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

RECOMMENDED COMMITTEE ACTION
The Human Resources Committee recommends that the Board of Trustees adopts the following motion.

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

Date of Board Action: March 19, 2008
Date of Approval: March 19, 2008
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.