

**MEMORANDUM OF AGREEMENT BETWEEN
BOARD OF TRUSTEES, SCHOOL DISTRICT NO. 2 AND THE
BILLINGS CLASSIFIED EMPLOYEES ASSOCIATION
May 23, 2025**

This memorandum of Agreement is entered into between Billings Classified Employees Association (Union) and the Billings Public Schools District #2 (District) after meeting to discuss increases in funding passed by the Montana Legislature.

WHEREAS, the 2025 Montana Legislature passed HB 252, the STARS Act;

WHEREAS, the District will receive additional state funding;

WHEREAS, the District wishes to increase all employees wages from the additional revenue;

WHEREAS, the District will create a new payroll position and change wage the level of Licensed Practical Nurse (LPN) and Community Education Liaison (Adult Education Night Owls Coordinator):

THEREFORE be it RESOLVED, beginning July 1, 2025,

1. The previously bargained 2025-2026 wages found in Addendum A shall each be increased by twenty five (25) cents per hour. See attached hourly rates of pay.
2. The position of Payroll Accounting Lead has been created and place at wage level IV and the same pay as Business Analyst, starting wage of \$28.39
3. Adult Education Night Owls Coordinator shall be renamed as Community Education Liaison and shall be moved from wage level III to wage level IV at the same wage as Career Coach, starting at \$26.57
4. The wage level for LPN shall change from level III to level IV at the same wage as Physical Therapy Assistant, starting at \$24.10

THIS AGREEMENT is signed and dated this day of June 19, 2025.

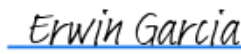
FOR THE BILLINGS SCHOOL DISTRICT NO.2:


Jennifer Hoffman (Jun 23, 2025 19:09 MDT)

Jennifer Hoffman, Board Chair


Daniela Walsh (Jun 26, 2025 09:46 MDT)

Daniela Walsh, Board Clerk


Erwin Garcia (Jun 23, 2025 14:12 MDT)

Dr. Erwin Garcia, Superintendent

Superintendent

BCEA

Jennifer Lightbulb

President

ATTEST:

[Signature]

Officer

Addendum A - BCEA Salary Schedule

July 1, 2025 - June 30, 2026

New Rates based on June 2025 BCEA MOU (\$0.25 increase per cell)

Wage Level I		Level 1	Level 2	Level 3
Accountant I	Year 1	18.07	19.57	21.04
Family Resource Center Liaison	Year 2	18.14	19.64	21.11
Instructional Paraprofessional	Year 3	18.22	19.71	21.18
Library Clerk	Year 4	18.29	19.78	21.25
Parking Lot Attendant	Year 5	18.43	19.92	21.39
Secretary I	Year 6	18.50	19.99	21.46
Special Education Bus Assistant	Year 7	18.57	20.06	21.53
	Year 8	18.64	20.13	21.61
Wage Level II	Year 9	18.71	20.20	21.68
Accountant II	Year 10	18.85	20.35	21.82
Attendance Clerk	Year 11	18.93	20.42	21.89
Audiometric Technician	Year 12	19.00	20.49	21.96
Audio-Visual Technician	Year 13	19.07	20.56	22.03
Community Liaison	Year 14	19.14	20.63	22.10
Community Trainer	Year 15	19.28	20.77	22.25
Indigenous Education Mentor and Cultural Specialist	Year 16	19.35	20.84	22.32
Mobility Trainer	Year 17	19.42	20.92	22.39
Pressman	Year 18	19.49	20.99	22.46
Refugee Student Navigator/Tutor ELL	Year 19	19.57	21.06	22.53
Secretary II	Year 20	19.71	21.20	22.67
Special Needs Assistant	Year 21	19.78	21.27	22.74
Truancy Center Liaison	Year 22	19.85	21.34	22.81
	Year 23	19.92	21.41	22.88
Wage Level III	Year 24	19.99	21.48	22.96
Audiology Assistant	Year 25	20.13	21.63	23.10
Adult Education Nite Owls Coordinator				
Instructional Technician				
Indigenous Education Lead Mentor and Cultural Specialist				
Interpreter for the Deaf I				
Library Systems Services Coordinator				
LPN/Assistant				
Medicaid Reimbursement Technician				
Mental Health Specialist I/Registered Behavior Tech				
Preschool Coordinator				
Printer Foreman				
Registrar				
Secretary III				
Sensory Communication Facilitator				

BCEA SALARY SCHEDULE LEVEL 4

July 1, 2025 - June 30, 2026

New Rates based on June 2025 BCEA MOU (\$0.25 increase per cell)

