

## SUPPLEMENTAL AGREEMENT

CITY COLLEGE at MSU BILLINGS

### Definition of "fixed term" faculty appointment

The following two page document contains an agreement supplemental to the collective Bargaining Agreement between the Montana Board of Regents of Higher Education and Montana Two Year College Faculty Association local #4610, MEA/MFT, AFT, AFL-CIO.

The intent of this supplemental agreement is to define a fixed term faculty appointment. Fixed

#### Term Appointments: Faculty

Fixed term faculty are hired for a limited time to fulfill/meet a specific instructional need. The fixed term faculty member(s) has no right/entitlement to reappointment regardless of whether the time or need has been filled. Thus a fixed term faculty can have no assumption of a subsequent contract.

A fixed term faculty appointment may be full time or less than full time but under no circumstances may a fixed term faculty member under service be for more than three consecutive academic years. Time served as a fixed term faculty member does not count toward tenure or promotion.

On the occasion, when a fixed term faculty position is to be continued, and the fixed term faculty appointee under review is eligible to fill it, the Department Chair, Dean/Associate Dean, and the Provost will include in their annual evaluation a recommendation as to whether or not the fixed term faculty member should be offered a new contract.

Contracts for fixed term faculty shall be at the discretion of the Chancellor. The Chancellor is under no obligation to adhere to recommendations of any committee, Department Chair, Dean, or member of the administration regarding the appointment of a fixed term faculty member. The decision of the Chancellor cannot be grieved or appealed.

This type of appointment will be covered by 2015 to 2017 collective Bargaining Agreement between the Montana Board of Regents of Higher Education and the Montana Two Year College Faculty Association local #4610, MEA/MFT, AFT, AFL-CIO if the appointee meets the definition of membership in Article 2.1.B.

SUPPLEMENTAL AGREEMENT {signature page}

CITY COLLEGE at MSU BILLINGS

Definition of "fixed term" faculty appointment

Initialed approval by Union Management Committee members on 9 October 2015

Faculty Representatives *RUB AMW JWS JMK*

Management Representatives *CPK SMH JZL J*

Approved by City College MSU Billings MTYCFA members on \_\_\_\_\_

Signed on 9-10-2015 by union/management committee members

MTYCFA Union representatives

MSU Billings Management members

*D. M. B.*  
*B. M. B.*  
\_\_\_\_\_  
\_\_\_\_\_

*Stephen R. ...*  
*Clyde ...*  
*R. H. Hoer*  
*Terrie ...*

Forwarded to Office of the Commissioner of Higher Education of the Montana Board of Regents of the Montana University System on \_\_\_\_\_