

MEMORANDUM OF AGREEMENT

Between

Salem Keizer Education Association

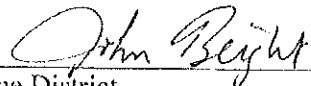
And

Salem-Keizer School District, 24J, Marion County, Oregon

Intern Teachers

Intern teachers, as defined by ORS 342.120 (7), who are hired through this program, shall be members of the bargaining unit, under the terms and conditions set forth in the current Collective Bargaining Agreement between the parties, Article I, A – Recognition and Status of Agreement. The parties agree that the purpose of having intern teachers is to fill positions that have been historically hard to fill and cannot be filled through other means, including, but not limited to, rehiring of retirees.


1. The number of intern teachers shall be limited during any single school year. The exact amount will be agreed upon between the parties each year prior to August 10, based on the vacancies prior to the start of the contract year for regular licensed staff.
2. The intern teacher shall be considered a temporary employee. The internship shall last no longer than one school year. If the intern is subsequently hired into a regular teaching position after completing the internship, the time spent as an intern shall count toward probationary service and experience on the salary schedule.
3. Intern teachers hired through this program shall be subject to all provisions of the collective bargaining agreement with the following modifications:
 - a. Article VIII, A, 1 – Sick Leave: Leave accumulated during the intern year may be carried over if the intern is subsequently hired into a regular teaching position. Sick leave accumulated prior to the intern year, during periods of other employment with the District, may be used during the intern year.
 - b. Article IV, A – Professional Compensation: The intern shall be paid seventy-five percent (75%) of the salary for which they are eligible based upon degree and credit hours earned at program completion on step 1. The remaining twenty-five percent (25%) will be available to be paid to provide support and professional development for the intern teacher.
4. No bargaining unit members will be laid off as a result of the District hiring an intern(s).
5. The intern shall have a Bachelor's degree prior to accepting the internship.
6. This agreement shall be in compliance with OAR 584-017-1048.



For the District

3/15/16

Date



For the Association

3/15/16

Date