

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by DeSmet Elementary School District, ("District"), and DeSmet Elementary School Education Association, MFPE, Missoula, Montana ("Union").

Whereas, District's Board of Trustees and representatives of the Union have engaged in negotiations for collective bargaining agreement covering the 2020-2021 school year; and

Whereas, the parties have reached an agreement covering the 2020-2021 school year and want to formalize the agreement; and

Whereas, there are no substantive language changes to the existing collective bargaining agreement.

Therefore, the District and the Union agree as follows:

1. The District will increase the base rate of pay on the pay matrix by 1% for the 2020-2021 school year.
2. If a teacher is required to move his or her class room, the District will offer a one-time payment of One Hundred and Fifty Dollars (\$150.00) to the teacher. The parties agree that this amount will not be included in any definition of same salary under Section 20-4-203, MCA.

Dated this 21 day of August, 2020.


For DeSmet Elementary School District
Education Association



President


School District

For DeSmet



Chair Board

Attest:



Clerk

DeSmet 2020-2021 Pay Matrix

QTR	BA	BA+15	BA +30	BA+45	MA	MA +15	MA +30	MA +45	MA +60
SEM		BA+10	BA+20	BA+30	MA	MA +10	MA+20	MA+30	MA+40
31000					BA +60	BA +75	BA +90	BA+105	BA +120
1	31310	32510	33710	34910	36710	38510	40310	42110	43910
2	32310	33510	34710	35910	37710	39510	41310	43110	44910
3	33310	34510	35710	36910	38710	40510	42310	44110	45910
4	34310	35510	36710	37910	39710	41510	43310	45110	46910
5	35310	36510	37710	38910	40710	42510	44310	46110	47910
6	36310	37510	38710	39910	41710	43510	45310	47110	48910
7	37310	38510	39710	40910	42710	44510	46310	48110	49910
8	38310	40010	41210	42410	44210	46010	47810	49610	51410
9		41510	42710	43910	45710	47510	49310	51110	52910
10		43010	44210	45410	47210	49010	50810	52610	54410
11			45710	46910	48710	50510	52310	54110	55910
12			47510	48710	50510	52310	54110	55910	57710
13				50510	52310	54110	55910	57710	59510
14				52310	54110	55910	57710	59510	61310
15					55910	57710	59510	61310	63110
16					57710	59510	61310	63110	64910
17								64910	66710
18									
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