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:

<table>
<thead>
<tr>
<th>Level</th>
<th>July 1, 2007</th>
<th>October 1, 2007</th>
<th>October 1, 2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level I</td>
<td>$31,800</td>
<td>$32,754</td>
<td>$33,737</td>
</tr>
<tr>
<td>Level II</td>
<td>$35,614</td>
<td>$36,682</td>
<td>$37,782</td>
</tr>
<tr>
<td>Level III</td>
<td>$40,708</td>
<td>$41,929</td>
<td>$43,187</td>
</tr>
<tr>
<td>Level IV</td>
<td>$45,791</td>
<td>$47,165</td>
<td>$48,580</td>
</tr>
</tbody>
</table>
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.