

HOUSE BILL NO. 870

INTRODUCED BY HARPER, STRATFORD, HIRSCH, BULGER,  
MILLER, DEVLIN, DONALDSON, RASMUSSEN, MEYER,  
J. BROWN, PISTORIA, GRADY, MILES, NISBET, O'CONNELL,  
MCCORMICK, PHILLIPS, VINCENT, KEENAN

IN THE HOUSE

MARCH 7, 1987                   INTRODUCED AND REFERRED TO COMMITTEE  
ON STATE ADMINISTRATION.

MARCH 13, 1987                  ON MOTION, REREFERRED TO COMMITTEE  
ON EDUCATION & CULTURAL RESOURCES.

MARCH 27, 1987                  ON MOTION, TAKEN FROM COMMITTEE  
ON EDUCATION & CULTURAL RESOURCES  
AND REREFERRED TO COMMITTEE  
ON APPROPRIATIONS.

MARCH 31, 1987                  COMMITTEE RECOMMEND BILL  
DO PASS AS AMENDED. REPORT ADOPTED.

APRIL 1, 1987                   PRINTING REPORT.

                                  SECOND READING, DO PASS.

                                  ON MOTION, RULES SUSPENDED AND BILL  
PLACED ON THIRD READING THIS DAY.

                                  THIRD READING, PASSED.  
AYES, 90; NOES, 4.

                                  TRANSMITTED TO SENATE.

IN THE SENATE

APRIL 3, 1987                   INTRODUCED AND REFERRED TO COMMITTEE  
ON FINANCE & CLAIMS.

APRIL 8, 1987                  COMMITTEE RECOMMEND BILL BE  
CONCURRED IN AS AMENDED. REPORT  
ADOPTED.

APRIL 10, 1987                 SECOND READING, CONCURRED IN.

APRIL 11, 1987

THIRD READING, CONCURRED IN.  
AYES, 48; NOES, 2.

RETURNED TO HOUSE WITH AMENDMENTS.

IN THE HOUSE

APRIL 15, 1987

RECEIVED FROM SENATE.

SECOND READING, AMENDMENTS  
CONCURRED IN.

APRIL 16, 1987

THIRD READING, AMENDMENTS  
CONCURRED IN.

SENT TO ENROLLING.

House BILL NO. 870

INTRODUCED BY *Harvey STAFFORD* *Hirsch* *Boyer*  
*Miller* *Darwin* *Ronald* *Rasmussen* *Meeker*  
*J. Brown* *Patricia* *David*  
A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING THE *Miles*  
*Nisbet* *Canwell* *McIntire* *Phillips* *Vincent*  
*Keenan*

DEPARTMENT OF INSTITUTIONS TO PROVIDE A SALARY SCHEDULE FOR  
CERTIFIED TEACHERS AT THE MOUNTAIN VIEW SCHOOL AND THE PINE  
HILLS SCHOOL THAT IS EQUAL TO THE SALARY SCHEDULE FOR  
TEACHERS WITH SIMILAR CERTIFICATION IN THE LARGEST SCHOOL  
DISTRICT IN THE COUNTY IN WHICH EACH INSTITUTION IS LOCATED;  
PROVIDING AN APPROPRIATION FOR UPGRADING THE SALARY  
SCHEDULE; AMENDING SECTION 2-18-303, MCA; AND PROVIDING AN  
IMMEDIATE EFFECTIVE DATE."

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

NEW SECTION. Section 1. Salary schedule for teachers  
at Mountain View and Pine Hills schools. When prescribing  
compensation for the certified teachers at Mountain View  
school and Pine Hills school, the department of institutions  
shall:

(1) review the salary schedule of the largest school  
district of the county in which Mountain View school is  
located and the county in which Pine Hills school is  
located, to determine the salary of each certified teacher  
of the school district that has the same or substantially  
similar certification, training, experience, and duties as a

certified teacher at the Mountain View school or Pine Hills  
school; and

(2) prescribe a salary schedule for the certified  
teachers of the Mountain View school and Pine Hills school  
that is equal to the salary schedule for certified teachers  
of the school district as determined in subsection (1).

Section 2. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedules. (1)  
The pay schedules provided in 2-18-311 and 2-18-312 shall be  
implemented as follows:

(a) The pay schedule provided in 2-18-311 indicates  
the annual compensation for the fiscal year ending June 30,  
1986, for each grade and step for positions classified under  
the provisions of part 2 of this chapter.

(b) The pay schedule provided in 2-18-312 indicates  
the annual compensation for the fiscal year ending June 30,  
1987, for each grade and step for positions classified under  
the provisions of part 2 of this chapter.

(c) Each new employee shall advance from step 1 to  
step 2 of a grade after successfully completing 6 months of  
probationary service. The anniversary date of an employee  
shall be established at the end of the probationary period  
in accordance with rules promulgated by the department.

(d) (i) The compensation of each employee on the first  
day of the first pay period in fiscal year 1986 shall be



1 that amount which corresponds to the grade and step occupied  
2 on the last day of the preceding fiscal year of 1985.

3 (ii) The compensation of each employee on the first day  
4 of the first pay period in fiscal year 1987 shall be that  
5 amount which corresponds to the grade and step occupied on  
6 the last day of the fiscal year 1985.

7 (iii) In compliance with rules adopted to implement  
8 this part, each employee is eligible on his anniversary date  
9 to advance one step in the pay matrix for fiscal year 1987.  
10 However, if the employee's anniversary date falls between  
11 (inclusive) July 1 and the first day of the first pay period  
12 of fiscal year 1987, he will advance one step on the first  
13 day of that pay period.

14 (2) The pay schedules provided in 2-18-311 and  
15 2-18-312 and the provisions of subsection (1) of this  
16 section do not apply to those institutional teachers, liquor  
17 store occupations, or blue-collar occupations compensated  
18 under the pay schedules provided in 2-18-313, 2-18-314, or  
19 2-18-315.