	LEV4A	LEV4B	LEV4C	LEV4D	LEV4E	LEV4F	LEV4G	LEV4H
	Financial Services Asst I	Accountant III	New FY26 Special Ed Bus Asst Lead	ECI Support Specialist	Accountant IV	Audio Visual Computer Tech	Career Coach New FY26 Community Education Liaison	Information Specialist I
	Benefits Specialist I	Financial Services Asst II			Certified OT Assistant - COTA Licensed Physical Therapy Asst New FY26 LPN	Computer Technician		
		Interpreter for the Deaf II Testing Technician				Construction Technician Electronics Technician		
	LEV4A	LEV4B	LEV4C	LEV4D	LEV4E	LEV4F	LEV4G	LEV4H
Year 1	22.52	23.04	23.09	23.57	24.10	24.25	26.57	26.88
Year 2	22.59	23.11	23.16	23.65	24.17	24.33	26.64	26.95
Year 3	22.66	23.18	23.23	23.72	24.24	24.40	26.71	27.03
Year 4	22.73	23.25	23.30	23.79	24.32	24.47	26.78	27.10
Year 5	22.87	23.39	23.44	23.93	24.46	24.61	26.92	27.24
Year 6	22.95	23.46	23.51	24.00	24.53	24.68	27.00	27.31
Year 7	23.02	23.53	23.58	24.07	24.60	24.75	27.07	27.38
Year 8	23.09	23.61	23.66	24.14	24.67	24.82	27.14	27.45
Year 9	23.16	23.68	23.73	24.21	24.74	24.89	27.21	27.52
Year 10	23.30	23.82	23.87	24.36	24.88	25.04	27.35	27.67
Year 11	23.37	23.89	23.94	24.43	24.96	25.11	27.42	27.74
Year 12	23.44	23.96	24.01	24.50	25.03	25.18	27.49	27.81
Year 13	23.51	24.03	24.08	24.57	25.10	25.25	27.56	27.88
Year 14	23.58	24.10	24.15	24.64	25.17	25.32	27.63	27.95
Year 15	23.73	24.24	24.30	24.78	25.31	25.46	27.78	28.09
Year 16	23.80	24.32	24.37	24.85	25.38	25.53	27.85	28.16
Year 17	23.87	24.39	24.44	24.92	25.45	25.60	27.92	28.23
Year 18	23.94	24.46	24.51	25.00	25.52	25.68	27.99	28.30
Year 19	24.01	24.53	24.58	25.07	25.59	25.75	28.06	28.38
Year 20	24.15	24.67	24.72	25.21	25.74	25.89	28.20	28.52
Year 21	24.22	24.74	24.79	25.28	25.81	25.96	28.27	28.59
Year 22	24.30	24.81	24.86	25.35	25.88	26.03	28.35	28.66
Year 23	24.37	24.88	24.93	25.42	25.95	26.10	28.42	28.73
Year 24	24.44	24.96	25.01	25.49	26.02	26.17	28.49	28.80
Year 25	24.58	25.10	25.15	25.64	26.16	26.32	28.63	28.94

BCEA SALARY SCHEDULE LEVEL 4

July 1, 2025 - June 30, 2026

New Rates based on June 2025 BCEA MOU (\$0.25 increase per cell)

	LEV4I	LEV4J	LEV4K	LEV4L	LEV4M	LEV4N	LEV4O	LEV4P
	Truancy Center Manager	Business Analyst New FY26 Payroll Accounting Lead	Computer Engineer	Core Technical Engineer Network Manager	Technology Ordering & Budget Mgr	Information Specialist II	System Administrator	Network Engineer
	LEV4I	LEV4J	LEV4K	LEV4L	LEV4M	LEV4N	LEV4O	LEV4P
Year 1	27.85	28.39	29.97	29.98	30.28	33.06	37.98	40.74
Year 2	27.92	28.46	30.04	30.05	30.35	33.14	38.05	40.81
Year 3	27.99	28.53	30.11	30.12	30.43	33.21	38.12	40.88
Year 4	28.06	28.60	30.18	30.19	30.50	33.28	38.19	40.95
Year 5	28.20	28.74	30.32	30.33	30.64	33.42	38.33	41.09
Year 6	28.27	28.81	30.40	30.41	30.71	33.49	38.40	41.16
Year 7	28.35	28.88	30.47	30.48	30.78	33.56	38.47	41.24
Year 8	28.42	28.95	30.54	30.55	30.85	33.63	38.55	41.31
Year 9	28.49	29.03	30.61	30.62	30.92	33.70	38.62	41.38
Year 10	28.63	29.17	30.75	30.76	31.07	33.85	38.76	41.52
Year 11	28.70	29.24	30.82	30.83	31.14	33.92	38.83	41.59
Year 12	28.77	29.31	30.89	30.90	31.21	33.99	38.90	41.66
Year 13	28.84	29.38	30.96	30.97	31.28	34.06	38.97	41.73
Year 14	28.91	29.45	31.03	31.05	31.35	34.13	39.04	41.80
Year 15	29.06	29.59	31.18	31.19	31.49	34.27	39.19	41.95
Year 16	29.13	29.66	31.25	31.26	31.56	34.34	39.26	42.02
Year 17	29.20	29.74	31.32	31.33	31.63	34.41	39.33	42.09
Year 18	29.27	29.81	31.39	31.40	31.70	34.49	39.40	42.16
Year 19	29.34	29.88	31.46	31.47	31.78	34.56	39.47	42.23
Year 20	29.48	30.02	31.60	31.61	31.92	34.70	39.61	42.37
Year 21	29.55	30.09	31.67	31.68	31.99	34.77	39.68	42.44
Year 22	29.62	30.16	31.75	31.76	32.06	34.84	39.75	42.51
Year 23	29.70	30.23	31.82	31.83	32.13	34.91	39.82	42.59
Year 24	29.77	30.30	31.89	31.90	32.20	34.98	39.90	42.66
Year 25	29.91	30.45	32.03	32.04	32.34	35.13	40.04	42.80