



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

**Reynolds School District
Board of Education Business Meeting**

October 22, 2025

6:00 PM

Building I, Edgefield Campus

2408 SW Halsey Street

Troutdale, Oregon 97060

I.	5:30p - Executive Session	3
	The Reynolds School Board and the Superintendent will meet in Executive Session at 5:30p, under ORS 192.660(2)(a) Personnel, ORS 192.660(2)(d) Negotiations, and ORS 192.660(2)(e) Real Estate. Executive Session is closed to the public.	
II.	6:00p - Call to Order	4
	A. Roll Call	
	B. Consider Approval of the October 22, 2025 Agenda	
	C. Pledge of Allegiance	
	D. Land Acknowledgement	5
	E. Mission and Vision	6
III.	6:10p - Recognition	7
	A. Student Recognition: Troutdale Elementary	
	B. Resolution 2025-2026-010 Native American Heritage Month	8
	C. Resolution 2025-2026-011 Rights of Undocumented Students and Protocols for Immigration and Customs Enforcement Access to Schools	9
IV.	6:20p - High School Student Reports	10
V.	6:25p - Public to be Heard	11
	Members of the public will address the board with comments and the board will listen only. Public Comment will be limited to 7 speakers with 3 minutes each. Forms must be turned in before the meeting start time.	
VI.	6:40p - Bargaining Group Updates	12
VII.	6:50p - Presentation to the Board	
	A. Fall Achievement Data: Acadience, iReady, and STAR	13
	B. 2024-25 OSAS / ELPA Results	53
	C. Division 22 Assurances	66
VIII.	7:15p - Superintendent's Reports	84
	A. Announcements/Reports	
	B. Financial Report	85
	C. Enrollment Report	86

IX.	7:30p - Consent Agenda	88
	A. Approval of Personnel Order	
	B. Approval of Prior Meeting Minutes	89
	C. Resolution 2025-2026-010 Native American Heritage Month	
	D. Resolution 2025-2026-011 Rights of Undocumented Students and Protocols for Immigration and Customs Enforcement Access to Schools	
	E. RHS JROTC Field Trip to Lebanon, Oregon	92
X.	7:35p - Action Items	
	A. MOU with REA and OSEA on Furlough Days	95
XI.	7:40p - Board Announcements and Discussion	106
	A. Individual Board Members - Announcements and Reports	
	B. Upcoming Board Meetings	
XII.	7:55p - Adjourn	107



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To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Executive Session

Type: Action Item Report / Presentation

Policy: BDC: Executive Session

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |
-

Summary / Background:

The Reynolds School Board and the Superintendent will meet in Executive Session at 5:30p, under ORS 192.660(2)(a) Personnel, ORS 192.660(2)(d) Negotiations, and ORS 192.660(2)(e) Real Estate. Executive Session is closed to the public.

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Call to Order

Type: Action Item Report / Presentation

Policy: BDDF: Conduct of Board Meetings

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |

Summary / Background:

Position 1: Director Aaron Muñoz	Position 5: Director Patty Carrera
Position 2: Vice Chair Joyce Rosenau	Position 6: Director Ana Gonzalez Muñoz
Position 3: Chair Michael Reyes	Position 7: Director Francisco Ibarra
Position 4: Director Cayle Tern	

Motion to Approve Agenda:

- A. Motion Made by Board Member:
 - a. I move that the Board approve the October 22, 2025 agenda as presented.
- B. Motion Seconded by Another Board Member
- C. Points of Clarification / Discussion
- D. Call for Board Vote

Pledge of Allegiance

Land Acknowledgement

Mission and Vision

Land Acknowledgement

We respectfully acknowledge that the land on which we are gathering today is the traditional homeland of a diverse array of indigenous tribes and bands. Multnomah County rests on traditional village sites of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River, creating communities and summer encampments to harvest and use the plentiful natural resources of the area. Multnomah County is now home to a vibrant indigenous community representing over 400 different tribal nations.

We recognize Indigenous peoples as the traditional stewards of this land and acknowledge the enduring relationship between the land and the people since time immemorial. We make this acknowledgement to open a space of recognition, inclusion, and respect for our sovereign tribal partners and all indigenous students, families, and staff in our community.

mission:

We lead with equity to educate and support all students to graduate with the skills and confidence to thrive.

vision:

As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.





As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Recognition

Type: Action Item Report / Presentation

Policy: BA: Board Goals

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |
-

Summary / Background:

Student Recognition: Troutdale Elementary

Resolution 2025-2026-010 Native American Heritage Month

Resolution 2025-2026-011 Rights of Undocumented Students and Protocols for Immigration and Customs Enforcement Access to Schools

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable



Resolution 2024-2025-010

Proclaiming the Celebration of National Native American Heritage Month

WHEREAS, Native Americans are descendants of the original, indigenous inhabitants of what is now the United States and other parts of the world;

WHEREAS, Multnomah County encompasses the traditional ancestral homelands of the Bands of the Chinook, Multnomah, Clackamas, Tualatin, Molalla, Kalapuya, Wasco, Cowlitz, and Kathlamet tribes. Since time immemorial, these tribes established their communities in a resource rich area where they traded and fished along the rivers and harvested those natural resources that fed their families and sustained their communities. We recognize the forced sacrifices of these tribes and Indigenous people;

WHEREAS, in the 1950s, under Federal Relocation Policy, a large segment of the Native population in the United States of America was forced to relocate to several major cities of which Portland was one. This has added to the diversity of tribal representation in the region;

WHEREAS, Native Americans, people whose history is rich with those who positively influence and enrich our nation, our society, our region, our state, and our schools through their entrepreneurship, commitment to community service, deep value of justice and liberty, and social and cultural life;

WHEREAS, on August 3, 1990, President of the United States George H. W. Bush declared the month of November as National American Indian Heritage Month, thereafter commonly referred to as Native American Heritage Month;

WHEREAS, Native Americans have made profound contributions and continue to make advances in education, medicine, art, culture, and public service and have been a consistent and vital influence in our nation's growth and prosperity;

WHEREAS, Multnomah County's Native American Community is diverse and growing with the population estimated to be nearly 60,000;

WHEREAS, understanding Native history and contemporary life is an important part of celebrating Native American Heritage Month;

WHEREAS, the Reynolds School District has a core belief in Equity that states our commitment to affirmatively overcome the educational barriers that have resulted in a persistent, unacceptable achievement gap for Black, Indigenous, and students of color and to give each student the opportunity and support to meet their highest potential;

WHEREAS, closing opportunity gaps while raising achievement for all students is the top priority of the Board of Education, the Superintendent and all district staff;

WHEREAS, the Reynolds School District Board of Education believes each and every student is to be celebrated and appreciated for the distinct and vibrant contributions made by sharing cultures, language, ideas, beliefs, and values within a school community;

NOW, THEREFORE, BE IT RESOLVED The Reynolds School District Board of Education hereby promotes November 1 through November 30, 2025 as Native American Heritage Month and encourages staff, students, and community members to observe and acknowledge the harm indigenous people have had to endure throughout history; to recognize and celebrate the culture, heritage, and economic contributions of Native Americans; and to learn about Native history from Native voices.

Adopted this 22nd day of October 2025.

Signed:

Attest:

Chair, Reynolds School Board of Directors

Superintendent / Clerk



Resolution 2025-2026-011

**Rights of Undocumented Students and
Protocols for Immigration and Customs Enforcement Access to Schools**

WHEREAS, the Reynolds School District Board is committed to the success of each and every student in all Reynolds schools and programs.

WHEREAS, the mission of Reynolds School District is "We lead with equity to educate and support all students to graduate with the skills and confidence to thrive."

WHEREAS, the Board believes that a safe and inviting environment would be disrupted by the presence of Immigration and Custom Enforcement officers who come onto Reynolds School District property to remove students or their family members or to obtain information about students and their families.

