

Memorandum of Understanding
Between the
Bozeman Public Schools
And the
Bozeman Classified Employees Association

WHEREAS, the Bozeman Classified Employees Association (B.C.E.A.)/Montana Public Employees Association (M.P.E.A) and the Bozeman Public School District (District) are parties to a collective bargaining agreement covering salary, terms and conditions of employment, and work provisions for custodians,

WHEREAS, The District and B.C.E.A. express mutual interest in exploring the concept of allowing for a flexible summer work schedule for the Bozeman High School evening custodians,

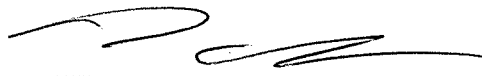
THEREFORE the parties agree that:

1. The District will allow the Bozeman High School administration and Head/Lead custodians to recommend a summer work schedule for the evening custodians to the District Facilities Office.
2. The District will allow BHS evening custodians to choose a summer work schedule of either continuing on evening shift or moving to the pre-determined day schedule during the summer of 2015-2016.
3. The Bozeman High School head custodian and night lead will determine a minimum number of evening custodians needed to make an effective summer evening crew.
4. Bozeman High School Evening custodians only, will be paid the night differential for continuing on evening shift over the summer.
5. The summer work schedule will provide custodial coverage (at a minimum of) Monday through Friday for each week of the summer except for those weeks that include holidays.
6. The summer work schedule will provide coverage for all facilities use agreements.
7. The summer work schedule will be reviewed by the District Facilities Office for approval.
8. The summer work schedules will be reviewed by the District and BCEA/MPEA in September of 2015 to determine if the flexible work scheduling will continue in subsequent years.
9. The flexible summer evening custodial work for 2014-2015 sets no precedent for on-going summer custodial scheduling.

Dated this 14th day of May 2015.



For the District
Patrick J. Strauss



For the Association
Quinton Nyman
Executive Director
MPEA