

**Part I – Technical Changes**  
**Part II – Language Changes by Article**  
**Part III – Economic Elements**

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**Part I - Technical Changes**

Article 2 Definitions, underlines the heading for definition of Meet and Negotiate.

Article 9 Representatives, Section 5, Subd. 4 (Release Time for the MSCF President - Prior Service Time)  
- Strike entire section.

Article 11 Work Assignments, Section 1. Subd. 11 (Class Size) - Add space between words “size” and “for” in second line.

Article 11 Work Assignments, Section 2, Subd. 4 - Add title to read “Two-Year Averaging.”

Article 11 Work Assignments, Section 2, Subd. 3 AASC acronym and instead parenthetically insert “AASC” acronym in Art. 8, Section 2.

Article 11 Work Assignments, Section 3, Subd. 3 - Add title to read “Two-Year Averaging.”

Article 11 Work Assignments, Section 9, Subd. 1 (Uniform Assignments) - Strike section starting with and related to “Through June 30, 2022.”

Article 11 Work Assignments, Section 9, Subd. 2 (Other Student Activity Assignments): In the fourth bullet at end of subsection, change “after 6:00 a.m.” to “through 6:00 a.m.”

Article 13 Wages, Section 14, Subd. 2, Adjunct – Strike obsolete language that was in effect through fall semester 2022 beginning with “A. Through the end of fall semester 2022 through Effective for spring semester 2023.”

Article 16 Sick Leave Liquidation and Faculty Retirement Provisions, Section 6, Subd. 1 (Amount of Deduction) - Strike “2018-2019” date.

**Part II – Language Changes by Article**

**Preamble.**

Added language to support the use of best practices for increasing diverse faculty and student populations.

*The parties agree that outreach, recruitment, and retention efforts - including those using emerging tools and best practices - that deliberately focus on increasing the diversity of both faculty and students, as well as supporting their respective success in the college environment, are important to achieving these ends.*

Article 1 Recognition of MSCF. [NEW] Section 4. Unit Clarification.

Language added moving general education faculty at technical colleges, counselors and librarians at technical colleges, and counselors at consolidated colleges to the “Former-MCCFA” designation (from “Former-UTCE designation”). Beginning 7/1/24.

*[NEW] Section 4. Unit Clarification. Notwithstanding any inconsistent or conflicting terms in the 1999 Unit Clarification Order (see Appendix A), and/or the 1995 MOU concerning bargaining-unit structure (excerpted in Appendix C to this CBA), commencing July 1, 2024, the following positions and the faculty assigned to these positions shall be designated as "Former-MCCFA" for all purposes under the terms of this Agreement, except as otherwise explicitly provided in this Agreement:*

- *General Education faculty who are employed by a Minnesota State technical college as of July 1, 2024, and any faculty employed in such positions thereafter.*
- *Librarians who are employed by a Minnesota State technical college as of July 1, 2024 and any faculty employed in such positions thereafter.*
- *Counselors who are employed by a Minnesota State technical college and/or a Minnesota State consolidated college as of July 1, 2024 and any faculty employed in such positions thereafter.*

*This Section does not change the Former-MCCFA designation of faculty positions and the faculty assigned to them if designated as Former-MCCFA as of June 30, 2024.*

Article 4 MSCF Payroll and Deductions. Section 4 Fair Share Check Off.

Language modified to align with the statutory change regarding fair-share fees.

*To the extent permitted by law, the MSCF may request the Employer to check-off a fair-share fee for each member of the unit who is not a member of the MSCF.*

Article 11 Work Assignments. Section 9 Student Activity Assignments. Subd. 1.B. Athletic Coordination Credits.

Increases the credit equivalency by .5/credit for athletic coordination of major sports.

*General responsibility Men's & Women's ~~2.0~~ 2.5, Football ~~2.0~~ 2.5, Volleyball ~~2.0~~ 2.5, Wrestling ~~2.0~~ 2.5, Basketball ~~2.0~~ 2.5, Soccer ~~2.0~~ 2.5, Baseball ~~1.5~~ 2.0, Softball ~~1.5~~ 2.0*

Article 13 Wages. Section 1, Subd. 1. Initial Step Placement

Extend the current June 30, 2025, sunset date to June 30, 2026.

*The provisions of Subd. 1 of this section shall sunset and cease to be effective at the end of the day on June 30, ~~2025~~ 2026.*

Article 13 Wages. Section 1, Subd. 5. Job Market Stress.

Modifies the current language so that programs identified and agreed upon by the parties as suffering job market stress will remain in effect for 24 months, unless the parties agree to end sooner.

