

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.

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- 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.