

SETTLE-ALL TENTATIVE AGREEMENT

This document fleshes out and memorializes in contract language the terms of the Tentative Agreement reached by the parties in mediation on Friday, February 6, 2026, which was summarized in the two-page summary TA on the mediators' final settlement proposal and signed by the parties on 2/6/26 at 9:30 p.m.

- ❖ **All previous TAs reached by the parties this round of bargaining, prior to settling the contract on 2/6/26, are included in the settlement (although not specifically reiterated in this Settle-All Agreement).**
- ❖ **Any other proposals still open as of 2/6/26, both Minnesota State's and MSCF's, that are not expressly included in this document are hereby dropped/withdrawn.**
- ❖ **In addition to the terms below, MSCF agrees to affirmatively recommend ratification of the settlement to its Board.**

SECTION I: SUMMARY OF TERMS

SUMMARY OF PRIMARY ECONOMIC TERMS:

Year 1 (FY 26)

- One step added to the top of the salary schedule.
 - The value of this step is the status-quo step value in the second year of the 2023-25 CBA (i.e., for green faculty \$2059)
- One-step advancement on the salary schedule, effective retroactive to July 1, 2025, for all eligible returning faculty paid on the salary schedule.

Year 2 (FY 27)

- One step added to the top of the salary schedule, effective July 1, 2026.
 - The value of this step is the status-quo step value in the second year of the 2023-25 CBA (i.e., for green faculty \$2059)
- One-step advancement on the salary schedule, effective July 1, 2026, for all eligible returning faculty paid on the salary schedule.

- **Article 13 (Wages) Section 7, Subd. 3 (Wage Differential for Faculty with “Former-UTCE” Status)¹**
 - Effective July 1, 2026 (FY 2027), increase differential by 0.5% (i.e., from 2.5% to 3.0%)

- **Article 13 (Wages) Section 1, Initial Step Placement, Subds. 1 and 1.1**
 - The current initial-step-placement limits in the pilot in Subd. 1 (set to expire on June 30, 2026) will become permanent effective July 1, 2026, with respect to both faculty with “Former-UTCE” and faculty with “Former-MCCFA” status.

- **Article 22, Section 8, Layoff Benefits – Layoff “Option B,” Subd. 1**

Increase lump-sum payment from \$20,000 to \$40,000, effective for AY 26-27 (i.e., next year’s layoffs) with the following exception: Up to two faculty members who were noticed of layoff in Fall 2025 (for layoffs effective at the end of Spring Semester 2026) and who have already chosen Layoff Option B in accordance with the Layoff-Decision timelines in the CBA, will receive \$40,000 for the Option B lump sum payment, rather than \$20,000. This exception will be effectuated via written MOA between the parties rather than being memorialized in the 2025-2027 CBA language.

SUMMARY OF ART. 19 INSURANCE CHANGES:

** Note that the summaries of the proposed changes below reflect the effect of the changes from a purely contractual standpoint – i.e., the effect based on the CBA’s terms only, rather than also factoring in laws external to the CBA that might supplement the insurance terms of the contract, such as the Affordable Care Act.*

Art. 19, Section 2. Subd.1.B (Eligibility for Group Participation > Faculty Members – Basic Eligibility > Temporary Part-Time)

- Regarding the minimum six (6) credits per semester component of TPT faculty basic eligibility, effective **FY 27**, remove the requirement that all six credits have to be at a single college.

Art. 19, Section 3, Subd. 1.B and 1.C (Full Employer Contribution > Fixed Term Part-Time and TPT Eligibility)

¹ With respect to the CBA language referenced by this citation, the changes referenced in this package proposal would be in addition to the changes that the parties have already tentatively agreed upon (see TA document with header date of 7/24/25). For efficiency, the changes that are part of that earlier TA are not replicated in this package.

- Effective FY 27, TPT and Fixed-Term Part-Time faculty eligibility thresholds for the Full Employer Contribution in spring semester also can be met based on the faculty member's cumulative credits between the preceding fall semester and the current spring semester.

The changes summarized below will be effective for the Summer of 2026:

Regarding employee eligibility for summer coverage in Art. 19, Section 2 ("Special Eligibility"), Subd. 2.D, E, F, and G.

