

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

Agenda Item Summary Sheet

Committee: Human Resources Committee

Date of Meeting: February 26, 2013

Agenda Item: Approval of IFO Contract

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

Cite policy requirement, or explain why item is on the Board agenda:

Board approval of the negotiated terms in the contract is required prior to presenting it for approval by the Subcommittee on Employee Relations.

Scheduled Presenter(s):

Mark Carlson, Vice Chancellor for Human Resources
Chris Dale, Senior System Director for Labor Relations

Outline of Key Points:

- Summary of IFO labor negotiations

Background Information:

Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) reached a tentative agreement on January 12, 2013, on their 2011-13 labor contract. The IFO ratified the agreement in a vote by its membership on February 6 and 7, 2013. It is now being brought forward to the Board of Trustees for approval before moving on to the legislature.

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

APPROVAL OF IFO CONTRACT

1 **BACKGROUND**

2 Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) reached a tentative
3 agreement on January 12, 2013, on their 2011-13 labor contract. The IFO ratified the agreement in a
4 vote by its membership on February 6 and 7, 2013. It is now being brought forward to the Board of
5 Trustees for approval before moving on for legislative approval.

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7 **RECOMMENDED COMMITTEE ACTION**

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

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10 **RECOMMENDED MOTION**

11 The Board of Trustees approves the terms of the 2011-2013 labor agreement between Minnesota State
12 Colleges and Universities and the Inter Faculty Organization (IFO) and authorizes Chancellor Steven
13 Rosenstone to sign the agreement on behalf of the Board of Trustees.

14
15 *Date of Board Action:* *February 26, 2013*

16 *Date of Approval:* *February 26, 2013*

2011-2013 IFO Master Agreement
Summary of Significant Terms

Here is a brief summary of economic terms of the settlement:

FY 2012

- No step increase and no salary schedule enhancement
- No change to Professional Improvement and Professional Study and Travel funds

FY 2013

- An across the board salary schedule enhancement of 2.2%
- One step advancement for returning faculty and add one step to the top of the salary schedule (each step represents a 2.4% increase in salary)
- Increase the minimum adjunct/community faculty rate from \$1,200 to \$1,258 per credit; link adjunct rate to step 1 of instructor schedule
- Set compensation for Assessment for Prior Learning at \$35 per credit
- Provide a lump-sum payment of \$1,500 for faculty members who take unpaid parental leave in full semester increments
- Increase minimum step placements for assistant, associate and full professors, effective June 2013
- Insurance benefits as agreed to between MMB and MAPE/AFSCME

Initial biennial base: \$560,769,504

New money in current biennium (without turnover savings): \$14,502,031

Percentage increase of new money in current biennium over initial base: 2.59%

Percentage increase of new money in next (FY 2014, 2015) biennium: 5.62%

Brief summary of the most significant language items:

- Replace current sick leave provisions for adjunct and community faculty with two non-accruing days of excused absences (for reasons of illness) per semester
- Reduce emergency/personal leave for adjunct and community faculty to 1 day per semester
- Clarify office hours language; provide for electronic and remote location office hours
- Modify various provisions to clarify implementation of nine-month appointments and provide some additional flexibility
- Eliminate requirement to provide printed copies of the IFO Agreement to all faculty
- Delete the sunset date on career steps
- Delete the sunset date on university scholars

- Clarify use of professional study and travel funds, permit use of funds for cutting edge technology, clarify possession of all assets purchased with funds remains with university
- Provide for the establishment of program level policies, procedures, goals and objectives; link these changes to the Article 22 professional development and evaluation process
- Provide for a one-year extension of the probationary period for faculty a) serving for at least two years as a department chair during the probationary period, b) for the birth or adoption of a child, or c) for the serious health condition of a family member (or regular member of the household) requiring the probationary faculty member to provide medically necessary care
- Restructure Article 22 and the related Appendix G to provide greater clarity and clearly require Departments to provide comments on professional development reports
- Restructure tenure and promotion procedures in Article 25 for greater clarity