

**MEMORANDUM OF UNDERSTANDING
BETWEEN
Bozeman School District #7 ("District")
AND THE
Bozeman Classified Employees Association ("Association")**

This Memorandum of Understanding (MOU) is being made and entered into between the District and the Bozeman Classified Employees Association in order to memorialize agreement reached during collective bargaining negotiations for the 2021-2023 school years.

Whereas, both parties agree that the term of the collective bargaining agreement shall be extended from July 1, 2021 to June 30, 2025: and

Whereas, both parties agree to meet during the term of this extension for the purpose of discussing and negotiating articles 7 and 11 regarding compensation and fringe benefits; and

Whereas, both parties further agree that during the term of the extension they may meet on other topics that affect working conditions and District initiatives; and

Whereas, both parties agree that any agreements that arise from these negotiations shall be memorialized in a separate MOU covering these items;

Therefore, both parties have negotiated and agreed to the following items which shall take precedence and/or add to the 2021-2025 Collective Bargaining Agreement between Bozeman School District #7 and the Bozeman Classified Employees Association:

ARTICLE 11 – INSURANCE

Section 2. Health Insurance: The Employer shall pay up to the following amounts per month for the monthly the monthly health insurance premium per full-time participating member and family (prorated for part-time eligible employees):

TYPE OF COVERAGE	2020-2021
Employee Only	\$559.00
Employee & Spouse	\$824.00
Employee & Children	\$712.00
Employee & Family	\$952.00

If the average price tags for each Category (Employee Only, Employee & Spouse, Employee & Children or Employee & Family) for all Plan Options for the 2021-2022 through 2022-2023 plan years increase, the District and employees will share the first 20% of any such annual average price tag increase 50%/50%. If the average price tags

increase by more than 20% in any given year either party may request that this section 17.2 of this Negotiated Agreement be reopened and renegotiated.

**Classified Wage Schedule
2021-2022**

STEP	A	B	C	D	E	F	G	H	I
1	\$14.00	\$14.23	\$14.41	\$14.52	\$15.20	\$16.27	\$17.08	\$17.31	\$18.41
2	\$14.12	\$14.51	\$14.68	\$14.80	\$15.51	\$16.55	\$17.39	\$17.65	\$18.78
3	\$14.26	\$14.79	\$14.98	\$15.10	\$15.80	\$16.91	\$17.75	\$18.00	\$19.14
4	\$14.40	\$15.00	\$15.26	\$15.38	\$16.10	\$17.22	\$18.10	\$18.36	\$19.54
5	\$14.53	\$15.28	\$15.57	\$15.68	\$16.41	\$17.57	\$18.45	\$18.73	\$19.89
6	\$14.65	\$15.58	\$15.88	\$15.97	\$16.75	\$17.90	\$18.82	\$19.09	\$20.29
7	\$14.80	\$15.64	\$16.18	\$16.32	\$17.07	\$18.26	\$19.18	\$19.48	\$20.67
8	\$14.92	\$15.80	\$16.34	\$16.61	\$17.38	\$18.60	\$19.57	\$19.84	\$21.09
9	\$15.08	\$15.94	\$16.48	\$16.96	\$17.74	\$18.96	\$19.93	\$20.24	\$21.50
10	\$15.19	\$16.04	\$16.65	\$17.10	\$18.09	\$19.32	\$20.32	\$20.63	\$21.92
11	\$15.34	\$16.17	\$16.81	\$17.28	\$18.44	\$19.72	\$20.72	\$21.04	\$22.35
12	\$15.48	\$16.33	\$16.97	\$17.43	\$18.81	\$20.11	\$21.14	\$21.45	\$22.79
13	\$15.60	\$16.49	\$17.11	\$17.61	\$18.98	\$20.29	\$21.35	\$21.66	\$23.02
14	\$15.72	\$16.63	\$17.28	\$17.77	\$19.18	\$20.50	\$21.55	\$21.86	\$23.24
15	\$15.87	\$16.80	\$17.43	\$17.92	\$19.34	\$20.67	\$21.75	\$22.07	\$23.47
16	\$16.02	\$16.93	\$17.60	\$18.10	\$19.54	\$20.88	\$21.97	\$22.27	\$23.68
17	\$16.14	\$17.08	\$17.75	\$18.26	\$19.72	\$21.08	\$22.19	\$22.48	\$23.92
18	\$16.28	\$17.23	\$17.90	\$18.42	\$19.89	\$21.26	\$22.39	\$22.69	\$24.12
19	\$16.42	\$17.38	\$18.06	\$18.58	\$20.09	\$21.47	\$22.58	\$22.92	\$24.35
20	\$16.42	\$17.52	\$18.21	\$18.74	\$20.27	\$21.66	\$22.80	\$23.10	\$24.57
21	\$16.42	\$17.68	\$18.37	\$18.91	\$20.42	\$21.85	\$23.00	\$23.33	\$24.81
22	\$16.42	\$17.84	\$18.53	\$19.07	\$20.62	\$22.04	\$23.20	\$23.55	\$25.01
23	\$16.42	\$17.97	\$18.68	\$19.23	\$20.81	\$22.24	\$23.40	\$23.73	\$25.25
24	\$16.42	\$18.13	\$18.84	\$19.40	\$20.98	\$22.44	\$23.61	\$23.95	\$25.46
25	\$16.42	\$18.13	\$18.99	\$19.56	\$21.17	\$22.62	\$23.82	\$24.15	\$25.68
26	\$16.42	\$18.13	\$18.99	\$19.73	\$21.35	\$22.84	\$24.02	\$24.38	\$25.90
27	\$16.42	\$18.13	\$18.99	\$19.92	\$21.53	\$23.02	\$24.23	\$24.57	\$26.14
28	\$16.42	\$18.13	\$18.99	\$19.92	\$21.71	\$23.22	\$24.43	\$24.80	\$26.35
29	\$16.42	\$18.13	\$18.99	\$19.92	\$21.91	\$23.41	\$24.63	\$24.99	\$26.55
30	\$16.42	\$18.13	\$18.99	\$19.92	\$22.08	\$23.61	\$24.84	\$25.19	\$26.79

