

## TENTATIVE SETTLEMENT AGREEMENT

The parties hereby agree to extend the 2007 – 2009 Master Agreement between the Minnesota State Colleges and Universities Board of Trustees (MnSCU) and the Inter Faculty Organization (IFO) through June 30, 2011, with the following amendments, effective July 1, 2009, to preserve the status quo:

1. Art. 10, Sec. A, Subd. 6

Miscellaneous Instructional Categories. Faculty members providing packaged courses or correspondence courses approved by the President/designee shall be compensated at the rate of sixty-five dollars (\$65) per credit hour per student. For purposes of determining compensation paid under this subdivision, a three (3) credit graduate course shall be the equivalent of a four (4) credit undergraduate course, and a four (4) credit graduate course shall be the equivalent of a five (5) credit undergraduate course. All other graduate courses shall be calculated as the equivalent of one and one fourth (1.25) undergraduate credits per one (1) graduate credit hour. Graduate equivalency shall apply only to courses exclusively for graduate students. Non-credit generating workshop instruction may be compensated at overload rate as provided in Article 12, Section B.

2. Art. 10, Sec. J. Subd. 4(b).

Professional Improvement Funds of not less than twelve thousand, five hundred dollars (\$12,500) in FY ~~2008~~ 2010 and twelve thousand, five hundred dollars (\$12,500) in FY ~~2009~~ 2011 per year shall be available to community faculty for improving professional competence related to their assignments at Metropolitan State University.

3. Art. 11, Sec. A, Subd. 3.

Effective July 1, 2008, faculty members who were in the bargaining unit in FY 2008 and who return in FY 2009 shall advance two steps on the 2008-2009 salary schedule. Faculty who cannot receive the returning steps provided for in this subdivision because they are at step 39 of the salary schedule shall receive a one-time payment of \$2,400 (pro-rated by FTE) in lieu of each of the returning steps provided for in this subdivision. Faculty who received one-time payments in FY 2009 shall likewise receive one-time payments of \$2,400 (prorated by FTE) in FY 2010 and FY 2011.

Art. 11, Sec. A, Subd. 5 (New)

Subd. 5. Effective July 1, 2009, the heading of the “2008 – 2009 Final Salary Schedule” shall be changed to the “2008 – 2011 Salary Schedule” without any accompanying substantive change in the body of the salary schedule. Effective July 1, 2009, returning faculty members shall be at the same numeric step on the 2008 – 2011 Salary Schedule as they were on the 2008 – 2009 Final Salary Schedule.

*(Make accompanying change in the heading of the salary schedule on page 45 of the 2007 – 2009 IFO/MnSCU Master Agreement)*

4. Art. 14

Any changes made through subsequent health coalition bargaining for the 2009-2011 bienium will be incorporated by a Letter of Understanding.

5. Art. 19, Sec. A, Subd. 3

The funds distributed shall be no less than four hundred thousand dollars (\$400,000) in FY ~~2008~~ 2010 and four hundred thousand dollars (\$400,000) in FY ~~2009~~ 2011. All funds shall be distributed each fiscal year to the universities on the basis of the number of FTE faculty at each institution. Within thirty (30) days thereafter, a report shall be provided to the IFO indicating the amount allocated to each university.

6. Art. 19, Sec. B, Subd. 1

The IFO and MnSCU recognize the need for faculty development relating to their university's mission. Therefore, each department/unit will be allocated professional study and travel funds at the rate of not less than one thousand ~~three hundred one hundred fifteen~~ dollars (\$1,115) (\$1,300) in FY ~~2008~~ 2010 and one thousand three hundred dollars (\$1,300) in FY ~~2009~~ 2011 per each full-time equivalent faculty in the department as of the beginning of each academic year as determined in Subd. 2 below. Funding for faculty, excluding adjuncts, hired during the year will be allocated on a pro rata basis at the time of hire.

7. Art. 34, Sec. A

Effective Dates. Except as otherwise provided herein, this Agreement shall become effective July 1, ~~2007~~ 2009, and remain in full force and effect through June 30, ~~2009~~ 2011.