*Between January 1 and January 15 of each year, representatives from MSCF and the system office shall meet and mutually agree on disciplines/program areas that are suffering job market stress. For those disciplines/program areas identified, the step placement process shall be waived and new hires may be placed on any step within the appropriate column. The designation for disciplines/program areas that are identified as suffering job market stress will remain in effect for twenty-four (24) full months following the month in which the designation occurs, unless the parties subsequently mutually agree to end the discipline/program area's designation sooner.*

Article 13 Wages. Section 4 Column Advancement, Subd.3. Column Advancement Based on Alternative Paths.

Extend the current pilot language June 30, 2025, sunset date to June 30, 2026.

*Pilot Status of Subdivision 3 The terms of this subdivision are a pilot, ~~commencing upon ratification of this Agreement by the Legislature.~~ 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, 20~~26~~ 25.*

Article 13 Wages. Section 17 Applied Music. Subd. 1 & 2.

Increases the credit to student ratio to 1 credit to every 4 students (was 1 to every 5).  
Increases the private lesson rate to at least \$250 (was \$127.50; increases the floor).

*Subd. 1 Credit Equivalency. Faculty who teach applied music (i.e., private music lessons) in addition to having other, non-applied-music assignments during the academic year (or semester, for faculty with appointments of less than a full academic year) will receive for the applied music assignment(s) credit equivalency of one (1) credit for every ~~five (5)~~ four (4) students with each student being equal to ~~one-fifth (1/5)~~ one-fourth (1/4) of a credit.*

*Subd. 2. Private Lesson Rate. Applied music instruction provided by ~~adjunct faculty or~~ instructors who teach only applied music shall be paid at the rate of at least ~~one hundred twenty-seven dollars and fifty cents (\$127.50)~~ two hundred fifty dollars (\$250) per semester for each one half (1/2) hour lesson per week.*

Article 13 Wages – Economic changes included in Article 13 under Part III of summary TA doc.

Article 14 Leaves of Absence with Pay. Section 3 Sick Leave. & Section 4 Bereavement Leave.

Modification to include sick leave usage as provided by statute. Language expands the definition of immediate family for bereavement leave and defines when sick leave may be used for additional bereavement leave beyond 5 days.

*Section 3 Sick Leave Upon initial employment each full-time faculty member shall be credited with twenty (20) days of sick leave allowance. At the beginning of the third academic year of employment and each academic year thereafter, each full-time faculty member shall be credited*

with ten (10) days of sick leave allowance to be used for approved absences necessitated by reason of illness or injury, by necessity for dental or medical care, by exposure to contagious disease so that attendance on duty may endanger the health of other faculty members or the public, or the illness of the faculty member's spouse, minor children, or parent, or spouse's parents, and other residents of the faculty member's household for such periods as the faculty member's attendance shall be necessary. Faculty members also shall be permitted to use sick leave as provided by statute. Sick leave credited to a faculty member in advance is earned at the rate of ten (10) days per academic year. If a faculty member separates and has used more sick leave than has been earned, such faculty member shall reimburse the Employer for any such overpayment.

#### Section 4 Bereavement

Subd. 1 Bereavement Leave. For purposes of this section, ~~the~~ term "immediate family" shall mean:

- a. the faculty member's spouse or domestic partner;
- b. the faculty member's child (including a biological, adopted, or foster child; a stepchild; a child-in-law; or a child to whom the faculty member stands in loco parentis, is a legal guardian, or is a de factor parent);
- c. the faculty member's parent or guardian;
- d. a parent of the faculty member's spouse/domestic partner;
- e. the faculty member's sibling (including adopted, step, foster, or sibling-in-law);
- f. the faculty member's grandchild;
- g. the faculty member's grandparent; ~~parents, parents of spouse, guardian, children, grandchildren, brothers, sisters, grandparents, or~~
- h. wards of the faculty member or of the faculty member's spouse/domestic partner; or and
- i. other residents of the faculty member's household.

Subd. 2. Sick-Leave Use for Bereavement Purposes. Sick leave use may be appropriate for bereavement purposes under the following conditions:

- a. If a faculty member requests additional bereavement leave is requested beyond the five (5) days under Subdivision 1, above, any additional days of approved bereavement leave shall be deducted from sick leave.
- b. The parties recognize that the scope of a family member's significant, close and caring personal relationships may extend beyond the definition of "immediate family," in subdivision 1, above. Accordingly, Upon consultation with the administration, ~~bereavement~~ leave for a faculty member ~~for~~ in the event of the death of a person with whom the faculty member had such ~~of~~ a close relationship may ~~also~~ be approved and deducted from sick leave.

