

**TENTATIVE AGREEMENT:
EMPLOYER PACKAGE PROPOSAL #1.3***

** In addition to the terms of Employer Package Proposal #1.3, this Tentative Agreement includes two additional components: (1) the attached email confirmation, dated August 8, 2025, between Minnesota State's Negotiator, Betsy Thompson, and MSCF's Co-Negotiators, Carolyn Cook and Kevin Lindstrom, concerning a labor-management workgroup on issues related to assistant-coaching, and (2) the parties' agreement that this TA also will resolve the currently-pending grievance between the parties related to women's wrestling at Northland Community and Technical College (Minnesota State Grievance # GR-24-0012 / MSCF Grievance # NOE-24-02). See summary below, at page 3, for additional details.*

SUMMARY

(Note: The intent of the CBA language changes agreed upon as part of this TA was table-talked in greater detail than what is contained in the summaries of the key changes, below. As usual, the summaries below are provided for context to help orient the reader of this document to the general context of the actual language changes reflected in legislative format in this document; the summaries are not intended to be comprehensive reiterations of that table talk.)

- **Employer DROPS**
 - **ER - Art. 8 Section 1, Subd. 2 – FSGC > Structure of the Council**
Increase the number of additional administrators that the college president may appoint as members to the council from three to five.

- **Union DROPS**
 - Union Proposal #4 Art. 11 Coaching and Athletic Coordination
 - Union Proposal #8 Art. 13 Alternative Paths for Column Advancement
 - Union Proposal #20 Art. 20 JCCF
 - Union Proposal #23 Art. 24 Course Delivery/Modality – Meet and Negotiate
 - Union Proposal #24 Art. 24 Artificial Intelligence – Meet and Negotiate

- **Union ACCEPTS**
 - **Art. 10, Sect. 2. Holidays, Subd. 1 and Subd. 2**

This TA covers only the changes indicated herein. Other proposals may be pending concerning some of these provisions, sections, and/or articles.

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Add language that brings Subdivisions 1 and 2 into compliance with Minnesota Statute 645.44, Subdivision 5, which does not permit selecting an alternate holiday for the observance of the holidays named in these CBA subdivisions.

○ **Art. 13, Section 18 – Coaching Salaries**

- Moved to Art. 11, Section 9, Subd. 1 (Athletics) with non-substantive modifications for clarity - Article 13, Section 18 (Coaching Salaries”) language about allocation of coaching credits over two semesters and division of credits when more than one assistant coach. Strike that language in Art. 13, Section 18.
- 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 as a whole (i.e., over both semesters) will determine whether the faculty member meets the coaching salary-threshold for pro-rata pay on the salary schedule.

Art. 13, Section 4. Subd.3 A – Pilot: Alternative Path Column Advancement.

- Make pilot permanent
- All other language remains unchanged from current 23-25 CBA language except:
 - At part. H.2 (Appeal to College President), a faculty member may include as part of the H.2(c) stage of appeal additional supplemental materials limited to providing additional evidence that is directly related to the reason(s) stated for the denial in the college’s written notice of denial as described in H.1

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- **Art. 11, Section 9, Subd. 1 “Athletic Assignments” changes, including the following:**

In Subd. 1, A (Athletics):

- Add new line items in the Workload Schedule for Coaching Assignments to account for women’s wrestling teams. (Implementation schedule for this change will be dependent upon when the contract as a whole is settled.)
- The parties’ agreement to these new line items for women’s wrestling going forward upon settlement of the contract also will resolve the currently-pending grievance between the parties related to women’s wrestling at Northland Community and Technical College (Minnesota State Grievance # GR-24-0012 / MSCF Grievance # NOE-24-02). **The parties agree to meet outside of the bargaining process to resolve the question of how the “first three seasons [of a new athletic program]” language in the new Article 11, Section 9, Subd. 1.A.3 will apply to the underlying facts in the Northland grievance referenced above.**
- Imported - with non-substantive modifications for clarity – language from Article 13, Section 18 (Coaching Salaries”) about allocation of coaching credits over two semesters and division of credits when more than one assistant coach.
- Changes reflected in Subd. 1, A (Athletics).2 (“Combining Teams”)
- Changes reflected in Subd. 1. A (Athletics). 3 (“Credit Equivalencies for New or Re-Established Athletic Programs).
- Line item added in Section 9, Subd. 1.B (“Athletic Coordination”) for Women’s Wrestling.

