

MEMORANDUM OF AGREEMENT
Faculty Compensation Committee
April 29, 2024

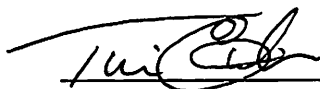
This Memorandum of Agreement is entered into between Flathead Valley Community College, Kalispell, Montana (hereinafter referred to as "FVCC" and the FVCC Education Association (hereinafter referred to as "FVCCEA") for Article 12, Articles 18.1 Salary Schedule, 18.2 Initial Placement, Appendix B and Appendix E of the 2023-2024 collective bargaining agreement.

The Faculty Compensation Committee has finalized its work on a salary model and presents it for implementation on July 1, 2024. The agreement outlines adoption of a new rank and promotion salary model.

It is presented via the Memorandum of Agreement for Board approval. Payment will occur retroactively for identified faculty members on the pay period following the collective bargaining agreement ratification. Further negotiated salary changes will be effective on FY25 employment contracts, and all members are placed according to agreement. Members' assigned factors are final and may only be changed in the event of a clerical error. The salary increases include new faculty hires effective on FY25 employment contracts and exclude incumbent faculty not employed in FY25.


This Memorandum of Agreement will be adopted into the subsequent negotiated agreement at the conclusion of the 2023-2024 fiscal year. FVCC and FVCCEA commit to further collaborative work.

For: FVCC Education Association



Tim Eichner, President
Date: 4/29/24

For: Flathead Valley Community College



Jane Karas, President
Date: _____