**Food Service Wage Schedule
2021-2022**

STEP	FA	FB	FC	FD	FE	FF
1	\$14.00	\$14.23	\$14.41	\$14.52	\$15.20	\$16.27
2	\$14.12	\$14.51	\$14.68	\$14.80	\$15.51	\$16.55
3	\$14.26	\$14.79	\$14.98	\$15.10	\$15.80	\$16.91
4	\$14.40	\$15.00	\$15.26	\$15.38	\$16.10	\$17.22
5	\$14.53	\$15.28	\$15.57	\$15.68	\$16.41	\$17.57
6	\$14.65	\$15.58	\$15.88	\$15.97	\$16.75	\$17.90
7	\$14.80	\$15.64	\$16.18	\$16.32	\$17.07	\$18.26
8	\$14.92	\$15.80	\$16.34	\$16.61	\$17.38	\$18.60
9	\$15.08	\$15.94	\$16.48	\$16.96	\$17.74	\$18.96
10	\$15.19	\$16.04	\$16.65	\$17.10	\$18.09	\$19.32
11	\$15.34	\$16.17	\$16.81	\$17.28	\$18.44	\$19.72
12	\$15.48	\$16.33	\$16.97	\$17.43	\$18.81	\$20.11
13	\$15.60	\$16.49	\$17.11	\$17.61	\$18.98	\$20.29
14	\$15.72	\$16.63	\$17.28	\$17.77	\$19.18	\$20.50
15	\$15.87	\$16.80	\$17.43	\$17.92	\$19.34	\$20.67
16	\$16.02	\$16.93	\$17.60	\$18.10	\$19.54	\$20.88
17	\$16.14	\$17.08	\$17.75	\$18.26	\$19.72	\$21.08
18	\$16.28	\$17.23	\$17.90	\$18.42	\$19.89	\$21.26
19	\$16.42	\$17.38	\$18.06	\$18.58	\$20.09	\$21.47
20	\$16.42	\$17.52	\$18.21	\$18.74	\$20.27	\$21.66
21	\$16.42	\$17.68	\$18.37	\$18.91	\$20.42	\$21.85
22	\$16.42	\$17.84	\$18.53	\$19.07	\$20.62	\$22.04
23	\$16.42	\$17.97	\$18.68	\$19.23	\$20.81	\$22.24
24	\$16.42	\$18.13	\$18.84	\$19.40	\$20.98	\$22.44
25	\$16.42	\$18.13	\$18.99	\$19.56	\$21.17	\$22.62
26	\$16.42	\$18.13	\$18.99	\$19.73	\$21.35	\$22.84
27	\$16.42	\$18.13	\$18.99	\$19.92	\$21.53	\$23.02
28	\$16.42	\$18.13	\$18.99	\$19.92	\$21.71	\$23.22
29	\$16.42	\$18.13	\$18.99	\$19.92	\$21.91	\$23.41
30	\$16.42	\$18.13	\$18.99	\$19.92	\$22.08	\$23.61

