

COLLECTIVE BARGAINING AGREEMENT MOU ADDENDUM

Between

BOZEMAN SCHOOL DISTRICT No. 7

And

*BOZEMAN CLASSIFIED EMPLOYEES' ASSOCIATION /
MONTANA FEDERATION OF PUBLIC EMPLOYEES LOCAL
#7771*

2023-2025

**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 2023-2025 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 health insurance premium per full-time participating member and family (prorated for part-time eligible employees):

TYPE OF COVERAGE	2022-2023
Employee Only	\$640.00
Employee & Spouse	\$963.00
Employee & Children	\$829.00
Employee & Family	\$1,113.00

If the average price tags for each Category (Employee Only, Employee & Spouse, Employee & Children or Employee & Family) for all Plan Options for the 2023-2024 through 2024-2025 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.

Article 13, Section 2, Subsection 12

Subsection 12. In the event an employee needs sick leave time in excess of those provided pursuant to this Agreement due to unavoidable, unexpected, unplanned, catastrophic events, additional sick leave may be provided by voluntary contribution of accumulated but unused sick leave by any other employee. The sick leave donation may not reduce the donor's accumulated sick leave to less than sixty (60) days. This sick leave donation process is not to be used for family planning purposes with the exception of #6 and pregnancy/birth complications.

1. An employee shall not be eligible to receive donated sick leave time until that employee has exhausted all of his or her accumulated leave (sick, personal, vacation).
2. Under no circumstances will an employee be allowed to access or receive more than thirty (30) donated days per request.
3. For purposes of this section, a day shall be defined as the number of hours that the donor or recipient is normally scheduled to work.
4. An employee seeking sick leave donations must complete the appropriate form which the District will provide. There is no guarantee that donations will be made.
5. A sick leave donation committee of the HR director, BCEA president and building principal will be reviewing and approving each request.
6. This donation allows for spouse to spouse donation for extended parental leave. This request does not need to be published to the school community.

**Classified Wage Schedule
2023-2024**

STEP	A	B	C	D	D Para	E	F	G	H	I
1	\$ 15.84	\$16.22	\$16.51	\$16.63	\$17.27	\$17.08	\$18.29	\$20.19	\$20.22	\$20.70
2	\$ 16.00	\$16.55	\$16.83	\$16.96	\$17.62	\$17.43	\$18.66	\$20.58	\$20.61	\$21.11
3	\$ 16.16	\$16.88	\$17.17	\$17.27	\$17.98	\$17.78	\$19.04	\$20.97	\$21.00	\$21.53
4	\$ 16.32	\$17.05	\$17.51	\$17.65	\$18.33	\$18.13	\$19.41	\$21.37	\$21.41	\$21.96
5	\$ 16.49	\$17.22	\$17.69	\$17.97	\$18.51	\$18.50	\$19.80	\$21.78	\$21.82	\$22.40
6	\$ 16.65	\$17.39	\$17.87	\$18.34	\$18.70	\$18.87	\$20.20	\$22.20	\$22.24	\$22.85
7	\$ 16.82	\$17.57	\$18.05	\$18.49	\$18.89	\$19.25	\$20.60	\$22.62	\$22.67	\$23.31
8	\$ 16.99	\$17.75	\$18.23	\$18.69	\$19.08	\$19.64	\$21.01	\$23.05	\$23.12	\$23.77
9	\$ 17.16	\$17.92	\$18.41	\$18.85	\$19.27	\$20.02	\$21.43	\$23.49	\$23.57	\$24.24
10	\$ 17.33	\$18.10	\$18.60	\$19.05	\$19.46	\$20.42	\$21.86	\$23.94	\$24.02	\$24.73
11	\$ 17.50	\$18.28	\$18.78	\$19.22	\$19.66	\$20.62	\$22.08	\$24.17	\$24.25	\$24.98
12	\$ 17.68	\$18.46	\$18.97	\$19.38	\$19.86	\$20.83	\$22.30	\$24.40	\$24.48	\$25.23
13	\$ 17.86	\$18.65	\$19.16	\$19.57	\$20.06	\$21.04	\$22.52	\$24.64	\$24.72	\$25.48
14	\$ 18.04	\$18.84	\$19.35	\$19.75	\$20.25	\$21.25	\$22.74	\$24.88	\$24.96	\$25.74
15	\$ 18.04	\$19.03	\$19.54	\$19.92	\$20.45	\$21.46	\$22.97	\$25.12	\$25.20	\$26.00
16	\$ 18.04	\$19.22	\$19.74	\$20.10	\$20.65	\$21.67	\$23.21	\$25.36	\$25.45	\$26.26
17	\$ 18.04	\$19.40	\$19.94	\$20.27	\$20.86	\$21.89	\$23.44	\$25.60	\$25.70	\$26.52
18	\$ 18.04	\$19.59	\$20.14	\$20.45	\$21.07	\$22.11	\$23.67	\$25.84	\$25.95	\$26.79
19	\$ 18.04	\$19.79	\$20.34	\$20.62	\$21.28	\$22.33	\$23.91	\$26.10	\$26.20	\$27.06
20	\$ 18.04	\$19.99	\$20.54	\$20.80	\$21.49	\$22.55	\$24.15	\$26.35	\$26.45	\$27.33
21	\$ 18.04	\$20.19	\$20.75	\$20.98	\$21.70	\$22.77	\$24.39	\$26.60	\$26.71	\$27.60
22	\$ 18.04	\$20.19	\$20.96	\$21.16	\$21.92	\$23.01	\$24.63	\$26.85	\$26.97	\$27.88
23	\$ 18.04	\$20.19	\$20.96	\$21.34	\$21.92	\$23.24	\$24.87	\$27.11	\$27.23	\$28.16
24	\$ 18.04	\$20.19	\$20.96	\$21.55	\$21.92	\$23.47	\$25.13	\$27.38	\$27.49	\$28.44
25	\$ 18.04	\$20.19	\$20.96	\$21.55	\$21.92	\$23.70	\$25.38	\$27.64	\$27.76	\$28.73
26	\$ 18.04	\$20.19	\$20.96	\$21.55	\$21.92	\$23.94	\$25.63	\$27.90	\$28.03	\$29.01
27	\$ 18.04	\$20.19	\$20.96	\$21.55	\$21.92	\$24.18	\$25.88	\$28.17	\$28.30	\$29.31
28	\$ 18.04	\$20.19	\$20.96	\$21.55	\$21.92	\$24.42	\$26.15	\$28.45	\$28.58	\$29.60
29	\$ 18.04	\$20.19	\$20.96	\$21.55	\$21.92	\$24.42	\$26.15	\$28.45	\$28.58	\$29.60
30	\$ 18.04	\$20.19	\$20.96	\$21.55	\$21.92	\$24.42	\$26.15	\$28.45	\$28.58	\$29.60