NOW, THEREFORE, BE IT RESOLVED, that any Immigration and Custom Enforcement officer intending to enter any Reynolds School District property must first notify the Superintendent in person. Adequate notice must be given so that steps can be taken to provide for the emotional and physical safety of students and staff.

BE IT RESOLVED, that the Superintendent or designee is authorized to ask for the Immigration and Custom Enforcement agent's credentials, ask why they are requesting access, and request legal documentation supporting the request to enter District property, such as a judicial warrant.

BE IT RESOLVED, that Reynolds School District staff shall not disclose the personal information of any Reynolds School District student pursuant to Family Educational Rights and Privacy Act (FERPA) and relevant law, or ask about a student's immigration status or that of the student's family members in accordance with Oregon's Sanctuary Promise laws.

Adopted this 22nd day of October 2025.

Signed:

Attest:

Chair, Reynolds School Board of Directors

Superintendent / Clerk



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Student Reports

Type: Action Item Report / Presentation

Policy: BCBA-AR: Student Representative to Board and High School Reporter Guidelines

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |

Summary / Background:

According to policy BCBA-AR, student reporters may be appointed by each high school to provide school news to the Board at each Business Meeting.

Student reporters are encouraged to share news about school events, activities, sports, academic happenings and other high interest activities at the school.

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Public to be Heard

Type: Action Item Report / Presentation

Policy: BDDH: Public to be Heard; BDDH-AR: Public to be Heard at Board Meetings

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |
-

Summary / Background:

Members of the public will address the Board with comments and the Board will listen only. The Board may choose not to address a request if it does not fall within the scope of Board Governance. Oregon law prohibits the Board from discussing specific employees or their job performance.

Those wishing to speak must sign-up prior to the start of the meeting. The first 7 submissions will be able to speak for 3 minutes.

Written Public Comment can be submitted on the RSD website at any time.

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Bargaining Group Updates

Type: Action Item Report / Presentation

Policy: BD/BDA: Board Meetings

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |
-

Summary / Background:

Reynolds Education Association (REA) and Oregon School Employees Association, Chapter 37 (OSEA), will provide an update to the Board of Directors.

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Kate McLaughlin, Assistant Superintendent

Subject: Fall 2025 Achievement Data

Type: Action Item Report / Presentation

Policy: IL: Assessment Programs

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|-----------------------------------------------------------|-----------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input type="checkbox"/> Student and Staff Wellness |
| <input type="checkbox"/> Culturally Responsive Teaching | <input type="checkbox"/> Professional Development |
-

Summary / Background:

Academic achievement data will be presented with comparisons between Fall 2024 and Fall 2025 for K-5 literacy (Acadience), K-5 math (i-Ready), 6-8 literacy (STAR-Reading), and 6-8 math (STAR-Math).

The Board goal for 3rd grade reading is 42% proficiency for all students by June 2025 (50% by June 2028). The Board goal for 5th grade math is 34% proficiency for all students by June 2025 (50% by June 2028). At the 8th grade level for math, the Board goal is 42% proficiency for all students by June 2025 (50% by June 2028).

Previous Board Action:


Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable

A black and white photograph of a large group of graduates in a classroom or gymnasium. They are wearing white gowns and black mortarboards, sitting in rows of chairs, viewed from behind.

As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

Fall Achievement Data: Acadience, i-Ready, and STAR

Rachel Aazzerah, EdS

October 22, 2025

Grades K-5: **Acadience Reading**

Acadience



All Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	21%	26%	+ 5
1st Grade	25%	28%	+ 3
2nd Grade	40%	50%	+ 10
3rd Grade	40%	42%	+ 2
4th Grade	36%	42%	+ 6
5th Grade	27%	40%	+ 13

Acadience Español (Alder & Davis)

All DLI Students	Fall 25-26
Kindergarten	8%
1st Grade	10%
2nd Grade	33%
3rd Grade	20%

Acadience

English Learners	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	10%	11%	+ 1
1st Grade	14%	21%	+ 7
2nd Grade	30%	34%	+ 4
3rd Grade	25%	19%	- 6
4th Grade	31%	11%	- 20
5th Grade	21%	10%	- 11

Acadience

Students with Disabilities	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	19%	23%	+ 4
1st Grade	16%	19%	+ 3
2nd Grade	22%	40%	+ 18
3rd Grade	17%	24%	+ 7
4th Grade	21%	13%	- 8
5th Grade	18%	12%	- 6

Acadience



Black / African American Students

	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	24%	24%	-
1st Grade	18%	29%	+ 11
2nd Grade	35%	39%	+ 4
3rd Grade	38%	28%	- 10
4th Grade	42%	36%	- 6
5th Grade	14%	27%	+ 13

Acadience

Latino / a Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	12%	17%	+ 5
1st Grade	18%	21%	+ 3
2nd Grade	29%	42%	+ 13
3rd Grade	31%	31%	-
4th Grade	27%	31%	+ 4
5th Grade	22%	26%	+ 4

Acadience

Female Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	21%	26%	+ 5
1st Grade	25%	31%	+ 6
2nd Grade	41%	49%	+ 8
3rd Grade	38%	43%	+ 5
4th Grade	35%	40%	+ 5
5th Grade	27%	31%	+ 4

Acadience



Male Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	21%	21%	-
1st Grade	25%	26%	+ 1
2nd Grade	40%	51%	+ 11
3rd Grade	41%	41%	-
4th Grade	37%	41%	+ 4
5th Grade	28%	34%	+ 6

Acadience



Non-Binary Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	0%*	
1st Grade	-	-	
2nd Grade	100%*	-	
3rd Grade	-	100%*	
4th Grade	50%*	-	
5th Grade	-	33%*	

Grades K-5: **i-Ready Math**

All Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	-	-
1st Grade	2%	3%	+ 1
2nd Grade	1%	4%	+ 3
3rd Grade	4%	3%	- 1
4th Grade	7%	7%	-
5th Grade	7%	8%	+ 1

English Learners	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	-	-
1st Grade	0%	1%	+ 1
2nd Grade	1%	1%	-
3rd Grade	2%	1%	- 1
4th Grade	5%	1%	- 4
5th Grade	5%	0%	- 5

Students with Disabilities	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	-	-
1st Grade	3%	3%	-
2nd Grade	2%	8%	+ 6
3rd Grade	1%	3%	+ 2
4th Grade	7%	5%	- 2
5th Grade	3%	3%	-

Black / African American Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	-	-
1st Grade	1%	0%	- 1
2nd Grade	0%	0%	-
3rd Grade	1%	0%	- 1
4th Grade	7%	4%	- 3
5th Grade	3%	6%	+ 3

i-Ready

Latino / a Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	-	-
1st Grade	1%	1%	-
2nd Grade	1%	2%	+ 1
3rd Grade	2%	0%	- 2
4th Grade	6%	4%	- 2
5th Grade	4%	6%	+ 2

Female Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	-	-
1st Grade	2%	2%	-
2nd Grade	2%	2%	-
3rd Grade	4%	3%	- 1
4th Grade	4%	5%	+ 1
5th Grade	5%	5%	-

Male Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	-	-
1st Grade	3%	4%	+ 1
2nd Grade	3%	6%	+ 3
3rd Grade	4%	3%	- 1
4th Grade	10%	8%	- 2
5th Grade	8%	10%	+ 2

i-Ready

Non-Binary Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
Kindergarten	-	-	-
1st Grade	-	-	-
2nd Grade	0%*	-	
3rd Grade	-	100%*	
4th Grade	0%*	-	
5th Grade	-	33%*	

Grades 6-8: **STAR Math**

STAR Math



All Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	30%	32%	+ 2
7th Grade	29%	32%	+ 3
8th Grade	29%	33%	+ 4