20 (3) The pay schedules provided in 2-18-313, 2-18-314,  
21 or 2-18-315 shall be implemented as follows:

22 (a) (i) The pay schedules provided in 2-18-313  
23 indicate the annual compensation for the contracted school  
24 term for teachers employed by institutions under the  
25 authority of the department of institutions for fiscal years

1 1986 and 1987, except that teachers employed at Mountain  
2 View school and Pine Hills school are compensated under  
3 [section 1].

4 (ii) The compensation of each teacher on the first day  
5 of the first pay period in July, 1985, shall be that amount  
6 which corresponds to his level of academic achievement and  
7 the step occupied on June 30, 1985.

8 (iii) The compensation of each teacher on the first day  
9 of the first pay period in July, 1986, shall be that amount  
10 which corresponds to his level of achievement and the step  
11 occupied on June 30, 1985.

12 (b) (i) The pay schedules provided in 2-18-314  
13 indicate the maximum hourly compensation for fiscal years  
14 ending June 30, 1986, and June 30, 1987, for those employees  
15 in liquor store occupations who have collectively bargained  
16 separate classification and pay plans.

17 (ii) The compensation of each employee on the first day  
18 of the first pay period in fiscal year 1986 or 1987, as the  
19 case may be, shall be that amount which corresponds to that  
20 grade occupied on the last day of the preceding fiscal year.

21 (c) (i) The pay schedules provided in 2-18-315  
22 indicate the maximum hourly compensation for fiscal years  
23 ending June 30, 1986, and June 30, 1987, for employees in  
24 apprentice trades and crafts and other blue-collar  
25 occupations recognized in the state blue-collar

1 classification plan who are members of units that have  
2 collectively bargained separate classification and pay  
3 plans.

4 (ii) The compensation of each employee on the first day  
5 of the first pay period in fiscal year 1986 or 1987, as the  
6 case may be, shall be that amount which corresponds to that  
7 grade occupied on the last day of the preceding fiscal year.

8 (4) (a) (i) No member of a bargaining unit may receive  
9 the amounts indicated in the respective pay schedules  
10 provided in 2-18-311 through 2-18-315 until the bargaining  
11 unit of which he is a member ratifies a completely  
12 integrated collective bargaining agreement covering the  
13 biennium ending June 30, 1987.

14 (ii) In the event that negotiation and ratification of  
15 a completely integrated collective bargaining agreement as  
16 required by subsection (4)(a)(i) of this section are not  
17 completed by July 1, 1985, retroactivity to that date may be  
18 negotiated.

19 (iii) In the event that negotiation and ratification of  
20 a completely integrated collective bargaining agreement as  
21 required by subsection (4)(a)(i) of this section are not  
22 completed by July 1, 1985, members of the bargaining unit  
23 involved will continue to receive the compensation they were  
24 receiving as of June 30, 1985.

25 (b) Methods of administration not inconsistent with

1 the purpose of this part and necessary to properly implement  
2 the pay schedules provided in 2-18-313 through 2-18-315 may  
3 be provided for in collective bargaining agreements.

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

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

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

18 NEW SECTION. Section 3. Appropriation. There is  
19 appropriated \$67,400 for each year of the biennium ending  
20 June 30, 1989, from the general fund to the department of  
21 institutions for upgrading the salary schedules for the  
22 certified teachers at the Mountain View school and the Pine  
23 Hills school.

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

-End-

-6-

RE-REFERRED AND  
APPROVED BY COMMITTEE  
ON APPROPRIATIONS  
AS AMENDED

1 HOUSE BILL NO. 870  
2 INTRODUCED BY HARPER, STRATFORD, HIRSCH, BULGER,  
3 MILLER, DEVLIN, DONALDSON, RASMUSSEN, MEYER,  
4 J. BROWN, PISTORIA, GRADY, MILES, NISBET, O'CONNELL,  
5 MCCORMICK, PHILLIPS, VINCENT, KEENAN  
6

7 A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING THE  
8 DEPARTMENT OF INSTITUTIONS TO PROVIDE--A SALARY-SCHEDULE  
9 ADJUST PAY SCHEDULES FOR CERTIFIED INSTITUTIONAL TEACHERS AT  
10 THE MOUNTAIN-VIEW SCHOOL AND THE PINE HILLS SCHOOL--THAT--IS  
11 EQUAL--TO--THE--SALARY--SCHEDULE--FOR--TEACHERS--WITH--SIMILAR  
12 CERTIFICATION--IN--THE--LARGEST--SCHOOL--DISTRICT--IN--THE--COUNTY  
13 IN--WHICH--EACH--INSTITUTION--IS--LOCATED; PROVIDING AN  
14 APPROPRIATION FOR UPGRADING ADJUSTING THE SALARY--SCHEDULE  
15 PAY SCHEDULES; AMENDING SECTION SECTIONS 2-18-303 AND  
16 2-18-313, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."  
17

18 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

19 NEW-SECTION:--Section-1:--Salary--schedule--for--teachers  
20 at--Mountain-View--and--Pine-Hills--schools:--When--prescribing  
21 compensation--for--the--certified--teachers--at--Mountain-View  
22 school--and--Pine-Hills--school;--the--department--of--institutions  
23 shall:

24 {1}--review--the--salary--schedule--of--the--largest--school  
25 district--of--the--county--in--which--Mountain-View--school--is

1 located--and--the--county--in--which--Pine--Hills--school--is  
2 located;--to--determine--the--salary--of--each--certified--teacher  
3 of--the--school--district--that--has--the--same--or--substantially  
4 similar--certification;--training;--experience;--and--duties--as--a  
5 certified--teacher--at--the--Mountain-View--school--or--Pine-Hills  
6 school;--and

7 {2}--prescribe--a--salary--schedule--for--the--certified  
8 teachers--of--the--Mountain-View--school--and--Pine-Hills--school  
9 that--is--equal--to--the--salary--schedule--for--certified--teachers  
10 of--the--school--district--as--determined--in--subsection--{1};

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 1986, 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 1987, 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 1986 shall be  
5 that amount which corresponds to the grade and step occupied  
6 on the last day of the preceding fiscal year of 1985.

