

Based on Article 150 Paragraph 2 point 3 of the Law on Labour ("Official Gazette", no. 49/08, 59/11, 66/12, 31/14 and 4/18) and Article 24 Paragraphs 1 and 5 of the Law on Earnings of those Employed in the Public Sector ("Official Gazette MNE", no. 16/16, 83/16, 21/17, 42/17, 12/18, 39/18, 42/18 i 34/19), the Union of the University of Montenegro, the Rector of the University of Montenegro and the Government of the Montenegro shall conclude a

**COLLECTIVE AGREEMENT
ON AMENDMENTS OF THE COLLECTIVE AGREEMENT**

Article 1

Within the Collective agreement for the University of Montenegro ("Official Gazette", no. 69/16) article 5 paragraph 1 line 1 words: „labour agreement“ is replaced with: „employment.“

Line 8 is changed as follows:

„ – the prolongation of employment for an employee exercising their right to maternity or parental leave, in accordance with the Law.“

Article 2

In article 8 paragraph 2 after the word „other“, coma is added and the word „scientific“. In the paragraph 2 point c after the line 2 new line is added:

“- Four work days for the jobs with special working conditions where an employee is exposed to great health risks, work with dangerous and harmful chemicals, research diving with equipment, research and scientific work at boats;”.

Article 3

In the article 9 paragraph 1 point 9 changes as follows:

“9) Participation at scientific and professional meetings and competitions - five work days;”.

Article 4

Article 12 changes as follows:

“The employee may be approved for participation at scientific or professional conference abroad, for which he/she has accepted a report, co-report or announcement, upon a request, unless it does not disrupt the working process.“

Article 5

In the article 13 after the words: „or part of costs“ , the words are added: „or part of participation fee “.

Article 6

In the article 15 paragraph 1 after words: „right to“ the word “paid” is added. paragraph 2 after the word: „last“, words „by the rule“are added.

Article 7

In the article 16 after words: „request for“, the word “paid” is added.

Article 8

The article 18 changes as follows:

“The right to a “free year of studies” (a sabbatical year) is given to academic and research staff holding the title of Full or Associate Professor, or Research Associate and Senior Reserach Assistant of the University, every seventh year as one year of absence, in accordance with the Statute of the University.“

Article 9

In the chapter III „EARNINGS“, point 1 changes as follows:

„1.Earnings“

Article 10

In the article 20, tables 1 and 2 changes as follows

„Group of jobs	Name of jobs - employees/ Qualification levels	Complexity coefficient from January 1 st 2020	Complexity coefficient from January 1 st 2021
1	2		
I-IV	- manipulation jobs and technical staff		
	Level (I) Sublevel one (I1): -a qualification acquired by finalizing part of a programme of elementary education (finished at least the first cycle of elementary education or a programme of functional literacy)	2.83	2.91

	- a skilful qualifications or part of a skilful qualification with a minimum of one credit CSPK. Sublevel two (I2): -a qualification of finalized elementary education; -a skillful qualification or part of a skillful qualification with a minimum of one credit CSPK.		3.17	3.27
	Level two (II): -qualification of a lower skillful education (120 credits CSPK); -a skillful qualification or part of a skillful qualification with a minimum of one credit CSPK.		3.58	3.69
	Level three (III): -a qualification of secondary professional education (180 credits CSPK); -a professional qualification or part of a professional qualification with a minimum of one credit CSPK.		4.44	4.57
	Level four (IV) Sublevel one (IV1): -a qualification of secondary general and professional education (240 credits CSPK); -a professional qualification or part of a professional qualification with a minimum of one credit CSPK.		4.84	4.99
	Sublevel two (IV2): -a qualification as a repairperson (60 credits CSPK) -a senior lab technician		5.56	5.73
IV-VIII	-legal service, student service, audit, accounting and public procurement, library, administration, professional staff, Rector's adviser, Vice Rector's adviser, Head of the Rector's office, Director, Manager, Head			
	Level four (IV) Sublevel one (IV1): -a qualification of a general secondary and professional education (240 credits CSPK); -a professional qualification or part of a professional qualification with a minimum of one credit CSPK -a Senior lab technician		5.47 5.94	5.63 6.12
	Level five (V): -a qualification of higher professional education (120 credits CSPK) ; -a professional qualification or part of a professional qualification with a minimum of one credit CSPK.		6.19	6.38
	Level six (VI) -a qualification of higher education (180 credits CSPK); -a professional qualification or part of a professional with a minimum of one credit CSPK.		7.06	7.27
	Level seven (VII) Sublevel one (VII1): -a qualification of higher education (240,180+60, 300, or 360credits CSPK) -a professional qualification or part of a professional qualification with a minimum of one credit CSPK.		7.46	7.68
	Sublevel two (VII2): -a qualification of higher education (180+120 or 240+60 credits CSPK); -a professional qualification or part of a professional qualification with a minimum of one credit CSPK.		8.24	8.49
	Level eight (VIII): -a qualification of higher education (300+180 credits CSPK); -a professional qualification or part of a professional qualification with a minimum of one credit CSPK		8.73	8.99
	-Academic titles, Scientific titles, Associate titles, Research titles and Professional staff in teaching			
VII-VIII	Level seven (VII) Sublevel one (VII1): -a qualification of higher education (240,180+60, 300, or 360credits CSPK) -a professional qualification or part of a professional qualification with a minimum of one credit CSPK	-Teaching assistant, professional assistant, lector	7.46	7.68
		-Senior professional assistant, senior researcher, senior lector	8.24	8.49
	Sublevel two (VII2): -a qualification of higher education (180+120 or 240+60credits CSPK-a); -a professional qualification or part of a professional qualification with a minimum of one credit CSPK	-Assistant -Senior professional assistant, senior researcher, senior lector	8.73 9.04	8.99 9.31

