

MEMORANDUM OF UNDERSTANDING

**Between
Salem-Keizer School District and
Association of Salem-Keizer Education Support Professionals**

This Memo of Understanding (MOU) sets forth the agreement between the Salem-Keizer School District (SKSD) and The Association of Salem Keizer Education Support Professionals (ASK ESP) regarding the transition of classified staff from the ASK ESP bargaining unit to the Salem Keizer Education Association (SKEA) bargaining unit for the purpose of participating in the SKSD SPED Cohort's Clinical Intern Program.

1. Participation in the SKSD Clinical Intern Program and Union Membership

SKSD classified employees who hold a minimum of a bachelor's degree may apply to the Clinical Intern program.

Status of Clinical Interns: Clinical Interns hired through this program will resign from their classified position and transition to a licensed position.

Non-Completion: Clinical Interns who do not successfully complete the internship program, including by reason of layoff, non-renewal, or other district action beyond their control, will return to a classified position pursuant to section 3 of this agreement, unless the incompleteness was due to a just cause separation from employment or resignation in lieu of separation.

2. Accruals

Clinical Interns who return to a classified position will return to their initial seniority date and maintain all leave earned regardless of the position they held at the time of accrual per the collective bargaining agreement, including their previous rate of vacation accrual pursuant to Article 9 (B) of the ASK ESP collective bargaining agreement.

3. Return to Classified Position After Withdrawing from the Clinical Internship Program

Subject to the current SKSD/ASK ESP collective bargaining agreement, an employee who resigns from a position within the classified bargaining unit to accept a position in the licensed bargaining unit, and subsequently resigns from their licensed position, may return to their immediately held classified position provided they have seniority over the person currently holding the position. If they do not, then they may be placed in any similar classified position which is available and for which they are qualified. SKSD need not create a position for the employee. If no position exists as described in this section, then the employee shall have recall rights as provided in Article 18 (F) of the ASK ESP collective bargaining agreement.

4. Positions vacated due to participation in in the Clinical Intern Program

Classified positions vacated due to an employee's transition to the Clinical Intern Program will be filled at the same classification assigned at the time the employee vacates. SKSD will not change the vacated permanent classified position into one which is temporary.

5. Agreement Duration

This MOU will expire on June 30, 2025. Employees participating in the Clinical Intern Program while this MOU is in effect will retain the rights provided for in the MOU until they move to permanent status as a teacher or exhaust their options under sections 1 and 3, whichever occurs first.

6. Non-Precedent Setting

This agreement does not set precedent regarding SKSD's right to generally offer positions as temporary or regular.

7. Signatories

This MOU is entered into by the authorized representatives of the SKSD and ASK ESP as of the date of the last signature below.

For SKSD:

Signature

Brad Avakian

Date

5-6-25

For ASK ESP:

Signature



Date

5/8/25