

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: September 4, 2007
Re: Item 136-116-R0907

I recommend approval of the following labor agreement. The agreement covers faculty members at the Colleges of Technology in Great Falls, Billings, and Butte.

Agreement

Article 10, COMPENSATION,

10.1 SALARIES

Salary Increases

Effective October 1, 2007, all employees hired on or before September 30, 2007, shall receive a base pay raise of 3.0 percent.

Effective October 1, 2008, all employees hired on or before September 30, 2008, shall receive a base pay raise of 3.0 percent.

B. Salary Minimums

Minimum salaries for each level during the term of this agreement are as follows:

| | July 1, 2007 | October 1, 2007 | October 1, 2008 |
|-----------|-----------------|--------------------|--------------------|
| Level I | \$31,800 | \$32,754 | \$33,737 |
| Level II | \$35,614 | \$36,682 | \$37,782 |
| Level III | \$40,708 | \$41,929 | \$43,187 |
| Level IV | \$45,791 | \$47,165 | \$48,580 |

APPENDIX C
MEMORANDUM OF UNDERSTANDING
FACULTY WORKLOAD

The instructional workload for full-time faculty shall normally fall within the range of 30 to 32 credits per academic year. The instructional assignment for a full-time faculty member shall normally not exceed 25 hours per week. Where instructional assignments consist of primarily laboratory, clinical, shop, internship or cooperative work experience supervision, the assignment for a full-time faculty member shall not exceed 30 hours per week. Faculty teaching more than thirty-two (32) credits or the hours defined above shall be eligible for overload compensation or a reduction in non-instructional assignments at the discretion of the campus administration.

Bargaining unit faculty who teach at least 15 credits in a semester shall not receive a pro-rated salary during that semester.

The parties understand that this workload provision does not affect Article 2 (Recognition) or the definition of bargaining unit membership.

The parties understand that management has an obligation to manage workloads down to the range of 30 to 32 credits, and a right to manage workloads up to a range of 30 to 32 credits.

Faculty members have no entitlement (or right of first refusal) to overload-earning opportunities.

Any faculty member who requests a teaching workload of less than 30 to 32 credits per academic year must submit a justification of how the non-instructional work time would benefit the institution.