7 (ii) The compensation of each employee on the first day  
8 of the first pay period in fiscal year 1987 shall be that  
9 amount which corresponds to the grade and step occupied on  
10 the last day of the fiscal year 1985.

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 1987.  
14 However, if the employee's anniversary date falls between  
15 (inclusive) July 1 and the first day of the first pay period  
16 of fiscal year 1987, he will advance one step on the first  
17 day of that pay period.

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

24 (3) The pay schedules provided in 2-18-313, 2-18-314,  
25 or 2-18-315 shall be implemented as follows:

1 (a) (i) The pay schedules provided FOR in 2-18-313  
2 indicate the annual compensation for the contracted school  
3 term for teachers employed by institutions under the  
4 authority of the department of institutions for fiscal years  
5 ~~1986 1988 and 1987 1989~~ except that teachers employed at  
6 Mountain View school and Pine Hills school are compensated  
7 under {section 1}.

8 (ii) The compensation of each teacher on the first day  
9 of the first pay period in July, ~~1985 1987~~, shall be that  
10 amount which corresponds to his level of academic  
11 achievement and the step occupied on June 30, ~~1985 1987~~.

12 (iii) The compensation of each teacher on the first day  
13 of the first pay period in July, ~~1986 1988~~, shall be that  
14 amount which corresponds to his level of achievement and the  
15 step occupied on June 30, ~~1985 1987~~.

16 (b) (i) The pay schedules provided in 2-18-314  
17 indicate the maximum hourly compensation for fiscal years  
18 ending June 30, 1986, and June 30, 1987, for those employees  
19 in liquor store occupations who have collectively bargained  
20 separate classification and pay plans.

21 (ii) The compensation of each employee on the first day  
22 of the first pay period in fiscal year 1986 or 1987, as the  
23 case may be, shall be that amount which corresponds to that  
24 grade occupied on the last day of the preceding fiscal year.

25 (c) (i) The pay schedules provided in 2-18-315

1 indicate the maximum hourly compensation for fiscal years  
 2 ending June 30, 1986, and June 30, 1987, for employees in  
 3 apprentice trades and crafts and other blue-collar  
 4 occupations recognized in the state blue-collar  
 5 classification plan who are members of units that have  
 6 collectively bargained separate classification and pay  
 7 plans.

8 (ii) The compensation of each employee on the first day  
 9 of the first pay period in fiscal year 1986 or 1987, as the  
 10 case may be, shall be that amount which corresponds to that  
 11 grade occupied on the last day of the preceding fiscal year.

12 (4) (a) (i) No member of a bargaining unit may receive  
 13 the amounts indicated in the respective pay schedules  
 14 provided in 2-18-311 through 2-18-315 until the bargaining  
 15 unit of which he is a member ratifies a completely  
 16 integrated collective bargaining agreement covering the  
 17 biennium ending June 30, 1987.

18 (ii) In the event that negotiation and ratification of  
 19 a completely integrated collective bargaining agreement as  
 20 required by subsection (4)(a)(i) of this section are not  
 21 completed by July 1, 1985, retroactivity to that date may be  
 22 negotiated.

23 (iii) In the event that negotiation and ratification of  
 24 a completely integrated collective bargaining agreement as  
 25 required by subsection (4)(a)(i) of this section are not

1 completed by July 1, 1985, members of the bargaining unit  
 2 involved will continue to receive the compensation they were  
 3 receiving as of June 30, 1985.

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

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

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

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

22 SECTION 2. SECTION 2-18-313, MCA, IS AMENDED TO READ:

23 "2-18-313. Institutional teachers' pay schedules.  
 24 ~~(1)-(a)-The-12-month-pay-schedule-for-institutional-teachers~~  
 25 ~~for-fiscal-year-1986-is-as-follows-~~



1	Annual-Hours----	2000	Note:--Includes-Insurance				
2	Pay-Matrix----	Teachers	Matrix-Type----Annual				
3	Term----	Twelve-Months	--				
4	Education-Level						
5	YEARS-OF	-					
6	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
7	{Step}	{Grade-1}	{Grade-2}	{Grade-3}	{Grade-4}	{Grade-5}	{Grade-6}
8	0	18,486	19,067	19,663	19,954	20,244	20,840
9	1	19,170	19,817	20,466	20,709	21,114	21,761
10	2	19,851	20,567	21,266	21,626	21,983	22,763
11	3	20,534	21,319	22,060	22,461	22,854	23,604
12	4	21,216	22,060	22,870	23,295	23,724	24,526
13	5	21,899	22,820	23,673	24,133	24,594	25,448
14	6	22,579	23,569	24,473	24,969	25,463	26,367
15	7	23,263	24,321	25,276	25,806	26,334	27,289
16	8	23,944	25,070	26,070	26,640	27,205	28,210
17	9	24,627	25,822	26,880	27,475	28,073	29,131
18	10	25,311	26,572	27,681	28,313	28,944	30,052
19	{b)--The--9-month--pay--schedule--for--institutional						
20	teachers-for-fiscal-year-1986-is-as-follows:						
21	Annual-Hours----	1400	Note:--Includes-Insurance				
22	Pay-Matrix----	Teachers	Matrix-Type----Annual				
23	Term----	Nine-Months	--				
24	Education-Level						
25	YEARS-OF	-					