**Classified Wage Schedule
2022-2023**

STEP	A	B	C	D	E	F	G	H	I
1	\$14.42	\$14.66	\$14.84	\$14.96	\$15.66	\$16.76	\$17.59	\$17.83	\$18.96
2	\$14.54	\$14.95	\$15.12	\$15.24	\$15.98	\$17.05	\$17.91	\$18.18	\$19.34
3	\$14.69	\$15.23	\$15.43	\$15.55	\$16.27	\$17.42	\$18.28	\$18.54	\$19.71
4	\$14.83	\$15.45	\$15.72	\$15.84	\$16.58	\$17.74	\$18.64	\$18.91	\$20.13
5	\$14.97	\$15.74	\$16.04	\$16.15	\$16.90	\$18.10	\$19.00	\$19.29	\$20.49
6	\$15.09	\$16.05	\$16.36	\$16.45	\$17.25	\$18.44	\$19.38	\$19.66	\$20.90
7	\$15.24	\$16.11	\$16.67	\$16.81	\$17.58	\$18.81	\$19.76	\$20.06	\$21.29
8	\$15.37	\$16.27	\$16.83	\$17.11	\$17.90	\$19.16	\$20.16	\$20.44	\$21.72
9	\$15.53	\$16.42	\$16.97	\$17.47	\$18.27	\$19.53	\$20.53	\$20.85	\$22.15
10	\$15.65	\$16.52	\$17.15	\$17.61	\$18.63	\$19.90	\$20.93	\$21.25	\$22.58
11	\$15.80	\$16.66	\$17.31	\$17.80	\$18.99	\$20.31	\$21.34	\$21.67	\$23.02
12	\$15.94	\$16.82	\$17.48	\$17.95	\$19.37	\$20.71	\$21.77	\$22.09	\$23.47
13	\$16.07	\$16.98	\$17.62	\$18.14	\$19.55	\$20.90	\$21.99	\$22.31	\$23.71
14	\$16.19	\$17.13	\$17.80	\$18.30	\$19.76	\$21.12	\$22.20	\$22.52	\$23.94
15	\$16.35	\$17.30	\$17.95	\$18.46	\$19.92	\$21.29	\$22.40	\$22.73	\$24.17
16	\$16.50	\$17.44	\$18.13	\$18.64	\$20.13	\$21.51	\$22.63	\$22.94	\$24.39
17	\$16.62	\$17.59	\$18.28	\$18.81	\$20.31	\$21.71	\$22.86	\$23.15	\$24.64
18	\$16.77	\$17.75	\$18.44	\$18.97	\$20.49	\$21.90	\$23.06	\$23.37	\$24.84
19	\$16.91	\$17.90	\$18.60	\$19.14	\$20.69	\$22.11	\$23.26	\$23.61	\$25.08
20	\$16.91	\$18.05	\$18.76	\$19.30	\$20.88	\$22.31	\$23.48	\$23.79	\$25.31
21	\$16.91	\$18.21	\$18.92	\$19.48	\$21.03	\$22.51	\$23.69	\$24.03	\$25.55
22	\$16.91	\$18.38	\$19.09	\$19.64	\$21.24	\$22.70	\$23.90	\$24.26	\$25.76
23	\$16.91	\$18.51	\$19.24	\$19.81	\$21.43	\$22.91	\$24.10	\$24.44	\$26.01
24	\$16.91	\$18.67	\$19.41	\$19.98	\$21.61	\$23.11	\$24.32	\$24.67	\$26.22
25	\$16.91	\$18.67	\$19.56	\$20.15	\$21.81	\$23.30	\$24.53	\$24.87	\$26.45
26	\$16.91	\$18.67	\$19.56	\$20.32	\$21.99	\$23.53	\$24.74	\$25.11	\$26.68
27	\$16.91	\$18.67	\$19.56	\$20.52	\$22.18	\$23.71	\$24.96	\$25.31	\$26.92
28	\$16.91	\$18.67	\$19.56	\$20.52	\$22.36	\$23.92	\$25.16	\$25.54	\$27.14
29	\$16.91	\$18.67	\$19.56	\$20.52	\$22.57	\$24.11	\$25.37	\$25.74	\$27.35
30	\$16.91	\$18.67	\$19.56	\$20.52	\$22.74	\$24.32	\$25.59	\$25.95	\$27.59

