



Montana State University Pay Increases FY2026

Employment Type	Eligibility	Effective Date	Amount
<u>CLASSIFIED</u>			
Classified Staff*- Union Exempt	Employed on or before 6/27/25	6/28/25	2.5% or \$1.00 an hour to base wage, whichever is greater
Classified Staff* – Covered by FOCUS-MFPE, Teamsters, LIUNA, IUOE-Mechanic Shop and AFSCME	To be determined	TBD	To be determined pending ratification of collective bargaining agreements
Skilled Crafts* – Includes those covered by Carpenters, IBEW, Painters, Plumbers, IUOE-4 year	To be determined	TBD	To be determined pending ratification of collective bargaining agreements
<u>NON-FACULTY CONTRACTED</u>			
MUS Non-Faculty Contract Employees	Employed on or before 6/27/25	6/28/25	\$2,080 (FY) annualized (pro-rated by FTE) or 2.5% base wage increase, whichever is greater
Non-Faculty Contract Employees on LOA- State or split-funded	Employed on or before 6/27/25	6/28/25	\$2,080 (FY) annualized (pro-rated by FTE) or 2.5% base wage increase, whichever is greater
Non-Faculty Contract Employees on LOA- 100% soft funded (minimum of 80% grant-funded over FY25)	Not eligible	N/A	Salary increases of 0 - 2.5% may be initiated by department via LOA
<u>FACULTY</u>			
TT Faculty	Employed on or before 6/27/25	6/28/25	\$1,560 (AY) or \$2,080 (FY) annualized (pro-rated by FTE) or 2.5% base wage increase, whichever is greater
NTT AY Faculty – Union Exempt	Employed on or before 6/27/25	6/28/25	\$1,560 (AY) or \$2,080 (FY) annualized (pro-rated by FTE) or 2.5% base wage increase, whichever is greater
NTT Faculty – Covered by AFMSU and MTYCFA	To be determined	TBD	To be determined pending ratification of collective bargaining agreements

Questions may be addressed to msupayroll@montana.edu or to your HR Business Partner:
<https://www.montana.edu/hr/about/SvcCtrTeamsFeb25.xlsx>

* Including classified fixed terms

Short term and student workers are not eligible, but EPAFs may be submitted for consistent changes to hourly rates of pay.