

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

This Memorandum of Understanding (MOU) is hereby entered between the Salem-Keizer School District (District) and the Association of Salem Keizer Education Support Professionals (Association) to address the need for District Lube Mechanics to have equity in pay with bus drivers when they serve as back-up bus drivers.

The parties recognize the following:

1. The current job description for Lube Mechanics lists, "Serving as back-up bus driver as needed," as one of the essential functions of their job.
2. Currently, lube mechanics are being asked to serve as back-up drivers as needed but are paid one salary grade below bus drivers.
3. Article 14, Section B, Out of Class Pay, states: "After five (5) consecutive workdays in such assignment an employee shall be entitled to the rate of pay that is the comparable pay step in the new classification range which provides a salary one (1) pay step higher than the salary they were receiving prior to the assignment, or the rate of the first pay step of the new classification range, whichever pays the greater amount for the remainder of the assignment."

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

1. Any Lube Mechanic who performs the duty of serving as a back-up bus driver as needed shall be paid according to Article 14, Section B, Out of Class Pay.
2. The parties agree to waive the provision in Article 14, Section B, Out of Class Pay, that requires five (5) consecutive workdays prior to a Lube Mechanic being eligible for out-of-class pay. Instead, Lube Mechanics will not have a waiting period and will be paid at the appropriate rate, per Article 14, Section B, any time they serve as a back-up bus driver.
3. This waiver only applies to Lube Mechanics and no other job class in the bargaining unit.
4. This waiver becomes effective immediately following the parties' signatures on this agreement.

All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this MOU shall not set any precedent and will expire upon the execution of a new collective bargaining agreement resulting from the successor negotiation of the current 2024-2026 collective bargaining agreement.

Robert Silva

01/24/2025

For the District

Date

Eddie Buchanan

1-22-2025

For the Association

Date