- ✓ **Basic concept:** Changes to the summer-coverage terms for faculty appointment types that currently have summer eligibility based on fall appointment in following academic year.

First Component: Summer Coverage - Unlimited faculty after resignation. Art. 19, Section 2, Subd. 2.D.

- Under current (2023-2025) CBA terms, faculty members, enrolled in SEGIP, who *resign* effective following the faculty member's completion of the academic year continue their eligibility to participate in SEGIP through the summer, but the same does not apply to retirements.
- Proposed change would allow faculty members, enrolled in SEGIP, who *retire* effective following the faculty member's completion of the academic year to continue their eligibility to participate in SEGIP through the summer.
- Corresponding revision made to the Art. 19, Section 3, Subd. 3. C Employer premium contribution terms in existing language for "Summer Coverage – Unlimited Faculty After Resignation."

Second Component: Summer Coverage – TPT faculty. Art. 19, Section 2, Subd. 2.E.

- A faculty member with a TPT appointment(s) that occurs during an academic year who works through the completion of the faculty member's spring semester assignment(s) in that year will be eligible to continue to participate in SEGIP through the summer, provided that during that academic year the TPT faculty member:
 1. Met the Basic Eligibility criteria in Article 19, Section 2, Subd. 1.B, and
 2. Was enrolled in SEGIP for health insurance, based on their employment as a college faculty member, during spring semester.

Third Component: Summer Coverage – Probationary faculty. Art. 19, Section 2, Subd. 2.F.

- A faculty member with a probationary appointment who works through the completion of the faculty member's assignment for the academic year will be eligible to continue to participate in SEGIP through the summer, provided that during that academic year the probationary faculty member:

1. Met the Basic Eligibility criteria in Article 19, Section 2, Subd. 1.B, and
 2. Was enrolled in SEGIP for health insurance during spring semester.
- Thus, for a probationary faculty member who met the eligibility threshold in the academic year, but who was non-renewed effective at the end of the academic year, such faculty member's eligibility to continue to participate in SEGIP through the summer would not depend on whether the faculty member had secured another qualifying appointment for the next fall semester.

Fourth Component: Summer Coverage – Fixed-Term faculty. Art. 19, Section 2, Subd. 2.G.

- A faculty member with a fixed-term appointment who works through the completion of the faculty member's assignment for the academic year will be eligible to continue to participate in SEGIP through the summer, provided that during that academic year the faculty member:
 1. Met the Basic Eligibility criteria in Article 19, Section 2, Subd. 1.B, and
 2. Was enrolled in SEGIP for health insurance during spring semester.
- Thus, for a fixed-term faculty member who met the eligibility threshold in the academic year, but whose appointment ends effective at the end of the academic year, such faculty member's eligibility to continue to participate in SEGIP through the summer would not depend on whether the faculty member had secured another qualifying appointment for the next fall semester.

SUMMARY OF OTHER TERMS:

Art. 13 – Initial Salary Placement

- Change the first sentence of the first paragraph of Article 13, which currently says, "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," to "The evaluation of each faculty member's credentials for initial salary schedule placement will be conducted in accordance with this Contract."

Art. 24, Section 3 Tuition Waiver.

- The spouse and/or dependent(s) of a faculty member who is eligible for the tuition-waiver benefit may use a portion of the tuition-waiver credits available for the spouse's and/or dependent's use at a Minnesota State college at a Minnesota State university instead.

APPENDIX:

Employer would offer letter as an appendix to the 2025-2027 CBA that would memorialize the commitment of Minnesota State’s Human Resources Division, contingent on the parties’ settlement of the 2025-2027 MSCF Collective Bargaining Agreement (CBA), to provide MSCF with an annual report related to payroll errors affecting Minnesota State college faculty. The parameters for this report would be as described, and subject to the conditions, in the letter attached at the end of this proposal.

SECTION II: SPECIFIC LANGUAGE DETAILS

ARTICLE 13 WAGES

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.

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Section 1. Initial Step Placement.

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Subd. 1. Step Limits.

