

HOUSE BILL NO. 946

3/23 Introduced
3/23 Referred to Appropriations
3/28 Hearing
Died in Committee

1 HOUSE BILL NO. 946
 2 INTRODUCED BY Donald Fuller Donald August
 3 Milo Hines J. Brown Robert
 4 A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING THE
 5 DEPARTMENT OF ADMINISTRATION TO ADOPT PAY SCHEDULES FOR THE
 6 PROFESSIONAL FACULTY OF MOUNTAIN VIEW AND PINE HILLS
 7 SCHOOLS; PROVIDING AN APPROPRIATION; AMENDING SECTION
 8 2-18-303, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

9
10 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

11 Section 1. Section 2-18-303, MCA, is amended to read:
12 "2-18-303. Procedures for utilizing pay schedules. (1)
13 The pay schedules provided in 2-18-311 and 2-18-312 shall be
14 implemented as follows:

15 (a) The pay schedule provided in 2-18-311 indicates
16 the annual compensation for the fiscal year ending June 30,
17 1984, for each grade and step for positions classified under
18 the provisions of part 2 of this chapter.

19 (b) The pay schedule provided in 2-18-312 indicates
20 the annual compensation for the fiscal year ending June 30,
21 1985, for each grade and step for positions classified under
22 the provisions of part 2 of this chapter.

23 (c) Each new employee shall advance from step 1 to
24 step 2 of a grade after successfully completing 6 months of
25 probationary service. The anniversary date of an employee

1 shall be established at the end of the probationary period
2 in accordance with rules promulgated by the department.

3 (d) (i) The compensation of each employee on the first
4 day of the first pay period in fiscal year 1984 shall be
5 that amount which corresponds to the grade and step occupied
6 on the last day of the preceding fiscal year of 1983.

7 (ii) The compensation of each employee on the first day
8 of the first pay period in fiscal year 1985 shall be that
9 amount which corresponds to the grade and step occupied on
10 the last day of the fiscal year 1984.

11 (iii) In compliance with rules adopted to implement
12 this part, each employee is eligible on his anniversary date
13 to advance one step in the pay matrix for fiscal year 1984
14 and fiscal year 1985. However, if the employee's
15 anniversary date falls between (inclusive) July 1 and the
16 first day of the first pay period of fiscal year 1984 or
17 1985, as the case may be, he will advance one step on the
18 first day of that pay period.

19 (2) The pay schedules provided in 2-18-311 and
20 2-18-312 and the provisions of subsection (1) of this
21 section do not apply to those institutional teachers, liquor
22 store occupations, or blue-collar occupations compensated
23 under the pay schedules provided in 2-18-313, 2-18-314, or
24 2-18-315.

25 (3) The pay schedules provided in 2-18-313, 2-18-314,



1 or 2-18-315 shall be implemented as follows:

2 (a) (i) The pay schedules provided in 2-18-313
3 indicate the annual compensation for the contracted school
4 term for teachers employed by institutions under the
5 authority of the department of institutions for fiscal years
6 1984 and 1985.

7 (ii) The compensation of each teacher on the first day
8 of the first pay period in July, 1983, shall be that amount
9 which corresponds to his level of academic achievement and
10 the step occupied on June 30, 1983.

11 (iii) The compensation of each teacher on the first day
12 of the first pay period in July, 1984, shall be that amount
13 which corresponds to his level of achievement and the step
14 occupied on June 30, 1983.

15 (b) (i) The pay schedules provided in 2-18-314
16 indicate the maximum hourly compensation for fiscal years
17 ending June 30, 1984, and June 30, 1985, for those employees
18 in liquor store occupations who have collectively bargained
19 separate classification and pay plans.

20 (ii) The compensation of each employee on the first day
21 of the first pay period in fiscal year 1984 or 1985, as the
22 case may be, shall be that amount which corresponds to that
23 grade occupied on the last day of the preceding fiscal year.

