

MEMORANDUM OF AGREEMENT
Between
Browning Federation of Classified Employees
&
Browning Public Schools

The Browning Federation of Classified Employees, herein referred to as the Federation, and the Browning Public Schools, herein referred to as the District, agree to the following:

1. The following positions shall be added to the bargaining unit and placed in Lane 5 (Administrative Assistant):
 - a. Positions currently identified as confidential secretary positions:
 - a. *Special Services Confidential Secretary*
 - b. *Human Resources Administrative Assistant/Confidential Secretary*
 - c. *Federal Programs Compliance Specialist*
 - d. *Superintendent/School Board Secretary*
2. The parties acknowledge these positions were previously treated as excluded from the bargaining unit based upon questions regarding confidential employee status. The parties now agree these positions are not confidential employees for purposes of bargaining unit exclusion and are appropriately included within the bargaining unit represented by the Federation. Their inclusion under this Agreement resolves that question as to these positions unless modified by mutual agreement or through lawful bargaining.
3. The parties agree the position titled *Technology Technician* is recognized as included within the bargaining unit as an accretion to the unit and shall be placed in Lane 3 of the placement schedule. The parties further agree the inclusion and placement of this position resolves any question regarding bargaining unit status for this position and shall not be construed as precedent regarding any other classification not expressly identified in this Agreement.
4. These changes shall be effective July 1, 2026.
5. As has been the mutual understanding of the Federation and the District, this memorandum of agreement is not an attempt to negotiate or re-negotiate a contract issue. This agreement, after being signed by both parties, is with the understanding that it will not be used by either party at any future time for any purposes whatsoever.

This MOA will be incorporated into the Labor Agreement during the next bargaining cycle and is subject to the grievance and arbitration articles of the collective bargaining agreement between the District and Federation.

This agreement applies only to the positions identified above and shall not establish a precedent or practice regarding the placement or bargaining unit status of any other position not expressly identified herein.

Dated this 1st day of July, 2026.

BROWNING PUBLIC SCHOOLS
AUTHORIZED REPRESENTATIVE

By _____

Title _____

BROWNING FEDERATION OF CLASSIFIED EMPLOYEES
AUTHORIZED REPRESENTATIVE

By _____

Title _____