

Tentative Agreement Summary



TA Overview: Wages



Effective July 1, 2023 (retroactive)

- A step for all faculty who did work from the salary schedule during the 2022-23 school year and who work in 2023-24
- 1 step added to the top of the salary schedule.
- An ATB increase of 2.6% to the salary schedule

Effective July 1, 2024

- A step for all faculty who did work from the salary schedule during the 2023-24 school year and who do work in 2024-25
- 1 step added to the top of the salary schedule.
- An ATB increase of 2.6% to the salary schedule.
- A career step for faculty who have completed 12 consecutive years of service, paid at the beginning of the 13th year. Includes a “catch-up” provision for those with more than 12 consecutive years of service, and lump sum equal to one step for the top

TA Overview: Bifurcation



Wage Differential/Move “blue” to “green”

- Move all “blue” gen ed faculty, counselors, and librarians to the “green” side of the contract.
- A 2.5% wage “differential” for all remaining blue faculty.

Wage Differential-Opt-Out Provision-ends June 30, 2029

- Either party may provide 270 calendar days notice that it no longer wishes to participate
- Gen ed faculty, counselors and librarians moved to “green” side of contract remain there permanently. Future new hires would also be green.
- Faculty who remained blue and not at the top of the salary grid would receive one step to replace the previous 2.5% wage differential
- Faculty at the top of the salary grid would keep their 2.5% differential and be “red circled”. Their base salary would remain static until the salary grid in a successor CBA meets or exceeds their red-circled salary, at which time they would be placed on the step on the salary grid that is nearest to, but not less than, their red-circled salary
- New hires would not get the step or 2.5% differential

Sabbatical Bifurcation Changes

- Commencing with sabbatical applications made in the 2024-2025 academic year sabbatical percentage- 7.5% allocation for all instead of 2.5% and 10%

TA Overview: Prof. Dev.



Professional Development Funds

- Increase in professional development funds allocation per FTE to \$300
- Expansion of definition of use and clarifies ownership of materials and assets are property of the college.

Faculty Internships

- Increase in faculty internship pay from \$150 to \$300 per day.

Sabbatical

- Effective for sabbaticals taken 2025 and beyond-Sabbatical Pay % change for full year- 95% first sabbatical, 80% all future
- One semester sabbaticals remain at 100% of base salary.
- Pay while on sabbatical during phased retirement plans starting July 1, 2024 will be brought into alignment with the faculty member's annual workload as specified in the faculty member's phased retirement agreement
- Commencing with sabbatical applications made in the 2024-2025 academic year sabbatical percentage- 7.5% allocation for all instead of 2.5% and 10%

TA: Miscellaneous



Major Sports-Athletic Coordination

- Credits for Major Sports athletic coordination increases by .5 credits

Applied Music

- Faculty teaching applied music along with other credit-based work will receive the credit equivalency of one (1) credit for every four (4) students. Changed from one (1) credit for every five (5) students.
- Increase base faculty teaching only applied music lessons at a rate of from \$127.50 to \$250 per semester for one half hour (30 minute) lesson per week.

TA: Miscellaneous



Bereavement Leave

- Expands definition of immediate family for the purposes of bereavement
- Defines conditions in which sick leave may be used for bereavement beyond 5 days

Sick Leave

- Added language clarifying faculty may use sick leave as provided by statute

Unpaid Leave

- Extended leave period for serving as Minnesota state Administrator from 36 to 60 month maximum

TA: Miscellaneous



- Added language to support the use of best practices for increasing diverse faculty and student populations
- Blue Column Advancement and Initial Salary Placement Waiver Extended 2026
- Job Market Stress disciplines agreed upon remain in effect 24 months

TA: Insurance



Health Insurance Plan Improvements:

- Fertility services will be a covered benefit under all plan administrators, effective 1/1/2024.
- No cost / no copayments for mental health office visits and not subject to deductible for Cost Levels 1 and 2. Mental health office visit copayments decreased by \$20 for Cost Levels 3 and 4, effective 1/1/2024.
- Medically necessary dental procedures due to cancer treatment to be covered by medical plan.

TA: Insurance



Health Insurance

- **No increases in health insurance co-pays, coinsurance, and deductibles, and no changes in out-of-pocket medical and prescription drug limits for 2024 and 2025.**
- **MN Advantage Health Insurance Plan premium estimated to increase 3% in 2024.**
- The incentive of a \$70 credit to an employee's deductible for completion of wellbeing program activities will be eliminated as of 1/1/2025. Employees may continue to complete activities during January - October 2023 to receive the \$70 credit in plan year 2024.
- Beginning in 1/1/2024, access to out-of-area health insurance coverage and care for all members will be provided at Cost Level 3, and the POS (point of service) provisions will be eliminated. The Minnesota Advantage Health Plan service area will include all Minnesota counties as well as counties in border states, with the specific boundaries initially established by MMB and any changes thereafter mutually agreed to by the JLM.

TA: Insurance



Dental

- Annual Maximum dental benefit payable will increase from \$2,000 to \$2,200.
- Dental Insurance premium estimated to increase 6% in 2024.
- Beginning in January 2024 employee contribution for single dental premium coverage will be set at 30% (instead of a flat \$13.50) and the Employer contribution will be 70% of employee premium of dental plan.
- If an employee elects dental benefits on their own policy, dollars spent when employee was a dependent on another policy shall not be applied toward the orthodontia lifetime maximum.

What WE did TOGETHER



August 10

- “Not Authorized” for deal with Wage Offset/Differential
- Overall Value= \$48 Million

Member Actions: Chancellor Email Campaign, bargaining discussions at FSG and letters of support from campus presidents

Sept 9 (pre-mediation)

- Wage Offset/ Differential Pilot Proposal- pilot ends- all revert to previous pay, gen ed/counselors/librarians go back to blue
- Overall Value= \$57 Million

Member Actions: Chancellor’s Speech Rally, Social Media Comments and Signs, Email Campaign, Legislative Hearing Attendance

November 10 Tentative Agreement

- Wage Offset/Differential- Time Limited Opt out-provisions to avoid harm
- Overall Value: = \$63.2million

What WE did TOGETHER



2021-2023 Overall Settlement= **\$30.5 million**

2023-2025 TA Overall Settlement = **\$63.2 million**

This is the largest per FTE settlement
in MSCF History!

Member Action Matters!

Contract Ratification Timeline



- Nov. 17 – 2:00 PM
 - Special Board Meeting to present Tentative Agreement (TA) to Board of Directors
- Nov. 20 – Dec. 12
 - 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.
- Dec. 11 – 10:00 AM
 - 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.
- Dec. 12 – 4:00 PM
 - Voting on the TA closes.
- Dec. 13
 - Complaints regarding voting must be received by 4:00 PM.
- Dec. 14
 - Votes will be tallied and verified.
- Dec. 15
 - Special board meeting to certify voting results.
- Dec. 18
 - Board of Directors notifies membership of TA voting results.