1	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
2	{Step}	{Grade-1}	{Grade-2}	{Grade-3}	{Grade-4}	{Grade-5}	{Grade-6}
3	0	14,195	14,630	15,077	15,296	15,513	15,960
4	1	14,700	15,193	15,680	15,922	16,166	16,651
5	2	15,210	15,755	16,200	16,550	16,817	17,342
6	3	15,731	16,319	16,801	17,176	17,471	18,033
7	4	16,242	16,801	17,403	17,801	18,123	18,725
8	5	16,754	17,445	18,085	18,430	18,776	19,416
9	6	17,264	18,007	18,605	19,057	19,427	20,105
10	7	17,777	18,571	19,207	19,605	20,001	20,797
11	8	18,280	19,133	19,889	20,310	20,734	21,480
12	9	18,800	19,697	20,490	20,936	21,305	22,178
13	10	19,313	20,259	21,091	21,565	22,030	22,969
14	{2)--{a)--The--12-month--pay--schedule--for--institutional						
15	teachers-for-fiscal-year-1987-is-as-follows:						
16	Annual-Hours----	2000	Note:--Includes-Insurance				
17	Pay-Matrix----	Teachers	Matrix-Type----Annual				
18	Term----	Twelve-Months	--				
19	Education-Level						
20	YEARS-OF	-					
21	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
22	{Step}	{Grade-1}	{Grade-2}	{Grade-3}	{Grade-4}	{Grade-5}	{Grade-6}
23	0	18,976	19,560	20,176	20,473	20,769	21,377
24	1	19,673	20,333	20,995	21,325	21,656	22,316
25	2	20,360	21,090	21,811	22,179	22,543	23,257

1	3	217065	217065	227629	237030	237431	247196
2	4	217760	227629	237447	237801	247318	257137
3	5	227457	237396	247266	247736	257206	267077
4	6	237151	247160	257002	257500	267092	277014
5	7	237040	247927	257902	267442	267901	277955
6	8	247543	257691	267720	277293	277869	287094
7	9	257240	267458	277538	287145	287754	297034
8	10	257937	277223	287355	287999	297643	307773

(b) The 9-month pay schedule for institutional teachers for fiscal year 1987 is as follows:

YEARS-OF EXPERIENCE	Education-Level						
	BA	BA+1	BA+2	BA+3	MA	MA+1	
0	147592	157036	157492	157715	157937	167393	
1	157115	157610	167106	167354	167602	177097	
2	157636	167184	167718	167994	177267	177803	
3	167159	167759	177332	177633	177933	187507	
4	167600	177332	177945	187271	187599	197213	
5	177203	177907	187560	187912	197265	197918	
6	177723	187400	197172	197551	197929	207621	
7	187246	197055	197707	207192	207596	217326	

1	8	107767	197620	207400	207030	217262	227031
2	9	197290	207204	217014	217469	217926	227736
3	10	197013	207777	217626	227109	227592	237440

The department of institutions shall adjust the 1987 pay schedules for institutional teachers so that the cost of implementing the adjusted schedules is equal to the appropriation provided for in [section 3]. The adjusted schedules must be applied as provided in 2-18-303."

NEW SECTION. Section 3. Appropriation. There is appropriated \$677,400 \$98,667 for each year of the biennium ending June 30, 1989, from the general fund to the department of institutions for upgrading ADJUSTING the salary PAY schedules for the certified INSTITUTIONAL teachers at the Mountain View school and the Pine Hills school AS PROVIDED IN 2-18-313.

NEW SECTION. SECTION 4. COORDINATION INSTRUCTION. IF HOUSE BILL NO. 223 AND THIS ACT ARE PASSED AND APPROVED, THE AMENDMENTS TO 2-18-303(3)(A) AND 2-18-313 CONTAINED IN HOUSE BILL NO. 223 ARE VOID.

NEW SECTION. Section 5. Effective date. This act is effective on passage and approval JULY 1, 1987.

-End-

## HOUSE BILL NO. 870

INTRODUCED BY HARPER, STRATFORD, HIRSCH, BULGER,

MILLER, DEVLIN, DONALDSON, RASMUSSEN, MEYER,

J. BROWN, PISTORIA, GRADY, MILES, NISBET, O'CONNELL,

MCCORMICK, PHILLIPS, VINCENT, KEENAN

A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING THE DEPARTMENT OF INSTITUTIONS TO PROVIDE--A SALARY SCHEDULE ADJUST PAY SCHEDULES FOR CERTIFIED INSTITUTIONAL TEACHERS AT THE MOUNTAIN VIEW SCHOOL AND THE PINE HILLS SCHOOL-- THAT-- IS EQUAL-- TO-- THE-- SALARY-- SCHEDULE-- FOR-- TEACHERS WITH SIMILAR CERTIFICATION IN THE LARGEST SCHOOL DISTRICT IN THE COUNTY IN-- WHICH-- EACH-- INSTITUTION-- IS-- LOCATED; PROVIDING AN APPROPRIATION FOR UPGRADING ADJUSTING THE SALARY-- SCHEDULE PAY SCHEDULES; AMENDING SECTION SECTIONS 2-18-303 AND 2-18-313, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

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

NEW SECTION--Section 1--Salary schedule for teachers at Mountain View and Pine Hills schools.---When prescribing compensation--for--the--certified--teachers at Mountain View school and Pine Hills school, the department of institutions shall:

{1}--review the salary schedule of the--largest--school district--of--the--county--in--which Mountain View school is

located and the county in which Pine Hills school is located, to determine the salary of each certified teacher of the school district that has the same or substantially similar certification, training, experience, and duties as a certified teacher at the Mountain View school or Pine Hills school; and

{2}--prescribe a salary schedule for the certified teachers of the Mountain View school and Pine Hills school that is equal to the salary schedule for certified teachers of the school district as determined in subsection {1}.

Section 1. Section 2-18-303, MCA, is amended to read:

"2-18-303. Procedures for utilizing pay schedules. (1) The pay schedules provided in 2-18-311 and 2-18-312 shall be implemented as follows:

(a) The pay schedule provided in 2-18-311 indicates the annual compensation for the fiscal year ending June 30, 1986, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(b) The pay schedule provided in 2-18-312 indicates the annual compensation for the fiscal year ending June 30, 1987, for each grade and step for positions classified under the provisions of part 2 of this chapter.

