

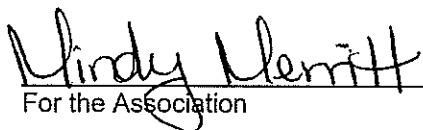
Memorandum of Understanding
Between
Salem Keizer Education Association
And
Salem-Keizer School District

RE: Substitute Shortages

The Salem-Keizer School District (District) and the Salem Keizer Education Association (Association) have agreed to work together to establish a common practice to address times at Elementary Schools when there are not enough substitutes available to cover all licensed vacancies.

1. By September 30 of each year, all buildings will submit a plan to the District outlining how they will handle coverage of classes when no substitute is available.
2. All plans will include an illustration of the shared responsibility of this additional work by all TSPC licensed individuals in the building.
3. Copies of the plans will be provided to the Association by October 15 of each year.

This MOU is in effect until June 30, 2021.



For the Association

8/31/17

Date



For the District

8/31/17

Date