**Food Service Wage Schedule
2022-2023**

STEP	FA	FB	FC	FD	FE	FF
1	\$14.42	\$14.66	\$14.84	\$14.96	\$15.66	\$16.76
2	\$14.54	\$14.95	\$15.12	\$15.24	\$15.98	\$17.05
3	\$14.69	\$15.23	\$15.43	\$15.55	\$16.27	\$17.42
4	\$14.83	\$15.45	\$15.72	\$15.84	\$16.58	\$17.74
5	\$14.97	\$15.74	\$16.04	\$16.15	\$16.90	\$18.10
6	\$15.09	\$16.05	\$16.36	\$16.45	\$17.25	\$18.44
7	\$15.24	\$16.11	\$16.67	\$16.81	\$17.58	\$18.81
8	\$15.37	\$16.27	\$16.83	\$17.11	\$17.90	\$19.16
9	\$15.53	\$16.42	\$16.97	\$17.47	\$18.27	\$19.53
10	\$15.65	\$16.52	\$17.15	\$17.61	\$18.63	\$19.90
11	\$15.80	\$16.66	\$17.31	\$17.80	\$18.99	\$20.31
12	\$15.94	\$16.82	\$17.48	\$17.95	\$19.37	\$20.71
13	\$16.07	\$16.98	\$17.62	\$18.14	\$19.55	\$20.90
14	\$16.19	\$17.13	\$17.80	\$18.30	\$19.76	\$21.12
15	\$16.35	\$17.30	\$17.95	\$18.46	\$19.92	\$21.29
16	\$16.50	\$17.44	\$18.13	\$18.64	\$20.13	\$21.51
17	\$16.62	\$17.59	\$18.28	\$18.81	\$20.31	\$21.71
18	\$16.77	\$17.75	\$18.44	\$18.97	\$20.49	\$21.90
19	\$16.91	\$17.90	\$18.60	\$19.14	\$20.69	\$22.11
20	\$16.91	\$18.05	\$18.76	\$19.30	\$20.88	\$22.31
21	\$16.91	\$18.21	\$18.92	\$19.48	\$21.03	\$22.51
22	\$16.91	\$18.38	\$19.09	\$19.64	\$21.24	\$22.70
23	\$16.91	\$18.51	\$19.24	\$19.81	\$21.43	\$22.91
24	\$16.91	\$18.67	\$19.41	\$19.98	\$21.61	\$23.11
25	\$16.91	\$18.67	\$19.56	\$20.15	\$21.81	\$23.30
26	\$16.91	\$18.67	\$19.56	\$20.32	\$21.99	\$23.53
27	\$16.91	\$18.67	\$19.56	\$20.52	\$22.18	\$23.71
28	\$16.91	\$18.67	\$19.56	\$20.52	\$22.36	\$23.92
29	\$16.91	\$18.67	\$19.56	\$20.52	\$22.57	\$24.11
30	\$16.91	\$18.67	\$19.56	\$20.52	\$22.74	\$24.32

This Memorandum of Understanding shall become effective July 1, 2021 and continue in effect until June 30, 2023.

This MOU is subject to the grievance and arbitration articles of the collective bargaining agreement between the Bozeman School District and Bozeman Classified Employees Association.

Dated this _____ day of _____, 2021.

Signed and acknowledged:

For the Bozeman School District:

For the Bozeman Classified Employees Association:

School Board Chair

BCEA Co- President

BCEA Co-President