

ITEM 152-127-R0911
ATTACHMENT PAGE 1

Memo

To: Board of Regents
From: Kevin McRae, Associate Commissioner
Date: August 26, 2011
Re: **Item 152-127-R0911**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the Montana State University-Northern Federation of Teachers.

The agreement covers approximately 66 employees in Havre.

The agreement includes across-the-board base salary increases in October 2011 of one percent plus \$500 per year and in October 2012 of two percent plus \$500 per year.

The major revisions to the new labor agreement are:

- Normal salary increases as described above (1% + \$500 on 10-1-11; and 2% + \$500 on 10-1-12).
- Modification to summer school pay -- If a summer school course does not meet the threshold enrollment of 10 the rate of pay will be \$100 per credit/per student. The contract will be issued on April 30th. Enrollment count corresponds to the last day to withdraw without a withdrawal on the record.
- Other salary-related provisions (e.g., experience points, promotions, extra-duty stipends, etc.) continue in accordance with the prior Agreement.
- A procedure will be developed for structured evaluation of non-tenure-track (adjunct) faculty and eligibility of adjunct faculty for multiyear contracts in accordance with Board of Regents Policy 711.3 ("Multiple-Year Contracts for Non-Tenure Track Faculty").

The agreement also includes a number of other housekeeping items that have no fiscal impact.