Delegate Assembly Resolutions for Senate Consideration

1) The BSU-FA Executive Committee recommends that this resolution be endorsed by the Senate

Article 35

Health and Dental Insurance “Plus One” Option - Currently, we can select single (just employee) or family coverage with no options available for two family member households. The cost can be prohibitive for many of our members with only one dependent, especially those contemplating retirement. It would be beneficial if the plus-one option could be extended to all employees (single parents, married but no children couples) and extremely beneficial to those considering retiring. – Submitted by Jan Heuer

2) Article 12D: Limitation

Be it resolved that the negotiations team negotiate to increase the overload limitation from five (5) credits to six (6) credits per academic year or nine-month appointment. – Submitted by Bill Joyce

3) The BSU-FA Executive Committee recommends that this resolution be endorsed by the Senate

Article 21A: Prior Consideration

Be it resolved that the negotiations team negotiate to broaden the eligibility for prior consideration.

RATIONALE

1. At Bemidji State University the current contract language defining an incumbent is narrowly interpreted to include only Fixed Term faculty applying for a probationary position where the Position Description of the probationary advertisement is word-for-word identical to the position description that the Fixed term employee was hired under. Any changes in the position descriptions eliminates the possibility for Prior Consideration of the current incumbent regardless of the incumbent’s qualifications.
2. Broadening the eligibility to include all faculty members opens eligibility for prior consideration to adjunct faculty who regularly teach under the "special expertise" provision.
3. Cumulative service over the previous four sessions extends eligibility to those faculty who teach outside the regular (Fall-Spring) academic year (i.e. coaches, library, counselors, and some academic programs that schedule over an alternative 9-month calendar)
4. "hired by the University regardless of program" gives flexibility for the search committee to deem whether a faculty member is qualified or not for a probationary position. This is especially true as we move more towards interdisciplinary education. – Submitted by Michael Murray