

Memorandum of Understanding

between

The Montana School for the Deaf and the Blind

and

The Montana School for the Deaf and the Blind Federation of Teachers

Local #4027

This memorandum of understanding is entered into by the Montana School for the Deaf and Blind, herein referred to as the Employer; and the Montana School for the Deaf and Blind Federation of Teachers, Local #4027, herein referred to as the Union.


The Employer and the Union agree that members of the bargaining who have completed their probationary period under the 2015-2017 collective bargaining agreement prior to July 1st 2017 will have permanent employment status going forward. Permanent employment status means MSDB would have to have just cause to terminate the bargaining unit member's employment. Bargaining unit members who have not completed their probationary period prior to July 1st 2017 will be subject to the probationary periods outlined in the 2017-2019 collective bargaining agreement.

A permanent employee who is internally promoted, reassigned, or reclassified retains permanent status, but agency management may adopt a trial period as provided below.

- a. A trial period may be established upon promotion, reassignment, or reclassification. This trial period may be used to determine if the employee will be retained in the new position or returned to the former or an equivalent position. This trial period will comply with all of the provisions outlined in section A, except the employee has and retains permanent status.
- b. At the beginning of the trial period, agency management will notify the employee of the conditions of the trial period, including the consequences of failing to successfully complete it. The conditions of the trial period may be part of an ongoing performance evaluation process. The notice must be in writing and must be filed in the employee's permanent personnel record.
- c. During, or at the end of the trial period, an agency may return the employee to the former or an equivalent position. The provisions of the Discipline (2.21.6501 through 2.21.6522, ARM), Grievance (2.21.8010 through 2.21.8030, ARM), or Reduction in Work Force (Implementing a Reduction in Force Policy) policies do not apply.
- d. During, or at the end of, the trial period, an agency may opt to take disciplinary action, if sufficient cause exists, instead of returning the employee to a former or an equivalent position. The provisions of the Discipline (2.21.6501 through 2.21.6522, ARM), Grievance (2.21.8010 through 2.21.8030, ARM), or Implementing a Reduction in Work Force policies apply in this situation.

Dated this 3rd day of December, 2017

For: State of Montana
Board of Public Education
Montana School for Deaf and Blind



Donna Sorenson, Superintendent
Montana State School for the Deaf and Blind



Sharon Carroll
Montana State Board of Public Education



Mike Manion, Chief
State Office of Labor Relations

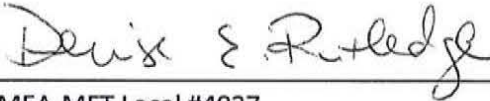
For: Montana School for Deaf and Blind
Federation of Teachers, Local #4027
MEA-MFT, AFT, AFLCIO



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