

MEMORANDUM OF UNDERSTANDING
Between
Association of Salem-Keizer Education Support Professionals
And
Salem-Keizer School District

2022-23 Compensation and Position Classification Modifications

In recognition of the Salem-Keizer School District's (District) commitment to providing a robust compensation package to demonstrate how much it values our Education Support Professionals, the District and Association of Salem-Keizer Education Support Professionals (Association) have agreed to the following:

1. Per Article 14, Section A.1 of the 2018-2023 Collective Bargaining Agreement, the negotiated 3.0% for the 2022-2023 year was applied to the wage schedule July 1, 2022. This Memorandum of Understanding (MOU) is the result of a supplemental agreement between the parties to move all classifications on the classified salary schedule up (1) one range number from Grades 9-30 to Grades 10-31 for the 2022-2023 school year.
2. All employees will remain on their current step when moved to the new range. (e.g. an employee on Range 15, Step 2 will move to Range 16, Step 2. Unless otherwise noted by the range changes in Section 6 below in this document.
3. A new range of 31 will be added to the Classified Salary Schedule and will take effect August 1, 2022.
4. Classified bargaining unit members who, as of July 1, 2022, are currently on range 30 will move to range 31, effective August 1, 2022.
5. The additional range number increase will be applied effective August 1, 2022. The new associated hourly rates apply to all classified employees actively employed on or after August 1, 2022.
6. The parties also agree to modify the existing job classification schedule by adjusting the current pay range to a higher pay range as follows:

Job Classification	New Range
Custodian 1	12
Custodian 2	14
Custodian 3	16
Custodian 4	19
Delivery Clerk	14
Shipping & Receiving Clerk	13
Lead Library Media Assistant	16
Library Media Assistant	14
School-based Health Assistant	13
School Testing Specialist	14
Security Specialist	16
Lead Security Specialist	18

7. The parties agree that this is a one-time, non-precedent setting agreement that shall not create a past practice between the parties. All other terms and conditions of the parties' collective bargaining agreement remain in effect, unless otherwise specified above.


For ASK ESP

8-8-2022
Date


For the District

08-08-2022
Date