



25-27  
Tentative  
Agreement  
Summary

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# Wages

## Effective July 1, 2025 (retroactive)

- A step for all faculty who did work from the salary schedule during the 2024-25 school year and who work in 2025-26
- 1 step added to the top of the salary schedule.

## Effective July 1, 2026

- A step for all faculty who did work from the salary schedule during the 2025-26 school year and who do work in 2026-27
- 1 step added to the top of the salary schedule.
- 0.5% added to the blue salary differential
  - Total differential will be 3.0% of base salary

# Wages

- Wage Differential made permanent for “Former UTCE” blue faculty
- Made Alternative Paths for Column Movement permanent
  - Expanded appeal options
- Removed 3 credit threshold for summer work to be paid on the salary schedule. Contingent faculty who held TPT, TPT converted to TFT, or Fixed term appointment in the preceding academic year (except summer assignments consisting solely of applied music)
- Increase Layoff Option B from \$20,000- \$40,000



# Wages

## Initial Step Placement

**Change Article 13 preamble to allow flexibility for campus role in initial salary placement**

### New language

The evaluation of each faculty member's credentials for initial salary schedule placement ~~in accordance with this Contract~~ will be conducted ~~in the system office in accordance with this Contract~~. Each applicant who is offered employment shall, at the time of the offer, be so notified in writing and shall be required to complete the salary schedule placement application forms. The faculty member and the MSCF's designee shall be notified concurrently in writing of the final column and step determination. Such determination shall be implemented at the beginning of any semester or of the extra days that precede the semester.

# Wages

## Initial Step Placement

Increased initial placement limiters become permanent.

Column I	-	Step <del>13</del> 15
Column II	-	Step <del>11</del> 13
Column III	-	Step <del>9</del> 11
Column IV	-	Step <del>8</del> 9
Column V	-	Step 7





# Tuition Waiver

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Partial University\*tuition waiver for spouse and dependents beginning FY 27

Full-time – 6 credits of the 16 credits over the year

Part time – 3 credits of the 8 credits per semester

\*applies to undergraduate and graduate credits



# Paid Leave

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Increase Personal Leave accrual rate from 2 to 3 days per academic year for full-time faculty, proration of new rate for other appointment types



# Phased Retirement

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- Increase to the limit for phased retirements at a college from 7%-11% of the number of its UFT faculty, effective for phased retirement applications on or after 7/1/2026
- Exception to 50% limit is for credential field rather than program/department. 50% limit does not apply if only one UFT faculty hold the credential field at the college.
- Change maximum years from 6 to 5
- Eliminates need for system office approval for exceptions for college percentage limit.



# Athletic Assignments

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## Art. 13, Section 18 - Coaching Salaries

### Clarifications

New language clarifies that the threshold for coaching pro-rata pay on the salary schedule is based on the individual faculty member's coaching assignment, not simply the credit equivalency listed in Article 11, Section 9, Subd. 1.A.

New language clarifies that if a faculty member's coaching assignment is allocated over two semesters, the credit equivalency for the coaching assignment over both semesters will determine whether the faculty member meets the coaching salary-threshold for pro-rata pay on the salary schedule.



# Athletic Assignments

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## Art. 11, Section 9 Sudd. 1 Athletic Assignments

- Added Women's Wrestling Coaching

Head coach -9 credits Assistant Coach 4 credits athletic coordination 2.5 credits

- Improved language for combined teams

- Total participants less than 15 =4.5 credits coached by one faculty member

- Total participants more than 15, the teams stay separate at 3 credits each, same faculty members coaching both

- RCEs continue for national tournaments

- New Language for New or Re-Established Athletic Programs

- By mutual agreement there can be credit equivalencies for new or returning sport within 5 years

- Applies for first 3 seasons



# Miscellaneous

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- Summer work offers for those on the rotation list via college email unless alternate email provided. Faculty have 3 academic work year days to accept the offer.
  - Applies to instructional work
- Fixed Term positions no longer count in hiring practices calculation, pilot language expires FY 26
- Multi-Modal Pilot extended until 2028 and work group will be formed to jointly recommend language.
- Changed language regarding observance of Veterans Day to align with state law
  - Meaning colleges must observe Veterans day on the calendar date
- Letter detailing annual report of payroll errors added to Appendix thru July 2029

# Summer Insurance

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**Change from “Look forward to Fall” to “Look back to Spring Semester” for Summer Coverage**

## **Article 19 Summer coverage changes effective FY 26**

### **Summer Coverage - Unlimited faculty after resignation or retirement.**

Unlimited faculty enrolled in SEGIP, who *retire* effective following the completion of the academic year will continue their eligibility for employer contribution through the summer.



