

**Memorandum of Agreement  
Early Out Blocking at Flathead and Glacier High Schools**

This Memorandum of Agreement is entered into between Kalispell Public Schools, Kalispell, Montana (hereinafter referred to as the "District") and Kalispell Education Association (hereinafter referred to as "Association") for a block schedule on early release days for the 2015-2016 school year.

The Association agrees to suspend the language in section 7.5 of the CBA regarding daily preparation periods.

7.5 Each teacher shall have, during the student school day, at least one class period for planning or preparation. The intent of this time is to provide for lesson planning, professional reading, visiting other classes, or engaging in activities that can improve teacher performance or student learning.

The suspension will be for the eight early release days in the 2015-2016 school year. (Sept. 15-16, Oct. 20-21, Nov. 10-11, Nov. 19-20, Dec. 8-9, Feb. 16-17, Mar. 15-16, May 17-18) The District has arranged a schedule for these days that has periods 1 through 4 being instructed on the first day and periods 5 through 7 on the second.

This agreement in no way establishes a precedent. Furthermore, the District may choose to suspend this agreement if it is found that the schedule is unsatisfactory. In the event this agreement is suspended both high schools will revert to the early out schedule from the 2014-2015 school year.

**KALISPELL PUBLIC SCHOOLS**

By: Peter Fusaro  
Peter Fusaro  
Principal Flathead High

9-15-15  
Date

By: Callie Langhor  
Callie Langhor  
Principal Glacier High

9-14-15  
Date

**KALISPELL EDUCATION ASSOCIATION**

By: Mike Thiel  
Mike Thiel  
President

9-15-15  
Date