**Food Service Wage Schedule
2023-2024**

STEP	FA	FB	FC	FD	FE	FF
1	\$17.85	\$18.63	\$18.90	\$19.43	\$19.69	\$19.95
2	\$18.03	\$18.99	\$19.28	\$19.81	\$20.09	\$20.35
3	\$18.21	\$19.37	\$19.67	\$20.21	\$20.49	\$20.76
4	\$18.39	\$19.75	\$20.06	\$20.62	\$20.90	\$21.18
5	\$18.57	\$20.14	\$20.45	\$21.03	\$21.32	\$21.60
6	\$18.76	\$20.54	\$20.86	\$21.45	\$21.75	\$22.03
7	\$18.95	\$20.74	\$21.28	\$21.88	\$22.18	\$22.47
8	\$19.14	\$20.95	\$21.49	\$22.32	\$22.62	\$22.92
9	\$19.33	\$21.16	\$21.70	\$22.77	\$23.07	\$23.38
10	\$19.52	\$21.37	\$21.92	\$23.01	\$23.53	\$23.86
11	\$19.72	\$21.58	\$22.14	\$23.24	\$24.00	\$24.33
12	\$19.92	\$21.79	\$22.37	\$23.47	\$24.49	\$24.81
13	\$20.12	\$22.01	\$22.59	\$23.70	\$24.73	\$25.06
14	\$20.32	\$22.23	\$22.82	\$23.94	\$24.98	\$25.32
15	\$20.32	\$22.45	\$23.05	\$24.18	\$25.23	\$25.57
16	\$20.32	\$22.67	\$23.28	\$24.42	\$25.48	\$25.82
17	\$20.32	\$22.89	\$23.51	\$24.66	\$25.74	\$26.08
18	\$20.32	\$23.12	\$23.74	\$24.91	\$26.00	\$26.34
19	\$20.32	\$23.35	\$23.98	\$25.16	\$26.26	\$26.61
20	\$20.32	\$23.35	\$24.22	\$25.41	\$26.52	\$26.87
21	\$20.32	\$23.35	\$24.22	\$25.66	\$26.79	\$27.14
22	\$20.32	\$23.35	\$24.22	\$25.91	\$27.06	\$27.42
23	\$20.32	\$23.35	\$24.22	\$25.91	\$27.33	\$27.69
24	\$20.32	\$23.35	\$24.22	\$25.91	\$27.60	\$27.96
25	\$20.32	\$23.35	\$24.22	\$25.91	\$27.88	\$28.25
26	\$20.32	\$23.35	\$24.22	\$25.91	\$27.88	\$28.25
27	\$20.32	\$23.35	\$24.22	\$25.91	\$27.88	\$28.25
28	\$20.32	\$23.35	\$24.22	\$25.91	\$27.88	\$28.25
29	\$20.32	\$23.35	\$24.22	\$25.91	\$27.88	\$28.25
30	\$20.32	\$23.35	\$24.22	\$25.91	\$27.88	\$28.25

