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MEMORANDUM OF UNDERSTANDING

between

Salem-Keizer School District 24J

and

Salem Keizer Education Association

LICENSED RETIREMENT INCENTIVE PROGRAM

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 is facing significant challenges as we plan and develop our budget and staffing needs for the 2027–2028 school year. Due to continued enrollment decline and increasing costs, the District may face potential staffing reductions. In recognition of the dedicated service and contributions of our long-serving and experienced employees, the District and Association share an interest in providing voluntary early retirement opportunities that recognize employee commitment, generate meaningful cost savings, and minimize the impact of potential reductions in force (RIF) through natural attrition.

ELIGIBILITY

To participate in the Licensed Retirement Incentive Program, an employee must meet all the following requirements:

1. Be a permanent employee of the District represented by the Association.
2. Have no less than ten (10) cumulative years of service with the District as of June 30, 2027 or be at Step 14 or higher on the 2026-2027 licensed salary schedule.
3. Meet the eligibility requirements for either normal or early retirement benefits under the Oregon Public Employees Retirement System (PERS), including all applicable age and service requirements for the employee's PERS retirement plan. Eligibility must be documented to the satisfaction of the District.
4. Complete the contract year and retire from District employment no later than June 30, 2027.

APPLICATION AND ACCEPTANCE

Employees seeking to participate in the program must submit a completed Irrevocable Notice of Retirement to Human Resources on or before December 31, 2026.

An employee who submitted a notice of retirement prior to the execution of this MOU may participate in the program provided the employee meets all eligibility requirements and elects to participate on or before December 31, 2026.

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Participation in the program is not effective until the District has verified the employee's eligibility and provided written confirmation of acceptance into the program.

Once an employee has been accepted into the program, the employee's notice of retirement is irrevocable.

PARTICIPANT LIMIT

Participation in the program will be limited to the first one hundred (100) eligible employees who submit a complete Irrevocable Notice of Retirement.

Acceptance will be determined in the order that complete applications are received by Human Resources, as reflected by the District's notice of receipt to the employee. If an applicant is determined to be ineligible, the applicant will not count toward the participant limit.

The District may, at its sole discretion, increase the number of employees accepted into the program.

INCENTIVE

District will pay the employee a one-time, prorated taxable payment of twenty-five thousand dollars ($25,000). The payment will be prorated based on the ratio of the employee's scheduled workweek to the normal full-time workweek in accordance with Article X § A.

The incentive payment shall be subject to all applicable taxes and legally required withholdings. The payment is classified as non-subject salary by PERS and shall not be included in the calculation of an employee's PERS retirement benefits, to the extent provided by applicable law.

Payment will occur no later than July 2027. In order to be eligible for payment, employee must complete the 2026-2027 contract year in good standing.

REEMPLOYMENT

Employees who participate in this program will not be eligible for reemployment by the District during the 2027-2028, 2028-2029, or 2029-2030 school years, unless otherwise authorized by the District. This section does not prevent a retired employee from being a substitute for the District.

For purposes of this provision, reemployment includes regular, temporary, hourly, and other employment directly with the District.

RELATIONSHIP TO THE COLLECTIVE BARGAINING AGREEMENT

Except as expressly modified by this MOU, all provisions of the Collective Bargaining Agreement remain in full force and effect.

NON-PRECEDENT

This MOU shall not establish a precedent or past practice for either party beyond the terms and duration of this agreement.

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TERM AND EXPIRATION

This MOU becomes effective upon execution by both parties and will remain in effect until July 31, 2027, or until all obligations of the parties under this MOU have been satisfied, whichever occurs later.

ENTIRE AGREEMENT AND MODIFICATION

This MOU constitutes the complete agreement between the parties concerning the Licensed Retirement Incentive Program. Any modification to this MOU must be made by mutual written agreement of the District and Association.

DISTRICT

Signature: Signed by: Robert Silva 0A8E93C47DDC4AE...

Name: Robert Silva

Title: CHRO

Date: 11/4/2026

ASSOCIATION

Signature: Signed by: Tyler Scialo-Lakeberg F7C7AB7FF2ED49B...

Name: Tyler Scialo-Lakeberg

Title: SKEA President

Date: 11/4/2026