(c) Each new employee shall advance from step 1 to step 2 of a grade after successfully completing 6 months of 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 1986 shall be  
 5 that amount which corresponds to the grade and step occupied  
 6 on the last day of the preceding fiscal year of 1985.

7 (ii) The compensation of each employee on the first day  
 8 of the first pay period in fiscal year 1987 shall be that  
 9 amount which corresponds to the grade and step occupied on  
 10 the last day of the fiscal year 1985.

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 1987.  
 14 However, if the employee's anniversary date falls between  
 15 (inclusive) July 1 and the first day of the first pay period  
 16 of fiscal year 1987, he will advance one step on the first  
 17 day of that pay period.

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

24 (3) The pay schedules provided in 2-18-313, 2-18-314,  
 25 or 2-18-315 shall be implemented as follows:

1 (a) (i) The pay schedules provided FOR in 2-18-313  
 2 indicate the annual compensation for the contracted school  
 3 term for teachers employed by institutions under the  
 4 authority of the department of institutions for fiscal years  
 5 1986 1988 and 1987 1989, ~~except that teachers employed at~~  
 6 ~~Mountain View school and Pine Hills school are compensated~~  
 7 ~~under section 1.~~

8 (ii) The compensation of each teacher on the first day  
 9 of the first pay period in July, 1985 1987, shall be that  
 10 amount which corresponds to his level of academic  
 11 achievement and the step occupied on June 30, 1985 1987.

12 (iii) The compensation of each teacher on the first day  
 13 of the first pay period in July, 1986 1988, shall be that  
 14 amount which corresponds to his level of achievement and the  
 15 step occupied on June 30, 1985 1987.

16 (b) (i) The pay schedules provided in 2-18-314  
 17 indicate the maximum hourly compensation for fiscal years  
 18 ending June 30, 1986, and June 30, 1987, for those employees  
 19 in liquor store occupations who have collectively bargained  
 20 separate classification and pay plans.

21 (ii) The compensation of each employee on the first day  
 22 of the first pay period in fiscal year 1986 or 1987, as the  
 23 case may be, shall be that amount which corresponds to that  
 24 grade occupied on the last day of the preceding fiscal year.

25 (c) (i) The pay schedules provided in 2-18-315

1 indicate the maximum hourly compensation for fiscal years  
 2 ending June 30, 1986, and June 30, 1987, for employees in  
 3 apprentice trades and crafts and other blue-collar  
 4 occupations recognized in the state blue-collar  
 5 classification plan who are members of units that have  
 6 collectively bargained separate classification and pay  
 7 plans.

8 (ii) The compensation of each employee on the first day  
 9 of the first pay period in fiscal year 1986 or 1987, as the  
 10 case may be, shall be that amount which corresponds to that  
 11 grade occupied on the last day of the preceding fiscal year.

12 (4) (a) (i) No member of a bargaining unit may receive  
 13 the amounts indicated in the respective pay schedules  
 14 provided in 2-18-311 through 2-18-315 until the bargaining  
 15 unit of which he is a member ratifies a completely  
 16 integrated collective bargaining agreement covering the  
 17 biennium ending June 30, 1987.

18 (ii) In the event that negotiation and ratification of  
 19 a completely integrated collective bargaining agreement as  
 20 required by subsection (4)(a)(i) of this section are not  
 21 completed by July 1, 1985, retroactivity to that date may be  
 22 negotiated.

23 (iii) In the event that negotiation and ratification of  
 24 a completely integrated collective bargaining agreement as  
 25 required by subsection (4)(a)(i) of this section are not

1 completed by July 1, 1985, members of the bargaining unit  
 2 involved will continue to receive the compensation they were  
 3 receiving as of June 30, 1985.

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

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

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

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

22 SECTION 2. SECTION 2-18-313, MCA, IS AMENDED TO READ:

23 "2-18-313. Institutional teachers' pay schedules.  
 24 ~~(1)-(a)-The-12-month-pay-schedule-for-institutional-teachers~~  
 25 ~~for-fiscal-year-1986-is-as-follows:~~

1 Annual-Hours----2080 Note:-Includes-Insurance  
 2 Pay-Matrix----Teachers Matrix-Type----Annual  
 3 Term----Twelve-Months --  
 4 Education-Level

5 YEARS-OP -

6 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
7 (Step)	(Grade-1)	(Grade-2)	(Grade-3)	(Grade-4)	(Grade-5)	(Grade-6)
8 0	18,486	19,067	19,663	19,954	20,244	20,840
9 1	19,170	19,817	20,466	20,789	21,114	21,761
10 2	19,851	20,567	21,266	21,626	21,983	22,683
11 3	20,534	21,319	22,068	22,461	22,854	23,604
12 4	21,216	22,068	22,878	23,295	23,724	24,526
13 5	21,899	22,820	23,673	24,133	24,594	25,448
14 6	22,579	23,569	24,473	24,969	25,463	26,367
15 7	23,263	24,321	25,276	25,806	26,334	27,289
16 8	23,944	25,070	26,078	26,648	27,205	28,210
17 9	24,627	25,822	26,888	27,475	28,073	29,131
18 10	25,311	26,572	27,681	28,313	28,944	30,052

19 (b)--The--9-month--pay--schedule--for--institutional  
 20 teachers-for-fiscal-year-1986-is-as-follows:

21 Annual-Hours----1480 Note:-Includes-Insurance  
 22 Pay-Matrix----Teachers Matrix-Type----Annual  
 23 Term----Nine-Months --  
 24 Education-Level