#### Article 15 Leaves of Absence Without Pay. Section 4, Subd. 1 & Subd. 4. General Leave for Teaching and Related Occupational Activities.

Adds language extending the cumulative number of months the salary-placement and seniority provisions apply for when a faculty member takes a leave to work as a MinnState administrator, up to 60 months (was 36).

- b. When the related full-time occupational activity under Subd. 4(a) is service as a Minnesota State administrator, the following additional terms will apply with respect to a faculty member's general leave(s) for such service:

*i. The salary-placement and seniority provisions in Subd. 4(a), above, shall be extended for up to a maximum cumulative total of sixty (60) months of administrator-service leave. A faculty member who is granted leave(s) to serve as a Minnesota State administrator(s), upon return from the leave(s), shall be subject to the salary placement and seniority provisions in Subd. 4(a) provided that the faculty member's cumulative total leave taken to serve as a Minnesota State administrator(s) amounts to sixty (60) months or fewer.*

*ii. For purposes of this subdivision, where the word "month" is used, working a day or more in a month shall count as one month.*

*iii. See Article 21, Section 11 for additional terms governing the seniority of faculty who take leave(s) to serve as a Minnesota State administrator(s).*

#### Article 16 Sick Leave Liquidation and Faculty Retirement Provisions.

Language addressing eligibility of former grandfathered retirement provisions as a result of the change to the gen ed, counselors, and librarians moving to green/former MCCFA.

#### *Section 3. Early Retirement Incentive (for Former MCCFA Bargaining Unit Members).*

***Subd. 1. Sunset Provision.*** Faculty members hired after June 30, 1995, shall not be eligible for this early retirement incentive.

***Subd. 2. Eligibility,*** in addition to the provisions of Section 1., any faculty member who has served at least fifteen (15) years in the MCCFA bargaining unit, and is at least fifty-five (55) years of age shall be eligible for early separation, except that faculty members with a faculty status designated as Former-MCCFA as a result of the operation of Article 1, Section 4, are not eligible for the early- separation incentive provided in this section. Individual applications for early retirement incentive will only be granted where it can be shown that the specific application would prevent a layoff, allow the recall of a laid off faculty member and/or would result in a cost savings to the system.

#### *Section 4. Enhanced Sick Leave Liquidation Pay (for Former UTCE Bargaining Unit Members).*

***Subd. 3. [RESERVED]*** Faculty whose status changed from Former-UTCE to Former-MCCFA on July 1, 2024. See Article 16, Section 9, infra.

#### *Section 5. Retirement Incentive Grandparent Clause for Former UTCE Bargaining Unit Members.*

***Subd. 1. Eligibility.*** See also, Article 16, Section 9, infra. Unlimited faculty members who as of July 1, 1995, have served at least ten (10) years in Minnesota Technical College(s) and/or in a K-12 district(s) which was the Employer for a technical college, shall be eligible for the retirement incentive and severance except for post age sixty-five (65) insurance. The aggregate from the above-described Employers shall be considered as single eligibility for the purposes of this section where no break in service occurred. This section shall include Farm Business Management (FBM), Small Business Management (SBM), or any other instructor who became the employee of a technical college when a program was transferred, or is transferred, to a technical college from a K-12 district.

*[NEW] Section 9. Clarification re: Article 16 Benefits for Certain Former-MCCFA Faculty. Faculty members with a faculty status designated as Former-MCCFA as a result of the operation of Article 1, Section 4, and who previously held Former-UTCE faculty status on June 30, 2024, will continue to have access to those retirement incentive and/or sick-leave liquidation options for which they might otherwise have been eligible had their faculty status remained Former-UTCE as of July 1, 2024.*

Article 16 Sick Leave Liquidation and Faculty Retirement Provisions. Section 7. Phased Retirement Program. Subd. 4 Benefits.

Language added for sabbaticals while on phased retirement bringing into alignment the percentage of the faculty member's annual workload of their phased retirement agreement. Beginning AY2024-25.

*F. For phased retirement plans beginning on or after July 1, 2024, the sabbatical-leave benefits for a faculty member on phased retirement will differ from sabbatical leave benefits under Article 17, Section 4, Subd. 8 as follows: If a faculty member takes a sabbatical while on phased retirement, the faculty member's pay for the sabbatical will be the applicable percentage of the faculty member's base salary specified in Article 17, Section 4, Subdivision 8, multiplied by the faculty member's annual workload specified in the faculty member's phased retirement agreement. Any remaining. FTE needed to qualify during phased retirement shall accrue on a pro-rata basis. The return requirement shall also be satisfied on a pro-rata basis. The return requirement must be reachable in the plan in order to be eligible for the sabbatical leave.*

Article 17 Professional Development. Section 1. College Level Funds.

