

LETTER OF UNDERSTANDING BETWEEN HAVRE PUBLIC SCHOOL DISTRICT AND THE TEAMSTERS LOCAL #2

This agreement is between the Havre Public Schools (The District) and Teamsters Local #2 (The Union) for the period of March 29, 2020 through June 30, 2020. If the crisis continues, the parties agree to determine next steps including but not limited to negotiation of a successor memorandum. Each collective bargaining agreement identifies hours of work and in some cases work location.

Due to the COVID-19 pandemic, the District is, in response to the Governor's order, dated April 22, 2020 at 5pm, Mountain Standard Time, planning a blended approach to remote learning in its schools effective May 8 until the end of the year. This memorandum of agreement confirms that The District will compensate all employees during the aforementioned dates in accordance with the Board of Trustees Emergency Declaration at their regular rate of pay for their regular hours worked. Health and other benefits will be paid accordingly.

Employees with significant health issues (including those identified in CDC guidelines), or who may be ill or caring for a family member, and unable to perform remote or onsite work shall contact their administrator and are asked not to attend any on-site work functions. With appropriate medical documentation, the District agrees to compensate these individuals at their regular rate of pay for normally scheduled work or telework. Conflicts arising from this provision will be resolved through the Director of Personnel.

In the case of hourly employees who are deemed essential to respond to necessary situations such as Custodial and Maintenance Staff, Secretaries, etc., The District will compensate overtime as earned and approved. Facilities and Maintenance will be in a state of response as deemed appropriate by the District. All overtime must be pre-approved and directed by Administration. Employee call out procedures will apply for all contracts where this is present. Employees may be asked to perform functions that are outside their normal job duties to facilitate District operations, consideration will be made within the unit.

Secretaries may be asked to support administration remotely or on site. Any overtime preapproved will be compensated accordingly. All state and federal laws apply during this time unless specifically waived by the governing authority.

This Agreement shall expire effective end of day June 30, 2020 and shall not alter the terms of the Master Agreement or be used as precedent or cited as practice by either the Board or the Unit in any proceeding whatsoever except to enforce the terms of this Memorandum of Agreement.

THIS AGREEMENT is signed and dated this 28 day of April 2020.

FOR THE HAVRE PUBLIC SCHOOL, 16 & A DISTRICT:

Aileen Couch

Board Chair

[Signature]

Superintendent

FOR THE TEAMSTER LOCAL #2 UNION:

[Signature]

Erin Foley
Secretary Treasurer – Principal Officer