

## Memo

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

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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.