

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD ACTION**

**APPROVAL OF THE INTER FACULTY ORGANIZATION
BARGAINING AGREEMENT**

1 **BACKGROUND**

2 The Minnesota State Colleges and Universities and Inter Faculty Organization (IFO) concluded their
3 labor contract negotiations in the early morning of February 3, 2008, and the IFO board approved it on
4 February 7, 2008. The contract was ratified by its IFO members on February 21, 2008.

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6 **RECOMMENDED COMMITTEE ACTION**

7 The Human Resources Committee recommends that the Board of Trustees adopts the following motion.

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9 **RECOMMENDED MOTION**

10 The Board of Trustees approves the terms of the 2007-09 labor agreement with the Inter Faculty
11 Organization (IFO), and authorizes the Chancellor to sign the agreement on behalf of the Board.

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Date of Board Action: *March 19, 2008*

14 *Date of Approval:* *March 19, 2008*

15 *Date of Implementation:*

BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES
SUMMARY OF TENTATIVE AGREEMENT FOR THE 2007-2009 COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE MINNESOTA STATE COLLEGES
AND UNIVERSITIES AND THE INTER FACULTY ORGANIZATION
March 19, 2008

ECONOMICS:

FY 08

- Add five additional steps to the top of the salary schedule, allow for more competitive salaries at full professor rank (does not increase individual faculty salaries)
- Returning faculty would advance one step (2.4%) on schedule.
- Increase Adjunct and community faculty minimum from \$1,000 to \$1,125 per credit
- Reauthorize Article 11, Section K, Career Steps, sunset on 6/30/2013.

FY 09

- Returning faculty would advance two steps (4.8%) on schedule.
- 2% salary schedule enhancement on 7/1/08.
- 2% % salary schedule enhancement mid-year FY 09.
- Increase HRA contribution from \$600 to \$800 per annum on 1/1/09.
- Increase Adjunct and community faculty minimum from \$1,125 to \$1,200 per credit in FY 09.
- Establish higher minimum salary for full professor to enhance competitiveness of full professor salaries.
- Increase Professional Study & Travel Funds (Article 19, Section B) from \$1,100 to \$1300 per FTE.
- Salary Review Committee adjustment pool \$1.2 million in FY 09

Total New Dollars: \$33.32 million.

SIGNIFICANT LANGUAGE CHANGES:

- Article 10, Section D, Nine-Month Appointments, effective 7/1/09 all new faculty hires will be appointed to a flexible nine-month appointment that is not anchored to the traditional academic year or the Monday – Friday schedule. Current faculty may opt in with Union agreement.
- Article 11, Section N, University Scholars, Presidential may make financial awards (up to \$6,000) for outstanding performance in teaching, service or scholarship. Awards are capped at 5% of the faculty complement. Provision sunsets as of 6/30/2013.
- Article 13, Summer & Alternative Session, eliminates restrictions on length and number of summer sessions and provides for alternative sessions (e.g. “J” term).
- Article 19, Section C, Sabbatical Revisions, establishes a flat compensation rate of 80% of base for all full-year sabbaticals, provides for sabbatical following award of tenure, and establishes order of priority between competing applicants.
- Article 11, Section O, Endowed Chairs, provides for the establishment of endowed chair positions based on external funds; candidate can be selected internally or externally, salary set at time of appointment from salary schedule.

OTHER LANGUAGE CHANGES:

- Incorporate existing Letters of Understanding into Master Agreement.
- Article 16, Section D, Early Separation Incentive benefit payments will be made to Health Care Savings Plan (HCSP), these pre-tax accounts can be used to reimburse medical expenses after faculty have retired/separated from employment.
- Article 6, Section H, increase system-wide cap on release time for union officials from 200 to 250 credit hours.
- Article 12, Section B, Subd. 4 Taskforce on Honorarium, establish taskforce to review and report on issue.
- Article 21, Section A, Subd. 2 Filling positions, clarifies procedural rights of current fixed-term faculty members when permanent track position opens
- Article 21, Section E, Subd. 6 c., calculation of probationary period, clarify and establish default at five years