

# COLLECTIVE BARGAINING AGREEMENT MOU ADDENDUM

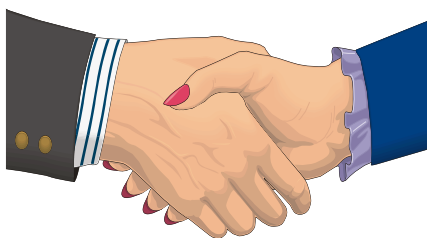
*between*

BOZEMAN SCHOOL DISTRICT No. 7

*and*

BOZEMAN EDUCATION ASSOCIATION

**2021-2023**



*“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.2 The District will establish schedules for all K-5 schools with consistent dismissal times, lunch periods and preparation time. At a minimum, K-5 teachers will receive no less than 50 minutes of daily, uninterrupted preparation time. This results in a minimum aggregate weekly total of 250 minutes of preparation time. Individual Teacher Prep time is uninterrupted, teacher-directed, and protected time for individual teacher preparatory tasks. This time is regular, consistent, and predictable.

Recommended individual prep time strategies/practices:

- Scheduling meetings during this time is the absolute exception, rather than the rule.
- When Prep Time is repurposed for all-school events, efforts will be made to equally distribute lost time across teachers/teams.
- Teachers are encouraged to communicate chronic interruptions with their building principal who will work to provide a remedy.

In addition to the 250 minutes of aggregate prep time, K-5 teachers will participate in two 45-minute periods of collaborative planning time per week. Collaborative planning time refers to any period of time intentionally scheduled during the school day for multiple teachers, or teams of teachers, to work together for the purpose of developing practices to move students and teachers forward. Collaboration time is in addition to regularly scheduled individual planning time and may be principal/district directed.

Examples of effective Collaborative Planning Time may include, but are not limited to:

- Designing effective lessons or units of study.
- Creating, analyzing, and/or responding to the results of common assessments or other forms of student data.
- Coordinating the delivery of instructional support for students.
- Focused and directed work aligned to the goals of the district and school.
- Professional learning aligned to the goals of the district or school.

- 12.1. G An area liaison will represent the Bridger Charter Academy. This liaison is responsible to represent their department at high school department chair meetings and communicate minutes, etc. with their departments. Area liaisons will receive a \$1,000 stipend.

**ARTICLE 15 – PROFESSIONAL COMPENSATION**

- 15.3.A Summer school, Extended School Year, and Homebound teachers will be paid at the following hourly rate: 2021-2022 - \$32; 2022-2023 - \$34. 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: 2021-2022 - \$32.00; 2022-2023 - \$34.00.

**ARTICLE 16 – ABOVE-SCHEDULE, ALLOWANCES FOR EXTRA DUTIES**

- 16.3 Extra-Curricular Activity Levels:

<u>Position</u>	<u>Index</u>	<u>2021-2022</u>	<u>2022-2023</u>
<b><u>LEVEL 1</u></b>	0.1531	<b>\$6,656</b>	<b>\$6,756</b>
Head Football Coach			Head Basketball Coach (Boys' and Girls')

<u>Position</u>	<u>Index</u>	<u>2021-2022</u>	<u>2022-2023</u>
<b><u>LEVEL 2</u></b>	0.135	<b>\$5,870</b>	<b>\$5,958</b>
Head Cheerleader Advisor Head Speech & Debate Coach Head Volleyball Coach High School Band High School Orchestra			Head Softball Coach Head Track Coach Head Wrestling Coach High School Choral
<b><u>LEVEL 3</u></b>	0.0923	<b>\$4,013</b>	<b>\$4,073</b>
Assistant High School Basketball Coach (Boys' and Girls') Assistant High School Football Coach Assistant High School Softball Coach Assistant High School Volleyball Coach Head Cross-Country Coach Head Swimming Coach High School Hawk Talk Advisor High School Marching Band Director Summer Gym Supervision			Assistant High School Track Coach Assistant High School Wrestling Assistant Speech & Debate Coach Head Golf Coach Head Tennis Coach Head Soccer Coach (Boys' and Girls') Special Olympics Coach High School Dance Team Coach
<b><u>LEVEL 4</u></b>	0.0742	<b>\$3,226</b>	<b>\$3,274</b>
Assistant High School Cheerleader Advisor Assistant High School Golf Coach Assistant High School Soccer Coach Assistant High School Tennis Coach Business Professionals of America High School Aerie Advisor High School Jazz Band Middle School Choir Middle School Jazz Band High School Jazz Choir			Assistant Cross-Country Coach Assistant Swimming Coach DECA High School Art Club Advisor High School Drama Coach High School Color Guard Middle School Band VICA High School Select Orchestra (Camerata) Middle School Orchestra
<b><u>LEVEL 5</u></b>	0.0495	<b>\$2,152</b>	<b>\$2,184</b>
High School Pep Band Director High School Science Club Middle School Basketball Coach (Boys' and Girls') Middle School Football Coach Middle School Science Coach Middle School Track Coach Middle School Wrestling Coach			High School Pinner's Club (Stat Crew) Middle School Club Level 5 Middle School Intramurals (Fall & Winter) Middle School Softball Coach Middle School Volleyball Coach Model U.N. Head

