

TENTATIVE AGREEMENT: JOINT PACKAGE PROPOSAL #10

SUMMARY

All of the Article changes summarized below are intended to remove the prepositions “according to” and “off” and replace them with the preposition “on” with respect to referencing the salary schedule in the collective bargaining agreement. The parties would accept the changes summarized below. The specific changes in legislative format follow the summary section of this document.

- Article 13 Wages, Section 4, Subd. 3.C.2 (p. 55)
- Article 13 Wages, Section 6, Subd. 2.A (p. 62)
- Article 13 Wages, Section 6, Subd. 2.B (p. 62)
- Article 13 Wages, Section 7, Subd. 3.B (p. 64-65)
- Article 13 Wages, Section 7, Subd. 3.B.1 (p. 65)
- Article 13 Wages, Section 7, Subd. 3.B.2 (p. 65)
- Article 13 Wages, Section 7, Subd. 3.B.3 (p. 65)
- Article 13 Wages, Section 7, Subd. 3.C (p. 65)

Article 13 Wages

Section 4 Column Advancement

Subd. 3 Pilot: Column Advancement Based on Alternative Paths

C. Eligibility Thresholds for Submission of Application

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2. The faculty member must hold a faculty appointment status that is paid ~~off~~ on the salary schedule (i.e., unlimited, fixed-term (full-time or part-time), or temporary part-time);

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Section 6 Step Movement

Subd. 2. Progression Step Advancement.

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

- A. **Academic Year 2023-2024 Eligibility.** A faculty member who, during the 2022-2023 academic year, was employed at least one (1) semester (fall and/or spring), paid ~~according to~~ **on** the salary schedule, and not at the top step of the faculty member’s respective salary column, shall advance one (1) step on the salary schedule effective July 1, 2023, if the faculty member is employed and paid ~~off~~ **on** the salary schedule for any period of time between July 1, 2023, until the end of spring semester 2024.
- B. **Academic Year 2024-2025 Eligibility.** A faculty member, who during the 2023-2024 academic year, was employed at least one (1) semester (fall and/or spring), paid ~~according to~~ **on** the salary schedule, and not at the top step of the faculty member’s respective salary column, shall advance one (1) step on the salary schedule effective July 1, 2024, if the faculty member is employed and paid ~~off~~ **on** the salary schedule for any period of time between July 1, 2024, and the end of spring semester 2025.

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Section 7 Salary Schedules and Differential Pay

Subd. 3. Wage Differential for Faculty with “Former-UTCE” Status.

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B. Subject to the terms of this subdivision, effective July 1, 2024, faculty with Former-UTCE status will receive additional compensation in the form of a two and one-half percent (2.5%) enhancement (“differential”) over the faculty member’s base salary for work assignments that are paid ~~off~~ **on** the salary schedule. Part-time faculty (in all appointment types that are paid ~~off~~ **on** the salary schedule) will receive the differential based on the faculty member’s position on the salary schedule, pro-rated by assignment FTE.

1. **Differential for Unlimited Faculty.** The differential will be paid on all portions of the faculty member’s assignment, instructional and non-instructional, at the college that are paid ~~off~~ **on** the salary schedule (including any portions of the assignment that are in a Former-MCCFA credential field).
2. **Differential for Fixed-Term Faculty.** Fixed-Term faculty whose fixed-term position at a college was posted with a Former-UTCE credential field will get the differential paid on all portions of the faculty member’s assignment, instructional and non-instructional, at that college that are paid ~~off~~ **on** the salary schedule (including any portions of the assignment that are in a Former-MCCFA credential field). Concurrently held faculty assignments at other colleges will not be subject to differential pay unless the concurrent assignment

independently satisfies the provisions of this paragraph or Subdivision 3.B.3, below.

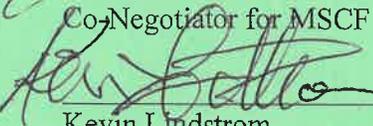
3. **Differential for Temporary Part-Time Faculty**. Temporary part-time (TPT) faculty at a college will get the differential paid on all portions of the faculty member's assignment, instructional and non-instructional, at that college that are paid **off on** the salary schedule (including any portions of the assignment that are in a Former-MCCFA credential field), provided the TPT faculty member has Former-UTCE faculty status at the college.

C. "Differential Base Salary" and When Applicable to Other Calculations and Payouts under the CBA. For faculty who are eligible for and are receiving the differential, the amount that results from the total of the faculty member's step and column placement on the current year's salary schedule plus two and one-half percent (2.5%) of that amount will constitute, for purposes of those CBA calculations (e.g., overload limits) and payouts that are based on a faculty member's base-salary, the faculty member's "base salary," except where explicitly stated in this Agreement. The differential will not apply to calculations and payments under provisions of the CBA that are not paid **off on** the salary schedule (e.g., stipends, prior learning assessments, etc.).

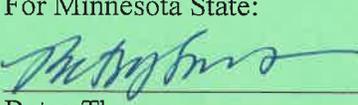
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For MSCF:


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Date


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Co-Negotiator for MSCF
8/14/25
Date

For Minnesota State:


Betsy Thompson
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