

# Memorandum of Agreement

## Roving EST

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, hereinafter referred to as the "Union;" for the addition of a Roving EST position.

The parties to this Agreement have met to discuss and clarify certain provisions regarding the position of a Roving EST and agree to the following:

- 1) The District will have the ability to vary work schedules for this position. Ongoing changes to the schedule for this position shall not be subject to scheduling change provisions contained in Article 7, Section 7.1.1 however all other provisions of Section 7.1.1 shall remain in full force and effect.
- 2) The District will provide as much notice as possible for any alterations in either the day or shift start time however, the Roving EST will be provided a weekly work schedule, specifying start and end times, with a minimum five (5) days notice prior to the beginning of such schedule. Location assignments may change on a daily basis based upon the needs of the employer.
- 3) The objective of the District is to use this position in lieu of substitutes whenever possible. Although the District will still advertise for custodian substitutes, the use of substitutes by the district will be reduced.
- 4) This position will be used to reduce weekend overtime. Overtime will still be offered in accordance with the Collective Bargaining Agreement section 13.2.
- 5) The "roving" aspect of this position will be considered interim with the understanding that it may be assigned permanently to a school to meet the needs of the District. Local 2795 and the affected employee will be provided a minimum thirty (30) day notice prior to changing roving status to a permanent assignment. Upon permanent assignment, all provisions of Article 7, Section 7.1.1 shall apply to the permanent position.

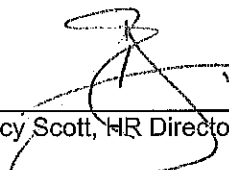
IN WITNESS WHEREOF, THE PARTIES HERETO HAVE EXECUTED THIS AGREEMENT THIS 14<sup>th</sup>  
DAY OF December, 2016.

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

  
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John Wiser, President - Local 2795

  
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Scott Lyders, Field Representative  
AFSCME Council 9

For: Kalispell Public Schools

  
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Tracy Scott, HR Director