	Level eight (VIII):	-Teaching assistant (with PhD)	9.36	9.64
	-a qualification of higher education (300+180 credits CSPK);	-Teaching associate, research associate	10.16	10.46
	-a professional qualification or part of a professional qualification with a minimum of one credit CSPK	-Associate professor, Senior scientific associate	11.26	11.60
		-Full-time professor, Research Advisor	12.69	13.07

Table 2

1	2	3
	POSITION AND COMPLEXITY OF JOB POSTS	
VII	Secretary General of the University	3.16
	Secretary of the organizational unit	0.90
	Head of service or chief at organizational units	0.60
	Rector's advisor	2.55
	Head of Rector's Office	1.30
	Vice rector's advisor	1.30
	Advisors in the Rectorate's services	0.80
	Head of service in the Rectorate	1.18
	Director of sector in the Rectorate	2.00
	Deputy director of sector in the Rectorate	0.90
	Head of department in the Rectorate	0.90
	Head of department for development and maintenance at the CIS	0.90
	Head of department for infrastructure and equipment at the CIS	0.90
	Leading system engineer at the CIS-u	0.80
	Leading programmer at the CIS	0.80
	Project manager at the Institute-Center of Excellence for Research and Innovations	0.80
	Head of the Center for Technology Transfer at the Institute-Center of Excellence for Research and Innovations	0.90
	Manager at the Center of Excellence for Research and Innovations	0.80
	ACADEMIC AND OTHER TITLES	
VII	Senior Librarian	0.40
	Advisor librarian	0.80
	National Law Exam	0.40
	Authorized/Certified Accountant/Authorized Auditor	0.40
	International certificate in area of finances and accounting	0.60
	Professional exam for public procurement	0.40
	MASTER DEGREE within the profession area	0.64
	PhD degree within the profession area	0.97
	MASTER DEGREE out of the profession area	0.33
PhD degree out of the profession area	0.64	

After the paragraph 2, two new paragraphs are added:

“Employee engaged for a certain activities in the University and organizational unit’s bodies are entitled for additional earnings according to the following coefficient:

Table 3

EARNINGS FOR THE POSITION	Additional coefficient
Rector of the University	8.0
President of the Governing Board of the University	6.0
Vice rector	5.5
Dean of a faculty, Director of an institute	5.2
Director of a center at Rectorate	4.3
President of the Scientific Board	3.9
President of the Ethical Board, president of the Editorial Board	3.4
Vice dean, deputy director of an institute	2.5
Head of a study programme	1.6
Member of the Governing Board	3.5
Membership in a permanent professional or working body of the University	2.5
Member of the Senate	2.6
Member of the professional committee	1.7
Secretary of the Governing Board	1.7

Employee is entitled for additional earning listed within the table 3 of this article for two position maximum.“

Article 11

Article 23 changes as follows:

“Workload of employed academic and professional staff engaged in teaching is determined at an annual level. Earning is calculated according to valorized weekly workload at the semester level.

Valorized workload represents the sum of the weekly number of lectures in teaching multiplied with all applicable additional coefficients, for all courses where an employee has classes.

Part of the basic earning from the article 20 paragraph 1 table 1 and paragraph 2 table 2 of this Agreement for academic and professional staff is related to teaching for valorized weekly workload, determined at the level of a semester, which is equal to the norm:

- Four hours of lectures- Full Professor, Associate Professor, Assistant Professor;
- Eight hours of lectures- Professor and Teacher at a Higher School;
- Twelve hours in the teaching process- Higher lecturer and Lecturer;
- Six hours in the teaching process- Associate in Teaching;
- Fourteen hours in the teaching process- Senior Associate and Professional Associate; and
- Twenty-two hours in the teaching process – Senior Lab Technician and Lab Technician.

