

# Memorandum of Understanding

Between

***Havre Public Schools***

And

***Havre Paraprofessional Educational Association, Local Number 7744***

**Montana Federation of Public Employees**

This Memorandum of Understanding is between the Havre Public Schools, hereafter referred to as the “District,” and the *Havre Paraprofessional Educational Association, Local Number 7744*, Montana Federation of Public Employees, hereafter referred to as the “Federation.”

The parties have agreed to extend the expiration date of the collective bargaining agreement to June 30, 2023.

The parties agree that all working conditions and terms of the collective bargaining agreement shall be final and shall not be opened or re-bargained for the duration of the agreement with the singular exception of compensation and benefits which include but are not limited to health insurance.

The parties agree to meet annually to bargain and negotiate employee compensation and benefits during the term of the collective bargaining agreement. Requests to meet for the purposes of bargaining and negotiating compensation and benefits for the duration of the agreement will be submitted in writing to the other party.

Any agreement between the parties regarding compensation and benefits shall be memorialized by the parties in a document separate from the collective bargaining agreement.

Signed and dated this 11 day of February, 2021.

FOR THE DISTRICT:

FOR THE FEDERATION:

Aileen R Couch Signature on file

Candy Chagnon Signature on file

*Board Chair*

*President*

Craig Mueller Signature on file

*Superintendent*