



490 Concordia Ave Suite 125  
Saint Paul, MN 55103  
651.227.8442 • www.ifo.org

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## **2017-2019 Tentative Settlement Economic Changes Summary**

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### **FY18 Changes (Academic Year 2017-18)**

#### **Salary Schedule**

- 1.6% Salary Schedule Enhancement
  - Retroactive to the beginning of Fall 2017 for all faculty members in the bargaining unit
- 1.6% Increase Per Credit (\$23 increase) to \$1,449 per credit, for faculty with adjunct and community faculty appointments
  - Retroactive to the beginning of Fall Semester 2017, adjunct and community faculty compensation shall not be less than \$1,449 per credit
- For faculty on the Instructor Salary Schedule, 1 Step added to the top of the Instructor Salary Schedule (Minimum Step Placement for Instructors remains at Step 5 for FY18)
- 1 Step added to the top of the Professor Salary Schedule
- Salary Supplement maximum for coaches increased by \$40,000

#### **Professional Development**

- Professional Development Funding continues at FY 2017 levels, including Professional Improvement Funds (Article 19, Sec A and Article 10, Sec J, Subd 4) for non-adjunct faculty and community faculty, and Article 19, Sec B, Professional Study and Travel Funds (at \$1,380 per full time faculty member)

#### **Health Insurance Benefits**

- No increase for out-of-pocket expenses for 2018 and 2019, and no decrease in benefits
  - No increase in copayments, coinsurance, first dollar deductibles, out-of-pocket maximum limits for medical expenses and prescription drugs
  - No increase in percent of employee contribution for health insurance premiums
  - No copays for services at convenience clinics and online medical care

#### **Dental Insurance Benefits**

- Benefits will improve for 2018 and 2019 and employee contribution for premiums will increase to \$13.50 per month
  - Implants will be covered, at 80% (in-network, after deductible)
  - All services previously covered at 50% (prosthetics, orthodontics) will be covered at 80% (in-network, after deductible)
  - Orthodontia benefits will be available to adults (age limit eliminated)
  - Annual maximum benefit payable increased by \$500 to \$2,000 per year

## **FY19 Changes (Academic Year 2018-19)**

### **Salary Schedule**

- 2.4% Salary Schedule Enhancement
  - Effective Fall Semester 2018
- 2.4% Increase Per Credit (\$35 increase) to \$1,484 per credit, for faculty with adjunct and community faculty appointments
  - Effective Fall Semester 2018, adjunct and community faculty compensation shall not be less than \$1,484 per credit
- For faculty on the Instructor Salary Schedule, minimum step placement increased to Step 6
  - Beginning Fall Semester 2018, Instructors shall not be placed below Step 6 in the Instructor Lane

### **Career Step Acceleration**

- Career steps have been accelerated from 10, 20 and 30 years of service to 10, 17 and 25 years of service
  - Beginning FY 2019, faculty on the salary schedule who are in their 18<sup>th</sup> and 26<sup>th</sup> years of service will receive two career steps
  - Faculty on the salary schedule who are in their 19<sup>th</sup>, 20<sup>th</sup>, 21<sup>st</sup> year of service in FY 2019 will receive the 17-year career step increase; and faculty on the salary schedule who are in their 27<sup>th</sup>, 28<sup>th</sup>, 29<sup>th</sup>, 30<sup>th</sup>, and 31<sup>st</sup> year of service in FY 2019 will receive the 25-year career step increase as part of implementation of the career step acceleration

### **Adjunct and Community Faculty Workload**

- Cap on Adjunct and Community Faculty Workload Increased to 12 credits

### **Professional Development**

- Professional Development Funding increased for all non-adjunct faculty including community faculty and funding established for faculty with adjunct appointments
  - Professional Improvement Funds (Article 19, Sec A) for non-adjunct faculty increased by \$120,000 (to \$520,000 per year)
  - Professional Improvement Funds (Article 10, Sec J, Subd 4) for Community Faculty increased by \$20,000 (to \$32,000 per year)
  - Professional Improvement Funds (Article 19, Sec A, Subd 4) for Adjunct Faculty established at \$59,500 per year
  - Article 19, Sec B, Professional Study and Travel Funds, increased by \$70 to \$1,450 per full time faculty member per year

For questions or comments about these changes please contact IFO Legal/Labor & Equity Director Pat Arseneault at [arsen@ifo.org](mailto:arsen@ifo.org).