

**(2<sup>nd</sup> REVISED) TENTATIVE AGREEMENT:  
JOINT LABOR/MANAGEMENT TECHNICAL CHANGE PKG PROPOSAL #12\***

*\*Note: This document will serve as both the final version of the joint proposal as well as the parties' Tentative Agreement on the topics addressed herein. These topics were discussed across the bargaining table on July 29, 2025, and August 13, 2025, at which time the parties agreed to memorialize the result of those discussions into this document.*

Minnesota State and the MSCF ("the parties") jointly propose the technical and clarifying changes contained in this proposal for the collective bargaining of the 2025-2027 MSCF CBA.

**Summary**

- Art. 17, Sec. 4E—Remove obsolete standard for sabbaticals.
- Art. 33—Remove obsolete reference to legislative approval and replace with language similar to the "Effective Dates" language in Article 28 of the MSUAASF CBA.

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

**ARTICLE 17  
PROFESSIONAL DEVELOPMENT**

\* \* \* \* \*

**Section 4. Sabbatical Leave.**

\* \* \* \* \*

**Subd. 1. Sabbatical Leave.**

\* \* \* \* \*

E.

~~1. For sabbatical applications made in the 2023-2024 academic year: The number of sabbaticals approved for a stand-alone community college does not exceed ten percent (10%) rounded up to the next whole number or one (1), whichever is greater, of the unduplicated headcount of unlimited (including probationary) full-time faculty and the total FTE of the minimum guarantees for unlimited part-time faculty on November 1 as published in the seniority rosters for that year for the former MCCFA bargaining unit.~~

~~The number of sabbaticals approved for a stand-alone technical college does not exceed two and one-half percent (2½%) rounded up to the next whole number or one (1), whichever is greater, of the unduplicated headcount of unlimited (including probationary) full-time faculty and the total FTE of the minimum guarantees for unlimited part-time faculty on November 1 as published in the seniority rosters for that year for the former UTCE bargaining unit.~~

~~The number of sabbaticals approved for a consolidated college shall be the combined total not to exceed ten percent (10%) for former MCCFA and two and one-half percent (2½%) for former UTCE, each rounded up to the next whole number or one (1), whichever is greater, of the unduplicated headcount of unlimited (including probationary) full-time faculty and the total FTE of the minimum guarantees for unlimited part-time faculty on November 1 as published in the seniority rosters for that year for the MSCF bargaining unit.~~

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- 2. Commencing with sabbatical applications made in the 2024-2025 academic year, the number of sabbaticals approved for each college does not exceed seven and one-half percent (7.5% rounded up to the next whole number or one (1), whichever is greater, of the unduplicated headcount of unlimited (including probationary) full-time faculty and the total FTE of the minimum guarantees for unlimited part-time faculty on November 1 as published in the seniority rosters for that year.

\* \* \* \* \*

**ARTICLE 33  
TERM OF CONTRACT**

This Contract shall be effective on the 1st day of July, ~~2023~~2025, subject to Minn. Stat. §3.855 ~~subject to acceptance by the Minnesota State Legislature,~~ and shall remain in full force and effect through June 30, 2027~~5~~. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing no later than October 1, 2026~~4~~, or by October 1 of any succeeding year, that it desires to modify this Contract. In the event that such notice is given, negotiations shall begin no later than November 1 of the year in which the notification is given or on a date agreed to by the parties to this agreement. This Contract shall remain in full force and effect during the period of negotiations and until notice of termination of this Contract is provided to the other party in the manner set forth in the following paragraph.

In the event that either party desires to terminate this Contract, written notice must be given to the other party not less than ten days prior to the desired termination date which shall not be before the expiration date set forth in the preceding paragraph.

Dated this \_\_\_ day of \_\_\_\_\_, 20\_\_

FOR THE MINNESOTA STATE COLLEGE  
FACULTY:

FOR THE MINNESOTA STATE  
COLLEGES AND UNIVERSITIES:

\* \* \* \* \*

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(SECOND REVISED) TENTATIVE AGREEMENT: Joint L/M Tech & Clarif Change Pkg Prop #12\*

Articles: 17, 33

MSCF 2025-2027 Bargaining

Tuesday, July 29, 2025 (10:30 a.m.); August 13, 2025 (10 a.m.); August 14, 2025 (1:30 p.m.)

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**For MSCF:**

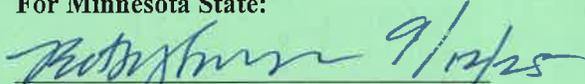
  
\_\_\_\_\_  
Carolyn Cook Date

Co-Negotiator for MSCF

  
\_\_\_\_\_  
Kevin Lindstrom Date

Co-Negotiator for MSCF

**For Minnesota State:**

  
\_\_\_\_\_  
Betsy Thompson Date

Negotiator for Minnesota State

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