

**MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD OF TRUSTEES**

Agenda Item Summary Sheet

Committee: Human Resources Committee **Date of Meeting:** April 17, 2013

Agenda Item: Approval of Minnesota State College Faculty Contract

Proposed Policy Change Approvals Required by Policy Other Approvals Monitoring

Information

Cite policy requirement, or explain why item is on the Board agenda:

Board approval of the negotiated terms in the contract is required prior to presenting it for approval by the Subcommittee on Employee Relations.

Scheduled Presenter(s):

Mark Carlson, Vice Chancellor for Human Resources
Chris Dale, Senior System Director for Labor Relations

Outline of Key Points:

- Summary of MSCF labor negotiations

Background Information:

Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) reached a tentative agreement on March 6, 2013, on their 2011-13 labor contract. The ratification vote by its membership is anticipated to be done by April 15.

**BOARD OF TRUSTEES
MINNESOTA STATE COLLEGES AND UNIVERSITIES
BOARD ACTION**

APPROVAL OF MINNESOTA STATE COLLEGE FACULTY CONTRACT

BACKGROUND

Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) reached a tentative agreement on March 6, 2013, on their 2011-13 labor contract. It is expected that MSCF's membership will ratify the agreement by April 15, 2013. It is now being brought forward to the Board of Trustees for approval before moving on for legislative approval.

RECOMMENDED COMMITTEE ACTION

The Human Resources Committee recommends that the Board of Trustees adopt the following motion.

RECOMMENDED MOTION

The Board of Trustees approve the terms of the 2011-2013 labor agreement between Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) and authorize Chancellor Steven Rosenstone to sign the agreement on behalf of the Board of Trustees.

Date of Board Action: *April 17, 2013*

Date of Approval: *April 17, 2013*

Minnesota State Colleges and Universities / Minnesota State College Faculty (MSCF)

Summary of Changes to 2011-13 Agreement

MSCF and MnSCU bargaining teams reached a tentative contract settlement for the 2011-2013 Master Agreement at approximately 3:30 p.m. on Wednesday, March 6, 2013.

Economics:

FY 2012

- Insurance benefits as agreed to between MMB and MAPE/AFSCME

FY 2013

- Faculty who have not reached the top step of the salary schedule will receive a \$3,500.00 base rate increase effective July 1, 2012.
- Faculty who are on the top step of the salary schedule will receive a \$2,400.00 base rate increase effective July 1, 2012 and a single one-time, lump-sum of \$1,500.00.
- Increase the Sabbatical Backlog Fund to \$420,000.00 (used to fund seven, required sabbaticals that are not determined through contract formula)

Initial biennial base: \$788,735,704

New money in current biennium (without turnover savings): \$24,639,923

Percentage increase of new money in current biennium over initial base: 3.12%

Percentage increase of new money in next (FY 2014, 2015) biennium: 5.96%

Language:

- Alternate calendars may be implemented without payment of ten (10) extra days (currently required) with agreement between the college and the State MSCF.
- Class size changes may be implemented without one (1) semester notice (currently required) with agreement between the college and the State MSCF.
- New “tutorial” provisions permit running low enrollment classes at reduced cost.
- Permit balancing of student contact hours for all faculty between semesters and between weeks within a semester.
- Club Advisor payments will be prorated and can be shared by two or more faculty members.
- The \$1,000.00 stipend payment is no longer limited to \$500.00 per occurrence.
- Unlimited Part-time (UPT) faculty will be counted towards meeting the system and college Hiring Practices obligation.
- Stipend payments and awards for excellence are exempt from Hiring Practices calculation.
- Awards for Excellence program reinstated, maximum award reduced to \$2,500.00.
- Granted former technical college, UPT faculty the same claiming rights as former community college, UPT faculty.
- Aligned the definition of “dependent” for purposes of tuition waiver with the definition of “dependent” in the insurance article.