25 YEARS-OP -

1 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
2 (Step)	(Grade-1)	(Grade-2)	(Grade-3)	(Grade-4)	(Grade-5)	(Grade-6)
3 0	14,195	14,630	15,077	15,296	15,513	15,960
4 1	14,708	15,193	15,680	15,922	16,166	16,651
5 2	15,218	15,755	16,280	16,550	16,817	17,342
6 3	15,731	16,319	16,881	17,176	17,471	18,033
7 4	16,242	16,881	17,483	17,801	18,123	18,725
8 5	16,754	17,445	18,085	18,430	18,776	19,416
9 6	17,264	18,007	18,685	19,057	19,427	20,105
10 7	17,777	18,571	19,287	19,685	20,081	20,797
11 8	18,288	19,133	19,889	20,310	20,734	21,488
12 9	18,800	19,697	20,498	20,936	21,385	22,170
13 10	19,311	20,259	21,091	21,565	22,038	22,869

14 (2)--(a)--The--12-month--pay--schedule--for--institutional  
 15 teachers-for-fiscal-year-1987-is-as-follows:

16 Annual-Hours----2080 Note:-Includes-Insurance  
 17 Pay-Matrix----Teachers Matrix-Type----Annual  
 18 Term----Twelve-Months --  
 19 Education-Level

20 YEARS-OP -

21 EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
22 (Step)	(Grade-1)	(Grade-2)	(Grade-3)	(Grade-4)	(Grade-5)	(Grade-6)
23 0	18,976	19,568	20,176	20,473	20,769	21,377
24 1	19,673	20,333	20,995	21,325	21,656	22,316
25 2	20,368	21,098	21,811	22,179	22,543	23,257

1	3	21,706	21,706	22,629	23,030	23,431	24,196
2	4	21,760	22,629	23,447	23,801	24,318	25,137
3	5	22,457	23,396	24,266	24,736	25,206	26,077
4	6	23,151	24,160	25,082	25,508	26,092	27,014
5	7	23,848	24,927	25,902	26,442	26,981	27,955
6	8	24,543	25,691	26,720	27,293	27,869	28,894
7	9	25,240	26,458	27,530	28,145	28,754	29,834
8	10	25,937	27,223	28,355	28,999	29,643	30,773

(b) The 9-month pay schedule for institutional teachers for fiscal year 1987 is as follows:

Annual Hours	Note: Includes insurance					
Pay Matrix - Teachers	Matrix Type - Annual					
Term - Nine Months	--					
Education Level						
YEARS OF EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
(Step)	(Grade-1)	(Grade-2)	(Grade-3)	(Grade-4)	(Grade-5)	(Grade-6)
0	14,592	15,036	15,492	15,715	15,937	16,393
1	15,115	15,610	16,106	16,354	16,602	17,097
2	15,636	16,184	16,710	16,994	17,267	17,803
3	16,159	16,759	17,332	17,633	17,933	18,507
4	16,680	17,332	17,945	18,271	18,599	19,213
5	17,203	17,907	18,560	18,912	19,265	19,918
6	17,723	18,480	19,172	19,551	19,929	20,621
7	18,246	19,055	19,787	20,192	20,596	21,326

1	8	18,767	19,628	20,400	20,830	21,262	22,031
2	9	19,290	20,204	21,014	21,469	21,926	22,736
3	10	19,813	20,777	21,626	22,109	22,592	23,440

The department of institutions shall adjust the 1987 pay schedules for institutional teachers so that the cost of implementing the adjusted schedules is equal to the appropriation provided for in [section 3]. The adjusted schedules must be applied as provided in 2-18-303."

NEW SECTION. Section 3. Appropriation. There is appropriated \$67,400 \$98,667 for each year of the biennium ending June 30, 1989, from the general fund to the department of institutions for upgrading ADJUSTING the salary PAY schedules for the certified INSTITUTIONAL teachers at the Mountain View school and the Pine Hills school AS PROVIDED IN 2-18-313.

NEW SECTION. SECTION 4. COORDINATION INSTRUCTION. IF HOUSE BILL NO. 223 AND THIS ACT ARE PASSED AND APPROVED, THE AMENDMENTS TO 2-18-303(3)(A) AND 2-18-313 CONTAINED IN HOUSE BILL NO. 223 ARE VOID.

NEW SECTION. Section 5. Effective date. This act is effective on passage and approval JULY 1, 1987.

-End-

## 1 HOUSE BILL NO. 870

2 INTRODUCED BY HARPER, STRATFORD, HIRSCH, BULGER,

3 MILLER, DEVLIN, DONALDSON, RASMUSSEN, MEYER,

4 J. BROWN, PISTORIA, GRADY, MILES, NISBET, O'CONNELL,

5 MCCORMICK, PHILLIPS, VINCENT, KEENAN

6  
7 A BILL FOR AN ACT ENTITLED: "AN ACT REQUIRING THE  
8 DEPARTMENT OF INSTITUTIONS TO PROVIDE--A-SALARY-SCHEDULE  
9 ADJUST PAY SCHEDULES FOR CERTIFIED INSTITUTIONAL TEACHERS AT  
10 THE-MOUNTAIN-VIEW-SCHOOL-AND-THE-PINE-HILLS-SCHOOL--THAT--IS  
11 EQUAL--TO--THE--SALARY--SCHEDULE--FOR--TEACHERS-WITH-SIMILAR  
12 CERTIFICATION-IN-THE-LARGEST-SCHOOL-DISTRICT-IN--THE--COUNTY  
13 IN--WHICH--EACH--INSTITUTION--IS--LOCATED; PROVIDING AN  
14 APPROPRIATION FOR UPGRADING ADJUSTING THE SALARY--SCHEDULE  
15 PAY SCHEDULES; AMENDING SECTION SECTIONS 2-18-303 AND  
16 2-18-313, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE."

