

ITEM 152-123-R0911
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Memo

To: Board of Regents
From: Kevin McRae, Associate Commissioner
Date: August 26, 2011
Re: **Item 152-123-R0911**

I recommend approval of the FY 2012-13 labor agreement between the Montana University System and the Montana Tech Faculty Association.

The agreement covers approximately 60 employees in Butte.

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).
- A merit program similar to BOR-approved faculty merit programs on other campuses. Up to six awards are available for faculty in the bargaining unit to compete for each year, with each award of \$2,000 consisting of \$1,000 in non-base, one-time-only compensation and \$1,000 in base salary compensation.
- Increase in the department head stipend for faculty who take on department leadership duties and responsibilities to levels comparable with other faculty agreements in the system.
- Adjustments in summer session and instructional overload compensation to levels comparable with other campuses in the system.
- New language on the role of the faculty senate, similar to other BOR-approved faculty agreements in the system.

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