

**MEMORANDUM OF UNDERSTANDING
and
GRIEVANCE SETTLEMENT**

by and between

**State of Montana
Montana Board Public of Education
Montana School for the Deaf and Blind**

And

**MONTANA SCHOOL FOR THE DEAF AND THE BLIND FEDERATION OF TEACHERS LOCAL #4027
MFPE, NEA, AFT, AFL-CIO**

3/20/2020


This Memorandum of Understanding (MOU) and grievance settlement is entered into this _____ by and between the State of Montana, Montana School for the Deaf and Blind ("Employer"), and MFPE Local #4027 ("Union").

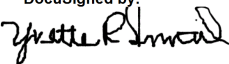
As a settlement to the grievance filed by the union on February 24, 2020, MSDB will correct the application of the pay increases to reflect \$0.50 increase and the 0.5% on the new pay rate, retroactive to January 1, 2020. New employees hired after January 1, 2020 will be placed at the entry rate as outlined in Addendum A-3 of the collective bargaining agreement.


Dated this 3/20/2020

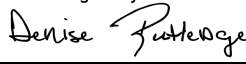
For: THE STATE OF MONTANA

For:

DocuSigned by:

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Paul Furthmyre, Interim Superintendent
Montana School for the Deaf and Blind

DocuSigned by:

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Yvette Smail, Co-President
MFPE Local #4027

DocuSigned by:

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Michael P. Manion, Chief
State Office of Labor relations

DocuSigned by:

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Denise Rutledge, Co-President
MFPE Local #4027