17  
18 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

19 NEW-SECTION--Section-1--Salary--schedule-for-teachers  
20 at-Mountain-View-and-Pine-Hills-schools;--When--prescribing  
21 compensation--for--the--certified--teachers-at-Mountain-View  
22 school-and-Pine-Hills-school;--the-department-of-institutions  
23 shall:

24 {1}--review-the-salary-schedule-of-the--largest--school  
25 district--of--the--county--in--which-Mountain-View-school-is

1 located-and--the--county--in--which--Pine--Hills--school--is  
2 located;--to--determine-the-salary-of-each-certified-teacher  
3 of-the-school-district-that-has-the--same--or--substantially  
4 similar-certification,-training,-experience,-and-duties-as-a  
5 certified--teacher-at-the-Mountain-View-school-or-Pine-Hills  
6 school;--and

7 {2}--prescribe-a--salary--schedule--for--the--certified  
8 teachers--of--the-Mountain-View-school-and-Pine-Hills-school  
9 that-is-equal-to-the-salary-schedule-for-certified--teachers  
10 of-the-school-district-as-determined-in-subsection-{1};

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 1986, 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 1987, 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 1986 shall be  
5 that amount which corresponds to the grade and step occupied  
6 on the last day of the preceding fiscal year of 1985.

7 (ii) The compensation of each employee on the first day  
8 of the first pay period in fiscal year 1987 shall be that  
9 amount which corresponds to the grade and step occupied on  
10 the last day of the fiscal year 1985.

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 1987.  
14 However, if the employee's anniversary date falls between  
15 (inclusive) July 1 and the first day of the first pay period  
16 of fiscal year 1987, he will advance one step on the first  
17 day of that pay period.

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

24 (3) The pay schedules provided in 2-18-313, 2-18-314,  
25 or 2-18-315 shall be implemented as follows:

1 (a) (i) The pay schedules provided FOR in 2-18-313  
2 indicate the annual compensation for the contracted school  
3 term for teachers employed by institutions under the  
4 authority of the department of institutions for fiscal years  
5 ~~1986 1988 and 1987 1989~~ ~~except that teachers employed at~~  
6 ~~Mountain View school and Pine Hills school are compensated~~  
7 ~~under section i.~~

8 (ii) The compensation of each teacher on the first day  
9 of the first pay period in July, ~~1985~~ 1987, shall be that  
10 amount which corresponds to his level of academic  
11 achievement and the step occupied on June 30, ~~1985~~ 1987.

12 (iii) The compensation of each teacher on the first day  
13 of the first pay period in July, ~~1986~~ 1988, shall be that  
14 amount which corresponds to his level of achievement and the  
15 step occupied on June 30, ~~1985~~ 1987.

16 (b) (i) The pay schedules provided in 2-18-314  
17 indicate the maximum hourly compensation for fiscal years  
18 ending June 30, 1986, and June 30, 1987, for those employees  
19 in liquor store occupations who have collectively bargained  
20 separate classification and pay plans.

21 (ii) The compensation of each employee on the first day  
22 of the first pay period in fiscal year 1986 or 1987, as the  
23 case may be, shall be that amount which corresponds to that  
24 grade occupied on the last day of the preceding fiscal year.

25 (c) (i) The pay schedules provided in 2-18-315

1 indicate the maximum hourly compensation for fiscal years  
 2 ending June 30, 1986, and June 30, 1987, for employees in  
 3 apprentice trades and crafts and other blue-collar  
 4 occupations recognized in the state blue-collar  
 5 classification plan who are members of units that have  
 6 collectively bargained separate classification and pay  
 7 plans.

8 (ii) The compensation of each employee on the first day  
 9 of the first pay period in fiscal year 1986 or 1987, as the  
 10 case may be, shall be that amount which corresponds to that  
 11 grade occupied on the last day of the preceding fiscal year.

12 (4) (a) (i) No member of a bargaining unit may receive  
 13 the amounts indicated in the respective pay schedules  
 14 provided in 2-18-311 through 2-18-315 until the bargaining  
 15 unit of which he is a member ratifies a completely  
 16 integrated collective bargaining agreement covering the  
 17 biennium ending June 30, 1987.

18 (ii) In the event that negotiation and ratification of  
 19 a completely integrated collective bargaining agreement as  
 20 required by subsection (4)(a)(i) of this section are not  
 21 completed by July 1, 1985, retroactivity to that date may be  
 22 negotiated.

23 (iii) In the event that negotiation and ratification of  
 24 a completely integrated collective bargaining agreement as  
 25 required by subsection (4)(a)(i) of this section are not

1 completed by July 1, 1985, members of the bargaining unit  
 2 involved will continue to receive the compensation they were  
 3 receiving as of June 30, 1985.

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

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

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

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

22 SECTION 2. SECTION 2-18-313, MCA, IS AMENDED TO READ:

23 "2-18-313. Institutional teachers' pay schedules.  
 24 ~~(1)-(a)-The 12-month pay schedule for institutional teachers~~  
 25 ~~for fiscal year 1986 is as follows:~~

1	Annual-Hours----	2080	Note--includes-insurance				
2	Pay-Matrix----	Teachers	Matrix-Type----Annual				
3	Term----	Twelve-Months	--				
4	Education-level						
5	YEARS-OF	-					
6	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
7	{Step}	{Grade-1}	{Grade-2}	{Grade-3}	{Grade-4}	{Grade-5}	{Grade-6}
8	0	18,7486	19,067	19,663	19,954	20,244	20,840
9	1	19,170	19,817	20,466	20,789	21,114	21,761
10	2	19,851	20,567	21,266	21,626	21,983	22,683
11	3	20,534	21,319	22,060	22,461	22,854	23,604
12	4	21,216	22,068	22,870	23,295	23,724	24,526
13	5	21,899	22,820	23,673	24,133	24,594	25,448
14	6	22,579	23,569	24,473	24,969	25,463	26,367
15	7	23,263	24,321	25,276	25,806	26,334	27,289
16	8	23,944	25,070	26,078	26,640	27,205	28,210
17	9	24,627	25,822	26,880	27,475	28,073	29,131
18	10	25,311	26,572	27,681	28,313	28,944	30,052
19	{b)--The--9-month--pay---schedule---for---institutional						
20	teachers-for-fiscal-year-1986-is-as-follows-						
21	Annual-Hours----	1480	Note--includes-insurance				
22	Pay-Matrix----	Teachers	Matrix-Type----Annual				
23	Term----	Nine-Months	--				
24	Education-level						
25	YEARS-OF	-					

