

Summary of Proposed Changes to the 2023-2025 Personnel Plan for Minnesota State Administrators

Economic Changes

FY 2024

- I. Increase the salary ranges by 5%¹
- II. Provide a “General Salary Increase” of 2.5% effective July 1, 2023, subject to satisfactory performance (similar to State’s Managerial Plan)²
- III. Up to 2.5% of aggregate base salaries as of July 1, 2023 may be used to fund Merit-Based Salary in-range salary increases
- IV. Insurance as provided in the State’s Managerial Plan

FY 2025

- I. Increase to the administrator salary ranges of 5%¹
- II. Provides for a “General Salary Increase” of 2.5% effective July 1, 2024, subject to satisfactory performance (similar to the State’s Managerial Plan)²
- III. Up to 2.5% of aggregate base salaries as of July 1, 2024, may be used to fund Merit-Based Salary in-range salary increases
- IV. Insurance as provided in the State’s Managerial Plan

Significant Language Changes

- I. **Section 1.03, Subds. 1 & 2.** Clarify and provide additional flexibility to the terms and conditions governing Board of Trustee’s ending of the Chancellor’s employment and the circumstances in which the Chancellor receives an incentive for providing notice of the intention end the employment relationship. Makes similar modifications to the provisions governing the employment relationship with Vice Chancellors and Presidents.
 - a. Board/Chancellor may end the individual’s employment immediately, without cause. In such circumstances, the individual will be paid a lump-sum separation payment equal to four months’ salary, excluding the cost of benefits.
 - b. Provides for payment of a separation stipend if the vice chancellor or president provides not less than nine-months’ notice of their intention to separate from

¹ The salary range minimums and maximums for all administrative positions are increased 5% per Fiscal Year in this proposal. Unlike other compensation plans and bargaining agreements, changes to the salary ranges in the Administrators Plan does not increase the actual salary paid to any individual administrator, except theoretically to those administrators paid the minimum salary allowed in the range (there are none of these at this time).

² Presidents and vice chancellors in the first year of new or renewed contract are ineligible for a general salary increase. The new or renewed contract will be treated as a salary-setting event.

employment as described in Section 1.13, Subd. 13 of this Plan (twelve months' notice in the case of the chancellor). This separation stipend shall be not more than 25% of the individual's base salary.

- II. Section 1.06, Subd. 2. Effective January 1, 2024, the use of sick leave shall also be approved for situations pursuant to M.S. 181.9447, Use of Earned Sick and Safe Time, Subdivision 1, Eligible Use
- III. Section 1.12, Subd. 1 (c). Add Discretionary Tuition Waiver benefit. Benefit permits administrator employed at a university to use up to 18 credits of tuition waiver at a Minnesota State college. Administrators employed at college are eligible for similar use of tuition waiver at university. The use of the discretionary benefit may include taking applied doctorate courses. The proposed use of the discretionary benefit is subject to the approval chancellor/president. Administrators' spouse, domestic partner or dependent children may share use of the benefit, up to the established discretionary benefit limit.
- IV. Other technical changes