

Memorandum of Agreement
between
The Salem-Keizer School District
and
The Association of Salem Keizer Education Support Professionals

Work Week, Hours of Work

In recognition of the unique needs and requirements of the District and Facilities Department, the Association and the District hereby agree to allow for the modification of the standard working hours of newly hired positions responsible for the upkeep of school and District grounds.

This modification will allow for greater flexibility in ensuring work that cannot be performed during normal school hours is completed in a timely manner. The modification of these shifts are subject to the following provisions:

1. Standard Work Week
 - a. Shall include Sunday, Monday, Friday, and Saturday,
2. Standard Working Hours
 - a. Friday shall include one afternoon shift,
 - b. Saturday and Sunday shall include a full day shift, up to twelve [12] hours on each day,
 - c. Monday shall include one morning shift, for a total work week of up to forty [40] hours.
 - d. Additional days or hours are subject to the needs of the District and any hours exceeding forty [40] will be paid as overtime.
3. At the discretion of the Department manager or his\her designee, and based on departmental needs, positions may be hired to work split shifts which would include a morning shift and an afternoon shift, with as many days needed to work forty [40] hours.
4. Article 7, 7.1.01 will not be applicable to positions using this modified work week/hours of work schedule.
5. Current permanent employees will be allowed to apply and may be hired for these modified positions only outside of their regular contract year, unless they are less than full-time and it would not cause employees to exceed forty [40] hours per week.

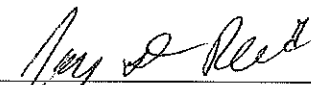
The duration of these modified positions, work week, and hours of work shall be in effect from April/2017 through October/2017. These modified positions, work week, and hours of work may be in effect from April/2018 through October/2018 subject to collective bargaining negotiations in 2018.



John Beight, Executive Director of
Human Resources

16/12/17

Date



Jay Reed, ASK ESP President

16/5/17

Date