Except as noted in Subd. 4. below, initial step placement shall not exceed:

Column I	-	Step 15
Column II	-	Step 13

Column III - Step 11
 Column IV - Step 9
 Column V - Step 7

~~The provisions of Subd. 1 of this section shall sunset and cease to be effective at the end of the day on June 30, 2026.~~

~~**Subd. 1.1. Step Limits after June 30, 2026.** Except as noted in Subd. 4. below, initial step placement shall not exceed:~~

~~Column I — Step 13
 Column II — Step 11
 Column III — Step 9
 Column IV — Step 8
 Column V — Step 7~~

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Section 6. Step Movement

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Subd. 2. Progression Step Advancement.

A. **Academic Year 20253-20264 Eligibility.** A faculty member who, during the 20242-20253 academic year, was employed at least one (1) semester (fall and/or spring), paid according to 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, 20253, if the faculty member is employed and paid ~~one~~off the salary schedule for any period of time between July 1, 20253, until the end of spring semester 20264.

- B. **Academic Year 20264-20275 Eligibility.** A faculty member, who during the 20253-20264 academic year, was employed at least one (1) semester (fall and/or spring), paid according to 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, 20264, if the faculty member is employed and paid onoff the salary schedule for any period of time between July 1, 20264, and the end of spring semester 20275.

Section 7 (Steps, Salary Schedules, and Differential Pay)

Subd. 1. The salary schedule for the ~~2023-2024-2025-2026~~ academic year, to be effective July 1, ~~2023~~ 2025, shall be as follows:

[PLACEHOLDER FOR REVISED SCHEDULE REFLECTING TERMS SUMMARIZED ABOVE; ONLY CHANGE TO SALARY SCHEDULE FROM THE FY25 SCHEDULE IN THE 23-25 CBA WILL BE ADDING A STEP TO THE TOP]

Subd. 2. The salary schedule for the 2026-2027 academic year, to be effective July 1, ~~2024~~ 2026, shall be as follows:

[PLACEHOLDER FOR REVISED SCHEDULE REFLECTING TERMS SUMMARIZED ABOVE; ONLY CHANGE TO SALARY SCHEDULE FROM THE FY26 SCHEDULE WILL BE ADDING A STEP TO THE TOP]

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

- A. **Rationale.** The terms of this subdivision are in recognition that the Article 11 workload limits for instructional faculty with Former-UTCE status are higher than for instructional faculty with Former-MCCFA status.

B.

Through June 30, 2026. Subject to the terms of this subdivision, effective July 1, 2024, **and through June 30, 2026,** 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 **on-off** the salary schedule) will receive the differential based on the faculty member’s position on the salary schedule, pro-rated by assignment FTE.

Effective July 1, 2026. Subject to the terms of this subdivision, effective July 1, 2026, **faculty with Former-UTCE status will receive additional compensation in the form of a three percent (3.00%) enhancement (“differential”) over the faculty member’s base salary for work assignments that are paid on the salary schedule. Part-time faculty (in all appointment types that are paid 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 ...

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C. “Differential Base Salary” and When Applicable to Other Calculations and Payouts under the CBA.

1. Through June 30, 2026. 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.).

2. Effective July 1, 2026. 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 three percent (3.00%) 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 on the salary schedule (e.g., stipends, prior learning assessments, etc.).

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ARTICLE 19 INSURANCE

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Section 2. Eligibility for Group Participation. This section describes eligibility to participate in the group insurance program.

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Subd. 1. Faculty Members -- Basic Eligibility. A faculty member may participate in the group insurance program if the faculty member:

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B. Holds a temporary part-time appointment and meets the following conditions:

1. Initial qualification requires an appointment at one (1) institution totaling at least six (6) credits per semester over two (2) consecutive academic year semesters. Such eligibility starts at the beginning of the second semester.
2. Once qualified, the faculty member remains qualified for each semester in which the faculty member’s appointment at one (1) institution equals at least six (6) credits.
3. When the faculty member's semester appointment drops below six (6) credits, insurance eligibility will cancel for that semester, but will be reinstated when the semester appointment at one (1) institution returns to at least six (6) credits.
4. Once a break in service (defined as no assignments for one (1) full academic year) occurs (excluding summer session) initial qualification in Subd. 1B.1. above must be re-met.