Increases the allocation rate for faculty professional development to \$300 (was \$250). Expands the definition for usage of the funds and clarifies ownership and assets are the property of the college.

*Each college will allocate faculty professional-development funds at the rate of three hundred dollars (\$300) two hundred fifty dollars (\$250.00) per each full-time equivalent faculty position at the college during the preceding academic year. The MSCF Chapter shall determine an equitable procedure for the distribution of faculty professional-development funds.*

*These funds are to be used to support the professional development of faculty members the faculty, the development needs of the academic departments or areas, and the planned instructional priorities of the college by reimbursing costs reasonably associated with a faculty member's professional development, subject to the limitations below.*

*Funds provided by this section shall be limited to paying the cost of travel lodging, meals, conference registration, memberships, materials, and other expenses reasonably associated with the faculty member's participation in professional-development activities that are aligned with the professional development needs of the faculty member, the faculty member's sabbatical plan (if applicable), the development needs of the faculty member's academic department or area at the college, and/or the goals and mission of the college. Professional-development activities need not take place off campus to qualify for reimbursement under this section. used for financing expenses for faculty members only to attend conferences, workshops, take college courses and other activities off campus, or for the provision of on-campus activities for staff development of the faculty. These funds may be used to reimburse the cost of travel, housing, meals, and*

~~registration associated with participation in professional conferences, workshops, and similar meetings or memberships.~~

All materials and assets whose purchase is reimbursed with professional-development funds are the property of the faculty member's college. Software, computer applications, electronic subscriptions, and publications in electronic format, such as books and periodicals, must be stored on a college-owned device. Professional-development funds may not be used to purchase routine equipment that is necessary for the faculty member to perform the requirements of the faculty member's position at the college.

The committee may carry over a portion of the funds not used in one academic year to the next academic year as follows:

As of June 30, 2003, funds carried over from one academic year to the next academic year may not exceed one-third (1/3) of the college's total faculty professional-development funds provided by this section for that year.

The college president or designee may review proposed faculty professional-development expenditures, and may veto a proposed expenditure within one (1) week of the president's/designee's ~~receipt~~ if the proposed expenditures do not meet the terms of this section. ~~purposes stated above.~~

Nothing in this section shall preclude the local MSCF Chapter from proposing to spend faculty professional-development funds on joint activities with other groups at the college. Upon mutual written agreement, the MSCF Chapter president and college president may agree to another method for determination of the use of college-level professional-development funds.

#### Article 17 Professional Development. Section 4. Sabbatical Leave. Subd. 1. Sabbatical Leave.

New language to align the sabbatical allocation percentages at each college with a single allocation percentage of 7.5% (was 10% green and 2.5% blue). Beginning AY2024-25.

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 17 Professional Development. Section 4. Sabbatical Leave. Subd 8 Sabbatical Leave Benefits.

New language for sabbatical pay for academic year long sabbaticals, 95% of base for 1<sup>st</sup> SA, 80% for subsequent SAs. (Eliminated a 2-tier sabbatical pay system and increased the pay % for 1<sup>st</sup> sabbatical if it's a full academic year). 1 semester sabbaticals, pay remains unchanged at 100%.

##### A. First Sabbaticals.

1. One-Semester Sabbaticals. If a faculty member's first sabbatical is for one semester,

- the sabbatical pay will equal the faculty member's full base salary for the semester, unless the faculty member is unlimited part-time, in which case the definition of "full base salary" in Subd. 8.C, below, will apply.*
2. *Academic-Year Sabbaticals. If a faculty member's first sabbatical is for a full academic year, the sabbatical pay will equal ninety-five percent (95%) of the faculty member's full base salary for the academic year, unless the faculty member is unlimited part-time, in which case the definition of "full base salary" in Subd. 8.C, below, will apply.*
- B. *Subsequent Sabbaticals. If a faculty member already has taken one sabbatical, any subsequent sabbaticals the faculty member takes will be paid according to the following:*
- i. *One-Semester Sabbaticals. The pay for subsequent one-semester sabbaticals will equal the faculty member's full base salary for the semester, unless the faculty member is unlimited part-time, in which case the definition of "full base salary" in Subd. 8.C, below, will apply. The faculty member's first sabbatical does not have to have been a one-semester sabbatical in order for subsequent sabbaticals to be paid at this benefit.*
- ii. *Academic-Year Sabbaticals. The pay for subsequent full academic-year sabbaticals will equal eighty percent (80%) of the faculty member's base salary, unless the faculty member is unlimited part-time, in which case the definition of "full base salary" in Subd. 8.C, below, will apply. The faculty member's first sabbatical does not have to have been an academic year sabbatical in order for subsequent sabbaticals to be paid at this benefit.*
- C. *Definition of "Full Base Salary" for Sabbaticals Taken By Unlimited Part-Time Faculty. For purposes of sabbaticals taken by unlimited part-time faculty, "full base salary" shall be the average of the faculty member's salary for the three (3) academic years prior to the academic year in which the sabbatical is being taken. This calculation shall not affect the faculty member's minimum guarantee.*

Article 17 Professional Development. Section 5 Faculty Internships. Subd. 2 Benefits.

