

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 (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 interpret and apply the current Collective Bargaining Agreement through this MOU as follows:

Section 8.04 Shift Differential Subd 2: Evening Shift Assignment: An evening shift shall be construed as a shift commencing between the hours of 2:00 p.m. and 12:01 a.m. and of at least four (4) hour duration. Employees required to work evening shifts as defined above will receive fifty cents (\$0.50) per hour evening shift premium in addition to their regular rate of pay for all hours worked on such evening shift.

This Section (8.04) is hereby interpreted and applied as follows:

Employees working an evening shift assignment on non-school days will not be eligible for the shift differential unless working the evening shift on a non-school day is required in advance by the Principal. Evening shift differential will only apply on school days.

Parties to this agreement have reviewed and concur with the above interpretation and application to Section 8.04 of the Collective Bargaining Agreement, effective

December 12 of 2016

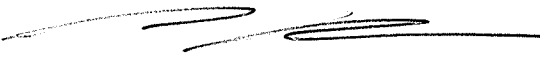
This Memorandum of Understanding shall be attached to and become a part of the Collective Bargaining Agreement currently in effect.

FOR THE BELGRADE SCHOOL DISTRICT



Lance Voegelé, Board Chair

FOR MPEA



Quinton E. Nyman, Executive Director
Montana Public Employees Association

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AND THE MONTANA PUBLIC EMPLOYEES ASSOCIATION
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This Memorandum of Understanding is made and entered into between the Belgrade School District #44 (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).

Based on a mutually agreed understanding of the intention of the Districts goal to build a more comprehensive maintenance program, and as discussed during negotiations, the District will be doing the following:

As vacancies occur, or a reclassification of a position takes place, the District may rewrite a job description for positions such as Maintenance Specialists which may include plumbing, carpentry, electrical, and HVAC specialty experience. This will be determined as follows:

1. If a vacancy exists, and Management determines the need to reclassify the position to a Maintenance Specialist, the job description will be revised and the position will be advertised internally and externally by the District.
2. If there is no vacancy and a need is determined by Management for a Maintenance Specialist position, the job description will be revised and advertised internally only. If there are no qualified applicants internally, the position classification will remain as is and there will be no change made.
3. If the District authorizes additional FTE's it will be at the District's discretion to determine the job classification needed.
4. These positions will remain in the union.
5. The pay for the position will be determined based on local and statewide labor market research for similar positions requiring the same qualifications, knowledge, skills and abilities. Placement on the pay scale will be determined by the Director of Fiscal Services, Facilities Director and the Human Resources Director.


Parties to this agreement have reviewed and concur with the above procedural changes to Section 3.01 and 4.01 and of the Collective Bargaining Agreement, effective December 12 of 2016

This Memorandum of Understanding shall be attached to and become a part of the Collective Bargaining Agreement currently in effect.

FOR THE BELGRADE SCHOOL DISTRICT


Lance Voegelé, Board Chair

FOR MPEA


Quinton E. Nyman, Executive Director
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