B.1. Effective Fall Semester 2026, Section 2, Subd. 1.B, above will be replaced with the following: Holds a temporary part-time appointment and meets the following conditions:

1. Initial qualification requires an appointment(s) at one (1) or more college(s) institution totaling at least six (6) credits per semester over two (2) consecutive academic year semesters. Such eligibility starts at the beginning of the second semester.
2. Once qualified, the faculty member remains qualified for each semester in which the faculty member's appointment(s) at one (1) or more colleges(s) institution equals at least six (6) credits.
3. When the faculty member's semester appointment(s) drops below six (6) credits, insurance eligibility will cancel for that semester, but will be reinstated when the semester appointment(s) at one (1) institution or more colleges returns to at least six (6) credits.
4. Once a break in service (defined as no assignments for one (1) full academic year) occurs (excluding summer session) initial qualification in Subd. 1B.1. above must be re-met.

Subd. 2. Faculty Members -- Special Eligibility. The following faculty members are also eligible to participate in the group insurance program:

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D. **Summer Coverage - Unlimited Faculty After Resignation or Retirement.** An unlimited faculty member who is enrolled in the group insurance program and submits notice of resignation or retirement, to be effective following the faculty member's completion of the academic year, continues that eligibility to participate in the group insurance program through the summer. ~~This paragraph shall not apply to those faculty members who retire; however, faculty members who elect early retirement continue to be provided with the provisions of Article 16, Sections 3, 4, or 5.~~ This paragraph does not change current practice relative to the provisions of Article 16, Sections 3, 4, or 5, if eligible.

E. **Summer Coverage - Temporary Part-Time Faculty.** A faculty member on a temporary part-time appointment during an academic year (including temporary part-time converted to temporary full-time per Article 20, Section 5, Subd. 1) who works through the completion of their spring semester assignment for the academic year and who meets the criteria listed below will be eligible to continue to participate in the group insurance program during the summer, provided that the

~~faculty member: who is eligible to participate in the group insurance program continues that eligibility during the summer if:~~

- ~~1. Met the “Basic Eligibility” criteria in Section 2, Subd. 1.B during the academic year; and~~
- ~~2. Was enrolled in the group insurance program, based on their employment as a college faculty member, during spring semester of the academic year.~~

- ~~1. The faculty member has received written notice from the president (or the president’s designee) of the employing college by May 31st of the current year that the same college intends to re-hire the faculty member into either:
 - ~~a) an insurance eligible (i.e., at least six [6] credits or the equivalent) temporary part time faculty position for the subsequent fall term, or~~
 - ~~b) a fixed term faculty position starting the subsequent academic year, or~~
 - ~~c) a probationary faculty position starting the subsequent academic year.~~~~

- ~~2. the faculty member has received and delivered to the president (or president’s designee) of the employing college, by May 31st of the current year, written notice from the president (or president’s designee) of another Minnesota State college that the other college intends to hire the faculty member into either:
 - ~~a) an insurance eligible (i.e., at least six [6] credits or the equivalent) temporary part time faculty position for the subsequent fall term, or~~
 - ~~b) a fixed term faculty position starting the subsequent academic year, or~~
 - ~~c) a probationary faculty position, starting the subsequent academic year.~~~~

F. **Summer Coverage - Probationary Faculty.** ~~A faculty member who is on a probationary appointment during an academic year and who works through the completion of their assignment for the academic year whose last scheduled day of work (excluding termination for cause) is at the end of the academic year or later, and who meets the criteria listed below will be eligible to continue to participate in the group insurance program during the summer, provided that the~~ ~~faculty member:who is eligible to participate in the group insurance program continues that eligibility during the summer if:~~

- ~~1. Met the “Basic Eligibility” criteria in Section 2, Subd. 1.B during the academic year; and~~
 - ~~2. Was enrolled in the group insurance program during spring semester of the academic year.~~
- ~~1. the faculty member’s probationary appointment will be continuing at the college the following academic year; or~~
 - ~~2. the faculty member’s probationary appointment at the employing college will be ending by non-renewal at the close of the current academic year, and the faculty member has received~~

