

Summary of Tentative Agreement Between IFO & Minnesota State

FY 24 (Academic Year 2023-24)

- 2.6% salary schedule enhancement
- Faculty in unit in FY 2023 will advance one step on the salary schedule
- Add two steps to the top of the salary schedule
- Increase maximum step for Instructors by 2 steps
- Increase minimum adjunct rate 5%, from \$1,645 to \$1,727
- HRA/HCSP Contribution increase from \$800 to \$1000
- Insurance. Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME, at such time as those agreements become effective.
- Article 10, Sec J, Subd 4 b, Article 19 A and 19 B Funds to be continued at FY 2023 levels.

FY 25 (Academic Year 2024-25)

- 2.9% salary schedule enhancement
- Faculty in unit in FY 2024 will advance one step on the salary schedule
- Add one step to the top of the salary schedule
- Increase minimum adjunct rate 5.3%, from \$1,727 to \$1,819
- Up to \$800,000 to fund adjustment recommended by the Salary Review Committee pursuant to a multiple regression analysis at each state university.
- Insurance. Health and dental insurance benefits as agreed to by MMB with MAPE/AFSCME, at such time as those agreements become effective.
- Article 10, Sec J, Subd 4 b Funds to increase from \$68,000 to \$75,000
- Article 19 A, Subd. 4 Funds to increase from \$80,000 to \$90,000
- Article 19 A, Subd. 3 Funds to increase from \$680,000 to \$800,000
- Article 19 B Funds to be continued at FY 2024 levels.

Summary of Language Changes:

ARTICLE 2 - Section C. Affirmative Action Plan & Section E. Americans With Disabilities Act.

Move ADA language to its own section. Recognize Employer's use of forms to collect information. State clearly faculty member's obligation to provide documentation need to establish existence of disability and need for accommodation. Permit faculty requesting accommodations to be accompanied by Union representative consistent with MMB's ADA Policy. Acknowledge non-grievability of university's response to accommodation requests.

ARTICLE 5 - Definitions

Clarify the definition of the term "athletic appointment" and remove reference to "MnSCU in a defined term.

ARTICLE 6 - Section B. Meet and Confer

Permit system office to authorize payment of a stipend up to \$3000 per Fiscal Year for certain faculty appointed to certain system-level committees, task-forces, etc. Faculty granted release time under the Agreement are not eligible.

ARTICLE 9 - Personnel Files

Provide for the removal of records or reprimands from personnel files upon request of faculty member, provided that no subsequent discipline or written guidance has occurred.

ARTICLE 10 - Workload Section A.

Delete Interactive Television multiplier. Delete Windshield time multiplier. Establish Misc. Instructional Categories rate of pay as minimum.

Establish five-year pilot to provide for payment of an overload credit to faculty who teach Multi-modal courses that meet the following criteria:

- On campus, in-person instruction at designated class times that and course includes one or both online modes of instruction:
 1. Asynchronous online instruction; or
 2. Synchronous online instruction
- And, students may choose to participate in any mode of delivery throughout the

duration of the course.

The parties will convene a joint task force on assessing the effectiveness, workload, scheduling, costs, revenue, and best practices regarding multi-modal teaching assignments.

Section D.

Substitute Indigenous Peoples Day for Columbus Day. Recognize Juneteenth for appointments that cover the relevant time period.

Section G. Athletic Directors, Coaches, and Trainers.

Eliminate superfluous and outdated language (including categories of sports) throughout coaching section. Establish uniform minimum workload for head coach regardless of sport. Delineate between nine-month and annual athletic appointments throughout the section. Modify the annual appointment provision to include the following:

1. Coaches with annual appointments may be paid additional compensation for teaching assignments not part of the initial assignment.
2. A coach with an annual appointment who has been appointed as a chair of the Athletic department may receive additional compensation.
3. Coaches on annual appointments are eligible for salary bonuses allowed to Division I coaches.
4. A head coach being renewed will be offered a multiyear annual appointment of not less than three (3) and not more than ten (10) Fiscal Years in length.
5. Assistant coaches may be offered a one-year annual appointment or multiyear annual appointment.

