

MEMORANDUM OF AGREEMENT

This MEMORANDUM OF AGREEMENT is entered into between Kalispell School District No. 5 and the Kalispell Education Association for a variance in Article 7-Duty Day, Section 5, Number 2 of the CBA.

Reason for the MOA:

The staff would like to initiate a schedule that would allow for seminars to be taught. The seminars would be outside the normal course offerings and would be designed to inspire students and staff to learn outside the "box".

The MOA would be for the following:

We would like to change the CBA to allow for a 7 period schedule with fourth period becoming a combined lunch-duty-seminar period lasting from 10:40 to 11:50 each day. The time will be divided for each staff member as follows.

- a) 40 minute duty free lunch
- b) 50 minute advisory/seminar period

Seminar period will be once per week.

The advisory/seminar period provides staff and students an opportunity to:

- 1) Build relationships and community
- 2) Have weekly academic goal checks, credit checks and graduation requirement planning meetings
- 3) Participate in small group discussions/activities around a series of seminars delivered by staff and community members. The seminars will be designed to enrich students' academic, social, and emotional wellbeing while instilling lifelong skills.
- 4) Twice a month staff will use an advisory period to participate in PLC's. Staff not participating in the PLC will be supervising students.

The Seminar period will allow staff on a voluntary basis to teach seminar class on topics of interest. Those staff not teaching a seminar will be assigned to supervise students who are not taking the seminar in a study hall setting

LEC staff voted on September 16, 2014. Results: 13 votes yes, 2 votes no

The Association members will participate in a staff led volunteer committee for the purpose of making this seminar/advisory period a continuing program. Committee work will commence in the fall of 2014.

The parties below agree to this MEMORANDUM OF AGREEMENT. Effect of this MOA is active the first day of the 2014-15 school year, and is not intended to set any precedent of any kind, establish any past practice or dilute or limit the rights of either party. Rather this agreement is intended to reflect the Parties' collective good faith efforts to address this particular situation in a manner that suits the best interests of the District, the KEA, and its unit members.

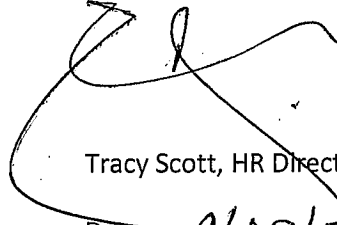
For: Kalispell Education Association



Mike T. Thiel, President

Date: 9/25/2014

For: Kalispell School District No. 5



Tracy Scott, HR Director

Date: 9/25/2014