

MEMORANDUM OF AGREEMENT

Site Based Waiver

(For 2015-2018 School Years)

This Site Based Waiver is entered into between Kalispell Elementary 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 Site Based Waiver:

The need for an advisory program (Home Base) is an important component of a middle school philosophy to address the social and emotional needs of young adolescents as well as provide an advocate for their success and connection to school.

The Site Based Waiver would be for the following:

We would like to change the CBA to allow for a 7 period schedule with an additional 21minutes per day to implement a Home Base program.

Home Base will be implemented:

- a) 21 minute time period; this will make regular class periods 48 minutes.
- b) Home Base will be at the start of day.
- c) There will be no HB on Early Outs

The Home Base program:

- 1) Teams will use Home Base to build relationships with students and the KMS community, and assist students in organization, skill building, and work completion.
- 2) Teams will plan weekly instructional activities, which may include community building/service, relationship building, academic success, etc., to implement during this Home Base time with the option of using school climate/culture materials.
- 3) There will be a volunteer certified staff led committee, representing all teams and Encore to supervise the implementation and management of Home Base.

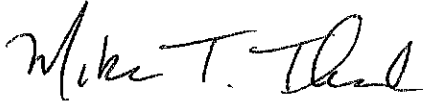
The Home Base program would require an occasional use of curriculum regarding school climate delivered by the Home Base teacher. For the purpose of this memorandum, *occasional* is defined as a maximum of two days per week. In exchange for the above variance, Home Base teachers will have the option of using one duty period per week as a personal preparation period, advisory planning period, or team planning period depending on the need of the students and the team.

The Association members will participate in a staff led volunteer committee, during the 2015-2018 school years to evaluate and guide this Home Base Site Based Waiver implementation. During the spring of 2018 the committee will review the Site Based Waiver with the possibility of voting on a second Site Based Waiver for the 2018-2021 school years.

The parties below agree to this Site Based Waiver. Effect of this Site Based Waiver is active the first day of the 2015-18 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: 6/12/15

For: Kalispell School District No. 5



Tracy Scott, HR Director

Date: 6/15/15