



**Board of Trustees
Special Meeting
November 3, 2022
1:00 p.m.
McCormick Room, 4th Floor**

Times are tentative – meetings are scheduled to follow each other consecutively and may start earlier or later than the posted time depending on the length of previous meetings. Interested parties can listen to the live stream of the proceedings from the [Board website](#).

Call to Order, Roger Moe, Chair

Approval of 2021-2023 Minnesota State College Faculty Master Agreement

Adjournment

Bolded items indicate action is required.





MINNESOTA STATE
Board of Trustees

AGENDA ITEM SUMMARY

NAME: Board of Trustees

DATE: November 3, 2022

TITLE: Approval of 2021-2023 Minnesota State College Faculty Master Agreement

- Proposed New Policy or
Amendment to Existing Policy Approvals Required by
Policy Other Approvals
- Monitoring/Compliance Information

PRESENTERS

Eric Davis, Vice Chancellor for Human Resources
Chris Dale, Senior System Director for Labor Relations
Betsy Thompson, Director of Labor Relations

PURPOSE

The purpose of this agenda topic is to approve the 2021-2023 Minnesota State College Faculty Master Agreement.

BACKGROUND INFORMATION

Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) reached a tentative agreement on September 16, 2022 on the 2021-2023 labor contract, covering Fiscal Years 2022 and 2023. The results of MSCF membership's ratification vote to approve the tentative Agreement were certified by the MSCF Board of directors on Friday, October 28, 2022. It is now being brought forward to the Board of Trustees for approval before moving on for legislative approval.

RECOMMENDED COMMITTEE MOTION

The Workforce and Organizational Effectiveness Committee recommends that the Board of Trustees adopt the following motion.

RECOMMENDED BOARD MOTION

The Board of Trustees approve the terms of the 2021-2023 labor agreement between Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) and authorizes Chancellor Devinder Malhotra to sign the agreement on behalf of the Board of Trustees.

Date Presented to the Board of Trustees: 11/03/22

Date of Implementation: Based on Legislative Action

Summary Of 2021-2023 MSCF/Minnesota State Tentative Agreement

Economic Terms:

FY22 (Academic Year 2021-2022)

- One step for returning faculty (steps = \$1,955), effective July 1, 2021
- One-time, lump-sum payment of \$1,955 in lieu of step movement for faculty at the top of the salary schedule in FY 2022

FY23 (Academic Year 2022-2023)

- ATB of \$1,700 effective July 1, 2022
- Increase adjunct rate minimum (\$525 per credit to \$775) and maximum (\$1,400 per credit to \$1,650)
- Add second career step after 20 years
- Increase the “returning adjunct” progression (rate per credit paid each year) from \$100 to \$200
- Increase certain Head Athletic Coach Credit Equivalences by 2 credits
- Eliminate minimum threshold for TPT use of tuition waiver (TW); TPT faculty may enroll in as many TW credits as assigned with cap at 12 credits of TW per semester.
- Provide for alternative means of column movement for faculty in fields with lack of advanced education opportunities
- Increase Blue department chair/coordinator stipend from \$2,500 to \$3,300
- Add new multi-modality development and initial presentation stipends

Important Language Changes:

- Contract Preamble. Language was modified to encompass diversity, equity, and student success considerations.
- Faculty Salary Schedule – Column Placement. Faculty will be able to earn “in-field” credit for purposes of column movement for up to six graduate credits in courses where the underlying content was directly focused on cultural competency and/or cultural-fluency consideration.

Summary Of 2021-2023 MSCF/Minnesota State Tentative Agreement

- Column Advancement Pilot. Language provides for alternative paths to advance columns on the salary schedule for faculty in fields with a lack of advanced higher-education degrees.
- New Fixed-Term Appointment. Temporary employment for at least one and up to three years. Use is discretionary. Related pilot that only 50% of this appointment FTE will count toward Hiring Practices limits.
- Initial Step Placement Pilot. Some relief for the college on cap on step placement for Columns I, II, III & IV.
- Multi-modal Course Delivery Pilot. Faculty members who agree to develop and teach a course through multi-modal delivery will receive a stipend for the initial development and planning of the course, as well as a stipend for the faculty member's initial semester delivering the course.