<table>
<thead>
<tr>
<th>NAME (Last, First)</th>
<th>Title/Rank</th>
<th>Dept.</th>
<th>SALARY BASE (Based on 1.0 FTE, FY unless noted) From:</th>
<th>STIPEND From:</th>
<th>(N)ew or (R)placement &amp; Date/Hire</th>
<th>% Change</th>
<th>Actual FTE</th>
<th>Effective (Indicate end date if temp)</th>
<th>Reason</th>
<th>SPECIAL CONDITIONS</th>
<th>Tenure (Change Only)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ceartin, Mike</td>
<td>Faculty/Instructor Level 1</td>
<td>Construction Technology</td>
<td>38,269</td>
<td>0.00%</td>
<td>8/27/12</td>
<td>Tenure</td>
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<tr>
<td>Munn, Nathan</td>
<td>Faculty/Instructor Level 2</td>
<td>General ED (Psychology)</td>
<td>42,937</td>
<td>0.00%</td>
<td>8/27/12</td>
<td>Tenure</td>
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<tr>
<td>Steinwand, Bryon</td>
<td>Faculty/Instructor Level 2</td>
<td>Computer Technology</td>
<td>43,927</td>
<td>0.00%</td>
<td>8/27/12</td>
<td>Tenure</td>
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</table>

**EXTENDED COMMISSION**

<table>
<thead>
<tr>
<th>ITEM 156-1900-R0912 - Staff; Helena College UM</th>
<th>September 19, 2012</th>
</tr>
</thead>
</table>

**LEGEND**

TENURE:  
NT = Nontenurable  
T = Tenured  

SALARY ADJUSTMENTS:  
P = Promotion  
L = Lump Sum Bonus  
M = Merit  
R = Retention  
N = Normal  
O = Other (provide brief explanation)  

EXTRA COMPENSATION:  
T = Teaching  
R = Research  
G = Grant Administration  
O = Other (provide brief explanation)  

*IMPORTANT NOTE:* Additional Comp is reported annually in September.

* Subject to continuation of federal funds, proprietary funds and/or grants.