining Team

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Bruce Scherer, OEA Representative

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Sean Callahan, Bargaining Team