# Summer Insurance

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## Article 19 Changes – summer coverage for TPT, Fixed Term, Probationary faculty FY27

### Summer Coverage – TPT, Probationary, Fixed Term appointment

Faculty members appointments in an academic year will be eligible to continue to participate in SEGIP through the summer (unless the appointment was ended early for cause), provided that during that academic year the faculty member:

- Met the Basic Eligibility criteria
- Was enrolled in SEGIP, for health insurance during spring semester
- Employer contribution same as Spring
- If you have insurance in the Spring **you will** have insurance in Summer unless a qualifying life event occurs allowing you to change coverage.
- Summer insurance is effective until end of August



# Contingent Insurance

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## **Basic Eligibility effective FY 27**

- Remove the requirement to have 6 credits at one institution for insurance eligibility.

## **Eligibility for Employer Contribution effective FY 27**

- Expands the insurance eligibility for temporary part-time and fixed term part time faculty in spring by adding the use of cumulative credits to determine eligibility for the full-time employer contribution. 24 credits or more cumulatively over the academic year shall receive full employer contribution

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# Insurance (Coalition Negotiated)

The following sections of Article 19 were jointly negotiated by the coalition of state bargaining units and MMB in Spring 2025. Because they were established at the coalition level, individual bargaining units cannot modify them during negotiations. As a result, these provisions will remain unchanged regardless of the outcome of the MSCF contract ratification.

As part of our typical process, if we don't have tentative agreement prior to open enrollment MSCF signs a MOU to maintain continuity of insurance for faculty.



# Insurance

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## **Creation of Appendix H – Insurance Addendum**

- Only MSCF specific language remains in Article 19 - insurance eligibility and employer contribution. Addendum contains insurance benefits for all State of MN labor agreements and compensation plans



# Dependent Eligibility Changes

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## Marriage – New Effective Date of Coverage

- Up until 7/1/2025, coverage for new spouses could take effect as early as the date of marriage
- However, due to IRS tax requirements, the earliest effective date will now be the first day of the month after the form is received
- Employees have 30 days following their marriage to submit a status change form to MMB
- This change applies to medical, dental, vision, life insurance, and disability coverage



# Dependent Eligibility Changes

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## Former Spouse

- Effective April 1, 2025, former spouses are no longer eligible dependents.
- As before, employees are required to report a divorce to MMB, no later than 60 days from the date of the divorce.
- Former spouses are eligible to enroll in COBRA, up to a maximum of 36 months if SEGIP is notified within 60-days.



# Dependent Eligibility Changes

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## Clarifications of three different types of dependent eligibility

### **Foster child eligibility**

- Authorized placement by judgement, decree or other court order
- Once foster care ends or up to age 21, whichever occurs first

### **Legal guardianship eligibility**

- By court order, judgment or decree to age 26, unless dependent child status ends at an earlier date

### **Child placed with a relative eligibility**

- By court order, judgment or decree to age 26, unless dependent child status ends at an earlier date



# Dependent Eligibility Changes

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## **Grandchild eligibility – clarified and expanded:**

- Up to age 25 (note difference from non-grandchildren)
- Lives with employee from birth and is financially dependent on employee (or spouse of employee)
- Claimed as a Tax Dependent



# Insurance

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## Health Insurance

No increases in health insurance co-pays, coinsurance, and deductibles, and no changes in out-of-pocket medical and prescription drug limits

MN Advantage Health Insurance Plan premium increased 17% in 2026.

