MEMORANDUM OF UNDERSTANDING
Between
Association of Salem-Keizer Education Support Professionals
And
Salem Keizer Education Association
And
Salem-Keizer School District

Personal Leave Buyback

In an effort to reduce staff and substitute shortages, and honor the work of staff, the District agrees to offer all Classified and Licensed staff the opportunity to be paid out for up to 16 hours personal leave at a rate of $31.25 per hour ($500).

After June 30, 2022, payroll will calculate the remaining number of personal leave days in an employee's bank and issue a separate check in July 2022.

For licensed staff to qualify, they must be actively employed on the last day of their contract year.

For classified staff to qualify, they must be actively employed on the last day of their work calendar year.

This MOU is a one-time exception and shall set no precedent.

Tyler Scialo-Lakeberg — 5/16/2022
For SKEA — Date

Edie Buchanan — 5-13-22
For ASK ESP — Date

John Beight — 5-16-2022
For the District — Date