

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

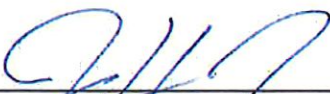
This Memorandum of Understanding is hereby entered into by and between the Salem-Keizer School District (District) and the Association of Salem Keizer Education Support Professionals (Association) for the purpose of correcting the placement of the Accounting Clerk 3 (Department) job classification on the salary schedule to align with the Accounting Clerk 3 (High School) job classification and the Accounting Clerk 3 job description.

The District and the Association hereby agree to the following:

1. The Accounting Clerk 3 - Department job classification will be moved from a Range 15 placement to a Range 16 placement in alignment with the Accounting Clerk 3 - High School classification. The classification will be renamed in the official Job Classification list to Accounting Clerk 3 with no additional designations.
2. All employees currently employed as an Accounting Clerk 3 - Department (Job Class 033) will be moved to Range 16 on the classified salary schedule and remain at their current step placement. Normal step advancement for eligible employees in July 2026 is not affected by this MOU.
3. This change will be effective upon execution of this MOU.

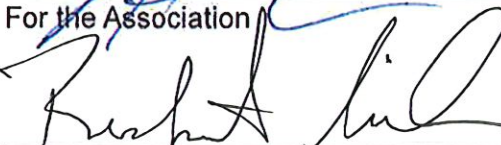
The parties agree that this is a one-time, non-precedent setting agreement that shall not create a past practice between the parties. All other terms and conditions of the parties' collective bargaining agreement shall remain in effect.

This MOU shall expire the day after the last currently employed Accounting Clerk 3 - Department (Job Class 033) is moved to Range 16 as described in section 2.



For the Association

Date 12/11/25



For the District

Date 12/4/25