

MEMORANDUM OF UNDERSTANDING

between
Salem-Keizer School District 24J
and
Salem Keizer Education Association

School Closure Staffing Preference Process

This Memorandum of Understanding is hereby entered into by and between the Salem-Keizer School District 24J (District) and the Salem Keizer Education Association (Association).

PURPOSE

The District and Association recognize that school closures, consolidations, and related boundary changes may significantly impact employees, students, families, and school communities. The parties share an interest in reducing disruption and, where practicable, supporting continuity of relationships between employees and the students and communities they serve.

For the 2027–28 staffing process, the parties agree to establish a modified process for employees impacted by school closures. This process provides impacted employees an opportunity to identify preferred schools and, as described in this MOU, receive priority consideration for available assignments at receiving schools.

This MOU is limited to the staffing impacts associated with the school closures announced for the 2027–28 school year.

DEFINITIONS

For the purposes of this MOU:

Impacted Employee means an employee whose current school is directly affected by a school closure or whose current school is affected by a related boundary change resulting from a school closure.

Receiving School means a school identified by the District as receiving students because of a school closure, consolidation, or related boundary change.

Preference means an employee's expressed interest in a school, grade level, subject, program, geographic area, or other placement consideration identified through the District's staffing preference process.

Receiving School Preference means the enhanced consideration provided under this MOU to an Impacted Employee who identifies a Receiving School as a preferred placement. This enhanced consideration applies only to placement at a Receiving School and does not extend to other schools or preferences identified by the employee. The Receiving School must be receiving students from the school the Impacted Employee was working in for the 2026-2027 school year.

Available Assignment means an assignment that is available for placement during the applicable stage of the District's staffing process. An assignment occupied by an employee will not be considered available solely for purposes of accommodating another employee's preference.

AGREEMENT

The District and Association hereby agree to the following:

1. Impacted Employees will be provided an opportunity to identify their preferences through the District's staffing preference process. Employees may identify preferences including, but not limited to, schools, grade levels, subjects, programs, or geographic areas.
2. Employees are encouraged to identify multiple preferences to assist the District in making placements that best align with employee interests and District staffing needs. Submission of a preference does not guarantee placement in a particular school, grade level, subject, program, or geographical area.
3. When an Impacted Employee identifies a Receiving School as a preferred placement, that preference will be considered a **Receiving School Preference** and will receive priority consideration.
4. An Impacted Employee's Receiving School Preference will be considered before the preference of a non-impacted employee for the same Receiving School.
5. Employees will not be displaced from their existing assignment solely to accommodate another Impacted Employee's Receiving School Preference.
6. When more than one Impacted Employee identifies the same Receiving School, the District will consider seniority, required qualifications and endorsements, the employees' expressed grade-level, subject, or program preferences, and relevant experience in determining placement.
7. A Receiving School Preference applies only when an Impacted Employee identifies a Receiving School as their preferred placement. Other preferences submitted by an Impacted Employee will be considered alongside others during the District's regular staffing process and do not receive priority consideration under this MOU.
8. Placements made through the Receiving School Preference process are preliminary and do not guarantee an employee's final placement for the following school year. An employee preliminarily placed through this MOU remains subject to any subsequent staffing action that would otherwise apply, including reassignment, transfer, displacement, reduction in force, or layoff.
9. The District will communicate final or confirmed placements to employees consistent with its normal staffing practices and applicable provisions of the collective bargaining agreement.
10. The preference process outlined in this MOU fulfills the requirements outlined in Article XII § C.2 and C.4 of the collective bargaining agreement.

NON-PRECEDENT

This MOU reflects the unique circumstances associated with the school closures announced for the 2027–28 school year. It does not establish a past practice or precedent and will not be relied

upon by either party as evidence of an obligation to provide the same or a similar preference or placement process in future staffing cycles.

TERM

This MOU shall become effective upon execution by both parties and shall remain in effect through September 30, 2027.

DISTRICT

Signed by:
Signature: Robert Silva
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Name: Robert Silva
Title: CHRO
Date: 10/7/2026

ASSOCIATION

Signed by:
Signature: T. Scialo-Lakeberg
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Name: Tyler Scialo-Lakeberg
Title: SKEA President
Date: 10/7/2026