

**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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13 *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.