

LETTER OF UNDERSTANDING

Between the
Inter Faculty Organization
and the
Minnesota State Colleges and Universities

This Letter of Understanding (LOU) is made and entered into by and between the Minnesota State Colleges and Universities (MnSCU) and the Inter Faculty Organization (IFO) for the purposes of modifying certain provisions of the Master Agreement between the Board of Trustees of Minnesota State Colleges and Universities and the IFO (IFO Agreement) to provide clarity on the relationship of special compensation provisions set forth in Article 10, Section A, Subd. 1 a, regarding graduate courses and Article 10, Section A Subd. 3, regarding courses taught by interactive television.

WHEREAS, Article 10, Section A, Subd. 1 a, provides that faculty members delivering graduate level courses as described therein shall receive a workload enhancement; and

WHEREAS Article 10, Section A, Subd. 3, provides that faculty members delivering courses interactive television shall receive a workload enhancement; and

WHEREAS, the IFO Agreement does not explicitly address circumstances in which a faculty member delivers a graduate level course via interactive where both Article 10, Section A, Subd. 1 a and Subd. 3 appear to apply; and

WHEREAS, the Employer takes the position that a single workload enhancement under Article IFO 10, Section A, Subd. 1 a, satisfies the requirements of Article 10, Section A, Subd. 3 if a qualifying graduate level course it taught via interactive television; and

WHEREAS, the IFO contests the Employer's interpretation of these provisions in the IFO Agreement and has filed a grievance at Minnesota State University Mankato to that effect; and

WHEREAS, the parties desire to avoid the disruption and cost that further proceedings, including, grievance processing, arbitration and litigation, may bring, and further desire to fully and forever resolve any and all disputes regarding the matters described herein;

THEREFORE, the parties agree that, effective July 1, 2009, Article 10, Section A, Subd. 3, is modified as follows:

Interactive Television. Interactive television may be conducted as part of load or as overload, subject to Article 12, Section B. For purposes of calculating teaching load, one (1) interactive television credit shall be the equivalent of one and one fourth (1.25) undergraduate credits. When graduate level courses within the meaning of Section A, Subd. 1 a, are delivered via interactive television, the faculty member's workload shall be adjusted first under the procedure described in Section A, Subd. 1 a; and then the product of that calculation shall be adjusted as set forth in this paragraph. If a faculty member has a plan that has been appropriately approved for developing an interactive television course, he/she shall receive appropriate compensation or reassigned time for

