**MONTANA UNIVERSITY SYSTEM  
POST-RETIREMENT EMPLOYMENT CONTRACT**

THE BOARD OF REGENTS OF HIGHER EDUCATION OF THE STATE OF MONTANA, on behalf of the University of Montana, hereby enters into a contract of employment with the employee hereinafter named, such contract to be by and between the University of Montana and the individual and subject to duly enacted policies and procedures of the Board of Regents applicable to post-retirement employees, all applicable statutes, and the following stated terms and conditions:

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ 790# \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Department: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Academic Rank & Degree: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Post-retirement Position Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Base salary (1.0 FTE) for post-retirement position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \*FTE for position: \_\_\_\_\_\_\_\_\_\_\_

Amount this contract will pay for the contract period defined below: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contract period begin date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ End date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\*Total FTE for employment period can be no more than .33 FTE for TRS retirees and no more than .49 FTE for all others per academic/fiscal year. Note: Electronic Hiring forms (EHF) and Request for Personnel Transaction forms (RPT) must also be submitted.

Please list any special conditions:

CONDITIONS:

1. Employment - The appointment will take effect and shall be for no more than one academic/fiscal year in duration, renewable annually for up to two additional years upon satisfactory performance for each year prior. Satisfactory performance for faculty is measured by teacher evaluations and other criteria applicable to teaching and to non-teaching requirements for the position and subject to available funds for the position subject to renewal.

2. Compensation - The annual base salary shall be no greater than the amount that has been approved by TRS or as appropriate to the post retirement work to be completed. The amount will be payable in biweekly installments during the term when the appointee's assigned duties are performed. Annual increases in salary may be made subject to applicable public retirement system laws. Faculty retiree appointee's performance shall be evaluated annually for purposes of salary determination and renewal pursuant to University policies and procedures for post-retirement faculty evaluations.

3. Duties - Appointee shall perform all the duties and services as assigned by the Dean/Director/Chair of the department for the term of appointment (not to exceed three years). This assigned period may be changed annually upon mutual written agreement of the appointee and the University of Montana. Appointee shall comply with and abide by all rules and regulations of the Montana University System and the pertinent employment statutes of the State of Montana.

4. Prior Termination for Faculty - This agreement may be terminated prior to the termination date set forth above: (a) under the retrenchment policies of the Board of Regents; (b) if the faculty member is terminated for cause; or (c) automatically if an approved contract is not initiated by the Dean of the College and approved by the Provost, President, and the Office of the Commissioner of Higher Education for Montana.

5. Renewal — There is no guaranteed contract renewal for post-retirement contracts. All post-retirement contract agreements automatically expire at the end of the term of the contract.

Employee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Department Chair: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dean/Director: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Provost/Vice President: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

President: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Commissioner: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Revised by UM/HRS June 2023