

MEMORANDUM OF UNDERSTANDING

Between

Salem Keizer Education Association

And

Salem-Keizer Public Schools

Athletic Trainers

The Salem-Keizer School District (District) and the Salem Keizer Education Association (Association) recognize the unique position of Athletic Trainers comes with certain unique working conditions. The parties agree to the following modifications and specific conditions for employees in the position of Athletic Trainer:

- A. All time worked by an Athletic Trainer, excluding time worked on holidays, and up to the number of hours which would be worked determined by the employee's FTE, will be considered as contracted regular work time.
- B. Athletic Trainers will be on the same contract year as other licensed staff as defined in Article XI of the parties' CBA. Athletic Trainers' work calendar will start the first day of the OSAA calendar each school year.
- C. Athletic Trainers will be on the same calendar as licensed employees with significant adjustments through the use of flex time. It is possible, and even expected, that this will mean that an Athletic Trainer will use multiple days of flex time earned to fulfill their calendar year.
- D. All time worked may be applied to the Athletic Trainers time for the contract year. It is possible that an Athletic Trainer works more calendar days than the contract year due to additional time worked in August or other times and may work weeks in the spring of less than 40 hours. The Athletic Trainer will use flex time to achieve a balance equivalent to 192 (8 hour) days worked.
- E. Once an Athletic Trainer's days are satisfied, any additional time worked, with their supervisor's approval, will be additional earnings paid at an hourly rate based upon the employee's per diem rate of pay.
- F. Athletic trainers who work (with supervisor approval) on contractual holidays, Martin Luther King Jr. Day, Presidents' Day, or inclement weather days outlined in the parties' CBA will receive additional pay, based on their per diem, for their actual hours worked. Any time worked with additional pay on these days will not be counted as part of the contract year. The section of Article IV, Extended workday/year, still applies.
- G. In the event of an inclement weather day(s), Athletic Trainers will have the day(s) count as a day(s) of work. If a make-up day(s) is(are) scheduled for an inclement weather day(s), Athletic Trainers will be expected to account for the additional make up day(s). This can be achieved through the use of flex time (e.g. using the inclement weather day time earned) or working the additional day(s).
- H. Athletic Trainers are expected to work athletic contests during breaks as possible.
- I. The District will make efforts to schedule athletic contests so there are minimal conflicts in order to allow Athletic Trainers to provide support to every sport.

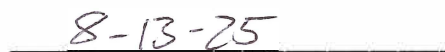
- J. Input from Athletic Trainers regarding potential athletic scheduling conflicts will be solicited when reviewing the upcoming year's contest schedules.
- K. The capacity of the Athletic Trainers is only for OSAA sponsored high school athletics for which they are assigned and visiting teams as applicable. Athletic Trainers may attend to emergency medical situations (on District campuses) outside OSAA sponsored high school athletics. Athletic trainers who work less than 1.0 FTE shall have the same benefits and provisions in this Agreement at a pro-rated amount.
- L. Athletic Trainers who work less than 1.0 FTE shall have the same benefits and provisions in this agreement at a pro-rated amount.
- M. The normal workday and workweek standards of the CBA apply to Athletic Trainers. Due to the nature of the position more days will include flex time being earned or flex time being taken than any other position.
- N. If at the conclusion of the OSAA calendar year an Athletic Trainer has not fulfilled their total hours, or if inclement weather days are made up by the District (on non-contest days), Athletic Directors may assign duties related to athletics in order for the employee to meet the remainder of their contract.

The parties agree the provisions of this Memorandum of Understanding are non-precedent setting.

This agreement expires on June 30, 2027.



On Behalf of SKEA



Date



On Behalf of the District



Date