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**ARTICLE 10
WORK YEAR AND WORK WEEK**

* * * * *

Section 2. Holidays.

Subd. 1. No faculty members will be scheduled to work on the following holidays: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Juneteenth (beginning in 2022), Independence Day, Labor Day, Veterans Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day and any other holidays provided by Statute. When any of the holidays fall on Saturday, the preceding Friday shall be the holiday. When any of the above holidays fall on Sunday, the following Monday shall be the holiday.

Subd. 2. To the extent provided by law, the college administration and the faculty president at each college may agree to observe Veterans Day on a different day than the actual holiday. The State MSCF may also agree to allow classes to be held or flexible days to be scheduled on the two days normally scheduled for State MSCF activities.

Subd. 3. For individual faculty members in Management and Customized Training programs, to the extent provided by law, the college may by mutual agreement with the individual faculty members, designate alternate non-duty days for the observance of Martin Luther King's birthday, President's Day, Veterans Day, and Thanksgiving Friday.

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ARTICLE 11 WORK ASSIGNMENTS

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Section 9. Student Activity Assignments. Student activity assignments to faculty members shall be given equitable credit equivalence on each campus according to the following:

* * * * *

Subd. 1. Uniform Assignments

Credit Equivalencies

A. Athletics

1. Workload Schedule for Coaching Assignments.

Effective July 1, 2022:

Football (Head)	9
Football (Asst.)	4
Wrestling (Head <u>Women's</u>)	9
<u>Wrestling (Head Men's)</u>	<u>9</u>
Wrestling (Asst. <u>Women's</u>)	4
<u>Wrestling (Asst. Men's)</u>	<u>4</u>
Baseball	9

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Cross Country (Combined)	4.5
Cross Country (Men's)	3
Cross Country (Women's)	3
Golf (Men's)	3
Golf (Women's)	3
Golf (Combined)	4.5
Clay Target Shooting (Men's)	3
Clay Target Shooting (Women's)	3
Clay Target Shooting (Combined)	4.5
Tennis (Women's)	3
Tennis (Men's)	3
Tennis (Combined)	4.5

* * * * *

a. The coaching-assignment credit equivalencies in the schedule above may be allocated over two (2) semesters when the actual season of the athletic activity occurs over two (2) semesters.

b. When the athletic team has more than one (1) assistant coach assigned, the credit equivalency will be divided proportionally among the assistant coaches in accordance with the respective duties assigned to each. Individuals who volunteer to assist during college athletic practices and/or events shall not be identified as coaches or assistant coaches.

c. See also Article 13, Section 18 ("Coaching Salaries").

~~When the teams are combined because the total participants are fewer than fifteen (15) and the sport is coached by one faculty member, the coaching credit equivalency shall be 4.5 credits. When the number of total participants is fifteen (15) or greater, the teams shall continue as two separate teams at three (3) credits each. In this case, the same faculty member may coach both teams, as assigned.~~

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~~When combined teams participate in both men's and women's national tournaments, the additional coaching duties shall be recognized through reasonable credit equivalence (Section 7 of this Article).~~

~~See also Article 13, Section 18 ("Coaching Salaries").~~

2. Combining Teams

When the teams are combined because the total participants are fewer than fifteen (15) and the sport is coached by one faculty member, the coaching credit equivalency shall be 4.5 credits. When the number of total participants is fifteen (15) or greater, the teams shall continue as two separate teams at three (3) credits each. In this case, the same faculty member may coach both teams, as assigned.

When combined teams participate in both men's and women's national tournaments, the additional coaching duties shall be recognized through reasonable credit equivalence (Section 7 of this Article).

