

**Summary of Significant 2009-2011  
Economic and Language Changes**

There are no significant economic and language changes in the tentative agreement.

Salaries will remain at their current level over the biennium unless a faculty member receives a salary increase due to promotion, career steps, or salary equity review.

On Friday, February 13, the IFO Board of Directors approved recommendation of the 2009-2011 Tentative Agreement.