Increases the per-diem stipend for faculty internships to \$300/day. (Was \$150).

*Subd. 2. Benefits. For internships that are assigned as part of the faculty member's regular duty days, the faculty member shall receive his or her regular pay and benefits. For internships that are not part of the faculty member's regular duty days, the faculty member shall receive a stipend of ~~one hundred and fifty~~ **three hundred** dollars (~~\$150~~**\$300**) per day.*

Article 19 Insurance – See handout for full article and language changes.

No increases in health insurance co-pays, coinsurance, and deductibles; No changes in out-of-pocket medical and prescription drug limits for 2024 and 2025. Elimination of well-being program.

**Benefit Changes**

- *Fertility benefits are offered through all health plan administrators. Improved fertility treatment services and a Lifetime maximum of \$30k across all health plan administrators*
- *Mental health and substance use disorder coverage enhanced. Copayments and deductibles will be reduced or eliminated for qualifying office visits for mental health and substance use disorder care.*
- *New coverage under the medical plan for certain medically necessary dental procedures that*



MSCF 2023-2025 Bargaining  
Tentative Agreement – Summary  
MSCF Board Meeting - November 17, 2023

result from cancer treatment.

- Post-retirement paid-up life benefit, connected to optional life insurance, increases from 15% to 20% of elected benefit level.
- Dental coverage changes: annual max increased to \$2,200 (was \$2,000). EEs who were once dependents on a state ee’s dental plan now have their own lifetime max for orthodontia.
- Expanded out-of-area coverage (point of service eliminated) with routine care covered for members across the US if by a national network provider. No permanent residency is required. (Services from providers outside the national network will not be covered.)
- Care received outside the service area (MN and all counties bordering the state) will be covered at cost level 3 w/a separate deductible if the provider is in the plan administrator’s national network.
- PreferredOne – no longer available.

**Medical - Monthly premium rate changes 3%**

Medical	Employee-Only Coverage			Family Coverage		
	(monthly rate)			(monthly rate)		
	2023	2024	Change	2023	2024	Change
Employee	\$38.50	\$39.66	\$1.16	\$262.66	\$270.54	\$7.88
Employer	\$731.54	\$753.48	\$21.94	\$2,001.78	\$2,061.84	\$60.03
Total	\$770.04	\$793.14	\$23.10	\$2,264.44	\$2,332.38	\$67.94

**Dental - Monthly premium rate changes 5%**

Dental	Employee-Only Coverage			Family Coverage		
	(monthly rate)			(monthly rate)		
	2023	2024	Change	2023	2024	Change
Employee	\$13.50	\$13.48	-\$0.02	\$55.40	\$57.48	\$2.08
Employer	\$29.28	\$31.44	\$2.16	\$71.18	\$75.44	\$4.26
Total	\$42.78	\$44.92	\$2.14	\$126.58	\$132.92	\$6.34

Article 21 Seniority. [New] Section 11. Seniority and Faculty Leave to Serve as a Minnesota State Administrator.

Seniority language added for those who take a leave to serve as a MinnState Administrator beyond the 60 months. and are rehired into the MSCF bargaining unit.

**Subd. 1. In accordance with the Article 15, Section 4, Subd. 4 provisions concerning faculty leave to serve as a Minnesota State administrator, when the cumulative total amount of leave(s) that a faculty member has taken to serve as a Minnesota State administrator(s) exceeds sixty (60) months, the faculty member on such leave will be removed from the seniority roster.**

**Subd. 2. In the event that an administrator removed from the seniority roster per Section 11, Subd. 1, above, is rehired into the MSCF bargaining unit, seniority will be reinstated for the person for all the time the person actually served as a faculty member and for time up to a cumulative total of sixty (60) months that the person was on leave to serve as an administrator pursuant to Article 15, Section 4, Subdivision 4(b). The person will not receive seniority credit for time beyond sixty (60) months spent on leave to serve as a Minnesota State administrator.**

