

COLLECTIVE BARGAINING AGREEMENT MOU ADDENDUM

between

BOZEMAN SCHOOL DISTRICT No. 7

and

BOZEMAN EDUCATION ASSOCIATION

2023-2025



“Bozeman Public Schools exist to provide an outstanding education that inspires and ensures high achievement so every student can succeed and make a difference in a rapidly changing world community.”

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

This Memorandum of Understanding (MOU) is being made and entered into between the District and the Bozeman Education 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 June 30, 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 15, 16, 17 and 18 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 agreement that arise from these negotiations shall be memorialized in a separate MOU covering these items;

Therefore, both parties agree 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 Education Association:

ARTICLE 12 – TEACHER WORKLOAD AND CONDITIONS

12.1.E.5 Teacher Workload:

Each PK-12 Special Education Teacher shall receive up to four Professional days. These days may be taken in half-day or full-day increments to be used for transitions, evaluations, and case management work.

12.4 High School Teacher Class Load:

Beginning in the 2024-2025 school year the student caseload for 1.0 FTE high school teachers (teaching 6 out of 8 sections in the block schedule) shall not exceed a total of 150 students (approximately 25 students per section). If an exception to this student caseload occurs (exceptions are defined as situations where a student must be enrolled in a class necessary for graduation) the high school administration will confer with the impacted Department head prior to student placement. In no circumstance will a teacher's student enrollment exceed 153 students nor more than 28 students per section. The student overload for part-time teachers will not

exceed 2 students per assigned section. Instrumental music, choir, and study hall sections are exempt from these course caps. If the District discontinues or revises the high schools' eight section block schedule, Article 12.4 will be re-negotiated to either delete or revise student load limits.

14.2 Sick Leave/Disability Leave:

A. At the beginning of each school year, each full-time teacher shall be credited with eight days of sick leave at full salary. Sick leave is the necessary absence from duty caused by and used for personal illness, mental health, quarantine, communicable disease, injury, disability (including pregnancy, miscarriage, childbirth, and recovery there from), unexpected childcare closures, adoption as prescribed below, personal medical appointments; or for necessary care of or attendance to a spouse or for any child of whom the teacher is the legal guardian or for whom the teacher is the primary caretaker for the above reasons.

No more than ten days shall be granted for the attendance to an immediate family member other than spouse or child as stated above. Additional days may be granted at the discretion of the District. Discretionary leave will not be granted until the employee's Personal Leave day(s) has been used. Where sick leave is used for other than spouse or minor child, the person must be under or require the immediate care of a licensed health care provider.

1. Unused sick leave will be allowed to accumulate to 187 days (1309 hours). When a teacher has reached the maximum, he or she will still be credited with eight days of sick leave at the beginning of the school year, but for severance pay calculations, 170 days (1190 hours) will be the maximum allowed.

B. 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).

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, BEA 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.

14.5 Personal Leave:

A. Use: Each teacher will be credited at the beginning of each school year with eight days of paid leave, prorated for those scheduled at less than a full teaching day, which may be taken for personal reasons with notice to the District as soon as possible. The eight personal leave days may be used at the discretion of the teacher for personal reasons including sick leave.

B. Requests and Approval: Requests for personal leave will be made and approved in advance based on the availability of substitutes. Requests for personal leave to be taken during the first or last two days of any semester, on a PIR day, or in extension of a scheduled day(s) off, shall be submitted to and approved in the sole discretion of the Superintendent or his/her designee.

C. Carry Over: When a teacher ends the school year with unused personal leave, the remaining days will be carried over to accumulated sick leave for the following year.

D. Sick Leave Exchange: In addition to the eight days of personal leave, a teacher who ends the previous school year with at least 149 days (1043 hours) of available sick leave may, upon written request to the District, exchange a maximum of six days of that year's sick leave grant for one additional day of personal leave. After this exchange, one additional personal leave day may be granted for the exchange of one sick leave day which increases the aggregate total of available personal leave days to ten in any school year.

