

The following 5 New Resolutions are being proposed at the 2018 IFO Delegate Assembly for goals to achieve in negotiating the next IFO MinnState contract:

On Promotion for Coaches - Contract Goals CG.2018.8

Be it resolved that the IFO negotiates for the promotion of faculty with athletic appointments holding the rank of Instructor to be promoted to the rank of Assistant effective beginning with their sixth year of employment.

Explanation:

Coaches are often hired at the rank of Instructor, and most are not provided with meaningful opportunities to be promoted to the rank of Assistant or to be hired into the professor lane. All those we represent in our bargaining unit deserve the opportunity to be placed on the professor schedule after multiple years of employment.

On Coaches' Initial Appointments - Contract Goals CG.2018.9

Be it resolved that the IFO negotiates that when Head coaches are hired, their initial appointment must be a minimum of 4 years, and when Assistant coaches are hired, their initial appointment may be up to 4 years in duration.

Explanation:

The newly negotiated language in Article 10, Sec. G, Subd. 3 provides that head coaches may be offered an initial appointment of between three (3) and ten (10) years duration, up from a minimum of two (2) years in the previous contract. An appropriate initial appointment is 4 years, to coincide with recruitment of student athletes in 4-year cycles. The new language in 2017-2019 contract also provides that Assistant coaches may be hired into an initial appointment of up to three years, but this should be raised to 4 years to coincide with appointments for head coaches.

On Minimum of 4 years for Coaches' Renewal - Contract Goals CG.2018.10

Be it resolved that the IFO negotiates that when Head and Assistant coaches are renewed, a subsequent athletic appointment of at least four years duration must be offered.

Explanation:

Currently, Article 10, Sec. G, Subd. 9 provides that when coaches are renewed, they may be offered an appointment of between two (2) and ten (10) years duration. Requiring administration to offer a minimum 4-year appointment to coaches provides greater job stability and security and coincides with recruitment of student athletes in 4-year cycles.

On Prohibition of Lowering Salary Step in Renewal - Contract Goals CG.2018.11

Be it resolved that the IFO negotiates that when coaches are renewed in subsequent athletic appointments, administration will not be permitted to place coaches on a lower step on the salary schedule.

Explanation:

There is a new trend to reduce the base salary for some coaches who are being renewed for a new multiple-year appointment, and increase the amount of the payment as a supplement, to make up for the difference in the decrease in base salary. (Since the 2013-2015 contract,

coaches with athletic appointments may be paid a salary supplement for activities that exceed their nine-month workload, in lieu of extra duty days.) This deceptive practice makes it appear that a coach is being offered exactly the same compensation because the gross payment (at least for the first year of the appointment) has not decreased. A lower base pay and an increase in supplemental pay is not the same as receiving the same salary as base pay because supplemental pay is offered on an annual basis. Like extra duty days, there is no guarantee that you will receive the same supplemental pay in a subsequent year. And, even if you do receive the same supplemental pay, severance pay is based on your step on the salary schedule and does not include any supplemental pay, so severance payments are decreased.

On Elimination of Instructor Schedule - Contract Goals CG.2018.17

Be it resolved that the IFO negotiates for the elimination of the Instructor schedule.

Explanation:

All coaches with athletic appointments and all faculty in the bargaining unit should be hired on the professor's salary schedule; there is no need to maintain an Instructor's salary schedule.