

Memorandum of Understanding
Between
Salem-Keizer School District
And
Salem-Keizer Education Association

This Memorandum of Understanding is hereby entered into by and between the Salem-Keizer School District (District) and the Salem Keizer Education Association (Association) for the purpose of issuing a retention bonus to all licensed employees of the district for their service during the COVID-19 pandemic.

In partnership, the District and Association hereby agree to the following:

The District will issue a retention bonus for the amount of \$2,250 with the following stipulations:

1. The first retention bonus will be issued with the March 2022 payroll in the amount of \$1250.
2. In order to qualify for the March, 2022 retention bonus, a licensed employee must have been employed by the District and reported for duty by Monday, February 28, 2022.
3. The second retention bonus will be issued with the November 2022 payroll in the amount of \$1,000.
4. In order to qualify for the November, 2022 retention bonus, a licensed employee must have been employed by the District and reported for duty by Monday, October 31, 2022.
5. Part-time employees will receive the full retention bonus amount and will not be prorated based on full-time equivalency (FTE).
6. Licensed employees who are on a leave of absence qualify and will receive a retention bonus.
7. Licensed hourly employees, coaches (unless employed in another licensed position for the District), and substitute teachers are not eligible for the retention bonuses.
8. Employees who are no longer employed by the District prior to February 28, 2022 and October 31, 2022 cut off dates, will not receive a retention bonus, nor a prorated retention bonus based on the time previously worked.
9. Employees who receive the first retention bonus in March of 2022, who are no longer employed in the district as of October 31, 2022 will not receive the second retention bonus in November, 2022.

All other provisions of the parties' Collective Bargaining Agreement not expressly modified by this Memorandum shall remain in full force and effect.

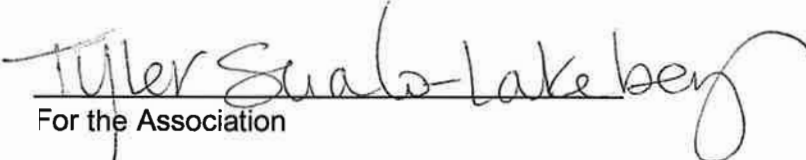
This Memorandum shall expire on December 31, 2022 and shall not set any precedent.



For the District

2/11/2022

Date



For the Association

2/11/22

Date