

ITEM 130-103-R0105

**Summary of Tentative Agreement
between the
Faculty Association
at the Missoula College of Technology
and the
Montana University System
January 2006**

1. 10.110 University Standards for Faculty Advancement

Replace the word University with the word College.

2. 13.220 Normal Increase

2005-06 – The normal increase in salaries of all full-time equivalent faculty for the 2005-06 academic year shall be 3.5%. This percentage increase will be added to faculty base salary retroactive to October 1, 2005.

2006-07 – The normal increase in salaries of all full-time equivalent faculty for the 2006-07 academic year shall be 4%. This increase will be added to faculty base salary effective October 1, 2006.

3. 13.240 Merit

Change from 4 merit awards to 5 merit awards.

4. Memorandum of Understanding on Titles / Rank:

Memorandum of Understanding
between the Faculty Association and the Administration
of the Missoula College of Technology,
University of Montana, Montana University System

Titles / Rank

The Association and Administration (hereinafter referred to as “the parties”) agree to replace the faculty titles of Level I, Level II, Level III, and Level IV with the titles of Instructor, Assistant Professor, Associate Professor, and Professor. This agreement is subject to the following terms and conditions:

- The titles of Level I through Level IV shall remain in the Collective Bargaining Agreement until the parties mutually agree to eligibility criteria and department unit standards for the administration of appointments and promotions under the new titles.
- The matter of transitioning current faculty into the new titles shall be included among issues addressed in the development of criteria and unit standards.

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- Nothing in this Memorandum of Understanding or in the Collective Bargaining Agreement prohibits the parties from implementing the new titles immediately upon mutual agreement to the new criteria, unit standards, and transition methods.
- The parties' designees for matters of academic affairs shall confer or convene immediately upon Board of Regents ratification of the Collective Bargaining Agreement to establish a work plan for the development of eligibility criteria, unit standards, and transition methods.
- When the criteria, standards, and methods drafted through the above procedure are approved by Administration, the parties will consult their designees for collective bargaining to confer on any contract administration issues relevant to the implementation of the new titles.

This memorandum is agreed to this ____ day of December, 2005.