ARTICLE 15 – PROFESSIONAL COMPENSATION

15.3.A Summer school, Extended School Year, and Homebound teachers will be paid at the following hourly rate: 2023-2024 - \$35.36; 2024-2025 and beyond - \$36.07. The District has the authority to establish individual hourly rates with related services specialists when shortages of those personnel dictate the need.

15.3.D.2 Compensation: The driver education teachers will be paid at the following hourly rate: 2023-2024 - \$35.36; 2024-2025 and beyond - \$36.07.

ARTICLE 16 – ABOVE-SCHEDULE, ALLOWANCES FOR EXTRA DUTIES

16.3 Extra-Curricular Activity Levels:

<u>Position</u>	<u>Index</u>	<u>2023-2024</u>	<u>2024-2025</u>
<u>LEVEL 1</u>	0.1531	\$7,026	\$7,167
Head Football Coach			Head Basketball Coach (Boys' and Girls')
<u>LEVEL 2</u>	0.135	\$6,196	\$6,320
Head Cheerleader Advisor			Head Softball Coach
Head Speech & Debate Coach			Head Track Coach
Head Volleyball Coach			Head Wrestling Coach
High School Band			High School Choral
High School Orchestra			
<u>LEVEL 3</u>	0.0923	\$4,236	\$4,321
Assistant High School Basketball Coach (Boys' and Girls')			Assistant High School Track Coach
Assistant High School Football Coach			Assistant High School Wrestling
Assistant High School Softball Coach			Assistant Speech & Debate Coach
Assistant High School Volleyball Coach			Head Golf Coach
Head Cross-Country Coach			Head Tennis Coach
Head Swimming Coach			Head Soccer Coach (Boys' and Girls')
High School Hawk Talk Advisor			Special Olympics Coach
High School Marching Band Director			High School Dance Team Coach
Summer Gym Supervision			
<u>LEVEL 4</u>	0.0742	\$3,405	\$3,474
Assistant High School Cheerleader Advisor			Assistant Cross-Country Coach
Assistant High School Golf Coach			Assistant Swimming Coach
Assistant High School Soccer Coach			DECA
Assistant High School Tennis Coach			High School Art Club Advisor
Business Professionals of America			High School Drama Coach
High School Aerie Advisor			High School Color Guard
High School Jazz Band			Middle School Band
Middle School Choir			VICA
High School Jazz Choir			High School Select Orchestra (Camerata)
Middle School Orchestra			

<u>Position</u>	<u>Index</u>	<u>2023-2024</u>	<u>2024-2025</u>
<u>LEVEL 5</u>	0.0495	\$2,272	\$2,317
High School Pep Band Director			High School Pinners Club (Stat Crew)
High School Science Club			Middle School Club Level 5
Middle School Basketball Coach (Boys' and Girls')			
Middle School Football Coach			Middle School Intramurals (Fall & Winter)
Middle School Jazz Band			Middle School Select Choir
Middle School Science Coach			Middle School Softball Coach
Middle School Track Coach			Middle School Volleyball Coach
Middle School Wrestling Coach			Model U.N. Head
Trouble Shooters Advisor			Weight Room (Fall, Winter, Spring) Youth
Legislature			High School Student Council Advisor
HOSA			Pro-Start
High School Engineering Club			
<u>LEVEL 6</u>	0.0315	\$1,446	\$1,475
Assistant High School Art Club			Assistant High School Drama
Assistant Model U.N.			Assistant Youth Legislature
High School Class Officers			High School French Club Advisor
High School Honor Society			Assistant HOSA
High School Intramurals			High School Marching Band Assistant
High School Latin Club Advisor			High School Spanish Club Advisor
Photo Club Advisor			Middle School Assist. Wrestling Coach
Technology Mentor			Middle School Assist. Volleyball Coach
Middle School Assist. Basketball Coach (Boys' and Girls')			
Middle School Assist. Football Coach			Middle School Assist. Softball Coach
Middle School Club Level 6 (Up to 4 w/approval)			
High School German Club Advisor			High School SAGA Club Advisor
High School Project X2 Club Advisor			
<u>LEVEL 7</u>	0.0167	\$766	\$782
Elementary Intramural Director			Elementary Intramurals
High School Prom Advisor			High School Scribblings
Middle School Club Level 7			High School Track Admin. Assistant
<u>LEVEL 8</u>	0.0135	\$620	\$632
High School A.V.			