STAR Math



English Learners	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	18%	12%	- 6
7th Grade	10%	15%	+ 5
8th Grade	9%	15%	+ 6

STAR Math



Students with Disabilities	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	14%	15%	+ 1
7th Grade	10%	10%	-
8th Grade	10%	10%	-

STAR Math

Black / African American Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	19%	24%	+ 5
7th Grade	18%	21%	+ 3
8th Grade	14%	21%	+ 7

STAR Math



Latino / a Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	22%	28%	+ 6
7th Grade	28%	22%	- 6
8th Grade	35%	28%	- 7

STAR Math



Female Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	26%	29%	+ 3
7th Grade	29%	32%	+ 3
8th Grade	26%	30%	+ 4

STAR Math



Male Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	33%	34%	+ 1
7th Grade	30%	30%	-
8th Grade	32%	35%	+ 3

STAR Math

Non-Binary Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	-	-	-
7th Grade	-	-	-
8th Grade	0%*	100%*	+ 100

Grades 6-8: **STAR Reading**

STAR Reading



All Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	33%	36%	+ 3
7th Grade	37%	35%	- 2
8th Grade	39%	40%	+ 1

STAR Reading



English Learners	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	4%	13%	+ 9
7th Grade	3%	10%	+ 7
8th Grade	8%	10%	+ 2

STAR Reading



Students with Disabilities	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	17%	12%	- 5
7th Grade	20%	23%	+ 3
8th Grade	20%	16%	- 4

STAR Reading

Black / African American Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	22%	18%	- 4
7th Grade	29%	20%	- 9
8th Grade	30%	36%	+ 6

STAR Reading



Latino / a Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	30%	31%	+ 1
7th Grade	28%	27%	- 1
8th Grade	30%	31%	+ 1

STAR Reading



Female Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	38%	39%	+ 1
7th Grade	41%	40%	- 1
8th Grade	37%	43%	+ 6

STAR Reading



Male Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	28%	32%	+ 4
7th Grade	32%	29%	- 3
8th Grade	40%	36%	- 4

STAR Reading



Non-Binary Students	Fall 24-25	Fall 25-26	Change Fall to Fall at Grade Level
6th Grade	-	-	
7th Grade	100%*	-	+ 100
8th Grade	33%*	100%*	+ 67



Questions?

As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Kate McLaughlin, Assistant Superintendent

Subject: 2024-2025 English Language Proficiency Assessment and Oregon Statewide Assessment Results

Type: Action Item Report / Presentation

Policy: IL: Assessment Program

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|-----------------------------------------------------------|-----------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input type="checkbox"/> Student and Staff Wellness |
| <input type="checkbox"/> Culturally Responsive Teaching | <input type="checkbox"/> Professional Development |
-

Summary / Background:

Each fall, the Oregon Department of Education releases the official English Language Proficiency Assessment (ELPA) and Oregon Statewide Assessment System (OSAS) data to schools to review and analyze to assist with systemic academic planning.

ELPA measures and reports on student English language proficiency in reading, writing, speaking, and listening comprehension. ELPA is delivered online and designed to be interactive, and it includes questions that reflect real-world scenarios. Its main purpose is to qualify students for appropriate language services and help guide schools to best address student needs.

OSAS currently includes summative assessments administered annually by subject matter and grade. Pursuant to federal and state accountability requirements, Oregon public schools test students in English Language Arts (ELA) and math in grades 3 – 8, and 11, and science in grades 5, 8, and 11.

Previous Board Action:

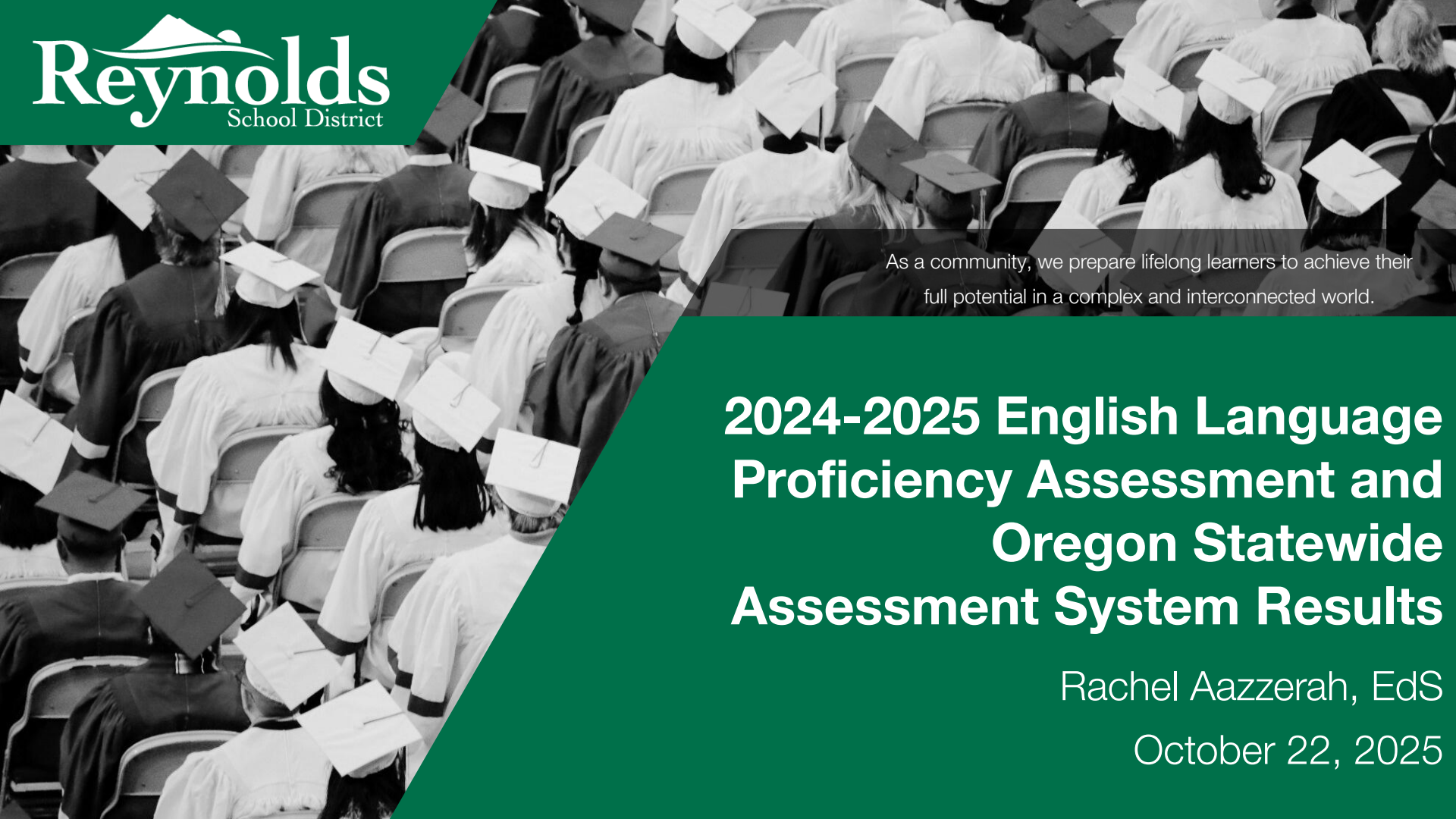
Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable

The background of the slide is a black and white photograph of a graduation ceremony. Graduates in white gowns and caps are seated in rows, viewed from behind. The image is partially obscured by a dark green diagonal overlay on the right side.