<u>Position</u>	<u>Index</u>	<u>2021-2022</u>	<u>2022-2023</u>
<b><u>LEVEL 5</u></b>	0.0495	<b>\$2,152</b>	<b>\$2,184</b>
Trouble Shooters Advisor Legislature HOSA High School Engineering Club			Weight Room (Fall, Winter, Spring) Youth High School Student Council Advisor Pro-Start
<b><u>LEVEL 6</u></b>	0.0315	<b>\$1,370</b>	<b>\$1,390</b>
Assistant High School Art Club Assistant Model U.N. High School Class Officers High School Honor Society High School Intramurals High School Latin Club Advisor Photo Club Advisor Technology Mentor Middle School Assist. Basketball Coach (Boys' and Girls') Middle School Assist. Football Coach Middle School Club Level 6 (Up to 5 w/approval) High School German Club Advisor High School Project X2 Club Advisor			Assistant High School Drama Assistant Youth Legislature High School French Club Advisor Assistant HOSA High School Marching Band Assistant High School Spanish Club Advisor Middle School Assist. Wrestling Coach Middle School Assist. Volleyball Coach Middle School Assist. Softball Coach High School SAGA Club Advisor
<b><u>LEVEL 7</u></b>	0.0167	<b>\$726</b>	<b>\$737</b>
Elementary Intramural Director High School Prom Advisor Middle School Club Level 7			Elementary Intramurals High School Scribblings High School Track Admin. Assistant
<b><u>LEVEL 8</u></b>	0.0135	<b>\$587</b>	<b>\$596</b>
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	2020-2021
Employee Only	\$559.00
Employee & Spouse	\$824.00
Employee & Children	\$712.00
Employee & Family	\$952.00

**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 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.

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  
Salary Schedule 2021-22**

BASE=\$43,478

2021

STEP	BA	BA+15	BA+30	BA+45	BA/MA+45	BA+60	BA/MA+60	BA+75	BA/MA+75	BA+90	BA/MA+90	BA/MA+105
1	\$ 43,478	\$ 45,217	\$ 47,000	\$ 48,739	\$ 51,348	\$ 50,521	\$ 53,130	\$ 52,261	\$ 54,869	\$ 54,043	\$ 56,652	\$ 58,434
2	\$ 44,869	\$ 46,608	\$ 48,348	\$ 50,130	\$ 52,739	\$ 51,869	\$ 54,478	\$ 53,652	\$ 56,261	\$ 55,391	\$ 58,000	\$ 59,782
3	\$ 46,217	\$ 48,000	\$ 49,739	\$ 51,478	\$ 54,087	\$ 53,261	\$ 55,869	\$ 55,000	\$ 57,608	\$ 56,782	\$ 59,391	\$ 61,174
4	\$ 47,608	\$ 49,348	\$ 51,130	\$ 52,869	\$ 55,478	\$ 54,608	\$ 57,217	\$ 56,391	\$ 59,000	\$ 58,130	\$ 60,739	\$ 62,521
5	\$ 48,956	\$ 50,739	\$ 52,478	\$ 54,261	\$ 56,869	\$ 56,000	\$ 58,608	\$ 57,739	\$ 60,347	\$ 59,521	\$ 62,130	\$ 63,913
6	\$ 50,348	\$ 52,087	\$ 53,869	\$ 55,608	\$ 58,217	\$ 57,391	\$ 60,000	\$ 59,130	\$ 61,739	\$ 60,913	\$ 63,521	\$ 65,304
7	\$ 50,348	\$ 53,478	\$ 55,217	\$ 57,000	\$ 59,608	\$ 58,739	\$ 61,347	\$ 60,521	\$ 63,130	\$ 62,260	\$ 64,869	\$ 66,652
8	\$ 50,348	\$ 53,478	\$ 56,608	\$ 58,347	\$ 60,956	\$ 60,130	\$ 62,739	\$ 61,869	\$ 64,478	\$ 63,652	\$ 66,260	\$ 68,043
9	\$ 50,348	\$ 53,478	\$ 56,608	\$ 59,739	\$ 62,347	\$ 61,478	\$ 64,087	\$ 63,260	\$ 65,869	\$ 65,000	\$ 67,608	\$ 69,391
10	\$ 50,348	\$ 53,478	\$ 56,608	\$ 61,130	\$ 63,739	\$ 62,869	\$ 65,478	\$ 64,608	\$ 67,217	\$ 66,391	\$ 69,000	\$ 70,782
11	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 64,260	\$ 66,869	\$ 66,000	\$ 68,608	\$ 67,739	\$ 70,347	\$ 72,130
12	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 65,608	\$ 68,217	\$ 67,391	\$ 70,000	\$ 69,130	\$ 71,739	\$ 73,521
13	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 68,739	\$ 71,347	\$ 70,521	\$ 73,130	\$ 74,913
14	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 70,130	\$ 72,739	\$ 71,869	\$ 74,478	\$ 76,260
15	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 71,478	\$ 74,087	\$ 73,260	\$ 75,869	\$ 77,652
16	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 71,478	\$ 74,087	\$ 74,608	\$ 77,217	\$ 79,000
17	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 71,478	\$ 74,087	\$ 76,000	\$ 78,608	\$ 80,391
18	\$ 50,348	\$ 53,478	\$ 56,608	\$ 62,478	\$ 65,087	\$ 67,000	\$ 69,608	\$ 71,478	\$ 74,087	\$ 76,000	\$ 78,608	\$ 83,043

