

MEMORANDUM OF UNDERSTANDING BETWEEN
THE BELGRADE SCHOOL DISTRICT #44
AND THE MONTANA PUBLIC EMPLOYEES ASSOCIATION
(Representing the MPEA Custodial Employees)

This Memorandum of Understanding is made and entered into between the Belgrade School District #44 Administration (hereinafter referred to as the School District) and the Montana Public Employees Association representing the School District Custodial employees (hereinafter referred to as the Association).

The parties have mutually agreed to amend the current Agreement through this MOU with the following:

Current language in Section 10.01

Article 10, Promotions, Vacancies, and Transfers

Section 10.01 – PROMOTIONS, VACANCIES AND TRANSFERS A list of vacancies shall be given to the Job Steward and shall be posted in the District Office. Those wishing to transfer shall make their request in writing to the Superintendent. In selecting the employee for the vacancy, the qualifications to be considered shall be (a) ability, (b) knowledge of the work, experience, and an appropriate temperament for the age of the students in the building with the vacancy. Seniority shall be a consideration but the Board reserves the right to make the final appointment based on all relevant criteria.

Changes to Section 10.01

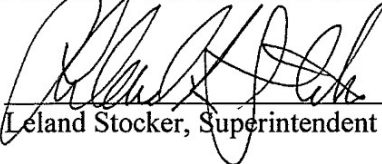
Vacancies shall be distributed to district classified employees via email and will be posted in the District Administrative office. Vacancies are also posted on the School District Website and updated when changes in jobs/vacancies occur. Job Stewards will receive vacancy announcements via email from Human Resources.

Vacancies will be posted and advertised concurrently internally and externally. Employees covered under this bargaining agreement who wish to transfer within the District, will submit an application via the School District vacancy/application process. Completing an application will allow the hiring authority at the school or building to adequately evaluate the employee's ability, knowledge of work, experience and the employees appropriate temperament for the age of the students.


Internal candidates will be considered and evaluated first for vacancies under this agreement and seniority will remain a consideration in hiring decisions.

Parties to this agreement have reviewed and concur with the above changes to Section 10.01 of the Collective Bargaining Agreement, effective September 15 of 2015.

FOR THE BELGRADE SCHOOL DISTRICT


Leland Stocker, Superintendent

FOR MPEA


Quinton Nyman, Executive Director