

Memo

To: Board of Regents

From: Kerry Davant, Executive Director of Human Resources and Labor Relations

Date: November 10, 2025

Re: ITEM 221-100-R1125

I recommend approval of labor agreements between the Montana University System and the six labor organizations noted below. These tentative agreements have been ratified by employees in these collective bargaining units and are now subject to BOR approval. These agreements are for a standard two-year term that began July 1, 2025, and run through June 30, 2027 (corresponding to the state of Montana budget biennium). The primary component in each agreement is the implementation of the Fiscal Year 2026-27 pay plan as follows:

(1) the Associated Faculty of Montana State University, covering approximately 650 non-tenure track faculty positions at MSU.

Fiscal Year 2026 (2025-2026 Academic Year)

The base salary shall increase by an annualized amount of \$1,560 (for 1.0 FTE faculty on an academic-year contract) or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2025. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$2,080 or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2025. The \$1,560 or \$2,080 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE.

Fiscal Year 2027 (2026-2027 Academic Year)

The base salary shall increase by an annualized amount of \$1,560 (for 1.0 FTE faculty on an academic-year contract) or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2026. For faculty on a fiscal-year (12-month) contract, the base salary shall increase by an annualized amount of \$2,080 or by 2.5%, whichever amount is greater, effective the first day of the pay period that includes July 1, 2026. The \$1,560 or \$2,080 option, if applicable, shall be prorated for faculty who are in positions of less than 1.0 FTE.

(2) the Montana Two-Year Faculty Association, covering approximately 140 faculty members at MUS campuses in Bozeman, Butte, Billings, and Great Falls.

The normal salary increase paid to all full-time equivalent faculty for the 2025-2026 academic year shall be increased by an annualized amount of \$1,560 (prorated for faculty on less than 1.0 FTE appointment faculty on an academic year contract) or 2.5%,

whichever is greater, added to the base salary effective the first day of the pay period that includes July 1, 2025. New hires are not eligible for the base salary adjustment in the contract year of hire.

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(3) the Montana State University Northern Faculty Association, covering approximately 55 faculty members in Havre.

Faculty Salaries – 2025-2026

There will be a salary increase of \$1.00 an hour or 2.5%, whichever is greater. Faculty earning \$62,400 or less will receive a raise of \$1,560 by adding this amount to the minimum salary. Faculty earning more than \$62,400 will receive the \$1,560 increase to the minimum salary plus an increase of individual points that equals 2.5% of the difference between their salary and \$62,400.

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(4) the Graduate Assistant Organization of Montana State University, covering approximately 800 graduate teaching and graduate research assistants in Bozeman.

Effective January 1, 2026, the minimum allowable stipend for all GAs in the bargaining unit who are appointed at a 0.475 FTE will be \$5,000 per AY semester. GAs appointed at a lower FTE will receive a pro-rated stipend.

(5) the Graduate Employee Union of University of Montana, covering approximately 435 graduate teaching and graduate research assistants in Missoula.

25-26 Stipend Floors:

Masters' stipend floor is \$5300 per semester. PhD stipend floor is \$8000 per semester.

PhD students on a research assistantship or teaching assistantship (graduate contract as a hiring instrument) would also be subject to supplemental \$1000 stipend.

26-27 Stipend Floors:

Masters' stipend floor is \$5700 per semester. PhD stipend floor is \$8000 per semester.

PhD students on a research assistantship or teaching assistantship (graduate contract as a hiring instrument) would also be subject to supplemental \$1000 stipend.

(6) the Western States Regional Council of Carpenters, covering approximately 31 carpenters at MUS campuses in Missoula, Bozeman, Butte, and Billings.

Effective on the first day of the first complete pay period that includes July 1, 2025, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater. Effective on the first day of the first complete pay period that includes July 1, 2026, the base wage of each employee must be increased by \$1.00 per hour or by 2.5%, whichever amount is greater.