ARTICLE 17 – FRINGE BENEFITS

- 17.1 Effective Date: The insurance coverages described in 17.2, 17.3 and 17.4 will go into effect September 1 of each contract year.
- 17.2 Health Insurance: The District shall provide up to the following amounts per month of the monthly health insurance premium per full-time participating employee:

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

Teachers at Step 18 on the teachers' salary schedule will receive an additional \$20 per month in addition to the above amounts.

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.

The above District contribution amounts will be prorated according to full-time equivalency (FTE) for part-time employees. The district contribution will not exceed the premium cost of the plan selected by the employee (except as noted in the following paragraph). The portion of the premium not contributed by the District shall be borne by the teacher and paid by payroll deductions. Upon termination of employment, all District participation and contributions shall cease, effective on the last day of the month for employees who do not fulfill the period of the contract per Article 13.1. For employees who are renewed and for employees who fulfill the period of the contract, District contributions will continue through August.

For employees choosing a Health Savings Account (HSA) option, any District contributions from the above table in excess of the price tag will be deposited into the employee's HSA.

BOZEMAN PUBLIC SCHOOLS
APPENDIX A
Certified Salary Schedule 2023-2024

BASE=\$45,895

STEP	BA	BA+5	BA+90	BA+45	BA/MR+45	BA-60	BA/MA+60	BA+75	BA/MR+75	BA-90	BA/MA+90	BA/MR+105
1	\$ 45,895	\$ 47,731	\$ 49,612	\$ 51,448	\$ 54,202	\$ 53,330	\$ 56,084	\$ 55,166	\$ 57,919	\$ 57,047	\$ 59,801	\$ 61,683
2	\$ 47,364	\$ 49,199	\$ 51,035	\$ 52,917	\$ 55,671	\$ 54,753	\$ 57,506	\$ 56,584	\$ 59,388	\$ 58,470	\$ 61,224	\$ 63,106
3	\$ 48,786	\$ 50,668	\$ 52,504	\$ 54,340	\$ 57,093	\$ 56,221	\$ 58,975	\$ 58,057	\$ 60,811	\$ 59,899	\$ 62,693	\$ 64,574
4	\$ 50,255	\$ 52,091	\$ 53,973	\$ 55,808	\$ 58,562	\$ 57,644	\$ 60,398	\$ 59,426	\$ 62,280	\$ 61,362	\$ 64,115	\$ 65,997
5	\$ 51,678	\$ 53,559	\$ 55,395	\$ 57,277	\$ 60,031	\$ 59,113	\$ 61,866	\$ 60,949	\$ 63,702	\$ 62,830	\$ 65,584	\$ 67,466
6	\$ 53,146	\$ 54,982	\$ 56,864	\$ 58,700	\$ 61,453	\$ 60,581	\$ 63,335	\$ 62,417	\$ 65,171	\$ 64,299	\$ 67,053	\$ 68,934
7	\$ 53,146	\$ 56,451	\$ 58,287	\$ 60,168	\$ 62,922	\$ 62,004	\$ 64,758	\$ 63,886	\$ 66,640	\$ 65,722	\$ 68,475	\$ 70,357
8	\$ 53,146	\$ 56,451	\$ 59,755	\$ 61,591	\$ 64,345	\$ 63,473	\$ 66,226	\$ 65,309	\$ 68,062	\$ 67,190	\$ 69,944	\$ 71,826
9	\$ 53,146	\$ 56,451	\$ 59,755	\$ 63,060	\$ 65,813	\$ 64,896	\$ 67,649	\$ 66,777	\$ 69,531	\$ 68,613	\$ 71,367	\$ 73,248
10	\$ 53,146	\$ 56,451	\$ 59,755	\$ 64,528	\$ 67,282	\$ 66,364	\$ 69,118	\$ 68,200	\$ 70,954	\$ 70,082	\$ 72,835	\$ 74,717
11	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 67,833	\$ 70,587	\$ 69,669	\$ 72,422	\$ 71,504	\$ 74,258	\$ 76,140
12	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 69,256	\$ 72,009	\$ 71,137	\$ 73,891	\$ 72,973	\$ 75,727	\$ 77,608
13	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 70,724	\$ 73,478	\$ 72,560	\$ 75,314	\$ 74,442	\$ 77,195	\$ 79,077
14	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 70,724	\$ 73,478	\$ 74,029	\$ 76,782	\$ 75,864	\$ 78,618	\$ 80,500
15	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 70,724	\$ 73,478	\$ 75,451	\$ 78,205	\$ 77,333	\$ 80,087	\$ 81,968
16	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 70,724	\$ 73,478	\$ 75,451	\$ 78,205	\$ 78,756	\$ 81,510	\$ 83,391
17	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 70,724	\$ 73,478	\$ 75,451	\$ 78,205	\$ 80,224	\$ 82,978	\$ 84,860
18	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 70,724	\$ 73,478	\$ 75,451	\$ 78,205	\$ 80,224	\$ 82,978	\$ 84,860
18	\$ 53,146	\$ 56,451	\$ 59,755	\$ 65,951	\$ 68,705	\$ 70,724	\$ 73,478	\$ 75,451	\$ 78,205	\$ 80,224	\$ 82,978	\$ 84,860