As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

2024-2025 English Language Proficiency Assessment and Oregon Statewide Assessment System Results

Rachel Aazzerah, EdS

October 22, 2025

English Language Proficiency Assessment (ELPA)

Elementary ELPA

All Students	2022-2023		2023-2024		2024-2025		District Growth	Gap to State
	District %	State %	District %	State %	District %	State %		
Kindergarten	3	3	1	2	1	2	-	-1
1st Grade	6	8	5	8	6	8	+1	-2
2nd Grade	14	16	14	16	14	18	-	-4
3rd Grade	14	14	13	13	11	13	-2	-2
4th Grade	11	12	13	13	14	13	+1	+1
5th Grade	9	11	11	12	10	11	-1	-1

Secondary ELPA



All Students	2022-2023		2023-2024		2024-2025		District Growth	Gap to State
	District %	State %	District %	State %	District %	State %		
6th Grade	6	8	7	10	9	10	+2	-1
7th Grade	3	5	6	2	6	6	-	-
8th Grade	4	6	2	6	6	7	+4	-1
9th Grade	2	4	4	4	3	4	-1	-1
10th Grade	4	6	3	6	7	7	+4	-
11th Grade	7	8	4	7	8	8	+4	-
12th Grade	6	4	7	6	3	6	-4	-3

Oregon Statewide Assessment System (OSAS)

ELA

English Language Arts (ELA)



All Students	2022-2023		2023-2024		2024-2025		District Growth	Gap to State
	District %	State %	District %	State %	District %	State %		
3rd Grade	19	39	19	39	25	40	+6	-15
4th Grade	22	42	22	42	20	42	-2	-22
5th Grade	30	47	27	47	29	47	+2	-18
6th Grade	20	41	20	41	23	42	+3	-19
7th Grade	24	44	28	43	21	44	-7	-23
8th Grade	21	42	23	41	24	42	+1	-18
11th Grade*	36	46	28	46	36	44	+8	-8

*less than 90% of students tested

Oregon Statewide Assessment System (OSAS)

MATH

Math

All Students	2022-2023		2023-2024		2024-2025		District Growth	Gap to State
	District %	State %	District %	State %	District %	State %		
3rd Grade	19	40	19	40	22	40	+3	-18
4th Grade	15	38	16	37	14	37	-2	-23
5th Grade	12	31	13	31	14	31	+1	-17
6th Grade	9	28	8	28	9	29	+1	-20
7th Grade	13	30	14	31	11	32	-3	-21
8th Grade	9	26	9	26	10	29	+1	-19
11th Grade*	8	20	7	20	9	20	+2	-11

*less than 90% of students tested

Oregon Statewide Assessment System (OSAS)

SCIENCE

Science

All Students	2022-2023		2023-2024		2024-2025		District Growth	Gap to State
	District %	State %	District %	State %	District %	State %		
5th Grade	15	30	14	31	15	30	+1	-15
8th Grade	11	26	14	26	14	27	-	-13
11th Grade*	20	33	16	32	17	33	+1	-16

*less than 90% of students tested

OSAS 2024-2025 Assessment Reports



[Access to 2024-2025 OSAS Disaggregated and Trend Data per Oregon Department of Education](#)



Questions?

As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Kate McLaughlin, Assistant Superintendent

Subject: 2024-2025 Division 22 Assurances

Type: Action Item Report / Presentation

Policy: CM: Division 22 Compliance and Reporting on Standards

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |
-

Summary / Background:

As required by OAR 581-022-2305, all Oregon School Districts must annually report the status of the district's compliance to Division 22 Standards and any plans in place for areas of non-compliance. Districts are required to share this information with their local Board of Directors, identify areas of compliance, and outline plans for addressing any areas of noncompliance.

For the 2024–25 school year, Reynolds School District was in compliance with all Division 22 Standards.

Previous Board Action:


Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable

A black and white photograph of a large group of graduates sitting in rows of chairs, viewed from behind. They are wearing white gowns and black mortarboard caps. The image is partially obscured by a dark green diagonal overlay on the right side.

As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

2024-2025 Division 22 Assurances

Rachel Aazzerah, EdS

October 22, 2025

Division 22 Standards Assurances



Combined Accountability Model

Districts report annually on compliance with each of the standards and must include an explanation and corrective action plan for all out-of-compliance items.

Local Accountability

Districts must:

- report to their local school board by November 1
- post a report on the district website by November 1

State Accountability

- Districts must submit assurances to ODE by November 15
- ODE follows up with districts that have reported out-of-compliance items

Snapshot: Division 22 Rules

Required Instructional Time

Diploma
Requirements

Instructional
Materials
Adoption

High-Quality
Learning
Experiences

Comprehensive School Counseling

Aligned &
Focused
Educational
Systems

Engaged
Partners &
Communities

Complaint
Procedures

Educational
Equity
Advisory
Committees

Substance Use
Prevention &
Intervention Plan

Safe & Inclusive
Schools

Committed &
Supported Staff

Teacher and
Administrator
Evaluation
and Support

Every Student Belongs



2024-25 Reynolds Assurances

Science Adoption Waiver Update



2024-2026: Waiver Approved by ODE

2024-2025: RSD adoption committee recommendation was approved at the May 2025 School Board Meeting

We are compliant with the OAR.



Looking Ahead to 2025-2026

New/Revised Rules & Requirements



OAR 581-022-203 & OAR 581-022-2000

Planned instructional programs for:

- K-12 Social and Emotional Learning
- 9-12 Personal Finance*
- Higher Education and Career Path Skills*

OAR 581-022-2045

Comprehensive plan for substance use prevention and intervention

- 6-12 Opioid Prevention Education Lessons

***New Diploma Requirement for the class of 2027**

New/Revised Rules & Requirements



Implementation of an Educational Equity Advisory Committee

- Districts are required to convene a committee by September 15, 2025

Administration of State Assessments


- Student Educational Equity Development (SEED) Survey as part of OSAS

Educational Leadership-Administrator Standards: Professional Standards for Educational Leadership (PSEL)

- Districts must align administrator evaluations to the updated standards by September 30, 2027



Questions?



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

Reynolds School District

Report on Compliance with Public School Standards

2024-25 School Year

By November 1 of each year, school district superintendents are required by [OAR 581-022-2305: District Assurances of Compliance with Public School Standards](#) to report to their community on the district's status with respect to all of the Standards for Public Elementary and Secondary Schools. The Standards are adopted by the State Board of Education and set out in Oregon Administrative Rules Chapter 581, Division 22.

The table below contains a summary of **Reynolds** School District's compliance with each of the requirements of Oregon's administrative rules found in [DIVISION 22 - STANDARDS FOR PUBLIC ELEMENTARY AND SECONDARY SCHOOLS](#) during the 2024-25 school year. For each rule reported as out of compliance, **Reynolds** School District has provided an explanation of why the school district was out of compliance and the school district's proposed corrective action plan to come into compliance. The corrective action must be approved by ODE and completed by the district by the beginning of the 2026-27 school year.

What are the requirements of the standards? For a general overview of what each rule/standard requires, consult this high-level [Rules at a Glance summary](#). For specific, comprehensive requirements, use the links below for each individual rule.

