

**TENTATIVE AGREEMENT:
Union's 10/10/25 Package Proposal #8.0**

which countered:

ER's 9/13/25 Package Proposal #6.1, and

ER's 10/10/25 Package Proposal #8.0

Employer DROPS

- Art. 11, Section 1, Subd. 14 Low-Enrollment Class Waiver proposal from Employer's 3/28/25 Opening-Proposal Package.
- Art. 11, Section 1, Subd. 6 - Tutorial proposal from Employer's 3/28/25 Opening-Proposal Package

Union DROPS

- Union Item #3 Preps from Union's 3/28/25 Opening-Proposal Package
- Union item #5 Student Choice Multi-Modal from Union's 3/28/25 Opening-Proposal Package
- Union Item #6 HRA from Union's 3/28/25 Opening-Proposal Package
- Union Item #15 Personal Leave Liquidation from Union's 3/28/25 Opening-Proposal Package

Union ACCEPTS

- Art. 10, Section 4. Summer Assignments > Rotation Order (From Employer Package 6.1)
 - Colleges will provide, via college email, offers of summer work to faculty members on the summer rotation list. However, a faculty member on the rotation list who will be on sabbatical or on college-approved leave may provide, in writing via email to the faculty member's supervisor, an alternate email address of the faculty member for the college to use, during the faculty member's sabbatical or leave, for purposes of the college's rotation communication.
 - Faculty who are offered summer-session instructional work through the summer-rotation process will have three academic-work-year days (here, days = of the 171) from the date of the college's offer to decide whether to accept the assignment(s) offered by the college. If such faculty member does not notify the college of acceptance via email within those three days, the college may deem the faculty member to have declined the offer.
- Employer Proposal Article 11, Section 8, Subd. 3 extension of Student-Choice Multi-Modal Pilot
 - Changing end date of pilot from June 30, 2025, to June 30, 2028 (From Employer Package Proposal #8.0)

- Minor modifications from the draft letter in Employer Package Proposal #8 (which was modified from MSCF's September 13, 2025, Package Proposal #7.0)
 - MSCF's proposal to create a joint labor-management workgroup with respect to the Article 11, Section 8, Subd. 3 SCMM language in the CBA, which is memorialized in the letter from MSCF's co-negotiators to Minnesota State's negotiator that is included on the last page of this TA document and will be considered as accepted in final form upon execution of this TA.

Employer ACCEPTS

Art. 14, Section 5. Leaves of Absence with Pay > Personal Leave

- Employer accepts the Union's modified proposal as offered in Union's 8/14/25 Pkg #5.1, which increases the full-time faculty personal leave academic-year accrual rate from two to three personal days.
- Additional, related, language modification to Art. 16, Section 7 Subd. 4 Phased Retirement > Benefits.
 - In the example [for a faculty member on 80% phased retirement], update proration calculation to 80% of *three* personal days, rather than 80% of *two* personal days (change 1.6 personal leave days to 2.4 personal leave days).

**ARTICLE 10
WORK YEAR AND WORK WEEK**

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Section 4. Summer Assignments.

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Subd. 4.1 Notice of Rotation Offers. ~~Once~~After a rotation list has been updated for each credential field according to the procedures outlined in Subds. 2 and 3 above, the college shall offer to faculty members on the rotation list (including those faculty who are on sabbatical or on college-approved leave) the opportunity to accept assignments in the order described in paragraphs A through F of Subd. 4.2. below. The college will convey this offer to faculty members on the rotation list using the respective faculty member's college email address. However, a faculty member on the rotation list who will be on sabbatical or on college-approved leave may provide, in writing via email to the faculty

17 member's supervisor, an alternate email address of the faculty member for the college to
18 use, during the faculty member's sabbatical or leave, for purposes of the rotation
19 communication referenced above.

21 **Subd. 4.2 Rotation Order and Timelines for Faculty Acceptance of Offers.**

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23 ~~Faculty, including those who have been on sabbatical leave during the academic~~
24 ~~year, shall be~~ The college will offered, to faculty members on the rotation list the
25 opportunity to accept assignments ~~offered~~ in the ~~following~~ order described in
26 paragraphs A through F, below.

