

## MEMORANDUM OF AGREEMENT

(For the 2014-2017 agreement)

This MEMORANDUM OF AGREEMENT is entered into between Kalispell Elementary School District No. 5 and the Kalispell Education Association for a clarification of the language in Article 8 Basic Compensation Section 2, Number 13 of the CBA.

### Reason for the MOA:

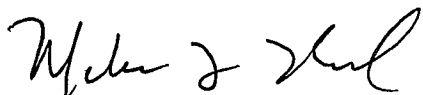
Post secondary institutions are using the grades of "P", "S", and "CR" for completion of courses beyond the Bachelors level. KEA and KPS agree that the burden of verifying these grades equate to a "C" or better should not fall on the personnel in the Human Resources Department.

### The MOA would be for the following:

We would disregard the last sentence of 8.2.13 and in its place use the following.

For the purposes of salary schedule advancement the grades "CR", "P", and "S" will equate to a "C".

For: Kalispell Education Association



Mike T. Thiel, President

Date: 6/13/2014

For: Kalispell School District No. 5



Darlene Schottle, Superintendent

Date: 6/13/2014

8.2.13 Credit Limitations: No more than twenty percent of credits earned for each movement on the salary schedule may be in lower division courses. (All lower division courses are subject to approval are provided elsewhere in this Agreement.) No more than one-third of credits earned for each movement on the salary schedule may be credits in coaching clinics. (All teachers asking to use coaching clinic credits must in fact be coaching during the school year that they wish to apply these credits, and the credits themselves should directly relate to the teacher's coaching assignment. Teachers whose primary assignment is to teach physical education and/or health at the time of the movement request are exempt from this limitation if the content of the extra coaching credits directly relate to the teacher's teaching assignment.)

No credits earned through participation in courses that are A) paid for by the District, or B) for which the District has provided release time may be applied to movement on the salary schedule. No course will apply to movement on the salary schedule if the teacher has previously taken the course, and if it entered into either the teacher's initial placement on the salary schedule, or into earlier advancement on the salary schedule.

A "C" grade or higher must be earned in order for a course to be used for salary advancement. Courses with a "Fail" or "Audit" cannot be used for salary advancement. Courses with a "P" or "CR" will be referred to the credit evaluation process as outline in Section 8.2.14.