Category: High-Quality Learning Experiences for All Students

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2000 Diploma Requirements	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2010 Modified Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2015 Extended Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2020 Certificate of Attendance	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2050 Human Sexuality Education	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2055 Career Education	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2263 Physical Education Requirements *Elementary Grades	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2263 Physical Education Requirements *Middle Grades	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2340 Media Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2350 Independent Adoptions of Instructional Materials	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2355 Instructional Materials Adoption	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2360 Postponement of Purchase of State-Adopted Instructional Materials	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2440 Teacher Training Related to Dyslexia	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2500 Programs and Services for TAG Students	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2505 Alternative Education Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Aligned and Focused Educational Systems

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2025 Credit Options	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2030 District Curriculum	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2060 Comprehensive School Counseling	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2100 Administration of State Assessments	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2110 Exception of Students with Disabilities from State Assessments	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2115 Assessment of Essential Skills: Diploma Requirements	Waived through the end of 2027-28 school year	Not applicable	Not applicable
581-022-2115(2) Assessment of Essential	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
Skills: Local Performance Assessment Requirement			
581-022-2120 Essential Skill Assessments for English Language Learners	Waived through the end of 2027-28 school year	Not applicable	Not applicable
581-022-2250 District Improvement Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2260 Records and Reports	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2265 Report on PE Data	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2300 Standardization	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2305 District Assurances of Compliance with Public School Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2315 Special Education for Children with Disabilities	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2320 Required Instructional Time	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2325 Identification of Academically Talented and Intellectually Gifted Students	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2335 Daily Class Size	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2400 Personnel	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2445 Universal Screenings for Risk Factors of Dyslexia	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Engaged Partners and Communities

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2005 Veterans Diploma	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2255 School and District Performance Report Criteria	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2270 Individual Student Assessment, Recordkeeping and Reporting	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2330 Rights of Parents of TAG Students	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2370 Complaint Procedures	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Safe & Inclusive Schools

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2045 Substance Use Prevention and Intervention Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2205 Policies on Reporting of Child Abuse	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2210 Anabolic Steroids and Performance Enhancing Substances	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2215 Safety of School Sports – Concussions	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2220 Health Services	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2223 Healthy and Safe Schools Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2225 Emergency Plans and Safety Programs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2230 Asbestos Management Plans	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2267 Annual Report on Restraint and Seclusion	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2308 Agreements Entered Into with Voluntary Organizations	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2310 Equal Education Opportunities	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2312 Every Student Belongs	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2345 Auxiliary Services	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2430 Fingerprinting of Subject Individuals in Positions Not Requiring Licensure as Teachers, Administrators, Personnel Specialists, School Nurses	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2510 Suicide Prevention Plan	In compliance	The district has met all of the requirements for this rule.	Not applicable

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2515 Menstrual Dignity for Students	In compliance	The district has met all of the requirements for this rule.	Not applicable

Category: Committed and Supportive Staff

Rule # and Title	Status	Explanation/Evidence	Corrective Action Plan & Timeline
581-022-2405 Personnel Policies	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2410 Teacher and Administrator Evaluation and Support	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2415 Core Teaching Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable
581-022-2420 Educational Leadership - Administrator Standards	In compliance	The district has met all of the requirements for this rule.	Not applicable



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Superintendent's Report

Type: Action Item Report / Presentation

Policy: BD/BDA: Board Meetings

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |
-

Summary / Background:

Superintendent Caropelo will provide announcements and reports to the Board:

- a. Superintendent Report – Frank Caropelo
- b. Financial Report – Holly Langan
- c. Enrollment Report – Frank Caropelo

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable

General Fund | 2025–2026 Financial Summary by Object and Function

For the Period Ending September 30, 2025

				1	2		3	4 (=2 + 3)	5 (=4 - 1)
RESOURCES	2022–2023	2023–2024	2024–2025	FY26	FY26	% of	Add: Revenue	FY26	Budget to Forecast
	Actual	Actual	Unaudited	Adopted Budget	YTD Actuals	Budget	Projections	Forecasted Balance	Variance Fav / (Unfav)
Operating Revenues									
State School Fund	\$ 96,170,190	\$ 102,950,821	\$ 108,665,252	\$ 115,285,455	\$ 38,665,557	33.5%	\$ 77,277,762	\$ 115,943,319	\$ 657,864
Other State School Fund	32,806,224	33,875,384	35,275,362	41,706,943	168,266	0.4%	34,734,734	34,903,000	(6,803,943)
State School Fund Formula	128,976,414	136,826,205	143,940,614	156,992,398	38,833,823	24.7%	112,012,496	150,846,319	(6,146,079)
Local Sources	3,022,599	3,048,772	4,482,634	2,699,000	726,264	26.9%	\$ 1,972,736.00	2,699,000	-
Intermediate Sources	700,000	1,999,997	1,000,000	3,000,000		0.0%	\$ 3,000,000.00	3,000,000	-
State Sources	2,590,394	856,066	1,772,920	2,000,000		0.0%	\$ 2,000,000.00	2,000,000	-
Federal Sources	42,995	288,395	135,579	55,000		0.0%	\$ 55,000.00	55,000	-
Other Sources	155,626	-	-	85,000		0.0%	\$ 85,000.00	85,000	-
All Other Sources	6,511,613	6,193,230	7,391,134	7,839,000	726,264	9.3%	7,112,736	7,839,000	-
Total Operating Revenues	\$ 135,488,027	\$ 143,019,434	\$ 151,331,748	\$ 164,831,398	\$ 39,560,087	24.0%	\$ 119,125,232	\$ 158,685,319	\$ (6,146,079)
Beginning Fund Balance	37,766,147	26,681,850	20,618,328	10,000,000	10,355,447	103.6%		10,355,447	355,447
TOTAL RESOURCES	\$ 173,254,174	\$ 169,701,284	\$ 171,950,076	\$ 174,831,398	\$ 49,915,534	28.6%	\$ 119,125,232	\$ 169,040,766	\$ (5,790,632)
REQUIREMENTS BY OBJECT									
Operating Expenditures									
	By Object								
Salaries	\$ 70,161,704	\$ 75,362,331	\$ 78,410,789	\$ 78,247,819	\$ 9,170,817	11.7%	\$ 68,239,322	\$ 77,410,139	\$ 837,680
Associated Payroll Costs	34,264,947	37,544,405	41,639,549	47,977,676	5,456,425	11.4%	39,788,301	45,244,726	2,732,950
Purchased Services	27,991,765	26,832,809	33,320,072	32,581,873	7,164,196	22.0%	25,411,653	32,575,849	6,024
Supplies and Materials	8,434,821	4,360,608	4,475,964	4,664,277	992,203	21.3%	2,832,417	3,824,620	839,657
Capital Outlay	1,297,508	1,161,753	388,088	155,000	59,546	38.4%	14,928	74,474	80,526
Other Objects	1,719,446	1,993,596	1,912,230	1,697,280	1,472,464	86.8%	16,876	1,489,340	207,940
Transfers	2,702,133	1,827,455	1,447,937	1,050,000		0.0%	1,050,000	1,050,000	-
Total Operating Expenditures	\$ 146,572,324	\$ 149,082,956	\$ 161,594,629	\$ 166,373,925	\$ 24,315,651	14.6%	\$ 137,353,497	\$ 161,669,148	\$ 4,704,777
Contingencies									-
Unappropriated Ending Fund Balance				8,457,473					8,457,473
TOTAL REQUIREMENTS	\$ 146,572,324	\$ 149,082,956	\$ 161,594,629	\$ 174,831,398	\$ 24,315,651	13.91%	\$ 137,353,497	\$ 161,669,148	\$ 13,162,250
Ending Fund Balance	\$ 26,681,850	\$ 20,618,328	\$ 10,355,447					\$ 7,371,618	
REQUIREMENTS BY FUNCTION									
Operating Expenditures									
	By Function								
Instruction	\$ 75,949,684	\$ 86,050,468	\$ 98,225,348	\$ 101,002,292	\$ 12,127,616	12.0%	\$ 87,487,469	\$ 99,615,085	\$ 1,387,207
Support Services	47,568,680	57,463,767	61,483,378	63,830,294	11,959,060	18.7%	48,563,072	60,522,132	3,308,162
Enterprise and Community Services	164,321	155,960	237,966	291,339	28,975	9.9%	252,956	281,931	9,408
Facilities Acquisition and Construction	-	-	-	-				-	-
Other Uses	1,963,350	2,902,130	1,647,937	1,250,000	200,000	16.0%	1,050,000	1,250,000	-
Total Operating Expenditures	\$ 125,646,035	\$ 146,572,324	\$ 161,594,629	\$ 166,373,925	\$ 24,315,651	14.6%	\$ 137,353,497	\$ 161,669,148	\$ 4,704,777
Contingencies									-
Unappropriated Ending Fund Balance				8,457,473					8,457,473
TOTAL REQUIREMENTS	\$ 125,646,035	\$ 146,572,324	\$ 161,594,629	\$ 174,831,398	\$ 24,315,651	13.9%	\$ 137,353,497	\$ 161,669,148	\$ 13,162,250
Ending Fund Balance	\$ 47,608,139	\$ 23,128,960	\$ 10,355,447					\$ 7,371,618	
Ending Fund Balance % of Revenue	27.48%	13.63%	6.02%					4.36%	