Additional Compensation for those beyond Step 18 on the Salary Schedule:
 In recognition of veteran teachers' involvement in leadership through service on committees, mentoring beginning teachers and serving an important role in helping to implement District initiatives, the following is added to the Salary Schedule.

1. The following amounts will be added to the salary of those teachers that have:

- Completed 4 Years at Step 18 \$500
- Completed 8 Years at Step 18 \$1,000
- Completed 12 Years and more at Step 18 \$1,500

2. The above amounts only apply to employees in the 5th Year of BAA+105MA columns of the salary schedule as these employees are "topped out" on the salary schedule.

3. To qualify the employee must be meeting or exceeding the expectations of the District.

4. Employees at Step 18 will receive \$240 annually towards their insurance program in addition to the regular insurance contribution.

BOZEMAN PUBLIC SCHOOLS

APPENDIX B

Certified Salary Schedule 2024-2025

BASE=\$46,813

STEP	BA	BA+15	BA+30	BA+45	BA/MIA+45	BA+60	BA/MIA+60	BA+75	BA/MIA+75	BA+90	BA/MIA+90	BA/MIA+105
1	\$ 46,813	\$48,686	\$50,605	\$52,477	\$55,286	\$54,397	\$57,205	\$56,269	\$59,078	\$58,189	\$60,997	\$62,917
2	\$ 48,311	\$50,184	\$52,056	\$53,975	\$56,784	\$55,848	\$58,657	\$57,767	\$60,576	\$59,640	\$62,449	\$64,368
3	\$ 49,762	\$51,682	\$53,554	\$55,427	\$58,235	\$57,346	\$60,155	\$59,218	\$62,027	\$61,138	\$63,947	\$65,866
4	\$ 51,260	\$53,133	\$55,082	\$56,925	\$59,733	\$58,797	\$61,606	\$60,716	\$63,525	\$62,589	\$65,398	\$67,317
5	\$ 52,711	\$54,631	\$56,503	\$58,423	\$61,231	\$60,295	\$63,104	\$62,168	\$64,976	\$64,087	\$66,896	\$68,815
6	\$ 54,209	\$56,082	\$58,001	\$59,874	\$62,683	\$61,793	\$64,602	\$63,666	\$66,474	\$65,585	\$68,394	\$70,313
7	\$ 54,209	\$57,580	\$59,453	\$61,372	\$64,181	\$63,244	\$66,053	\$65,164	\$67,972	\$67,036	\$69,845	\$71,764
8	\$ 54,209	\$57,580	\$60,951	\$62,823	\$65,692	\$64,742	\$67,551	\$66,615	\$69,424	\$68,534	\$71,343	\$73,262
9	\$ 54,209	\$57,580	\$60,951	\$64,321	\$67,130	\$66,194	\$69,002	\$68,113	\$70,922	\$69,995	\$72,794	\$74,714
10	\$ 54,209	\$57,580	\$60,951	\$65,819	\$68,628	\$67,692	\$70,500	\$69,564	\$72,373	\$71,483	\$74,292	\$76,212
11	\$ 54,209	\$57,580	\$60,951	\$67,270	\$70,079	\$69,190	\$71,998	\$71,062	\$73,871	\$72,935	\$75,743	\$77,663
12	\$ 54,209	\$57,580	\$60,951	\$67,270	\$70,079	\$70,641	\$73,450	\$72,560	\$75,369	\$74,433	\$77,241	\$79,161
