

MEMORANDUM OF UNDERSTANDING

Between

Salem-Keizer Education Association & Salem-Keizer Public Schools, Marion County, 24J

Site-Based English Language Facilitator (ELF) Differential

This Memorandum of Understanding (MOU) will provide compensation to licensed staff serving as an English Language Facilitator (ELF) for the 2018-2019 school year. This agreement is non-precedent setting and therefore does not create a standard for other rates of pay or future negotiations related to ELF work or other differentials. Duties for this work are outlined by the office of English Language Services. For additional clarification a list of job duties with examples and non-examples is attached to this MOU for reference.

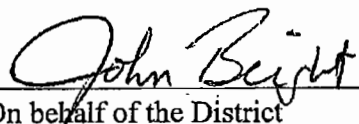
Facilitators will receive the differential pay listed below and based on MA+0, step 4 of the salary schedule. The ELL Y and T student count is based on the population as of October 1, 2018. The differential will be paid during the 2018-19 school year and teachers fulfilling these duties will receive the differential in their monthly pay beginning with their January 2019 pay check. The monthly differential will be paid retroactive to the beginning of the school year and paid in monthly installments over the remaining pay periods (the full dollar amount will be paid in eight remaining payments as opposed to the ten payments historically made for this work).

Differential Percentage	Y and T Students as of October 1, 2018
9.0%	> 350
7.0%	150 - 349
4.0%	101 - 149
3.0%	76 - 100
2.0%	1 - 75

Schools with more than 300 students identified (as of October 1, 2018) may elect to add an additional ELF, unless additional prep time has already been provided. This will be at the discretion of a building administrator and in consultation with the Title III (English Language Services) Coordinator. If an additional ELF is added the current ELF will be financially held harmless regardless of changes to their caseload. The newly added ELF will receive compensation according to the rates in this MOU and based on their caseload numbers, not the overall school number. The differential for staff who take on this work after the start of the school year will have their compensation pro-rated and paid out over the remaining pay periods in the contract year.


On behalf of SKEA

1/11/19
Date


On behalf of the District

1/9/19
Date