Enrollment Report as of October 13, 2025

	Actual	Projected	Difference
Elementary Total	3798	3807	-9
Middle School Total	1942	1983	-41
High School Total	2584	2599	-15
Reynolds Total	8,324	8,389	-65
Charter Total	1,252		
Total Reynolds and Charters:	9,576		

Elementary Enrollment By Grade Level and Class										
School	K	1st	2nd	3rd	4th	5th		Total	Last Year vs This Year	
Alder	14	26	28	18	28	25				
	15			19	12	14				
Dual Language	23	21	20	21	25	17				
Total	52	47	48	58	65	56		326	Oct 2024	Change
# of Classes	2	2.5	2.5	3	2.5	2.5		15	348	-22
Average Class Size	26.00	18.80	19.20	19.33	26.00	22.40		21.73		
Davis	21	22	22	21	32	32				
	20	22	20	22	34	31				
Dual Language (K)										
KG/1 Split	8	13	21	24						
Total	49	57	63	67	66	63		365	Oct 2024	Change
# of Classes	3	3	3	3	2	2		15	296	69
Average Class Size	19.60	22.80	21.00	22.33	33.00	31.50		24.33		
Fairview	21	19	23	23	24	24				
	21	18	22	23	24	26				
STEP	1	3	4	4						
Total	43	40	49	50	48	50		280	Oct 2024	Change
# of Classes	2	2	2	2	2	2		12	302	-22
Average Class Size	21.50	20.00	24.50	25.00	24.00	25.00		23.33		
Glenfair	23	20	21	22	26	35				
	23	19	23	21	26	35				
	23	20	25	21	25					
Total	69	59	69	64	77	70		408	Oct 2024	Change
# of Classes	3	3	3	3	3	2		17	497	-89
Average Class Size	23.00	19.67	23.00	21.33	25.67	35.00		24.00		
Hartley	20	25	20	23	30	34				
	22	22	20	28	31	34				
			21							
Total	42	47	61	51	61	68		330	Oct 2024	Change
# of Classes	2	2	3	2	2	2		13	308	22
Average Class Size	21.00	23.50	20.33	25.50	30.50	34.00		25.38		
Margaret Scott	26	27	28	25	24	31				
	26	27	24	24	23	31				
		12	14	12	13					
Total	52	66	66	61	60	62		367	Oct 2024	Change
# of Classes	2	2.5	2.5	2.5	2.5	2		14	367	0
Average Class Size	26.00	26.40	26.40	24.40	24.00	31.00		26.21		

Salish Ponds	22	24	20	27	23	30			Oct 2024	Change
	21	26	20	27	24	30				
Total	43	50	40	54	47	60		294	329	-35
# of Classes	2	2	2	2	2	2		12		
Average Class Size	21.50	25.00	20.00	27.00	23.50	30.00		24.50		
Sweetbriar	17	18	24	21	14	13			Oct 2024	Change
	17	21	26	19	12	14				
					15	13				
Total	34	39	50	40	41	40		244	262	-18
# of Classes	2	2	2	2	2.5	2.5		13		
Average Class Size	17.00	19.50	25.00	20.00	16.40	16.00		18.77		
Troutdale	27	26	20	26	33	29			Oct 2024	Change
	27	25	20	29	34	28				
			22							
Life Skills	1	8	3	2	6	5			Oct 2024	Change
Total	55	59	65	57	73	62		371	362	9
# of Classes	2	2	3	2	2	2		13		
Average Class Size	27.50	29.50	21.67	28.50	36.50	31.00		28.54		
Wilkes	19	23	22	19	25	23			Oct 2024	Change
	19	24	21	19	26	22				
	23	22	23	21	25	21				
		18								
Life Skills	1	4	5	5	3	4			Oct 2024	Change
Total	62	91	71	64	79	70		437	465	-28
# of Classes	3	4	3	3	3	3		19		
Average Class Size	20.67	22.75	23.67	21.33	26.33	23.33		23.00		
Woodland	19	22	21	31	32	25			Oct 2024	Change
	19	22	22	30	29	26				
		22	22							
Life Skills	2	10	3	7	7	5			Oct 2024	Change
Total	40	76	68	68	68	56		376	379	-3
# of Classes	2	3	3	2	2	2		14		
Average Class Size	20.00	25.33	22.67	34.00	34.00	28.00		26.86		
Elementary Total	541	631	650	634	685	657		3798	3915	-117
Total # of Classes	24.50	27.50	29.00	26.50	25.50	24.00		157.00		
Total Average Class Size	22.08	22.95	22.41	23.92	26.86	27.38		24.19		

Secondary Enrollment By Grade Level

School	6th	7th	8th	9th	10th	11th	12th	Total	Oct 2024	Change
HB Lee MS	184	216	206					606	723	-117
Reynolds MS	290	281	261					832	726	106
Walt Morey MS	171	176	157					504	523	-19
RHS + Middle College				657	646	553	545	2401	2439	-38
RLA					26	43	114	183	198	-15
Secondary Total	645	673	624	657	672	596	659	4526	4609	-83

Charter School Enrollment By Grade Level

School	K	1st	2nd	3rd	4th	5th	6th - 8th	Total	Oct 2024	Change
Arthur Academy	30	31	28	27	26	26		168	168	0
HOLLA	20	20	19	19	21	21		120	100	20
MLA	47	48	48	48	48	47	275	561	555	6
Rockwood Prep	78	77	69	65	64	50		403	395	8
Charter Total	175	176	164	159	159	144	275	1252	1218	34



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Consent Agenda

Type: Action Item Report / Presentation

Policy: BD/BDA: Board Meetings; BDDF: Conduct of Board Meetings

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |
-

Summary / Background:

- A. Approval of Personnel Order
- B. Approval of Prior Meeting Minutes
- C. Resolution 2025-2026-010 Native American Heritage Month
- D. Resolution 2025-2026-011 Rights of Undocumented Students and Protocols for Immigration and Customs Enforcement Access to Schools
- E. RHS JROTC Field Trip to Lebanon, Oregon

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

- A. Motion Made by Board Member:
 - a. I move that the Board approve all Consent Agenda items as presented.
- B. Motion Seconded by Another Board Member
- C. Points of Clarification / Discussion
- D. Call for Board Vote



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

**Reynolds School District
Board of Education Work Session
Meeting Minutes**

October 8, 2025

7:00 PM

Virtual Meeting

Present: Patty Carrera, Ana Gonzalez Muñoz, Francisco Ibarra, Aaron Muñoz, Michael Reyes, Joyce Rosenau, Cayle Tern.

I. 7:00p - Call to Order

- Chair Michael Reyes called the 10.08.2025 Work Session to order at 7:03p.

A. Roll Call

B. Land Acknowledgement

- Read into the record by Chair Michael Reyes.

II. 7:05p - Bond Planning Update

III. 7:30p - Adjourn

- Chair Michael Reyes adjourned the October 8, 2025 work session at 8:29p.