ARTICLE 11 - Salaries

Section J. Part-Time Faculty Placement on Salary Schedule. Provide that the workload cap applicable to adjunct and community faculty counts only semester credits, not summer or J-Term work.

ARTICLE 15 - Retirement

Clarify existing language and bring workload provisions into alignment with authorizing statutory provisions. Commencing July 1, 2024, faculty members on a phased retirement program to accrue seniority as if the faculty member were employed on a full-time basis.

ARTICLE 16 - Severance Pay

Eliminate language related to outdated sick leave bank. Clarify existing language.

ARTICLE 17 - Paid Leaves of Absence

Section A. Sick Leave.

Increase sick leave advance to match MSCF. Clarify language detailing how the sick leave advance is offset through work. Increase the academic year accumulation from 4.5 days per semester to 5 days per semester to match MSCF. Eliminate language addressing the outdated sick leave bank. Explicitly acknowledge faculty can use sick leave as provided by statute. Include LOU language allowing use of sick leave when faculty member must stay home to care for children under the age of 16 who are not sick but are prevented from going to school due to quarantine orders or MDH guidelines.

Adopt adjunct/community faculty leave provision that satisfies new Earned Safe and Sick Time law passed by legislature during the 2023 regular session.

Section B. Bereavement Leave.

Extend bereavement leave (not deducted from sick leave) to faculty who have suffered pregnancy loss. Extend bereavement leave (deducted from sick leave) to faculty who have experienced death of an individual who had a personal relationship with the faculty member that created an expectation and reliance that the faculty member care for the individual as family, whether or not the employee and the individual resided together.

ARTICLE 18 - Leaves Without Pay

Section B. Family Leave.

Extend availability of unpaid family leave to cover care for an individual who has a personal relationship with the faculty member that created an expectation and reliance that the faculty member care for the individual as family, whether or not the employee and the individual reside together. Provide that non-FMLA protected leave will not end before the end of the semester.

ARTICLE 19 - Professional Improvement

Section A. Professional Improvement Funds and Section B. Professional Study and Travel Funds (and Article 10, Section J, Community Faculty Professional Development Funds).

Provide for reimbursement of meals, lodging and incidental travel expense with PIF and PST funds. Provide that meal reimbursement entirely paid for with these funds will be at 1.25 times the rate allowed under the terms of the Managerial Plan. Allow adjunct/community faculty to use PIF funds to pay for costs incurred when taking courses for professional development.

ARTICLE 20 - Departments and Department Chairs
Section A. Departments.

Provide that seniority rosters are issued once per year. Authorize departments to make recommendations on the mode of course delivery. Preserved departmental voting rights for faculty whose workloads are reduced to not less than 25% time as and ADA accommodation.

ARTICLE 21 - Appointment of Faculty
Section E. Appointment.

Expand use of fixed-term appointments beyond four years when the position duties primarily involve i) work with students in medical/dental/exercise science clinical settings, ii) supervision of student teachers, or iii) a combination of these functions.

Expand circumstances in which adjunct appointments can be used to include i) teaching, advising, or supervising, students in medical/dental/exercise-science clinical setting, ii) supervising student teachers, or iii) teaching music lessons.

Section F. Appointment of Administrators.

Clarify that the Faculty Association will be notified before recommendation for tenured or guaranteed probationary appointment is sought from relevant department.

ARTICLE 23 - Retrenchment
Section B. Procedure.

Provide that current seniority roster will be used to implement layoffs.

ARTICLE 27 - General Provisions
Section E. Check Issuance.

Expand use of pay in advance corrections to permit correction of prior Fiscal Year pay in advance issues.

Section G. Courses, Tuition and Fees.

Allow for discretionary use of 18 credits of tuition waiver at college, upon approval by the university president.

Recognize policy of each university to reasonably provide for health and safety of employees working in university facilities. State faculty responsibility to cooperate in all safety and

accident prevention programs.

ARTICLE 29 - Seniority

Starting July 1, 2024, newly hired probationary faculty will have semester work at the same university in the previous five Fiscal Years counted for purposes of seniority.

ARTICLE 31 - Transfers

Section C. Transferred Rights for Faculty Transferring Between Universities.

Permit faculty to waive rank upon initial employment with a different university. Provide that transfer to a different university is a salary setting event.