*Subd. 3. For purposes of this Section, where the word “month” is used, working a day or more in a month shall count as one month.*

### **Part III – Economic Elements**

#### **Article 13 Wages.**

FY 2024 (Academic Year 2023-24):

- 2.6 % ATB, effective 7/1/2023
- Add one step to top of salary schedule
- 1 step advancement, effective 7/1/2023 for all eligible faculty paid off the salary schedule (no lump-sum for people at top)

FY 2025 (Academic Year 2024-25)

- 2.6% ATB, effective 7/1/2024
- Add one step to top of salary schedule
- 1 step advancement, effective 7/1/2024 for all eligible faculty paid off the salary schedule (no lump-sum for people at top)
- New 12-year career step (lump-sum payment equivalent to one step, prorated for PT faculty, for people at top who otherwise would be eligible for the career step)
- 2.5% differential begins for blue faculty; movement from blue to green of: general education faculty at technical colleges, counselors and librarians at technical colleges, and counselors at consolidated colleges.

#### **Section 6. Step Movement. Subd. 1. Career Steps.**

Language for step movement and career step.

##### **A. Eligibility.**

- Effective July 1, 2024, all unlimited full-time, unlimited part-time, fixed-term full-time, fixed-term part-time, and temporary part-time (including temporary part-time faculty converted to temporary full-time per Article 20, Section 5, Subd. 1) faculty members who have completed twelve (12) consecutive years of service in the MSCF bargaining unit and who are not at the top step of the salary schedule shall, at the beginning the faculty member's thirteenth (13th) consecutive year of service in the MSCF bargaining unit, receive one (1) additional step on the salary schedule.*
- Effective July 1, 2021, ~~a~~All unlimited full-time, unlimited part-time, fixed-term full-time, fixed-term part-time, and temporary part-time (including temporary part-time faculty converted to temporary full-time per Article 20, Section 5, Subd. 1) faculty members who have completed fifteen (15) consecutive years of service in the MSCF bargaining unit and who are not at the top step of the salary schedule shall, at the beginning the faculty member's sixteenth (16th) consecutive year of service in the MSCF bargaining unit, receive one (1) additional step on the salary schedule.*
- Effective July 1, 2022; ~~a~~All unlimited full-time, unlimited part-time, fixed-term full-time, fixed-term part-time, and temporary part-time (including temporary part-time faculty converted to*

*temporary full-time per Article 20, Section 5, Subd. 1) faculty members who have completed twenty (20) consecutive years of service in the MSCF bargaining unit and who are not at the top step of the salary schedule shall receive one (1) additional step at the salary schedule at the beginning of the faculty member's twenty-first (21<sup>st</sup>) consecutive year of service in the MSCF bargaining unit.*

B. Lump-Sum Payment in Lieu of Step.

- i. Effective July 1, 2024, faculty members who are at the top of the salary schedule and who otherwise would be eligible for a Career Step under Section 6, Subd. 1 A(i), above, shall receive, at the beginning of the faculty member's thirteenth (13th) consecutive year of service in the MSCF bargaining unit, a one-time lump-sum payment equivalent to one (1) step. The lump-sum payment for part-time faculty shall be prorated according to the faculty member's FTE in the preceding academic year (i.e., cumulative FTE for fall and spring semesters, truncated at 1.0).*
- ii. ~~Effective July 1, 2021, faculty~~ Faculty members who are at the top of the salary schedule and who otherwise would be eligible for a Career Step under Section 6, Subd. 1.A(ii), above, shall receive, at the of beginning of the faculty member's sixteenth (16th) consecutive year of service in the MSCF bargaining unit, a one-time lump-sum payment equivalent to one (1) step. The lump-sum payment for part-time faculty shall be prorated according to the faculty member's FTE in the preceding academic year (i.e., cumulative FTE for fall and spring semesters, truncated at 1.0).*
- iii. ~~Effective July 1, 2022, faculty~~ Faculty members who are at the top of the salary schedule and who otherwise would be eligible for a Career Step under Section 6, Subd. 1.A(iii), above, shall receive a one-time lump-sum payment equivalent to one (1) step at the beginning of the faculty member's twenty-first (21<sup>st</sup>) consecutive year of service in the MSCF bargaining unit. The lump-sum payment for part-time faculty shall be prorated according to the faculty member's FTE in the preceding academic year (i.e., cumulative FTE for fall and spring semesters, truncated at 1.0).*

C. One-Time Catch-Up Provision

*Faculty members who, as of July 1, ~~2024~~<sup>22</sup>, have completed more than ~~twenty~~ twelve (20 12) consecutive years of service in the MSCF bargaining unit and who otherwise would meet the terms in A(i ii) or B(ii) of this subdivision shall receive either one (1) additional step on the salary schedule, or, if the faculty member is at the top of the salary schedule, a one-time lump sum payment equivalent to one (1) step. The lump-sum payment for part-time faculty shall be prorated according to the faculty member's FTE in the preceding academic year (i.e., cumulative FTE for fall and spring semesters, truncated at 1.0).*

Subd. 2. ~~Academic Year 2021-2022~~ Progression Step Advancement.