- ~~written notice from the college president (or the president's designee) by May 31st of the current year that the same college intends to re-hire the faculty member into either a fixed-term faculty position or an insurance-eligible (i.e., at least six [6] credits or the equivalent) temporary faculty position at the college for the subsequent fall term; or~~
- ~~3. the faculty member's probationary appointment at the employing college will be ending by non-renewal at the close of the current academic year, and the faculty member has received and delivered to the college president (or president's designee), by May 31st of the current year, written notice from the college president (or president's designee) of another Minnesota State college that other college intends to hire the faculty member into a probationary faculty position, starting the subsequent academic year.~~

G. **Summer Coverage – Fixed-Term Faculty.** A faculty member on a fixed-term appointment during an academic year who works through the completion of their assignment for the academic year and whose last scheduled day of work (excluding termination for cause) is at the end of the academic year or later, and who meets the criteria listed below will be eligible to continue to participate in the group insurance program during the summer, provided that the faculty member who is eligible to participate in the group insurance program continues that eligibility during the summer if:

1. Met the "Basic Eligibility" criteria in Section 2, Subd. 1.B during the academic year; and
2. Was enrolled in the group insurance program during spring semester of the academic year.

- ~~1. the faculty member's current fixed-term appointment will be continuing at the college for the subsequent fall term, or~~
- ~~2. the faculty member has received written notice from the president (or the president's designee) of the employing college by May 31st of the current year that the same college intends to re-hire the faculty member into either:
 - ~~a) an insurance-eligible (i.e., at least six [6] credits or the equivalent) temporary part-time faculty position for the subsequent fall term, or~~
 - ~~b) a different fixed-term faculty position starting the subsequent academic year, or~~
 - ~~c) a probationary faculty position starting the subsequent academic year, or~~~~
- ~~3. the faculty member received and delivered to the president (or president's designee) of the employing college, by May 31st of the current year, written notice from the president (or president's designee) of another Minnesota State college that the other college intends to hire the faculty member into either:
 - ~~a) an insurance-eligible (i.e., at least six (6) credits or the equivalent) temporary part-time faculty position for the subsequent fall term, or~~
 - ~~b) a fixed-term faculty position starting the subsequent academic year, or~~
 - ~~c) a probationary faculty position starting the subsequent academic year.~~~~

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Section 3. Eligibility for Employer Contribution. This section describes eligibility for Employer contribution toward the cost of coverage.

Subd. 1. Full Employer Contribution. A faculty member shall be eligible to receive the full Employer contribution for health, dental and basic life coverage(s) if the faculty member:

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B. Holds an appointment to a fixed-term part-time position and meets one (1) of the conditions below for the associated contribution benefit:

1. When a faculty member holds an appointment to a fixed-term part-time position which, alone or when combined with other assignments worked by the faculty member at the same or another Minnesota State college during fall semester, results in the faculty member's being assigned twelve (12) or more credits or credit equivalents fall semester, then the faculty member shall receive the full Employer contribution for that semester;

2. When a faculty member holds an appointment to a fixed-term part-time position which, alone or when combined with other assignments worked by the faculty member at the same or another Minnesota State college during spring semester, results in the faculty member's being assigned twelve (12) or more credits or credit equivalents spring semester then the faculty member shall receive the full Employer contribution for that semester;

3. Effective July 1, 2026, when a faculty member holds an appointment to a fixed-term part-time position, which, alone or when combined with other assignments worked by the faculty member at the same or another Minnesota State college during spring semester and the preceding fall semester, results in the faculty member's having been assigned twenty-four (24) or more credits or credit equivalents cumulatively over that academic year, the faculty member shall receive the full Employer contribution for spring semester.

C. Holds a temporary part-time appointment and meets one (1) of the conditions below for the associated contribution benefit:

1. When a temporary part-time faculty member is assigned to twelve (12) or more credits or credit equivalents in fall semester then the faculty member shall receive the full Employer contribution for that semester.

2. When a temporary part-time faculty member is assigned for twelve (12) or more credits or credit equivalents in spring semester then the faculty member shall receive the full Employer contribution for that semester.

