

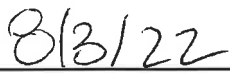
MEMORANDUM OF UNDERSTANDING  
Between  
Salem Keizer Education Association  
And  
Salem-Keizer School District

**2022-23 Compensation Modifications**

In recognition of the Salem-Keizer School District's (District) commitment to providing a robust compensation package to demonstrate how much it values our Educators, the District and Salem Keizer Education Association (Association) have agreed to the following:

1. Per Article IV, Section A.1 of the 2017-2023 Collective Bargaining Agreement, the negotiated 3.0% for the 2022-2023 year was applied to the licensed salary schedule July 1, 2022. This Memorandum of Understanding (MOU) is the result of a supplemental agreement between the parties for an additional 1.5% to be applied to the licensed salary schedule, making the effective rate 4.50% for the 2022-23 school year.
2. The additional 1.5% will be applied effective August 1, 2022.
3. The parties also agree that the District will issue a \$750.00 retention bonus to all licensed bargaining unit members who are actively employed on February 28, 2023.
4. This \$750 retention bonus is in addition to the \$1,000 retention bonus agreed upon by the parties in an MOU signed on February 11, 2022.
5. The \$750 retention bonus will be issued in March of 2023.
6. Licensed employees who are on a leave of absence qualify and will receive the 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 bonus.
8. The parties agree that this is a one-time, non-precedent setting agreement that shall not create a past practice between the parties. All other terms and conditions of the parties' collective bargaining agreement remain in effect, unless otherwise specified above.

  
For SKEA

  
Date

  
For the District

08-03-2022  
Date