- A. Academic Year 2023-2024 Eligibility. A faculty member who, during the ~~2020-2021~~ 2022-2023 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, 2021~~ July 1, 2023, if the faculty member is employed and paid off the salary schedule for any period between July 1, 2023, until the end of spring semester 2024.*
  - ~~i. in the 2021-2022 academic year was employed at least one (1) semester (fall and/or spring) and paid according to the salary schedule, and~~*
  - ~~ii. is employed and is being paid off the salary schedule at the time the Academic Year 2021-2022 salary provisions of this Agreement are implemented in Academic Year 2022-2023.~~*

*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 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 the salary schedule for any period of time between July 1, 2024, and the end of spring semester 2025.*

Section 7. Salary Schedules and Differential Pay.

Salary Schedules. Language for differential pay and opt-out clause.

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. *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 the salary schedule. Part-time faculty (in all appointment types that are paid off 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 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 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 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" & 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 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 otherwise in this Agreement. The differential will not apply to calculations and payments under provisions of the CBA that are not paid off the salary schedule (e.g., stipends, prior learning assessments, etc.).*

**D. Discontinuance of Differential: Criteria for and Effect of.**

1. The terms of this subdivision may be discontinued with 270 calendar days' advance written notice by either party to the collective bargaining agreement to the other party that it wishes to discontinue this subdivision. If such notice is given, the differential under this subdivision will cease on the 271st calendar day, unless the parties choose to negotiate - and mutually agree to - successor terms that provide for its continuance. If a party does not give written notice to discontinue on or before June 30, 2029, the differential under this subdivision may not be discontinued absent mutual agreement.
2. If the differential ends because the parties do not negotiate and mutually agree upon successor terms by the 271st calendar day after written notice to discontinue is given, former-UTCE status faculty will cease to receive differential pay and will either:
  - a. receive a one-step increase on their base-salary step placement on the salary schedule (i.e., salary-schedule base without application of the differential), or
  - b. If their base salary step at the time the differential ends is the top step, receive a two and one-half percent (2.5%) enhancement to their base salary-step placement on the salary schedule (i.e., salary-schedule base without application of the differential) and their enhanced base salary, which will be off-step, will be "red circled." Their enhanced base salary will remain static until the salary schedule in a successor CBA meets or exceeds their red-circled salary, at which time they will be placed on the step on the salary schedule that is nearest to, but not less than, their red-circled, enhanced base salary.

Salary Schedules

MSCF 2023-2025 Bargaining  
Tentative Agreement – Summary  
MSCF Board Meeting - November 17, 2023

<b>2022-23 Salary Grid</b>					
<b>STEPS</b>	<b>COLUMN I</b>	<b>COLUMN II</b>	<b>COLUMN III</b>	<b>COLUMN IV</b>	<b>COLUMN V</b>
1	\$40,912	\$44,824	\$48,735	\$52,648	\$56,559
2	\$42,868	\$46,780	\$50,691	\$54,603	\$58,513
3	\$44,824	\$48,735	\$52,648	\$56,559	\$60,469
4	\$46,780	\$50,691	\$54,603	\$58,513	\$62,425
5	\$48,735	\$52,648	\$56,559	\$60,469	\$64,381
6	\$50,691	\$54,603	\$58,513	\$62,425	\$66,337
7	\$52,648	\$56,559	\$60,469	\$64,381	\$68,292
8	\$54,603	\$58,513	\$62,425	\$66,337	\$70,248
9	\$56,559	\$60,469	\$64,381	\$68,292	\$72,204
10	\$58,513	\$62,425	\$66,337	\$70,248	\$74,160
11	\$60,469	\$64,381	\$68,292	\$72,204	\$76,116
12	\$62,425	\$66,337	\$70,248	\$74,160	\$78,071
13	\$64,381	\$68,292	\$72,204	\$76,116	\$80,026
14	\$66,337	\$70,248	\$74,160	\$78,071	\$81,982
15	\$68,292	\$72,204	\$76,116	\$80,026	\$83,937
16	\$70,248	\$74,160	\$78,071	\$81,982	\$85,892
17	\$72,204	\$76,116	\$80,026	\$83,937	
18	\$74,160	\$78,071	\$81,982	\$85,892	
19	\$76,116	\$80,026	\$83,937		
20	\$78,071	\$81,982	\$85,892		
21	\$80,026	\$83,937			
22	\$81,982	\$85,892			
23	\$83,937				
24	\$85,892				