2.3. Effective July 1, 2026, when a temporary part-time faculty member with a spring semester appointment(s) has held appointments at one or more Minnesota State colleges over that academic year that result in the faculty member’s having been assigned twenty-four (24) or more credits or credit equivalents cumulatively over that academic year, the faculty member shall receive the full Employer contribution for spring.

3.4. If a temporary part-time faculty member is eligible for insurance coverage during the summer, the level of the Employer contribution (full or partial) shall be the same as the temporary part-time faculty member received during the immediately preceding spring semester. However, if the aggregate number of credits assigned to the temporary part-time faculty member for the academic year (fall and spring semesters) is twenty-four (24) or more the faculty member shall receive the full Employer contribution for insurance during the summer regardless of the level received during the immediately preceding spring semester.

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Subd. 3. The following faculty members also receive an Employer contribution:

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Summer Coverage - Unlimited Faculty After Resignation or Retirement. An unlimited faculty member who is enrolled in the group insurance program and who submits notice of resignation or retirement, to be effective following the faculty member’s completion of the academic year continues to receive the Employer contribution through the summer at the same level of Employer contribution as the faculty member was receiving immediately prior to the end of spring semester. ~~This paragraph shall not apply to those faculty members who retire; however, faculty members who elect early retirement continue to be provided with the provisions of Article 16, Sections 3, 4, or 5.~~ This paragraph does not change current practice relative to the provisions of Article 16, Sections 3, 4, or 5, if eligible.

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ARTICLE 22 LAYOFF AND FACULTY TRANSFERS

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Section 8. Layoff Benefits.

Eligibility. Eligibility for benefits [. . .]

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Option B

Subd. 1. Lump Sum Payment. Through June 30, 2026, an unlimited full-time faculty member selecting this option shall receive a lump-sum payment of twenty thousand dollars (\$20,000.00). Effective July 1, 2026, an unlimited full-time faculty member selecting this option shall receive a lump-sum payment of forty thousand dollars (\$40,000).

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**ARTICLE 24
MISCELLANEOUS PROVISIONS**

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Section 3. Tuition Waiver at Minnesota State Colleges.

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Subd. 2. Faculty in Unlimited Full-Time, Unlimited Part-Time, and Fixed-Term Full-Time Positions.

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B.

(i) Through June 30, 2026: Spouse and Dependent Use. When a faculty member in an unlimited full-time, unlimited part-time, or fixed-term full-time position does not use the full tuition-waiver benefit for the faculty member’s own personal use...

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(ii) Effective July 1, 2026: Spouse and Dependent Use. When a faculty member in an unlimited full-time, unlimited part-time, or fixed-term full-time position does not use the full tuition-waiver benefit for the faculty member’s own personal use, the faculty member’s spouse and/or dependent(s) shall be eligible to use, without payment of tuition, any unused portion of the faculty member’s total benefit as follows:

(a) up to a maximum of sixteen (16) credits per annual tuition-waiver usage period, as defined in Subd. 5.I below, at any Minnesota State college.

(b) Of the sixteen (16) credits referenced in paragraph (a), above, the spouse and/or dependent(s) may use up to six (6) credits per annual tuition-waiver usage period, as defined in Subd. 5.I below, at any Minnesota State university.

Subd. 3. Faculty in Temporary Part-Time and Fixed-Term Part-Time Positions.

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C. Spouse and Dependent Use.

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i. Eligibility Threshold and Benefit Limit.

a) **Fixed-Term Part-Time and Fall Semester Temporary Part-Time Appointments.** In order for a temporary part-time or fixed-term part-time faculty member to be eligible to use tuition-waiver benefits for the faculty member’s spouse and/or dependent(s) in the fall semester of an annual tuition-waiver usage period, as defined in Subd. 5.I, below, the faculty member must be approved by the employing college(s) to work twelve (12) or more credits or credit-equivalents in the fall semester of the same tuition-waiver usage period. The faculty member’s approved workload credits for the semester may be combined as described in Subd. 3.C.i.c, below, to meet this tuition-waiver eligibility threshold. Once the faculty member has met the eligibility threshold for fall semester, the faculty member’s spouse and/or dependent(s) shall be able to use up to eight (8) credits of tuition waiver at any Minnesota State college. ~~These tuition-waiver credits may be used~~ at any time during the annual tuition-waiver usage period, as defined in Subd.5.I, below. Effective July 1, 2026, of these eight (8) credits, the spouse and/or dependent(s) may use up to three (3) credits at any Minnesota State university at any time during the annual tuition-waiver usage period, as defined in Subd.5.I, below.

