

# Memorandum of Agreement

This Memorandum of Agreement (“MOA”) is being entered into between the Flathead Valley Community College (the “Employer”) and the Flathead Valley Community College Education Association (the “Union”). This agreement achieves the mutual intent of both parties.

WHEREAS, the Union and the Employer are parties to a Collective Bargaining Agreement (“CBA”) that addresses wages, hours of work, working conditions, and other matters of employment; and

WHEREAS, Table 1 of Appendix B contains the variables for calculating salaries of incumbent faculty; and

WHEREAS, the Union and the Employer seek to clarify the amount received by a faculty member in the achievement of rank when their existing pay exceeds their calculated Formula Pay.

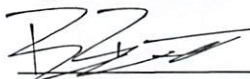
NOW, THEREFORE, based on the foregoing, the parties hereby agree that Table 1 of Appendix B in the CBA shall be amended as follows:

<b>Table 1:</b> <b>Fiscal Year 2025 Variables for Calculating Salaries of Incumbent Faculty</b>					
VARIABLE					AMOUNT
<b>Base</b>					\$53,500
<b>Education</b>					\$1,950/yr.
Matrix Conversion to Formula	FY24 Matrix Range	Academic Degree	Vocational Degree	Standard Education Years	Added
	44		<B	0	
	46	M	B	0	
	47	M+15	B+15	0.5	\$975
	48	M+30	B+30	1	\$1,950
	50	M+60 or MFA+15	M+15	2	\$3,900
	51	M+75 or MFA+30	M+30	2.5	\$4,875
	52	M+90 or MFA+45	M+45	3	\$5,850
	53			3.5	\$6,825
	54	PhD	PhD	4	\$7,800
<b>Previous Work Experience</b> (capped at 20 years)					\$275/yr.
<b>Rank</b>					
5-yr. Cycle	Rank	Earliest Year of Pay	Change of Pay *Refer to 2. below	Cumulative Rank Value	
	Assistant	N/A	0	0	
	Associate	6	\$4,000	\$4,000	
	Full Professor 1	11	\$4,000	\$8,000	
	Full Professor 2	16	\$3,000	\$11,000	

Full Professor 3	21	\$2,000	\$13,000
<b>Online Education Credentials (refer to 18.700)</b>			\$0 - \$1,500
<ol style="list-style-type: none"> <li>1. Effective July 1, 2024, the faculty pay ranges were increased 4% to reflect negotiated changes. The values listed in the table above include this 4% increase.</li> <li>2. Faculty whose existing pay is above that calculated by the formula ("Formula Pay") will retain their existing pay. Faculty whose existing pay is above their Formula Pay who are awarded tenure and/or achieved promotion in rank will receive a prorated rank value to bring their pay in alignment with their correct Formula Pay. If any amount of the rank value would place faculty above the correct Formula Pay, they will achieve the rank and maintain their current salary. Faculty whose existing pay is below their calculated pay will be adjusted to be on the formula in FY25. Approximately \$50,000 of salary adjustments will be applied in FY24 for the remainder of the contract year from the date of ratification.</li> <li>3. Faculty members who <b>were awarded</b> tenure and/or achieved promotion in rank in FY24 will have any earned status applied in FY25; however, due to timeline revisions in the new contract, these faculty members will receive their associated increases in compensation in FY26.</li> <li>4. Faculty members who <b>are scheduled to apply</b> for tenure or promotion in rank in Fall 2024 will be evaluated according to the timeline in the previous contract and any earned status will be applied in FY26; however, due to timeline revisions in the new contract, these faculty members will receive their associated increases in compensation in FY27. Faculty members hired in academic years 2021-2022, 2022-2023, and 2023-2024 will be evaluated according to the timelines of the previous contract (both fall and spring hires) while adhering to the evaluation standards in the MoA of April 29, 2024. Any earned status will be applied in the academic year following Board of Trustees review; any associated increase in compensation will be applied in the second academic year following Board of Trustees review (e.g., BoT review Fall 2024, rank change Fall 2025, compensation change Fall 2026).</li> <li>5. For members serving as division chairperson refer to Article 10.7.</li> <li>6. The negotiation teams commit to further collaboration on division chair, workload/overload, professional development, and special courses language.</li> </ol>			

1. **Term of Agreement:** This MOA shall take effect upon signature of both parties and be applied retroactively to July 1, 2025. It is the intent of both parties to memorialize this amendment in the CBA.
2. **Effect on the CBA and Conditions of Employment:** This MOA modifies only the working conditions addressed herein. All provisions of the CBA not modified herein shall remain in full force and effect. The actions in the application of this Memorandum of Agreement are not grievable.
3. **Precedent:** This agreement shall not be used as precedent or cited as past practice by either the Union or the Employer in any proceeding whatsoever except to enforce the terms of this MOA.

Signed this 26th day of November, 2025.



Ben Barckholtz

President, Flathead Valley Community College Education Association



Jane Karas

President, Flathead Valley Community College

name	FY26	Jan 1, 2026 salary	annual increase	percent inc
Lisa Blank	\$113,081	\$125,000	\$11,919	10%
Bryan Brophy Baermann	\$138,580	\$155,000	\$16,420	12%
Lorelle Davies	\$138,580	\$155,000	\$16,420	12%
Karen Glasser	\$144,123	\$163,000	\$18,877	13%
Michele Purcell	\$106,600	\$117,000	\$10,400	10%
	\$640,964	\$715,000	\$74,036	