3. Credit Equivalencies for New or Re-Established Athletic Programs.

(a) Eligibility criteria. The terms under this heading apply:

- (i) When a college is establishing a new athletic program for a sport on a campus, or re-establishing an athletic program for a sport for which that campus of the college has not had a team for the last five (5) academic years prior to re-establishment, and
- (ii) Only for the first three seasons of team competition after the sport is established or re-established on the campus per (a)(i), above.

(b) Sports already listed in the CBA.

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If the sport is already listed in the schedule in Article 11, Section 9, Subd. 1.A.1, provided the conditions in (a) (i) and (ii), above, are met, the college, on an annual basis and at its discretion, may-:

- (i) With written mutual agreement as described in (d), below, use an alternative credit equivalency to the respective equivalency listed in that schedule; and/or
- (ii) Add assistant coach role(s) (if assistant coaching is not referenced in the schedule). If the college elects to add assistant coach role(s), the credit equivalence(s) for assistant coaching will be subject to written mutual agreement as described in (d), below; and/or
- (iii) Combine teams of the same sport on that campus - regardless of: (1) whether combined teams for the sport are referenced on the schedule, (2) the total number of student participants that would be on the combined team, and/or (3) the number of faculty who will hold coaching roles. If the college elects to combine teams pursuant to this paragraph, the credit equivalence(s) for the faculty member(s) holding coaching assignments on the combined team will be subject to written mutual agreement as described in (d), below.

(c) Sports not listed in the CBA.

If the sport is not listed in the schedule in Article 11, Section 9, Subd. 1.A.1, provided the conditions in (a)(i) and (ii), above are met, the college, on an annual basis and at its discretion, may determine the complement of coaching roles for the sport and whether the sport's team(s) will be separated by athletes' gender or will be combined. The credit equivalency for the coaching (and, if applicable, assistant coaching) assignment(s) for the sport will be subject to written mutual agreement as described in (d) below.

(d) The written mutual agreement described above shall be between the coach (and assistant coach(es), if applicable) of the team, the college president or designee, and the MSCF chapter grievance representative. The written agreement shall reflect the mutually agreed-upon terms described in 3(b) or 3(c) above, as applicable, and must be executed before the start of the respective athletic season. The college will provide a copy of all agreements under Article 11, Section 9, Subd. 1.A.3 to the State MSCF.

B. Athletic Coordination. Credit equivalency allocation to be based on number of sports for which there is responsibility, as follows:

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Sport

Credit Equivalencies

General Responsibility (Men's)	2.5	Subtract from total
General Responsibility (Women's)	2.5	the amount received
Football (Men's)	2.5	for football in
Volleyball (Women's)	2.5	summer before the
Wrestling (Men's)	2.5	contract year starts.
<u>Wrestling (Women's)</u>	<u>2.5</u>	
Basketball (Men's)	2.5	
Basketball (Women's)	2.5	

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**ARTICLE 13
WAGES**

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Section 4. Column Advancement.

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Subd. 3. ~~Pilot:~~ Column Advancement Based on Alternative Paths.

- A. ~~[RESERVED] Pilot Status of Subdivision 3. The terms of this subdivision are a pilot. This subdivision and all of its terms (as well as any related references outside of this subdivision, located elsewhere in Section 4, Column Advancement) will sunset (end) effective June 30, 2026.~~

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E. Activities/Accomplishments Undertaken Prior to December 2022. to Start of Pilot.

Although advance consultation as described in Subd. 3.D above, is strongly encouraged, a faculty member's activities and/or accomplishments begun and/or completed prior to December of 2022 (when this path for column advancement went into effect in the 2021-2023 Master Agreement) ~~the start of this pilot~~ will not be excluded from consideration, provided the activities/accomplishments otherwise meet the requirements of this subdivision.

* * * * *

H. Application for Column Change.

2. Appeal to College President.

- a) If the college denies the faculty member's application for column advancement under paragraph H.1, above, the faculty member will have thirty (30) calendar days from the date of the college's written decision to submit an appeal of the denial to the college president.
- b) The faculty member must submit the appeal in writing. The faculty member's written appeal must clearly and specifically articulate good-faith reasons the faculty member believes the college's original decision to be in error and/or warranting reconsideration.
- c) The president's appellate review of materials submitted by the faculty member will be limited to, and the faculty member may not submit as part of the appeal any materials except for, the following:
 - i. the faculty member's written rationale for the appeal;
 - ii. and the original contents of the faculty member's application for column movement/portfolio; and

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i.iii. - additional supplemental materials limited to those that provide additional evidence directly related to the reasons(s) stated for the denial in the college's written notice of denial as described in Subdivision 3.H.1, above. The faculty member may not submit additional, supplemental materials for inclusion in the portfolio at the appeal stage.