- b) **Fixed-term Part-Time and Spring Semester Temporary Part-Time Appointments.** In order for a temporary part-time faculty member with a spring semester appointment [. . .]

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Once the faculty member has met the eligibility threshold for spring semester, the faculty member's spouse and/or dependent(s) shall be able to use up to eight (8) credits of tuition waiver at any Minnesota State college. Effective July 1, 2026, of these eight (8) credits, the spouse and/or dependent(s) may use up to three (3) credits at any Minnesota State university. These The tuition-waiver credits described in this paragraph for use by the spouse and/or dependent(s), whether at a Minnesota State college or university, ~~tuition-waiver credits~~ may be used only during the remainder (i.e., spring semester and summer session) of the annual tuition-waiver usage period, as defined in Subd.5.I, below.

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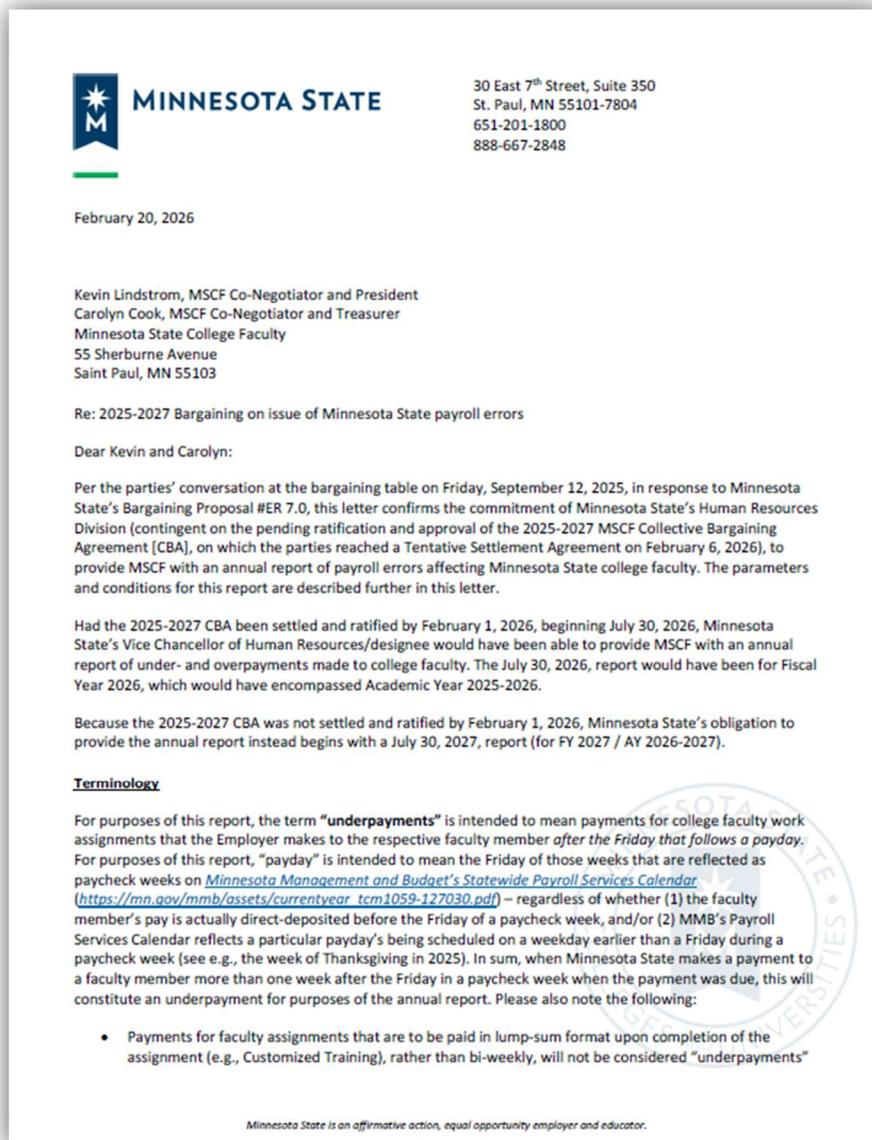
Subd. 5. Specific Applications. The following interpretation and application of tuition waiver shall apply.

