

## MEMORANDUM OF AGREEMENT

Between

Salem-Keizer Education Association (SKEA) and  
Salem-Keizer School District (District)

Special Education Teacher Clinical Interns

### Recognition and Purpose

1. **Program Purpose:** The Clinical Intern Program (CIP) is designed to address staffing shortages in licensed special education positions by hiring current classified or other employees who hold a bachelor's degree or higher into a licensed special education teacher position where they will receive training from a licensed special education teacher and participate in a teacher licensure program through Western Oregon University (WOU).
2. **Clinical Interns:** The District will determine the number of clinical intern positions to be hired each year and consult with both labor associations and WOU to determine the need and capacity of the district, university, and employees helping train interns (mentor/cooperating teachers).

### Clinical Intern Terms and Conditions

1. **Union:** Clinical Interns hired through this program will be members of the licensed bargaining unit under the terms and conditions of the current Collective Bargaining Agreement (CBA) between the District and SKEA.
2. **Internship Duration:** The CIP is a one-year internship. Internship requirements will be set by both the District and WOU. Interns must successfully meet all requirements, as determined by the District, to continue employment as a licensed teacher.
3. **Special Education Clinical Intern Eligibility for Financial Assistance:** Clinical interns will receive financial assistance towards the program's cost. However, any remaining tuition, university admission fees, testing, licensing, and general university fees will be the employee's responsibility.
4. **Commitment to District Employment:** Acceptance into the program requires clinical interns to agree to remain employed as a licensed special educator in the District, if hired, and remain in full-time employment for at least four years following program completion. If a clinical intern voluntarily terminates employment before completing the commitment, fails to complete the requirements of the University program, or employment is terminated by the District for conduct, the District will determine whether the clinical intern is responsible for repayment of District paid tuition and fees.
5. **Leave Accumulation:** Sick leave that was accrued by the intern during employment under the Association of Salem-Keizer Education Support Professionals (ASK-ESP) will carry over into the intern's employment as a member of SKEA.

### **Mentor/Cooperating Teachers**

1. Based on District discretion and considering intern preference, mentor/cooperating teachers will be selected from a pool of volunteers and will have a clinical intern assigned to them. The clinical intern will work with two (2) mentor/cooperating teacher per year, therefore, the mentor/cooperating teachers will receive a stipend of \$1000 per/rotation, which may be further prorated based on the number of days they are assigned a clinical intern and the contracted number of days in an instructional year. Stipends will begin at the commencement of the internship and the prorated amount will be paid out on a monthly basis.
2. Mentor/cooperating teachers will serve as the official case manager for the purposes of special education compliance for clinical interns
3. Placement Priorities: While the District has discretion over placement of interns, it will prioritize the recruitment and placement of clinical interns in positions serving students with special needs. To the extent possible, clinical interns will not be placed in schools where they have worked as a classified employee.

### **Term of Agreement**

This agreement will remain in effect through June 30, 2027. All provisions of this MOU are non-precedent setting.

### **Signatures:**

This agreement is made and executed by the duly authorized representatives of the Salem-Keizer School District and the Salem Keizer Education Association.

#### **For the District:**

Name: [Signature]  
Title: CHRO  
Date: 6/24/26

#### **For SKEA:**

Name: Tyler Sialo Lakeberg  
Title: President  
Date: 8/7/26