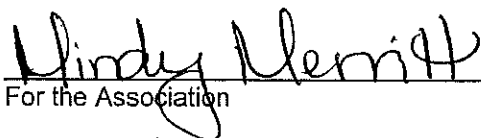


Memorandum of Understanding
Between
Salem Keizer Education Association
And
Salem-Keizer School District

RE: Association Vice President Leave

Upon the request of the Association, the Salem-Keizer School District (District) and the Salem Keizer Education Association (Association) have agreed to provide an unpaid leave of absence for one (1) District licensed staff to serve as Association Vice President for the life of the current Collective Bargaining Agreement July 1, 2017 - June 30, 2021. The unpaid leave of absence will correspond with the terms of office of the elected officer.

1. Such leave guarantees return to the same position or to a comparable position. Upon return to a District position, the SKEA officer shall be placed on the salary schedule at the level which they would have achieved had they remained actively employed in the District. Furthermore, the officer shall accrue all benefits in the same manner that they would have accrued benefits had they remained actively employed in the District.
2. This unpaid leave shall be for the officer to carry out the statutory duties of the Association as exclusive representative in collective bargaining, contract administration, grievance processing during the life of the contract, and related activities bearing a direct relationship to labor-management relationships between the Association and the District.
3. The District will act as paymaster to the Vice President and provide salary payments in the same manner and form that the Officer would have received as an active employee at the same step as appropriate. The Association shall reimburse the District the actual total cost (salary, payroll, and fringe benefits) of the Vice President's salary and benefits.
4. The District agrees to process the differential salary provided to the SKEA Officer by the Association as a part of their salary which the Association will reimburse. It is understood that this proposal will not result in any added costs for the Employer, and the Association agrees to hold the Employer harmless from any legal liability that might result from these provisions.
5. This agreement is for the period July 1, 2017 – June 30, 2021



For the Association

8/31/17

Date



For the District

8/31/17

Date