**Classified Wage Schedule
2024-2025**

STEP	A	B	C	D	D Para	E	F	G	H	I
1	\$16.63	\$17.03	\$17.34	\$17.46	\$18.13	\$17.93	\$19.20	\$21.20	\$21.23	\$21.74
2	\$16.80	\$17.38	\$17.67	\$17.81	\$18.50	\$18.30	\$19.59	\$21.61	\$21.64	\$22.17
3	\$16.97	\$17.72	\$18.03	\$18.13	\$18.88	\$18.67	\$19.99	\$22.02	\$22.05	\$22.61
4	\$17.14	\$17.90	\$18.39	\$18.53	\$19.25	\$19.04	\$20.38	\$22.44	\$22.48	\$23.06
5	\$17.31	\$18.08	\$18.57	\$18.87	\$19.44	\$19.43	\$20.79	\$22.87	\$22.91	\$23.52
6	\$17.48	\$18.26	\$18.76	\$19.26	\$19.64	\$19.81	\$21.21	\$23.31	\$23.35	\$23.99
7	\$17.66	\$18.45	\$18.95	\$19.41	\$19.83	\$20.21	\$21.63	\$23.75	\$23.80	\$24.48
8	\$17.84	\$18.64	\$19.14	\$19.62	\$20.03	\$20.62	\$22.06	\$24.20	\$24.28	\$24.96
9	\$18.02	\$18.82	\$19.33	\$19.79	\$20.23	\$21.02	\$22.50	\$24.66	\$24.75	\$25.45
10	\$18.20	\$19.01	\$19.53	\$20.00	\$20.43	\$21.44	\$22.95	\$25.14	\$25.22	\$25.97
11	\$18.38	\$19.19	\$19.72	\$20.18	\$20.64	\$21.65	\$23.18	\$25.38	\$25.46	\$26.23
12	\$18.56	\$19.38	\$19.92	\$20.35	\$20.85	\$21.87	\$23.42	\$25.62	\$25.70	\$26.49
13	\$18.75	\$19.58	\$20.12	\$20.55	\$21.06	\$22.09	\$23.65	\$25.87	\$25.96	\$26.75
14	\$18.94	\$19.78	\$20.32	\$20.74	\$21.26	\$22.31	\$23.88	\$26.12	\$26.21	\$27.03
15	\$18.94	\$19.98	\$20.52	\$20.92	\$21.47	\$22.53	\$24.12	\$26.38	\$26.46	\$27.30
16	\$18.94	\$20.18	\$20.73	\$21.11	\$21.68	\$22.75	\$24.37	\$26.63	\$26.72	\$27.57
17	\$18.94	\$20.37	\$20.94	\$21.28	\$21.90	\$22.98	\$24.61	\$26.88	\$26.99	\$27.85
18	\$18.94	\$20.57	\$21.15	\$21.47	\$22.12	\$23.22	\$24.85	\$27.13	\$27.25	\$28.13
19	\$18.94	\$20.78	\$21.36	\$21.65	\$22.34	\$23.45	\$25.11	\$27.41	\$27.51	\$28.41
20	\$18.94	\$20.99	\$21.57	\$21.84	\$22.56	\$23.68	\$25.36	\$27.67	\$27.77	\$28.70
21	\$18.94	\$21.20	\$21.79	\$22.03	\$22.79	\$23.91	\$25.61	\$27.93	\$28.05	\$28.98
22	\$18.94	\$21.20	\$22.01	\$22.22	\$23.02	\$24.16	\$25.86	\$28.19	\$28.32	\$29.27
23	\$18.94	\$21.20	\$22.01	\$22.41	\$23.02	\$24.40	\$26.11	\$28.47	\$28.59	\$29.57
24	\$18.94	\$21.20	\$22.01	\$22.63	\$23.02	\$24.64	\$26.39	\$28.75	\$28.86	\$29.86
25	\$18.94	\$21.20	\$22.01	\$22.63	\$23.02	\$24.89	\$26.65	\$29.02	\$29.15	\$30.17
26	\$18.94	\$21.20	\$22.01	\$22.63	\$23.02	\$25.14	\$26.91	\$29.30	\$29.43	\$30.46
27	\$18.94	\$21.20	\$22.01	\$22.63	\$23.02	\$25.39	\$27.17	\$29.58	\$29.72	\$30.78
28	\$18.94	\$21.20	\$22.01	\$22.63	\$23.02	\$25.64	\$27.46	\$29.87	\$30.01	\$31.08
29	\$18.94	\$21.20	\$22.01	\$22.63	\$23.02	\$25.64	\$27.46	\$29.87	\$30.01	\$31.08
30	\$18.94	\$21.20	\$22.01	\$22.63	\$23.02	\$25.64	\$27.46	\$29.87	\$30.01	\$31.08

