

**Memorandum of Understanding
between Knappa School District and
Oregon School Employees Association, Chapter 52 (OSEA)**

2024-25 Furlough Days

Due to continued failure on the part of the Oregon Legislature to meet its obligation to fund Knappa School District at the current service level, a local decline in enrollment that has trended worse than the state of Oregon as a whole, and a lack of an equitable funding structure for school districts in Oregon, Knappa School District faces a budget shortfall for the 2024-25 fiscal year.

Oregon School Employees Association, Knappa School District and other employee groups have discussed this challenge in a collaborative manner. The parties agree that it is preferable to mutually share the burden of this shortfall rather than impact certain individuals or sets of individuals with layoffs, if avoidable. Accordingly, the parties agree to implement two (2) unpaid furlough days during the 2024-25 contract year only. Employee calendars will be reduced by two days of work when compared with the district work calendar adopted by the School Board on January 31, 2024.

This agreement does not impact work schedules or pay of athletic coaches who are paid on a separate contract.

Knappa Schools shall be closed on March 7, 2025 and May 23, 2025. If work is available on these days that is not on a regular work calendar (i.e. athletic trips for bus drivers), this work will be assigned according to regular scheduling procedures.

Agreed to by the parties

Cassandra Vangundy
Cassandra Vangundy (Jul 1, 2024 10:48 PDT)

OSEA President

Cullen R. Bangs
Cullen R. Bangs (Jul 1, 2024 15:56 PDT)

School Board Chair

William T. Fritz
William T. Fritz (Jul 2, 2024 10:23 PDT)

Superintendent

24-25 MOU Furlough Days


Final Audit Report


2024-07-02


Created:	2024-07-01
By:	Diane Barendse (barendsedi@knappak12.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAuMwVmAlx_DEy5y4V4L29EHhaA3aZaZ2j

"24-25 MOU Furlough Days" History

-  Document created by Diane Barendse (barendsedi@knappak12.org)
2024-07-01 - 4:34:18 PM GMT
-  Document emailed to vangundyc@knappak12.org for signature
2024-07-01 - 4:34:22 PM GMT
-  Email viewed by vangundyc@knappak12.org
2024-07-01 - 5:47:18 PM GMT
-  Signer vangundyc@knappak12.org entered name at signing as Cassandra Vangundy
2024-07-01 - 5:48:20 PM GMT
-  Document e-signed by Cassandra Vangundy (vangundyc@knappak12.org)
Signature Date: 2024-07-01 - 5:48:22 PM GMT - Time Source: server
-  Document emailed to bangsc@knappak12.org for signature
2024-07-01 - 5:48:23 PM GMT
-  Email viewed by bangsc@knappak12.org
2024-07-01 - 10:24:57 PM GMT
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2024-07-01 - 10:25:31 PM GMT
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Signature Date: 2024-07-01 - 10:25:33 PM GMT - Time Source: server
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2024-07-01 - 10:25:34 PM GMT
-  Email viewed by fritzw@knappak12.org
2024-07-02 - 5:22:52 PM GMT

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2024-07-02 - 5:23:15 PM GMT

 Document e-signed by William T Fritz (fritzw@knappak12.org)
Signature Date: 2024-07-02 - 5:23:17 PM GMT - Time Source: server

 Agreement completed.
2024-07-02 - 5:23:17 PM GMT