MSCF 2023-2025 Bargaining  
Tentative Agreement – Summary  
MSCF Board Meeting - November 17, 2023

<b>2023-24 Salary Grid</b>					
<b>STEPS</b>	<b>COLUMN I</b>	<b>COLUMN II</b>	<b>COLUMN III</b>	<b>COLUMN IV</b>	<b>COLUMN V</b>
1	\$41,976	\$45,990	\$50,004	\$54,018	\$58,032
2	\$43,983	\$47,997	\$52,011	\$56,025	\$60,039
3	\$45,990	\$50,004	\$54,018	\$58,032	\$62,046
4	\$47,997	\$52,011	\$56,025	\$60,039	\$64,053
5	\$50,004	\$54,018	\$58,032	\$62,046	\$66,060
6	\$52,011	\$56,025	\$60,039	\$64,053	\$68,067
7	\$54,018	\$58,032	\$62,046	\$66,060	\$70,074
8	\$56,025	\$60,039	\$64,053	\$68,067	\$72,081
9	\$58,032	\$62,046	\$66,060	\$70,074	\$74,088
10	\$60,039	\$64,053	\$68,067	\$72,081	\$76,095
11	\$62,046	\$66,060	\$70,074	\$74,088	\$78,102
12	\$64,053	\$68,067	\$72,081	\$76,095	\$80,109
13	\$66,060	\$70,074	\$74,088	\$78,102	\$82,116
14	\$68,067	\$72,081	\$76,095	\$80,109	\$84,123
15	\$70,074	\$74,088	\$78,102	\$82,116	\$86,130
16	\$72,081	\$76,095	\$80,109	\$84,123	\$88,137
17	\$74,088	\$78,102	\$82,116	\$86,130	\$90,144
18	\$76,095	\$80,109	\$84,123	\$88,137	
19	\$78,102	\$82,116	\$86,130	\$90,144	
20	\$80,109	\$84,123	\$88,137		
21	\$82,116	\$86,130	\$90,144		
22	\$84,123	\$88,137			
23	\$86,130	\$90,144			
24	\$88,137				
<b>25</b>	\$90,144				

MSCF 2023-2025 Bargaining  
Tentative Agreement – Summary  
MSCF Board Meeting - November 17, 2023

	<b>2024-25 Salary Grid</b>				
<b>STEPS</b>	<b>COLUMN I</b>	<b>COLUMN II</b>	<b>COLUMN III</b>	<b>COLUMN IV</b>	<b>COLUMN V</b>
1	\$43,067	\$47,185	\$51,303	\$55,421	\$59,539
2	\$45,126	\$49,244	\$53,362	\$57,480	\$61,598
3	\$47,185	\$51,303	\$55,421	\$59,539	\$63,657
4	\$49,244	\$53,362	\$57,480	\$61,598	\$65,716
5	\$51,303	\$55,421	\$59,539	\$63,657	\$67,775
6	\$53,362	\$57,480	\$61,598	\$65,716	\$69,834
7	\$55,421	\$59,539	\$63,657	\$67,775	\$71,893
8	\$57,480	\$61,598	\$65,716	\$69,834	\$73,952
9	\$59,539	\$63,657	\$67,775	\$71,893	\$76,011
10	\$61,598	\$65,716	\$69,834	\$73,952	\$78,070
11	\$63,657	\$67,775	\$71,893	\$76,011	\$80,129
12	\$65,716	\$69,834	\$73,952	\$78,070	\$82,188
13	\$67,775	\$71,893	\$76,011	\$80,129	\$84,247
14	\$69,834	\$73,952	\$78,070	\$82,188	\$86,306
15	\$71,893	\$76,011	\$80,129	\$84,247	\$88,365
16	\$73,952	\$78,070	\$82,188	\$86,306	\$90,424
17	\$76,011	\$80,129	\$84,247	\$88,365	\$92,483
18	\$78,070	\$82,188	\$86,306	\$90,424	\$94,542
19	\$80,129	\$84,247	\$88,365	\$92,483	
20	\$82,188	\$86,306	\$90,424	\$94,542	
21	\$84,247	\$88,365	\$92,483		
22	\$86,306	\$90,424	\$94,542		
23	\$88,365	\$92,483			
24	\$90,424	\$94,542			
25	\$92,483				
<b>26</b>	<b>\$94,542</b>				