

MEMORANDUM OF UNDERSTANDING
to contract effective
July 1, 2025 THROUGH June 30, 2027
by and between
State of Montana, Department of Military Affairs
Youth Challenge Project
and
Montana Federation of Public Employees

This Memorandum of Understanding (MOU) is entered into this 6/13/2025 by and between the State of Montana, Department of Military Affairs, Youth Challenge Project ("Employer"), and Montana Federation of Public Employees ("Union").

The above-named parties agree to the following:

The parties recognize current MYCA employees for the perseverance and dedication of working with students while meeting all major metrics and working through the impacts of manning shortages.

- The performance adjustment is only for current employees. Employees no longer working at MYCA at the time of this MOU are not eligible.
- Part-time variable employees will get half of the allocated dollar amount.

Criteria

In order for MYCA staff to receive a bonus, the follow criteria must be met or exceeded:

- Graduation Rate: 90% of target graduation
- HiSET Student Successful Passing rate: 65% or higher
- Long-Term Placement: 80% or higher
- Enrollment: 260 students or more

Amount

The maximum possible bonus (100% possible) that a full-time employee may earn is \$1600 per year, provided performance criteria are met and the employee is employed during the full length of all four half-cycles. If a full-time employee is not employed for the full duration of all four half-cycles, they may earn a partial bonus. The partial bonus will be determined according to the following criteria:

For each full half-cycle a full-time MYCA employee is employed, they will be eligible for a \$400 dollar bonus. The following schedule may be referred to in order to determine the correct amount.

- For one full half-cycle employed: \$400 dollars (25%)
- For two full half-cycles employed: \$800 dollars (50%)
- For three full half-cycles employed: \$1200 dollars (75%)
- For four full half-cycles employed: \$1600 dollars (100%)

Funding Contingency

In accordance with the Department of Military Affairs Pay Policy and the Montana Operations Manual Broadband pay policy, this performance pay plan is contingent on funding. If funding is insufficient, this agreement may be discontinued upon a 30-day notification to affected employees.

This MOU amends Labor Agreement No. 086, as described herein. In all other respects, Labor Agreement 086 remains unchanged.

THIS AGREEMENT is signed and dated this 6/13/2025.

THE STATE OF MONTANA:

Signed by:

Karol Anne Davis

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Karol Anne Davis, Chief Negotiator
State Office of Labor Relations

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Trent Gibson

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Trent Gibson, Adjutant General
Director, Department of Military Affairs

Signed by:

Melissa Robbins

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Melissa Robbins, Director Interim
Montana Youth Challenge Academy

THE UNION:

Signed by:

Jeff Cowee

5FCA2B2A03674A2...
Jeff Cowee, Field Representative
MFPE

Signed by:

Eric Banick

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Eric Banick, Local President
MFPE, MYCA Local Union