

Memo

To: Board of Regents
From: Kevin McRae
Director of Labor Relations and Human Resources
Date: January 10, 2008
Re: Item 138-102-R0108

I recommend approval of the following labor agreement. The agreement covers faculty at Montana State University – Northern.

Revisions to the previous labor agreement:

- **Normal Salary Increases**
October 1, 2007 (retroactive) – 3% salary increase.
October 1, 2008 – 3% salary increase.
- **Workload**
Approved release time for university business will be calculated in credits and recorded as faculty member teaching load.
- **Academic Calendar**
Change the start of the academic year from “four working days prior to scheduled Fall freshman orientation” to “five working days prior to the first day of scheduled classes.”
- **Pre-budget bargaining**
The parties agree to begin pre-budget bargaining no later than February 1, 2008, for the FY 2010-11 Biennium.
- **Occupational Experience**
Two faculty members who earned doctoral degrees several years ago while employed at MSUN will receive reasonable base salary increases according to a new formula that was derived in 2005.
- **Office Hours**
Each faculty member will post his or her office hours in a prominent/accessible location.