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

Reynolds School District
Board of Education Business Meeting
Meeting Minutes
September 24, 2025
6:00 PM
Building I, Edgefield Campus

Present: Patty Carrera, Ana Gonzalez Muñoz, Francisco Ibarra, Aaron Muñoz, Michael Reyes, Joyce Rosenau,
Absent: Cayle Tern.

I. 5:30p - Executive Session

The Reynolds School Board and the Superintendent will recess into Executive Session at 5:30p, under ORS 192.660(2)(a) Personnel and ORS 192.660(2)(d) Negotiations. Executive Session is closed to the public.

II. 6:00p - Call to Order

- Chair Michael Reyes called the September 24, 2025 Business Meeting to order at 6:07p.

A. Roll Call

- Director Patty Carrera attended virtually.

B. Consider Approval of the September 24, 2025 Agenda

I move that the Board approve the September 24, 2025 agenda as presented. This motion, made by Aaron Muñoz and seconded by Ana Gonzalez Muñoz, Passed.

Yea: 6, Nay: 0

C. Pledge of Allegiance

D. Land Acknowledgement

- Read into the record by Director Aaron Muñoz.

E. Mission and Vision

- Read into the record by Chair Michael Reyes.

III. 6:10p - Recognition

A. Student Recognition

B. Resolutions

i. Resolution 2025-2026-004: National School Lunch Week

- Read into the record by Director Francisco Ibarra.

ii. Resolution 2025-2026-005: Indigenous Peoples' Day

- Read into the record by Director Aaron Muñoz.

iii. Resolution 2025-2026-006: National Bullying Prevention Month

- Read into the record by Vice Chair Joyce Rosenau.

iv. Resolution 2025-2026-007: National Principals Month

- Read into the record by Chair Michael Reyes.

v. Resolution 2025-2026-008: National School Custodian Recognition Day

- Read into the record by Director Francisco Ibarra.

vi. Resolution 2025-2026-009: National Coming Out Day

- Read into the record by Director Ana Gonzalez Muñoz.

IV. 6:30p - Public to be Heard

Members of the public will address the board with comments and the board will listen only. Public Comment will be limited to 7 speakers with 3 minutes each. Forms must be turned in before the meeting start time.

V. 6:50p - Bargaining Group Updates

VI. 7:00p - Presentation to the Board

A. Update on Cell Phone Use in Schools

B. 2024-25 Integrated Programs Annual Report

VII. 7:30p - Superintendent's Reports

A. Announcements/Reports

B. Financial Report

C. Enrollment Report

VIII. 7:45p - Consent Agenda

I move that the Board approve all Consent Agenda items as presented. This motion, made by Aaron Muñoz and seconded by Francisco Ibarra, Passed.

Yea: 6, Nay: 0

A. Approval of Personnel Order

B. Approval of Prior Meeting Minutes

C. RLA MYC Forest Ecology Trip to the Olympic National Forest: October 27-31, 2025

D. Grant Acceptance: Comprehensive Literacy State Development Grant

E. Policy Updates

IX. 7:50p - Action Items

A. Procurement Exemption: Design/Build

I move that the Board, acting as the Local Contract Review Board, approve the utilization of a Design Build procurement method for renovations at RHS for a dental assisting program. This motion, made by Francisco Ibarra and seconded by Aaron Muñoz, Passed.

Yea: 6, Nay: 0

B. 2025-26 Superintendent Evaluation Standards and Goals

I move that the Board approve the Superintendent's Goals and Evaluation plan as presented. This motion, made by Aaron Muñoz and seconded by Ana Gonzalez Muñoz, Passed.

Yea: 6, Nay: 0

X. 8:00p - Board Announcements and Discussion

A. Individual Board Members - Announcements and Reports

B. Upcoming Board Meetings

XI. 8:15p - Adjourn

- Chair Michael Reyes adjourned the September 24, 2025 Business Meeting at 8:24p.

To: Board of Directors

From: Kate McLaughlin, Assistant Superintendent

Subject: JROTC Field Trip

Type: Action Item Report / Presentation

Policy: IICA: Field Trips and Special Events

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|---------------------------------------------------------|----------------------------------------------------------------|
| <input type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input type="checkbox"/> Culturally Responsive Teaching | <input type="checkbox"/> Professional Development |
-

Summary / Background:

RHS Army JROTC will attend the Lebanon JROTC Drill Competition to compete against programs from the Cascade Mountain League. JROTC competitions challenge cadets in physical fitness, drill and ceremony, and marksmanship, while developing teamwork and promoting positive self-esteem.

Previous Board Action:

The Board is responsible for approving all overnight field trips.

Financial Implications:

The estimated cost is \$250, which will be paid through the unit's ASB funds. The funds have been secured through fundraisers, assistance from VFW Post 180, Military Officer Association of America, and students volunteering to clean up after RHS football games. Lodging will be provided at Lebanon HS. LTC (Ret) Johnson, the Senior Army Instructor, is certified to drive the activity van which reduces transportation costs.

Motion:

- A. Motion Made by Board Member:
 - a. I move that the Board approve the RHS JROTC field trip to Lebanon, Oregon as presented.
- B. Motion Seconded by Another Board Member
- C. Points of Clarification / Discussion
- D. Call for Board Vote

Field Trip Request for Board Approval



Student Trips Over 150 Miles One-Way or Overnight

Name of Group: _____

School: _____

Name of Requester: _____

Date Submitted: _____

Dates(s) of Trip: _____

Trip Type: Activity or Athletic Trip Educational Trip

Trip Distance/Length: Over 150 Miles Away Overnight

Estimated number of students: _____

Number of Chaperones: _____

List of Chaperones:

Lodging: _____

Total estimated trip cost: \$_____.

a. How will the trip be funded?

b. Are there any out of pocket costs for students?

Describe methods of transportation (school bus, activity van, etc).

What effect does the trip have on other classes or programs?

Itinerary: list all activities/provide general schedule.

What are the objectives of the trip and how do they relate to the class or school program? How will this trip provide opportunities for students to obtain new skills, insights, knowledge, or appreciations?

Describe supervision plans to ensure maximum safety for students. Be specific.

Principal Approval: _____  _____ Date: _____

Approved by the School Board Yes No Date: _____

Note: This initial request must be submitted and approved 30 days before any commitment can be made or before any money-making activities can be started.



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Shaunice Silas, Managing Human Resources Officer

Subject: Unpaid Furlough Days Memorandum of Understanding Between Reynolds School District, Oregon School Employees Association, and Reynolds Education Association.

Type: Action Item Report / Presentation

Policy: BBA: Board Powers and Duties

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |
-

Summary / Background:

This Memorandum of Understanding (MOU) is entered into by and between the Reynolds School District (“District”), the Reynolds Education Association (“REA”), and the Oregon School Employees Association (“OSEA”). The purpose of this MOU is to set forth the parties’ agreement regarding unpaid furlough days applicable to all district employee groups for the 2025–2026 school year.

Previous Board Action:

The Board approves all agreements with the district bargaining units.

Financial Implications:

The district identified a deficit of \$5,681,943 during the normal budgeting process for FY 2025–26, driven by rising salary, benefits including PERS, vendor, and utility costs. Despite cutting discretionary spending and positions, the budget remained unbalanced. Because final State School Fund (SSF) and PERS rates were unknown at adoption, the district carried the deficit as a placeholder revenue line.

Final SSF allocations confirmed the funding gap between expected revenue and expenditures, resulting in negotiations with OSEA and REA for implementing furlough days. This agreement is intended to reduce general fund expenditures by \$5.3 million by implementing the following cost reduction measures: six furlough days (\$3.1 million), contract concessions from OSEA and REA totalling (\$1.0 million), and additional position reductions (\$1.2 million).