13	\$ 54,209	\$57,580	\$60,951	\$67,270	\$70,079	\$72,139	\$74,948	\$74,011	\$76,820	\$75,931	\$78,739	\$80,659
14	\$ 54,209	\$57,580	\$60,951	\$67,270	\$70,079	\$72,139	\$74,948	\$75,509	\$78,318	\$77,382	\$80,191	\$82,110
15	\$ 54,209	\$57,580	\$60,951	\$67,270	\$70,079	\$72,139	\$74,948	\$76,961	\$79,769	\$78,880	\$81,689	\$83,608
16	\$ 54,209	\$57,580	\$60,951	\$67,270	\$70,079	\$72,139	\$74,948	\$76,961	\$79,769	\$80,331	\$83,140	\$85,059
17	\$ 54,209	\$57,580	\$60,951	\$67,270	\$70,079	\$72,139	\$74,948	\$76,961	\$79,769	\$81,829	\$84,638	\$86,557
18	\$ 54,209	\$57,580	\$60,951	\$67,270	\$70,079	\$72,139	\$74,948	\$76,961	\$79,769	\$81,829	\$84,638	\$86,557

Additional Compensation for those beyond Step 18 on the Salary Schedule:

In recognition of veteran teachers' involvement in leadership through service on committees, mentoring beginning teachers and serving an important role in helping to implement District initiatives, the following is added to the Salary Schedule.

1. The following amounts will be added to the salary of those teachers that have:

Completed 4 Years at Step 18	\$500
Completed 8 Years at Step 18	\$1,000
Completed 12 Years and more at Step 18	\$1,500

2. The above amounts only apply to employees in the 5th Year of BA+105MA columns of the salary schedule as these employees are "topped out" on the salary schedule.

3. To qualify the employee must be meeting or exceeding the expectations of the District.

4. Employees at Step 18 will receive \$240 annually towards their insurance program in addition to the regular insurance contribution.

**Bozeman Public Schools
Appendix C
Nurses Salary Schedule**

2023-2024 (4% Increase)

<u>STEP</u>	<u>NO BSN</u>	<u>BSN</u>
1	\$39,487	\$45,384
2	\$40,078	\$46,053
3	\$40,685	\$46,753
4	\$41,291	\$47,453
5	\$42,319	\$48,636
6	\$43,175	\$49,615
7	\$44,048	\$50,614
8	\$44,939	\$51,634

2024-2025 (2% Increase)

<u>STEP</u>	<u>NO BSN</u>	<u>BSN</u>
1	\$40,277	\$46,292
2	\$40,880	\$46,974
3	\$41,499	\$47,688
4	\$42,117	\$48,402
5	\$43,165	\$49,609
6	\$44,039	\$50,607
7	\$44,929	\$51,626
8	\$45,838	\$52,667

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 Education Association.

Dated this 27th day of June 2023.

Signed and acknowledged:

For the Bozeman School District:


School Board Chair

For the Bozeman Education Association:


BEA President