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 or BA+-105(M) columns of the salary schedule as these employees are "topped out" on the 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 toward their insurance program in addition to the regular insurance contribution.



**BOZEMAN PUBLIC SCHOOLS**  
**APPENDIX B**  
**Salary Schedule 2022-23**

BASE-\$44,130

2022 STEP	BA	BA+15	BA+30	BA+45	BA/MA+45	BA+60	BA/MA+60	BA+75	BA/MA+75	BA+90	BA/MA+90	BA/MA+105
1	\$44,130	\$45,895	\$47,705	\$49,470	\$51,118	\$52,791	\$53,927	\$53,044	\$55,692	\$54,854	\$57,501	\$59,311
2	\$45,542	\$47,307	\$49,073	\$50,882	\$52,530	\$54,247	\$55,295	\$54,456	\$57,104	\$56,222	\$58,869	\$60,679
3	\$46,910	\$48,720	\$50,485	\$52,250	\$54,898	\$56,707	\$57,824	\$56,989	\$59,637	\$58,755	\$61,402	\$63,212
4	\$48,322	\$50,088	\$51,897	\$53,662	\$56,310	\$58,127	\$59,215	\$58,399	\$61,047	\$60,167	\$62,815	\$64,624
5	\$49,690	\$51,500	\$53,265	\$55,074	\$57,722	\$59,539	\$60,627	\$59,811	\$62,459	\$61,577	\$64,224	\$66,033
6	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
7	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
8	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
9	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
10	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
11	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
12	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
13	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
14	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
15	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
16	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
17	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496
18	\$51,103	\$52,868	\$54,677	\$56,442	\$59,090	\$60,855	\$62,043	\$61,227	\$63,875	\$63,059	\$65,687	\$67,496

**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.

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- The above amounts only apply to employees in the 5th Year or BA-105(M) columns of the salary schedule as these employees are "topped out" on the schedule.
- To qualify the employee must be meeting or exceeding the expectations of the District.
- Employees at Step 18 will receive \$240 annually toward their insurance program in addition to the regular insurance contribution.

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

**Annualized Nurses Salary  
2021-2022**

	<u><b>NO BSN</b></u>	<u><b>BSN</b></u>
YR 1	\$37,400	\$42,995
YR 2	\$37,968	\$43,638
YR 3	\$38,537	\$44,282
YR 4	\$39,120	\$44,955
YR 5	\$40,093	\$46,077
YR 6	\$40,901	\$47,004

**Annualized Nurses Salary  
2022-2023**

	<u><b>NO BSN</b></u>	<u><b>BSN</b></u>
YR 1	\$37,968	\$43,638
YR 2	\$38,537	\$44,282
YR 3	\$39,120	\$44,955
YR 4	\$39,703	\$45,628
YR 5	\$40,691	\$46,765
YR 6	\$41,514	\$47,707

This Memorandum of Understanding shall become effective July 21, 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 Education Association.

Dated this \_\_\_\_\_ day of June 2021.

Signed and acknowledged:

For the Bozeman School District:

For the Bozeman Education Association:

\_\_\_\_\_  
School Board Chair

\_\_\_\_\_  
BEA President