

MEMORANDUM OF UNDERSTANDING
between
THE STATE OF MONTANA, BOARD OF PUBLIC EDUCATION,
MONTANA SCHOOL FOR THE DEAF AND THE BLIND
and

MSDB Federation of Teachers, Local #4027, MFPE, NEA, AFT, AFL-CIO

This Memorandum of Understanding (MOU) is entered into by the State of Montana, Board of Public Education, Montana School for the Deaf and the Blind (“Employer”), and the MSDB Federation of Teachers, Local #4027 (“Union”).

The Employer and the Union agree to add position RN2 to the bargaining unit and Addendum A-5 as follows:

Section 3. Nurses at MSDB are identified as either Licensed Practical Nurse 2 or Registered Nurse 1 and are in anchor band four of the 2024 Market Analysis 025.


	2025-2026	2026-2027
Starting Pay Rate (LPN 2)	\$33.53	\$34.53
Starting Pay Rate (RN 2)	\$36.53	\$37.53

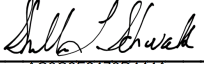
- As of April 30, 2026, any current nurse that has a Registered Nurse License can apply for open nursing positions that are advertised needing the Registered Nurse License.


THIS AGREEMENT is signed and dated this 5/11/2026.

THE STATE OF MONTANA:

THE FEDERATION:

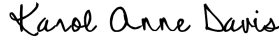
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 Paul Furthmyre, Superintendent
 MSDB


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 Shell Lavinder-Schwalk
 MFPE Field Consultant

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 Dr. Tim Tharp, Chairman
 Montana Board of Public Education

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 Denise Rutledge, MFPE Local #4027

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 Karol Anne Davis, Chief Negotiator
 State Office of Labor Relations

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 Michelle Cross, MFPE Local #4027