1	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
2	{Step}	{Grade-1}	{Grade-2}	{Grade-3}	{Grade-4}	{Grade-5}	{Grade-6}
3	0	14,195	14,630	15,077	15,296	15,513	15,960
4	1	14,780	15,193	15,600	15,922	16,166	16,651
5	2	15,218	15,755	16,200	16,550	16,817	17,342
6	3	15,731	16,319	16,881	17,176	17,471	18,033
7	4	16,242	16,881	17,483	17,801	18,123	18,725
8	5	16,754	17,445	18,085	18,438	18,776	19,416
9	6	17,264	18,007	18,685	19,057	19,427	20,105
10	7	17,777	18,571	19,287	19,685	20,081	20,797
11	8	18,280	19,133	19,889	20,310	20,734	21,480
12	9	18,800	19,697	20,490	20,936	21,385	22,178
13	10	19,313	20,259	21,091	21,565	22,038	22,869
14	{2)--(a)--The--12-month--pay--schedule--for--institutional						
15	teachers-for-fiscal-year-1987-is-as-follows-						
16	Annual-Hours----	2080	Note--includes-insurance				
17	Pay-Matrix----	Teachers	Matrix-Type----Annual				
18	Term----	Twelve-Months	--				
19	Education-level						
20	YEARS-OF	-					
21	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
22	{Step}	{Grade-1}	{Grade-2}	{Grade-3}	{Grade-4}	{Grade-5}	{Grade-6}
23	0	18,976	19,568	20,176	20,473	20,769	21,377
24	1	19,673	20,333	20,995	21,325	21,656	22,316
25	2	20,368	21,098	21,811	22,179	22,543	23,257

1	3	217065	217865	227629	237030	237431	247196
2	4	217760	227629	237447	237881	247318	257137
3	5	227457	237396	247266	247736	257206	267077
4	6	237151	247160	257082	257588	267092	277014
5	7	237848	247927	257902	267442	267981	277955
6	8	247543	257691	267720	277293	277869	287894
7	9	257240	267458	277538	287145	287754	297834
8	10	257937	277223	287355	287999	297643	307773
9	(b) -- The 9-month pay schedule for institutional						
10	teachers for fiscal year 1987 is as follows:						
11	Annual Hours --- 1480	Note: includes insurance					
12	Pay Matrix --- Teachers	Matrix Type --- Annual					
13	Term --- Nine Months	--					
14		Education Level					
15	YEARS-6P	-					
16	EXPERIENCE	BA	BA+1	BA+2	BA+3	MA	MA+1
17	(Step)	(Grade-1)	(Grade-2)	(Grade-3)	(Grade-4)	(Grade-5)	(Grade-6)
18	0	147592	157036	157492	157715	157937	167393
19	1	157115	157610	167106	167354	167602	177097
20	2	157636	167184	167718	167994	177267	177803
21	3	167159	167759	177332	177633	177933	187507
22	4	167680	177332	177945	187271	187599	197213
23	5	177203	177907	187560	187912	197265	197918
24	6	177723	187480	197172	197551	197929	207621
25	7	187246	197055	197787	207192	207596	217326

1 8 187767 197628 207400 207830 217262 227031

2 9 197290 207204 217014 217469 217926 227736

3 10 197813 207777 217626 227109 227592 237440

4 The department of institutions shall adjust the 1987 pay

5 schedules for institutional teachers so that the cost of

6 implementing the adjusted schedules is equal to the

7 appropriation provided for in [section 3]. The adjusted

8 schedules must be applied as provided in 2-18-303."

9 NEW SECTION. Section 3. Appropriation. There is

10 appropriated \$677,400 \$98,667 for each year of the biennium

11 ending June 30, 1989, from the general fund to the

12 department of institutions for upgrading ADJUSTING the

13 salary PAY schedules for the certified INSTITUTIONAL

14 teachers at the Mountain View school and the Pine Hills

15 school AS PROVIDED IN 2-18-313.

16 NEW SECTION. SECTION 4. COORDINATION INSTRUCTION. IF

17 HOUSE BILL NO. 223 233 AND THIS ACT ARE PASSED AND APPROVED,

18 THE AMENDMENTS TO 2-18-303(3)(A) AND 2-18-313 CONTAINED IN

19 HOUSE BILL NO. 223 233 ARE VOID.

20 NEW SECTION. Section 5. Effective date. This act is

21 effective on passage and approval JULY 1, 1987.

-End-

# STANDING COMMITTEE REPORT

## SENATE

.....April 8..... 19 87.....

MR. PRESIDENT

We, your committee on.....FINANCE AND CLAIMS.....

having had under consideration.....House Bill..... No. 870.....

.....third..... reading copy ( blue )  
color

REQUIRE SALARY SCHEDULE FOR TEACHERS AT MOUNTAIN VIEW AND PINE HILLS SCHOOLS

HARPER (Bengtson)

Respectfully report as follows: That.....House Bill..... No. 870,.....  
be amended as follows:

1. Page 10, line 17.

Strike: "223"

Insert: "233"

2. Page 10, line 19.

Strike: "223"

Insert: "233"

AND AS AMENDED

BE CONCURRED IN

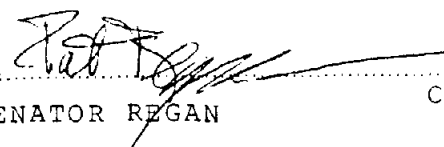
*IK*

XDXKASGX

XDXKXKASGX

.....  
SENATOR REGAN

.....  
Chairman.



*4-8-87  
10  
B. C.*