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28 A faculty member who is offered a summer course (or a section of a course, if the course
29 has multiple sections) pursuant to any one of paragraphs A through E, below, will have
30 the next three (3) academic- work-year days from the date of the college's offer to decide
31 whether to accept the assignment. For purposes of this paragraph, "academic-work-year
32 days" means days comprised in the one hundred seventy one (171) days described in
33 Section 1, above, regardless of the individual faculty member's work schedule,
34 assignments, and/or leave status. If the faculty member does not notify the college of
35 acceptance via email within those three days of being offered the assignment, the college
36 may deem the faculty member to have declined the offer.:-

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38 A. Unlimited full-time faculty members who hold the credential field and have held
39 assignments in the credential field within the past two (2) academic years, on a rotation
40 basis, by credential field, with those with the most continuous service in each credential
41 field receiving first choice[. . .]

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**ARTICLE 11
WORK ASSIGNMENTS**

Section 8. Alternate Delivery.

Subd. 3. Student-Choice Multi-Modal Courses: Design and Delivery. ~~Commencing at the start of the first full semester after ratification of this Agreement by the Legislature,~~ the design and delivery of student-choice multi-modal courses as defined in this subdivision will be subject to the ~~special~~ provisions set forth herein, in addition to other applicable terms of this Agreement. This subdivision is a pilot, and it and all of its terms will expire at the end of the day on June 30, ~~2025~~ 2028.

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**ARTICLE 14
LEAVES OF ABSENCE WITH PAY**

Section 5. Personal Leave. Each full-time faculty member shall accrue ~~two (2)~~ three (3) days of personal leave per academic year. Such leave shall be credited at the beginning of each academic year provided that the total accumulated personal leave does not exceed ten (10) days.

A faculty member may use no more than three (3) days in any semester. However, if approved by the college president a fourth and/or fifth day may be used. Prior approval may only be required if more than ten percent (10%) of the faculty at a campus request personal leave on any given day.

Personal leave may be taken in full day or one-half (1/2) day increments. Faculty members who have accrued a fractional day other than a one-half (1/2) day may also use that fractional day.

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ARTICLE 16
SICK LEAVE LIQUIDATION AND FACULTY RETIREMENT PROVISIONS

Section 7. Phased Retirement Program.

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Subd. 4. Benefits. The faculty member shall continue to receive insurance benefits and payment toward Teacher's Retirement Account or IRAP as if working full-time. Any faculty member contributions toward insurance premiums will continue to be deducted from the faculty members paycheck. The faculty member shall be directly responsible for payment of the faculty member's portion of TRA or IRAP. Faculty members who are on phased retirement shall be treated as if they are regular full-time faculty when calculating early retirement benefits and severance pay benefits. In the event of death while actively working on a phased retirement, the annual base salary for purposes of life insurance in accordance with Article 19, Section 7, Subd. 1. shall be 100% of the faculty member's current base salary.

- A. Faculty members who are on phased retirement shall receive sick leave and personal leave on a pro-rata basis, i.e. if the phased retirement contract is for eighty percent (80%), then the faculty member will be granted eight (8) days of sick leave and ~~one point six (1.6)~~ two point four (2.4) personal leave days.

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Letter regarding Creation of Multi-Modal Workgroup

(reflecting minor, agreed-upon changes from Employer Package Proposal #8.0)

Dear Betsy,

Per the parties' conversation at the bargaining table on Friday October 10, 2025, and contingent upon the execution of a Tentative Agreement on Union Package Proposal 8.0, this letter confirms our joint commitment to meet in a small-group, interest based joint labor management format to discuss multi-modal teaching, with the goal of jointly recommending contract language to propose during negotiation of the 2027-2029 MSCF CBA. The intent is to start the small-group process following ratification and implementation of the 2025-2027CBA, understanding that the scheduling and cadence of this workgroup will be dependent in part on other joint work in which the parties might be engaged.

The parties agree to continue to meet as long as they jointly agree that progress is being made toward the stated goal of the group. We appreciate your shared commitment to this effort.

*Sincerely,
Carolyn and Kevin*

For MSCF:
Carolyn Cook 10/14/2025
Carolyn Cook (Oct 14, 2025 10:53:24 CDT)

Carolyn Cook Date
Co-Negotiator for MSCF
Kevin Lindstrom 10/14/2025
Kevin Lindstrom (Oct 14, 2025 10:33:36 CDT)

Kevin Lindstrom Date
Co-Negotiator for MSCF

For Minnesota State:
Betsy Thompson 10/14/2025
Betsy Thompson (Oct 14, 2025 09:15:18 CDT)

Betsy Thompson Date
Negotiator for Minnesota State

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