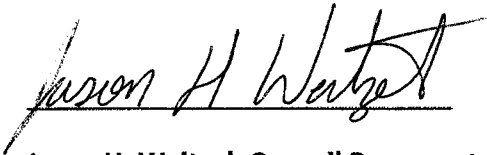


# Memorandum of Agreement

This agreement is by and between the Carpenters Industrial Council, its affiliate Local Union 1032 and Santa Rosa County School District.

All Schools and District Offices/Departments were closed on August 28 and August 29, 2012, due to Hurricane Isaac. All Employees were also paid for these days which were not worked. To make up these days affected employees will either complete approximately eleven (11) hours of voluntary on-line training to receive credit for the two (2) days missed, or pay back the District through payroll deduction the amounts paid to them for August 28 and August 29. Courses will be made available to employees represented by this contract effective the date agreed upon through May 1, 2013. Employees will be given a log-in password and will be permitted to complete the courses at home, on their own time, or on selected dates at the Professional Development Center (PDC). While the schedule has not been formalized at this point, times offered at the PDC will be a minimum of one (1) Saturday each month for six (6) hours, and one (1) day every other week for two (2) hours, with the actual day to be determined. Reports will be run after May 1, 2013 to verify completion. In the event that an employee is short of the required eleven (11) hours, or elects not to take the voluntary on-line training, either the two days of pay, or the remaining proportion of hours where eleven (11) hours of training was not completed, will be deducted from the employee's pay as determined by the District.

For CIC and Local 1032:



Jason H. Weitzel, Council Representative

12-05-12

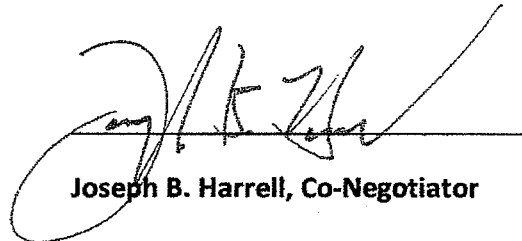
Date

Joyce Powell, Local 1032 President



Date 12-03-12

For School Board:



Joseph B. Harrell, Co-Negotiator

12-03-12

Date