Memorandum of Understanding
Between
Salem-Keizer School District
And
Association of Salem Keizer Education Support Professionals

This Memorandum of Understanding is hereby entered into by and between the Salem-Keizer School District (District) and the Association of Salem Keizer Education Support Professionals (Association) for the purpose of issuing a recognition/retention bonus to all classified employees of the district for their service during the COVID-19 pandemic.

In partnership, the District and Association hereby agree to the following:

1. The District will issue two recognition/retention bonuses.
2. The first recognition/retention bonus will be issued with the March 2022 payroll in the amount of $1250.
3. In order to qualify for the March 2022 recognition/retention bonus, a classified employee must have been employed by the District and reported for duty by Monday, February 28, 2022.
4. The second recognition/retention bonus will be issued with the November 2022 payroll in the amount of $1,000.
5. In order to qualify for the November 2022 recognition/retention bonus, a classified employee must have been employed by the District and reported for duty by Monday, October 31, 2022.
6. Part-time employees will receive the full recognition/retention bonus amount and will not be prorated based on full-time equivalency (FTE).
7. Seasonal employees, coaches (unless employed in another classified position for the District), temporary, and substitute employees are not eligible for the recognition/retention bonuses.
8. Employees who receive the first recognition/retention bonus in March of 2022, who are no longer employed in the district as of October 31, 2022, will not receive the second recognition/retention bonus in November, 2022.

All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this Memorandum shall remain in full force and effect.

This Memorandum shall expire on December 31, 2022, and shall not set any precedent.

_____   2/11/2022
For the District   Date

_____   2-11-22
For the Association   Date