

Memorandum of Understanding

The Board of Trustees of Bigfork School District No. 38 and Bigfork Unified Classified, Local 4366, MEA-MFT, NEA, AFT, AFL-CIO hereby agree as follows:

In order to maintain efficiency in response to the COVID 19 school closure, Bigfork Instructional Aides and Food Service employees may be temporarily transferred to custodial assignments in accordance with Article 28 of the collective bargaining agreement. For the duration of this MOU, Article 5.10 of the collective bargaining agreement shall be modified to grant all Instructional Aides and Food Service employees a wage increase of 58 cents per hour. Article 5.10 currently provides that reassigned employees shall be placed at the lowest step on the new classification that results in an increase in wages for the employee. For current staff in these classifications, hourly wage increases would range from .03 to .58 cents per hour. It is understood that the decision to provide the same wage increase for all employees shall not create any binding precedent or past practice.

This MOU governs for as long as the school is closed pursuant to emergency order issued by the President, Congress, Montana Legislature, Governor, Montana Department of Public Health and Human Services, County Health Department, or School Board.

Dated this \_\_\_\_ day of April, 2020.

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For the District

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For the Union