FACC Meeting
LA 800
September 17, 2018

Attending:

Keith Edgerton	Mary Susan Fishbaugh
Kurt Toenjes	Trudy Collins
Salem Boumediene	Michael Barber
Suzette Nynas	Susan Balter-Reitz
Natalie Bohlmann	

Minutes recorded by Susan Balter-Reitz & Trudy Collins

1. Base Salary

The current floor listed in the 2017-2019 CBA lists new Assistant Professors at $41,125.00. Several faculty members were under the impression that the salary adjustments made in FY 2018 using the $20,000.00 compression pool indicated a permanent change of the floor to $46,500.00. However, this cannot be done outside of bargaining. There is $20,000,00 available in compression funds again for FY 2019 salary adjustments. The FACC can determine how to distribute these funds at any time, the sooner the better.

Trudy will examine new hires to evaluate their starting salaries.
Any salary adjustments should be completed by February 1, 2019 so that the 2% raise will apply.

A suggestion was made that we should move away from the current percentages used for raises at promotion and instead have a lump sum raise (one for associate professor, one for full professor).

There was a recommendation made that steps be taken out of the contract.
(no action was taken on this recommendation)

- Continuing Item.

2. Lynn George

The question to be considered: Is Lynn covered by the CBA? If not, how should she be evaluated?

- Lynn's current appointment is .3 FTE Teaching, .5 FTE Research and .2 FTE Bozeman research

The current CBA (3.120) excludes individuals who teach less than .5 FTE from being members of the bargaining unit.

However, there is a provision for adjuncts/special appointments to be covered by the CBA.

The recommendation was that Lynn has the right to be part of the bargaining unit, but does not currently have tenure rights.

- Completed Item.

Next Meeting: October 15, 2018
2:00-3:30 p.m.
CCR