

Memorandum of Understanding

Between

Havre Public Schools

And

Havre Education Association, Local Number 7591

Montana Federation of Public Employees

This Memorandum of Understanding (MOU) is being made and entered into between The Board of Trustees, Havre Public Schools, and Montana Federation of Public Employees local 7591, hereinafter referred to as the HEA.

1. The parties agree to the following for the development and adoption of the 2021-2022 School District calendar in lieu of Articles 10.1.A, C, F, G in the 2020-2021 Collective Bargaining Agreement:

- A. The parties agree to establish a committee composed of the HEA President, the Superintendent, two HEA members, two administrative personnel for the purpose of submitting a recommended 2021-2022 school calendar to the Board of Trustees. The committee will hold a minimum of two meetings. The committee will submit a recommended 2021-2022 school calendar to the Board of Trustees by May 11, 2021. The HEA President will appoint HEA members to the committee. Administrative members will be selected by the Superintendent. (10.1.A)
- B. The calendar will comply with Sections 20-1-302 and 20-1-305, MCA. The calendar will comply with the minimum aggregate number of hours of instruction required by Section 20-1-301, MCA. (10.1.C)
- C. The School Calendar shall reflect a teacher work year of not more than 187 days. (10.1.F)
- D. The first mandatory PIR day for teachers shall not be earlier than the third Monday in August. (10.1.G)

2. The parties further agree to the following regarding the development of future School District calendars starting with the 2022-2023 school year calendar:

- A. A committee composed of the Superintendent, the HEA president, two members of HEA, two administrative personnel, two members of the Teamsters unit, two members of the Paraprofessionals unit, two trustees, and two parents or community members not otherwise employed by the School District will meet to review options related to alternative school weeks including but not limited to a four-day school week.

- B. Representatives from the respective labor units will be selected by the leadership of that unit. Administrative members will be selected by the Superintendent. Trustees will be selected by the Board Chair. Parents and community members will be selected by the committee from two lists of five interested individuals each submitted by the President of HEA and the Superintendent.

- C. The parties agree the committee is authorized to conduct necessary research into the impacts of alternative school weeks on topics that include but are not limited to student academic performance, student physical and mental health, staff delivery of instruction and related services, staff physical and mental health, school facilities, budgetary and financial operations, human resources, and community influences which may include childcare services and economic impacts.

- D. Research techniques utilized by the committee may include but are not limited to surveys of students, staff, parents and community members; community forums; and compilation of data from Montana districts that have implemented alternative school weeks.

- E. The committee will begin work no later than the first Monday of September 2021. The committee will provide a written report to the Board of Trustees by February 8, 2022, on their findings regarding alternative school weeks including but not limited to a four-day school week. The Board of Trustees will consider the report as part of the development of the School District calendar for the 2022-2023 school year.

This MOU is subject to the grievance and arbitration articles of the collective bargaining agreement between Havre Public Schools and the HEA.

This MOU will expire on June 30, 2022, unless renewed by written agreement of the parties.

This Agreement shall not be used as precedent or cited as practice by either the Board or the Association in any proceeding whatsoever except to enforce the terms of this Memorandum of Agreement.

Signed and dated this 13th day of April, 2021.

FOR THE DISTRICT:

FOR THE HEA:

Aileen Couch Signature on File

Travis Aline Signature on File

Board Chair

President

Craig Mueller Signature on File

Superintendent