

**MEMORANDUM OF UNDERSTANDING BETWEEN
SALEM-KEIZER PUBLIC SCHOOLS, DISTRICT 24J,
MARION COUNTY, OREGON
AND
SALEM EDUCATION ASSOCIATION**

The parties to the Memorandum agree to modify Article VIII, Leaves, A. 6 of the Collective Bargaining Agreement between the District and the Association to allow six of the ten sabbaticals to be converted to:

1. Augment funding for the mentor program from monies from the unused six sabbaticals.

Information shared by the mentee with the mentor shall be confidential and will not be used for evaluation purposes. The mentor shall not be called as a witness in any hearing without the mutual agreement of the District and the Association. Nor will there be any solicitation of information by any evaluator regarding the performance of the mentee.
2. Tuition reimbursement with first priority for those needing to become Highly Qualified under ESEA. These funds will be administered in a single process with the other tuition reimbursement funds.
3. TSPC Licensure Testing Fees, with first priority for those needing to become Highly Qualified under ESEA.
4. Other professional development activities.

The use of these funds is to remain consistent with the intent of sabbaticals which is "with the purpose of increasing the bargaining unit member's knowledge or developing skills related to his or her present position or for another educational position to which the employee aspires."

These funds will be distributed through a joint committee made up of three (3) individuals and one alternate appointed by the Association and three (3) individuals and one alternate appointed by the District.

*Funding shall include an amount from the six sabbaticals calculated as follows: Six (6) times the average salary of all teachers above step 7, and at least a BA+69, calculated as of March 1 of the previous school year.

At the end of a fiscal year, unexpended fund dollars, up to \$50,000 will be added to the Professional Development fund for the following year.

Salem-Keizer School District 24J

Sandy Husk
Sandy Husk, Superintendent

4/13/12
Date

Salem Keizer Education Association

Kathleen Scudell
President

4/12/12
Date