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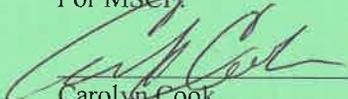
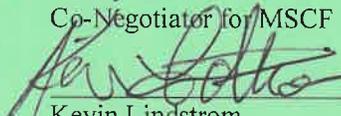
**ARTICLE 13
WAGES (cont.)**

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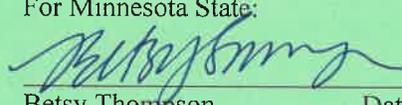
Section 18. Coaching Salaries. Coaches and assistant coaches shall receive pro-rata pay on the salary schedule when the faculty member's coaching assignment has a coaching-a-student activity whose credit equivalency in excess of exceeds three (3) credits. If the faculty member's coaching assignment is allocated over two (2) semesters per Article 11, Section 9, Subd. 1.A.1.a, the credit equivalency for the coaching assignment as a whole (i.e., over both semesters) will determine whether the faculty member meets the threshold in this paragraph for pro-rata pay. See also Article 11, Section 9, Subd. 1.A.1.b and Article 13, Section 14, Subd. 2. The credits allocated may be distributed over two (2) semesters whenever the actual season of the activity occurs over two (2) semesters. When a student activity has more than one (1) assistant coach assigned, the credit equivalency will be divided between/among coaches to reflect the assignment. Individuals who volunteer to assist during college athletic practices and/or events shall not be identified as coaches or assistant coaches.

* * * * *

For MSCF:


Carolyn Cook
Co-Negotiator for MSCF
8/14/25
Date

Kevin Lindstrom
Co-Negotiator for MSCF
8/14/25
Date

For Minnesota State:


Betsy Thompson
Negotiator for Minnesota State
8/13/25
Date

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From: [Thompson, Betsy R](#)
To: [Cook, Carolyn](#)
Cc: [Kevin Lindstrom](#); [Jorstad, Jim G](#)
Subject: RE: Assistant Coaching Small Group letter
Date: Friday, August 8, 2025 11:23:21 AM

Hi, Carolyn –

Thanks. Minnesota State is on board.

I will ask Ann to include this as an addendum to the TA on ER Package #1.3. We should have the TA doc ready for signature when the parties meet in person next week.

Betsy

Betsy Thompson, JD

Director of Labor Relations

—

Minnesota State

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651-447-7687

Pronouns: she/her/hers - [More about pronouns](#)

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From: Cook, Carolyn <carolyn.cook@edmn.org>
Sent: Friday, August 8, 2025 11:12 AM
To: Thompson, Betsy R <Betsy.Thompson@minnstate.edu>
Cc: Kevin Lindstrom <Kevin.lindstrom@edmn.org>
Subject: Assistant Coaching Small Group letter

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Hi Betsy,

Per our conversation on Wednesday, here is the updated version of the letter with your suggested edits.

Dear Betsy,

Per the parties' conversation at the bargaining table on Wednesday, July 23, 2025, and contingent on the execution of the TA on ER Package Proposal #1.3, this letter confirms our joint commitment to meet in a small-group, joint labor/management format to discuss, with the goal of reaching a Memorandum of Agreement, issues related to assistant coaching of Minnesota State college athletic teams. The intent is to start the small group process following ratification and implementation of the 2025-2027 CBA.

This effort is in response to reports of varying practices regarding assistant coaches and seeks to find a constructive path forward. The parties agree to continue to meet as long as they jointly agree that progress is being made toward the stated goal of the group. We appreciate your shared commitment to this effort.

Sincerely,

Carolyn and Kevin

*Thank you,
Carolyn*