The corrective coefficients are as follows:

- 1.2 for a lecture within clinical courses;
- 1,2 for a lecture at academic studies;
- 1,5 for a lecture within a English language course, according to the Senate decision;
- 0,5 for a practical teaching lecture;
- 0,5 for a lecture in area of natural, mathematics and technical sciences, or in area of arts where there are less than three for the first time enrolled students, as well as for a lecture in area of social sciences and humanities at a course with less than five for the first time enrolled students; and
- 0,5 for a mentorship lecture that could be organized for groups of ten or less students.

Mentorship lecture is the lecture performed for one student or a group of students, and envisages teaching of one or more teaching units for each week in a semester, according to the curricula, with an adequate preparations by students and their active participation.

Calculation of earning for self-financed study programmes (doctoral studies, study programme in foreign language which is not one of the official languages in Montenegro, lifelong learning programmes and similar) is regulated with additional set of rules“.

Article 12

Article 24 changes as follows:

„Within working hours, academic and professional staff is obliged to perform teaching, consultations with students, scientific and research activities, artistic and professional activities, preparation of teaching and examinations, activities in organizational unit's and University bodies.

Scientific and research employees are obliged to dedicate their full time to scientific and research work, professional and administrative work, as well as to work in organizational unit's and University bodies.

Professional staff (lector and senior lector, professional assistant and senior professional assistant, laboratory technician and senior laboratory technician) are obliged to dedicate at least 30% of full working hours at the University for professional and administrative activities in area of their qualification, in accordance with a professional title they have.

Within their scope of work, administrative staff provides administrative support to teaching, scientific, research, artistic and professional activities at the University, including projects and contracts from the market“.

Article 13

After the article 24, two new articles are added:

„Article 24a

„The norm for scientific and research staff is 10 points annually for scientific and research activities and contributions, where points are distributed upon the possible categories of contributions as follows (each author has the number of points divided by the order number of the position of this author in a paper):

Scientific contributions	No. of points
1. Scientific paper published in the international journal at the SCI/SCIE/SSCI/AHCI list	6
2. Scientific paper published in the journal indexed at the Scopus or ESCI list	4
3. Scientific paper published in other international or national journal	2
4. Book or monograph published by a renewed international publisher, listed within the recognized publishers by the Senate (printed or e-form)	9
5. Book or monograph published by other international or national publishers (printed or e-form)	6
6. Chapter in a book or monograph published by a renewed international publisher, listed within the recognized publishers by the Senate (printed or e-form)	6
7. Chapter in a book or monograph published by other international or national publishers (printed or e-form)	3
8. Conference paper	2

All publications must include affiliation to the University of Montenegro, and are part of the electronic repository of University publications.

Fund for support to scientific, research, project and innovation activities

Article 24b

Expenditures for scientific, research and innovative activities at the University, that might include earnings and costs for scientific and research work, publishing in renewed journals and monographs, support for project activities and other, are secured through additional resources by the Government through a specific fund for the support to scientific, research, project and innovative activities of the University, in the amount determined by a particular agreement between the Government and the University.

Distribution of funds from the paragraph 1 of this article, will be regulated with a special institutional act“.

Article 14

Article 26 changes as follows:

„The basic earning determined according to the average valorized weekly workload could be increased or decreased.

For the average valorized weekly workload increased for maximum up to 100% of the norm determined by the Statute of the University, the basic earning proportionally increases up to 50%.

The basic earning for science and research staff with the full norm defined in the article 24a, could be increased on the basis of the lectures norm, in the same manner as with academic staff, according to the paragraph 2 of this article.

Academic and professional staff that has no determined norm, are to accept teaching in scientific areas related to theirs, in accordance with the Committee decision, i.e. Senate decision, or has to complement their norm with part of the scientific and research norm from the article 24a. Otherwise, earning is to be proportionally decreased, up to 30% of the basic earning.

Scientific and research staff that, according to the article 24a, has no determined norm, earning is to be proportionally decreased, up to 30% of the basic earning.“

Article 15

Article 27 changes as follows:

„Performing managerial tasks at the University and organizational units is valorized as follows:

- Position of a rector equals with a double weekly norm of lectures;
- Position of the president of the Governing Board of the University, vice rectors, deans and directors equals with the weekly norm of lectures;
- Position of a vice dean, director of a center in the Rectorate, as well as a head or coordinator of international or national scientific and research project (obtained on a competitive basis) at the University with annual budget for an organizational unit is 20.000 euro or more, equals with ½ of the weekly norm of lectures;
- Position of a head of a study programme equals with ¼ of the weekly norm of lectures.

Managerial positions could be valorized only for one position listed within the paragraph 1 of this article“.

Article 16

Article 28 is erased.

Article 17

Article 31 paragraph 1 changes as follows:

„Earnings for professional and administrative staff could be increased in accordance with the workload up to 45% of the basic earning of an employee, for occasional tasks due to the increased amount of workload.“

Article 18

This Agreement shall come into force the following day after the day of publishing in the “Official Gazette of Montenegro”.

This Agreement is concluded on December 30th 2019.

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