* * * * *

- A. **Spouses.** Two (2) eligible unlimited full-time, unlimited part-time or fixed-term full-time faculty members who are spouses of each other shall have a combined total of twenty-four (24) credits of tuition waiver per semester (for a combined total of forty-eight (48) credits per annual tuition-waiver usage period, as defined in Subd. 5.I, below year) available for purposes of their own tuition-waiver use at any Minnesota State Colleges and Universities institution. The spouse faculty members may decide between themselves how to allocate the credits available for their own tuition-waiver use during the annual usage period. When such faculty members do not use the full tuition waiver benefit described above in this paragraph for their own personal use, their dependent(s) shall be eligible to use, without payment of tuition, any unused portion of the faculty members' annual benefit as follows: or thirty-two (32) per year for their dependents that they can apply however they decide between themselves.
- i. Up to a maximum of thirty-two (32) credits per annual tuition-waiver usage period at any Minnesota State college.
 - ii. Effective July 1, 2026, of the thirty-two (32) credits referenced in paragraph (i), above, the dependent(s) may use up to twelve (12) credits per annual tuition-waiver usage period at any Minnesota State university.

- B. **Dependents.** Dependents shall be defined in accordance with the Insurance Article, Article 19, Section 2, Subdivision 3.B (a) and (b).

FOR INCLUSION AS NEW APPENDIX TO 2025-2027 CBA



simply by virtue of their not being paid as part of the first bi-weekly pay period in which the assignment began (or their not being paid bi-weekly thereafter, for that matter).

- Similarly, payments for late-start assignments (i.e., assignments that are scheduled to begin after the first pay period of a semester) will not be considered “underpayments” simply because bi-weekly pay for the assignment does not start until the respective assignment begins, rather than with the common semester start date.”

For purposes of this report, the term “overpayments” is intended to mean situations where a college faculty member is paid more than the faculty member should have been paid for the respective pay period.

Information Contained in the Report

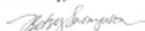
The report will contain information in the following categories:

- The faculty member’s name and Employee ID number;
- The faculty member’s employing college(s) at the time of the payroll error;
- The date of the error, or timeframe (for errors that are cumulative beyond a single pay period);
- A brief, summary description of the type of error;
- The dollar amount of the error; and
- The status of the resolution of the error.

Sunset

Minnesota State’s obligation to provide this annual report to MSCF will end as of the July 30, 2029, report (for Fiscal Year 2029), unless, prior to that date, Minnesota State is able to create an automated process for a report containing the information above that MSCF would be able to access directly on its own. In the event of the latter, Minnesota State’s obligation to provide MSCF with the annual July 30th report would end earlier, at the time at which MSCF would have direct access to the information listed above.

Sincerely,



Betsy Thompson
Minnesota State Director of Labor Relations

Cc: Eric Davis, Vice Chancellor for Human Resources
Barb Biljan, Senior System Director for Human Resources
Chris Dale, Interim Associate Vice Chancellor for Labor Relations

Minnesota State is an affirmative action, equal opportunity employer and educator.

TENTATIVE AGREEMENT SETTling 2025-2027 MSCF CBA

Arts. 13, 19, 22, 24, & Appendix

MSCF 2025-2027 Bargaining

Friday, February 6, 2026 – 9:30 p.m.

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For MSCF:

For Minnesota State:

Carolyn Cook

Carolyn Cook (Feb 25, 2026 12:02:47 CST)

02/25/2026

Betsy Thompson

02/25/2026

Carolyn Cook

Date

Betsy Thompson

Date

Co-Negotiator for MSCF

Negotiator for Minnesota State

Kevin Lindstrom

Kevin Lindstrom (Feb 25, 2026 08:22:45 CST)

02/25/2026

Kevin Lindstrom

Date

Co-Negotiator for MSCF