

Memorandum of Agreement

Make Up Days

This Memorandum of Agreement is entered into between Kalispell Public Schools, Kalispell, Montana (hereinafter referred to as the "District") and the American Federation of State, County and Municipal Employees, AFL-CIO Local # 2795, herein after referred to as the "Union;" for clarification of Make-Up Days September 14 and 15th.resulting from the Cyber Threats.

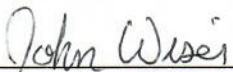
As a result of the school closure on 9/14 and 9/15 due to Cyber Threats received, employees were not allowed to work. The District chose to pay employees for both of the days with the intent that make up days would be designated later in the year.

Members of the Custodial union will be required to either make up 14 hours throughout the remained on the fiscal year or take personal or vacation leave in the amount of 14 hours. The Custodial Supervisor will be required to work with each building to determine the best way to make up the hours as it relates to workload and special projects and employee schedules.

For purpose of the make-up days of 9/14 and 9/15 only, section 13.2 Overtime of Article 13 will not apply. No overtime will be accrued or paid out as it relates to the 14 hours of make up for 9/14 and 9/15.

The District will send out an email to all custodial staff with detailing the specifics of the make-up days and how to account for the hours.

For: American Federation of State,
County and Municipal Employees, AFL-CIO
Local # 2795



John Wisner, President

1-9-18

Date




Judd Nyberg, Vice President

2-23-18

Date

For: Kalispell Public Schools



Tracy Scott, Human Resource Director

1-9-18

Date