Criteria were established to restore days if resources improve:

- The audited ending fund balance from June 2025 exceeding \$10.7 million would add back one day
- State School Fund revenue, net of charter school payments, increasing by more than \$700,000 would add back one day
- Position vacancies at October 31 creating savings exceeding \$529,000 would add back one day
- Receipt of unrestricted grant funding and creating in the general fund savings exceeding \$550,000 would add back one day.

Prior budget reductions, such as to school discretionary and maintenance budgets, may need supplemental allocations if unexpected costs are incurred. Required expenditures including charter school payments, alternative education, and urgent maintenance for safe environments remain priorities.

Motion:

- A. Motion Made by Board Member:
 - a. I move that the Board approve the Memorandum of Understanding of Unpaid Furlough Days between Reynolds School District, Reynolds Education Association, and Oregon School Employees Association.
- B. Motion Seconded by Another Board Member
- C. Points of Clarification / Discussion
- D. Call for Board Vote

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. OSEA bargaining unit members whose calendar received additional days from the 2024-25 fiscal year may schedule their furlough day(s) on alternate dates in lieu of those specified above, subject to supervisor approval, which shall not be unreasonably denied. <not an express waiver of OSEA’s right to bargain impacts>~~

- D. **Paydays** will remain the same as if no furlough days had occurred.

- ~~E. All RAA and Cabinet level positions will take 10 furlough days or number of days that make their pay cut equal to that of the Associations’, whichever is greater.~~

- F. **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: ~~\$550,000~~ **\$700,000**
 - Additional audit excess amount to restore a second furlough day: ~~\$550,000~~ \$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

\$550,000 ~~\$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 ~~\$550,000~~ \$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 ~~\$600,000~~ 800,000, then a furlough day would be restored only if the increase to charter school required payments was ~~\$50,000~~ \$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 ~~a thirty-six and half (36.5%) percent~~ 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. The District shall forfeit all non-represented Cabinet and District Admin level employees' extraneous financial contributions such as, but not limited to, cellphones, vehicles, as well as all travel expenses not necessary for licensure, and any tax annuity contributions for the 2025-2026 fiscal year. That total amount will be applied as realized funding toward paying down the budgeted revenue hold in an effort to restore furlough day(s).~~
- C. 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.
- D. REA agrees to apply ~~two~~ **four** hundred thousand dollars (~~\$200,000~~ 400,000) from the fund established in Article 27.A of the parties' CBA. ~~The District agrees to increase that fund, on a one-time basis, by fifty percent (50%) or a minimum total of six hundred thousand dollars (\$600,000) for the 2026-27 fiscal year.~~

- E. ~~The District shall implement a full-time equivalency (FTE) hiring freeze for all non-represented positions. Exceptions may be made with mutual agreement between parties. <vacancies>~~
The District shall implement a hiring freeze for all **newly created** positions **in the general fund**. **Exceptions may be made in cases of unexpected or critical vacancies by mutual agreement between parties provided that the parties shall respond to such requests within five (5) days.** ~~, and notification shall be provided to both bargaining units prior to the posting of any such positions.~~
- F. ~~All positions, between all employee groups, identified through the October layoff process as subject to attrition, including but not limited to vacancies, anticipated retirements, resignations, or new hires pending training (not accruing seniority) shall be reduced from the staffing plan accordingly. Such positions shall not be refilled during the term of this MOU except by mutual agreement of the parties.~~

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. The parties acknowledge that while this does not include retirements or resignations that may occur after this MOU takes effect, any unanticipated position vacancy shall be considered understood as a potential cost savings before being refilled.

- G. ~~The District shall offer a one-time economic payroll incentive to bargaining unit members of the Associations who qualify for retirement with PERS and have five (5) years of service in the District.~~
- a. ~~Each subject bargaining unit member shall be eligible to receive thirty ~~thirty~~ **twenty** percent (30**20**%) of the bargaining unit member's 2025-26 fiscal year salary.~~
 - b. ~~Subject bargaining unit members must notify the District, in writing, no later than November 30, 2025, of their intent to retire from the District on or before January 30, 2026.~~
 - c. ~~Lump sum payments shall be processed and issued to the subject bargaining unit members in the month following the subject bargaining unit member's retirement from the District.~~

4.) Additional Provisions

- A. In recognition of the importance of stability for staff and students, the District agrees that, aside from the reductions expressly identified in this Agreement, there shall be no further reduction in bargaining unit positions, hours, or compensation for the duration of this Agreement.

In recognition of the importance of stability for staff and students, the District agrees that there shall be no reduction in bargaining unit positions or hours, or compensation 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.; material reduction in revenue, loss of funding, or determination of unallowable costs under a grant, or other fiscal emergency as outlined below.; as determined by the District. In such circumstances, the District may implement reductions in positions, hours, or compensation as necessary to maintain fiscal solvency, following notice and consultation with the Association.

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.F. in the event of staffing reductions.

This provision allows for specific reductions under Section 3.F. Position Attrition and Staffing Adjustments, if the evaluation determines the position should not be filled in order to incur savings.

- B. ~~After any November 2025 reductions in force as a result of less than 10 furlough days, while the district does not intend to further reduce staff, 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 ~~(exclusive of PERS payments)~~, seniority, credit toward establishing a full work year, or leave accruals due to unpaid furlough days. ~~<PERS language awaiting District analysis>~~
- E. OSEA and REA bargaining unit members' insurance premiums, including the District's contribution, shall remain ~~fully covered as if unpaid furlough days had not occurred.~~
- F. No OSEA, or REA, bargaining unit member ~~and no building-level administrators~~ 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.
~~No REA bargaining unit member shall experience a lower base annual salary in 2025-26 than 2024-25 fiscal years as a result of furlough days. No OSEA member shall experience a lower wage in 2025-26 than 2024-25 fiscal years as a result of furlough days. This provision does not apply to any 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 year.~~
- 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. ~~After any November 2025 reductions in force as a result of less than 10 furlough days, while the district does not intend to further reduce staff, 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.~~
- I. Any provision of each of the parties' CBAs not expressly modified by this MOU remain in full force and effect.
- J. 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.


K. 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.

(Print Names & Signatures Below)




For the District

10/13/25
Date



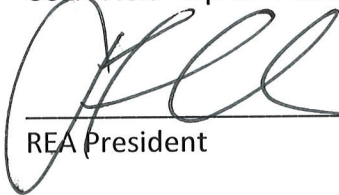
OSEA Reynolds Chapter 37 President

10/13/25
Date



OSEA Field Representative

10/13/25
Date



REA President

10/13/25
Date



REA Bargaining Chair

10/13/25
Date



OEA UniServ Consultant

OCT. 13, 2025
Date

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



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Board Discussion and Reports

Type: Action Item Report / Presentation

Policy: BD/BDA: Board Meetings; BDDF: Conduct of Board Meetings

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |

Summary / Background:

- A. Individual Board Member Reports or Announcements
- B. Upcoming Board Meetings
 - a. Board Business Meeting: November 19, 2025.
- C. Board Discussion

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable



As a community, we prepare lifelong learners to achieve their full potential in a complex and interconnected world.

To: Board of Directors

From: Frank Caropelo, Superintendent

Subject: Adjournment of Meeting

Type: Action Item Report / Presentation

Policy: BD/BDA: Board Meetings; BDDF: Conduct of Board Meetings

Date: October 22, 2025

Connection to Strategic Plan Goal Topics:

- | | |
|--------------------------------------------------------------------|----------------------------------------------------------------|
| <input checked="" type="checkbox"/> Marginalized Students | <input checked="" type="checkbox"/> Student and Staff Wellness |
| <input checked="" type="checkbox"/> Culturally Responsive Teaching | <input checked="" type="checkbox"/> Professional Development |

Summary / Background:

The Board Chair will adjourn the meeting.

Previous Board Action:

Not Applicable

Financial Implications:

Not Applicable

Motion:

Not Applicable