**Food Service Wage Schedule
2024-2025**

STEP	FA	FB	FC	FD	FE	FF
1	\$18.74	\$19.56	\$19.85	\$20.40	\$20.67	\$20.95
2	\$18.93	\$19.94	\$20.24	\$20.80	\$21.09	\$21.37
3	\$19.12	\$20.34	\$20.65	\$21.22	\$21.51	\$21.80
4	\$19.31	\$20.74	\$21.06	\$21.65	\$21.95	\$22.24
5	\$19.50	\$21.15	\$21.47	\$22.08	\$22.39	\$22.68
6	\$19.70	\$21.57	\$21.90	\$22.52	\$22.84	\$23.13
7	\$19.90	\$21.78	\$22.34	\$22.97	\$23.29	\$23.59
8	\$20.10	\$22.00	\$22.56	\$23.44	\$23.75	\$24.07
9	\$20.30	\$22.22	\$22.79	\$23.91	\$24.22	\$24.55
10	\$20.50	\$22.44	\$23.02	\$24.16	\$24.71	\$25.05
11	\$20.71	\$22.66	\$23.25	\$24.40	\$25.20	\$25.55
12	\$20.92	\$22.88	\$23.49	\$24.64	\$25.71	\$26.05
13	\$21.13	\$23.11	\$23.72	\$24.89	\$25.97	\$26.31
14	\$21.34	\$23.34	\$23.96	\$25.14	\$26.23	\$26.59
15	\$21.34	\$23.57	\$24.20	\$25.39	\$26.49	\$26.85
16	\$21.34	\$23.80	\$24.44	\$25.64	\$26.75	\$27.11
17	\$21.34	\$24.03	\$24.69	\$25.89	\$27.03	\$27.38
18	\$21.34	\$24.28	\$24.93	\$26.16	\$27.30	\$27.66
19	\$21.34	\$24.52	\$25.18	\$26.42	\$27.57	\$27.94
20	\$21.34	\$24.52	\$25.43	\$26.68	\$27.85	\$28.21
21	\$21.34	\$24.52	\$25.43	\$26.94	\$28.13	\$28.50
22	\$21.34	\$24.52	\$25.43	\$27.21	\$28.41	\$28.79
23	\$21.34	\$24.52	\$25.43	\$27.21	\$28.70	\$29.07
24	\$21.34	\$24.52	\$25.43	\$27.21	\$28.98	\$29.36
25	\$21.34	\$24.52	\$25.43	\$27.21	\$29.27	\$29.66
26	\$21.34	\$24.52	\$25.43	\$27.21	\$29.27	\$29.66
27	\$21.34	\$24.52	\$25.43	\$27.21	\$29.27	\$29.66
28	\$21.34	\$24.52	\$25.43	\$27.21	\$29.27	\$29.66
29	\$21.34	\$24.52	\$25.43	\$27.21	\$29.27	\$29.66
30	\$21.34	\$24.52	\$25.43	\$27.21	\$29.27	\$29.66

This Memorandum of Understanding shall become effective July 1, 2023 and continue in effect until June 30, 2025.

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 _____, 2023.

Signed and acknowledged:

For the Bozeman School District:

For the Bozeman Classified Employees Association:

School Board Chair

BCEA Co- President

BCEA Co-President