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## **Summary of Contract Provisions Negotiated for the Benefit of Coaches**

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- Providing that initial appointments for Assistant coaches may be up to 3 years.
  - Currently the contract is silent on initial appointments for assistant coaches, which may have led university administration to limit initial Assistant coaches' appointments to one year.
  
- Providing that head coaches are offered initial appointments between 3 and 10 years.
  - Currently the contract allows a head coach to be offered a 2-year initial appointment, and this has been increased to a minimum 3-year initial appointment.
  
- Increasing the salary supplement from \$120,000 to \$160,000.
  - Increasing the supplement will allow some head coaches to receive market salaries.
  
- Adding one step to the top of the salary schedule.
  - Adding one step will enhance some head coach's abilities to obtain market salaries.
  
- Adding "coaching manuals and/ or playbooks" to the list of types of evidence considered appropriate to address criterion 2 in Appendix G.
  - Article 22 provides for evaluation of coaches and faculty that is based on 5 criteria, and Appendix G provides guidance regarding the types of evidence appropriate for addressing each criterion. The newly negotiated language in Appendix G ensures that Athletic Directors and administration recognize that authoring coaching manuals and creating playbooks is evidence of achievement in Criterion 2: Scholarly or Creative Achievement or Research.
  
- Salary enhancements across the board for all coaches.
  - In FY18, a 1.6% salary schedule enhancements for coaches on the salary schedule and 1.6% increase in adjunct pay for coaches compensated at the adjunct rate.
  - In FY19, a 2.4% salary schedule enhancements for coaches on the salary schedule and 2.4% increase in adjunct pay for coaches compensated at the adjunct rate.
  
- Beginning in FY19, accelerated Career Steps will provide coaches who are on the salary schedule a 2 step increase in their 18<sup>th</sup> and 26<sup>th</sup> year of service (currently the mid and final career steps occur in the 21<sup>st</sup> and 31<sup>st</sup> year of service; the current career step in the 11<sup>th</sup> year remains the same).