24 (c) (i) The pay schedules provided in 2-18-315
25 indicate the maximum hourly compensation for fiscal years

1 ending June 30, 1984, and June 30, 1985, for employees in
2 apprentice trades and crafts and other blue-collar
3 occupations recognized in the state blue-collar
4 classification plan who are members of units that have
5 collectively bargained separate classification and pay
6 plans.

7 (ii) The compensation of each employee on the first day
8 of the first pay period in fiscal year 1984 or 1985, as the
9 case may be, shall be that amount which corresponds to that
10 grade occupied on the last day of the preceding fiscal year.

11 (4) (a) (i) No member of a bargaining unit may receive
12 the amounts indicated in the respective pay schedules
13 provided in 2-18-311 through 2-18-315 until the bargaining
14 unit of which he is a member ratifies a completely
15 integrated collective bargaining agreement covering the
16 biennium ending June 30, 1985.

17 (ii) In the event that negotiation and ratification of
18 a completely integrated collective bargaining agreement as
19 required by subsection (4)(a)(i) of this section are not
20 completed by July 1, 1983, retroactivity to that date may be
21 negotiated.

22 (iii) In the event that negotiation and ratification of
23 a completely integrated collective bargaining agreement as
24 required by subsection (4)(a)(i) of this section are not
25 completed by July 1, 1983, members of the bargaining unit

1 involved will continue to receive the compensation they were
2 receiving as of June 30, 1983.

3 (b) Methods of administration not inconsistent with
4 the purpose of this part and necessary to properly implement
5 the pay schedules provided in 2-18-313 through 2-18-315 may
6 be provided for in collective bargaining agreements.

7 (5) The current wage or salary of an employee shall
8 not be reduced by the implementation of the pay schedules
9 provided for in 2-18-311 through 2-18-315.

10 (6) (a) Notwithstanding 2-18-313 and subsection (3)(a)
11 of this section, the department shall adopt a pay schedule
12 for the professional faculty of Mountain View school and a
13 pay schedule for the professional faculty of Pine Hills
14 school as provided in subsection (6)(b).

15 (b) The department shall:

16 (i) review the pay schedule of the largest school
17 district in Lewis and Clark County to determine the salary
18 of each certified teacher of that school district who has
19 the same or substantially similar certification, training,
20 experience, and duties as a professional faculty member of
21 Mountain View school;

22 (ii) review the pay schedule of the largest school
23 district in Custer County to determine the salary of each
24 certified teacher of that school district who has the same
25 or substantially similar certification, training,

1 experience, and duties as a professional faculty member of
2 Pine Hills school; and

3 (iii) adopt a pay schedule for the professional faculty
4 of Mountain View school that is equal to the pay schedule
5 for certified teachers as determined in subsection (6)(b)(i)
6 and a pay schedule for the professional faculty of Pine
7 Hills school that is equal to the pay schedule for certified
8 teachers as determined in subsection (6)(b)(ii).

9 ~~6~~(7) The department may authorize a separate pay
10 schedule for medical doctors if the rates provided in
11 2-18-311 and 2-18-312 are not sufficient to attract and
12 retain fully licensed and qualified physicians at the state
13 institutions.

14 ~~7~~(8) The department may develop programs which will
15 enable the department to mitigate problems associated with
16 difficult recruitment, retention, transfer, or other
17 exceptional circumstances. Insofar as the program may apply
18 to employees within a collective bargaining unit, it shall
19 be a negotiable subject under 39-31-305."

20 NEW SECTION. Section 2. Appropriation. There is
21 appropriated \$114,477 for the biennium ending June 30, 1987,
22 from the general fund to the Department of Institutions for
23 salary increases for the professional faculty of Mountain
24 View and Pine Hills schools resulting from this act.

25 NEW SECTION. Section 3. Extension of authority. Any

1 existing authority of the department of administration to
2 make rules on the subject of the provisions of this act is
3 extended to the provisions of this act.

4 NEW SECTION. Section 4. Effective date. This act is
5 effective on passage and approval.

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