- Single increased from 41.81 to 48.94
- Family increased from 285.42 to 333.92

Reduced copay for mental health & substance use disorder office visits

- An additional \$10 savings for members in Cost Levels (CL) 3 and 4:
  - CL 3 office visit copay – now \$40 (down from \$50)
  - CL 4 office visit copay – now \$60 (down from \$70)
- Copays for CL 1 and CL 2 remain at \$0



# Insurance

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## Dental

- New orthodontia lifetime max of \$3,200 (up from \$3,000)
- New national dental network.
- When a member receives dental care from a provider outside Minnesota that is in their dental plan's national network:
  - 100% coverage for preventive care
  - \$100 deductible single/\$300 family
  - Otherwise, 60% coverage after deductible



# Insurance

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## Vision

### New

- Employees with fewer than 2 in-network providers within 30 miles of their home zip code get in network benefits for frames and contacts
- Low vision enhancement adds up to \$1,000 every two years to cover extra testing and vision aids

### Enhanced

- All in-network frames and contacts are eligible for highest level of benefit
- \$25 more for out-of-network contacts
- Standard progressive lenses covered in full; \$50 savings on other progressives
- \$150 to \$215 savings on polycarbonate, plastic and high index lenses



# Insurance

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## New Legal Plan

- One premium for employee and family members \$16.16 a month
- No copays, deductibles, or waiting periods
- Access to a network of attorneys
- Covers attorney fees for a wide range of common legal matters
  - Wills and estate planning
  - Buying or selling a home
  - Traffic tickets
  - Adoption
  - tax audits
  - Nursing home agreements





# Technical Changes

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- Footnotes clarified in Appendix G
- Brought in language from MOUs and joint proposals clarifying sick leave liquation, challenges and re-evaluation of salary placement, and layoff discussion at FSGC
- Removed gendered pronouns
- Changed any reference to “off salary schedule” to “on salary schedule” to prevent confusion.
- Removed obsolete dates

# Reminder- Other Settlements

	Year 1	Year 2	Estimated Total
MAPE	1.5% ATB + step for eligible (3.58%)	1.75% ATB + step for eligible (3.58%)	Range 3.25%- 10.41% 6.83% average
AFSCME	1.5% ATB + step for eligible (2.8%)	1.75% ATB + step for eligible (2.8%)	Range 3.25%-8.85% 6.05% average
ASF	Step (Average 3.05%)	0.5% ATB	3.5% Average
IFO	1.4% ATB	Step (2.4%)	3.80%
MSCF Tentative Agreement	Step + adding to top	Step + adding to top Increase Wage Diff. by .5% for blue	<b>Estimated weighted average-5.19%</b> <b>4.4%-10.1% range</b>

# Contract Ratification Timeline

- **Feb. 11 – 6:00 PM**
  - Special Board Meeting to present Tentative Agreement (TA) to Board of Directors
- **Feb. 12 – Feb. 25**
  - Per the MSCF By-Laws, MSCF has 15 working days to present the TA to the general membership and to hold a ratification vote of the TA.
- **Feb. 25– Noon**
  - Electronic voting on the TA opens. The voting will be done through the Election Buddy platform and private email address will be needed. Please see email regarding voting guidelines.
- **Feb. 26 – 4:00 PM**
  - Voting on the TA closes.
- **Feb. 27 - Noon**
  - Challenges regarding voting must be received by Noon
- **Feb. 27 noon – 4:00 pm**
  - Votes will be tallied and verified.
- **Feb. 27 – 4:00 pm**
  - Special board meeting to certify voting results.
- **Following Certification of Vote**
  - Board of Directors notifies membership of official TA voting results. Results published in MSCF Green Sheet and on website

# THANK YOU BAT LEADERS

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Since March....

- 27 Bargaining and mediation days
- BAT Leaders attended 14 update meetings
- Mobilized multiple member actions



*YOUR PARTICIPATION MATTERS, AND WE DEEPLY APPRECIATE EVERYTHING YOU CONTRIBUTED*

*Thank you to all for taking  
action and amplifying our  
collective voice*

## Member actions

Emailing the chancellor

Post Cards

Member Events

Packing the room at BOT

Bringing it to FSGC

Zoom Backgrounds

