

Memorandum of Understanding
Between
Association of Salem Keizer Education Support Professionals
And
Salem-Keizer Public Schools

The following constitutes an agreement between the District and the Association as a result of the agreement to reopen language related to Article 14, 1.01 Rates of Pay, Salaries and Article 15, 1 Insurance, in the 2014 – 2016 Collective Bargaining Agreement. During our discussions the Parties further agreed to open conversation on Article 31, 31.4 Miscellaneous, Duration and adjust the salary placement of employees in four job classifications, specifically 003, 103, 149, and 229.

As a result of these negotiations the parties have agreed as follows:

The cost of living increase (COLA) for 2015-2016 school year will be 2%; COLA for 2016-2017 will be 2% and COLA for 2017-2018 will be 2.5%.

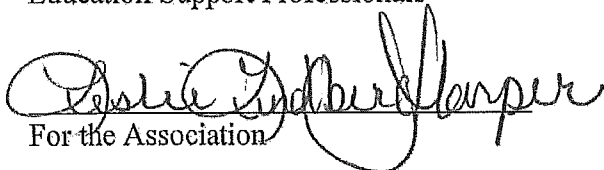
The maximum District contribution toward insurance premium for 2015-2016 school year will be \$1180.00 per month. The parties agree to re-open discussions on District insurance contribution for 2016-2017 and 2017-2018 school years. Should SKSD agree to a higher amount for the insurance contribution with another employee group, SKSD agrees to provide the same contribution to ASK ESP.

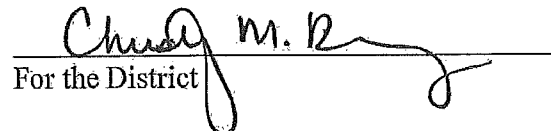
The parties will amend Article 31.4 Duration to extend the effective date of the contract up to and including June 30, 2018. Other than this change of date the Article remains unchanged.

Employees in Job Code 003, Clerical Specialist will be increased from salary range 009 to salary range 010 beginning July 1, 2015. Employees in Job Code 149 School Bus Driver and 229 Special Program Driver, will be increased from salary range 011 to 012 beginning on July 1, 2015. Employees in Job Code 103 Custodian 1, will be increased from salary range 009 to salary range 010 beginning July 1, 2016.

Association of Salem-Keizer
Education Support Professionals

Salem-Keizer School District 24J


For the Association


For the District

June 9, 2015
Date

6/9/15
Date