

**TENTATIVE AGREEMENT
ON JOINT LANGUAGE-CLARIFICATION WORKGROUP PROPOSAL
JT-CLAR 13**

Minnesota State and the MSCF (“the parties”) accept the language-clarification changes reflected below for the 2025-2027 MSCF CBA.

SUMMARY OF TA

- Divide the second paragraph of the Article 13 (“Wages”) preamble into two paragraphs to better reflect that “challenges to salary schedule placement” are not the same thing as “requests for re-evaluation.”
- Language changes clarifying that challenges to salary-schedule placement may be made with respect to initial salary-placement determinations, as well as to salary-placement determinations in response to a faculty member’s application for column advancement.
- With respect to requests for re-evaluation:
 - delete obsolete reference to “faculty members hired on or after July 1, 2002” because (1) the current language has led to misunderstandings (e.g., a mistaken belief that faculty hired on or after July 1, 2002 do not have access to the salary-placement-challenge language) and (2) because the timelines for re-evaluation requests would have long expired for faculty hired before July 1, 2002, and
 - In second to last sentence, add unlimited appointment type for clarification and for parallel construction with last sentence (which applies to faculty in fixed term and/or TPT appointments).

This Tentative Agreement covers only the changes indicated herein. Other proposals, not included in this document, may be pending concerning some of these provisions, sections, and/or articles.

PROCEDURAL CONTEXT

The contents of this TA are the result of pre-bargaining work jointly undertaken by the parties in an interest-based, CBA language-clarification workgroup.¹

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**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. 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

¹ Representatives of the parties convened as a workgroup during late fall semester of 2024 and early spring semester of 2025 to explore ways that language in the 2023-2025 MSCF CBA might be revised to be made clearer, more user-friendly, and to better reflect the parties' shared intent and understanding.

At the outset of that workgroup process, the parties agreed to the following procedural ground rules:

- Aside from these groundrules, the parties' workgroup-related communications, as well as any respective notes and documents generated as part of the workgroup process, would not be used by one party against the other in any future grievance, arbitration, or any other type of contested-case hearing and/or litigation.
- Any particular clarifications to the MSCF CBA language that the parties' representatives on the workgroup might tentatively agree upon would be brought as a formal joint labor-management proposal to the parties' bargaining of the 2025-2027 CBA, so that the proposed changes could be described at the bargaining table and recorded for purposes of bargaining history.
- Accordingly, the contents of this TA, in proposal form, were jointly presented and table-talked by the parties in collective bargaining on the date reflected in the header, above.

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determination. Such determination shall be implemented at the beginning of any semester or of the extra days that precede the semester.

Challenges to salary-schedule placement. Challenges to the salary schedule placement shall be raised by either the individual faculty member or the MSCF within thirty (30) working days of receipt of the written placement to be considered. **Challenges under this paragraph may be made with respect to initial salary-placement determinations, as well as to salary-placement determinations in response to a faculty member's application for column advancement.**

Requests for re-evaluation of salary-schedule placement. ~~For faculty members hired on or after July 1, 2002, r~~Requests for re-evaluation will be granted one time during the employment of the faculty member. Such requests **for faculty in unlimited positions** shall be made no later than the end of the first year following completion of probation. Such requests for fixed-term full-time, fixed-term part-time and temporary part-time faculty shall be made no later than the end of six (6) semesters of employment.

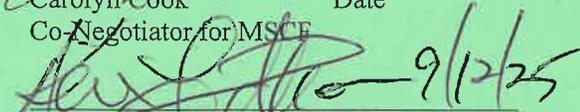
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For MSCF:



Carolyn Cook Date 9/12/25

Co-Negotiator for MSCF



Kevin Lindstrom Date 9/12/25

Co-Negotiator for MSCF

For Minnesota State:



Betsy Thompson Date 9/12/25

Negotiator for Minnesota State

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