

**Memo**

To: Board of Regents  
From: Kevin McRae, Director of Labor Relations and Human Resources  
Date: December 17, 2009  
Re: **Item 146-104-R0110**

I recommend approval of the following contract negotiations between the Montana University System and the Montana State University Billings Faculty Association and the Administration.

The agreement covers the following items which were approved by the Faculty Association and the Administration

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Tentative Agreement  
between the  
Montana University System  
and the  
Montana State University Billings Faculty Association and the Administration

The following revisions shall be incorporated into the collective bargaining agreement:

The following are the items which were approved by the Faculty Association and the Administration:

- A) Faculty Compensation FY 2009-2010: \$450 OTO/non-base building 0.5 FTE/AY to less than 1.0 FTE/AY \$225; 1.0 FTE/AY \$450
- B) MOA Class 8 Dual Credit: Agreed to implement (11/20/08)  
Faculty yet to ratify; Expires June 20, 2011
- C) CBA Section 8.200 – Department Chair Duties and Responsibilities: Agreed on new statement covering department chair duties and responsibilities (yet to be ratified by faculty)
- D) Section 9.333 – Criteria for Rank Advancement: Agreed that an application for rank advancement may be presented for consideration at the same time as an application for tenure – during sixth year of full-time probationary period. (yet to be ratified by faculty) (3/30/09).
- E) Section 9.336 – Basis of Exception: Agreed to modify the basis for exception language (yet to be ratified by faculty) (3/20/09)
- F) Section 8.110 – Transfer of Titles – Department Chair Section 8.200 – Duties and Responsibilities:  
Agreed to modify language covering department chair duties and responsibilities (4/20/09)
- G) CBA Section 9.332 Responsibility for Application (11/30/09)
- H) Language modification Position Descriptions (tenured faculty) (11/30/09)

The bargaining team supports these changes and asks you to vote for the approval of these contract changes.