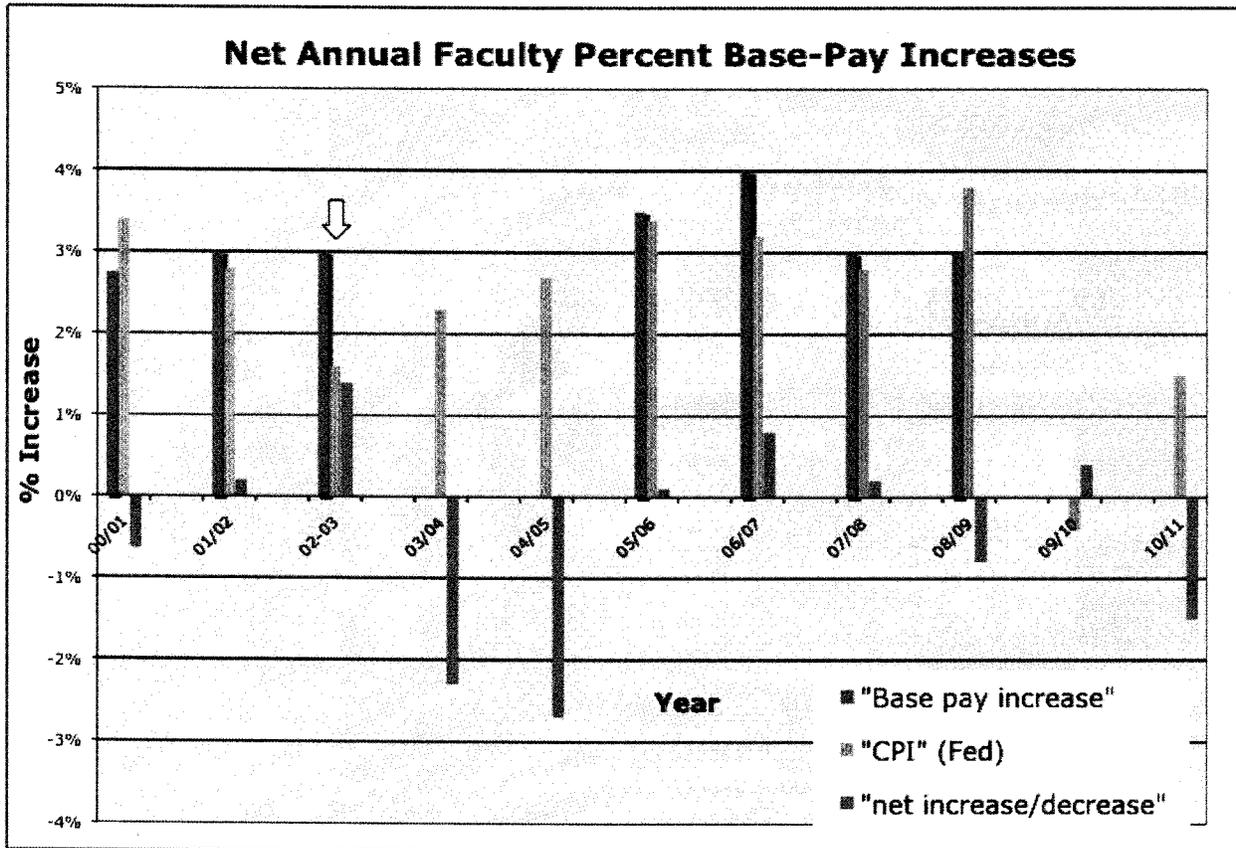


"Great Education Requires Great Teachers"



Faculty salaries are declining, in real terms. As shown by the BLUE BARS they are failing to keep up with inflation. Only one of the last eleven years (02-03) showed a real increase over 1% (arrow). Many of our best and brightest faculty are either leaving, being laid-off, or retiring and not being replaced (vacancy savings). Montana is 51st nationally in faculty salaries, nearly last in retirement benefits and health care premiums are exploding.

Higher ed faculty are dedicated education professionals. Like most teachers, they aren't in it to get rich, but they want the same thing that most middle class Americans want, to make a decent wage and live the American dream.

We must support our Education Professionals, our faculty, by providing modest pay increases to sustain employee moral and productivity. That's just common sense and good management.

Fund the student, fund the classroom by providing our students with a quality education so that they can compete in the 21st century world economy; that won't happen without **a quality educator in the classroom.**