

Summary of Proposed Changes to the 2023-2025 Minnesota State College Faculty (MSCF) Agreement

At about 1:30 AM on Friday, November 10, 2023, Minnesota State Colleges and Universities and the Minnesota State College Faculty (MSCF) reached a tentative agreement on the terms of their collective bargaining agreement covering Fiscal Years 2024 and 2025. The bargaining agreement provides for salary increases and a wide range of language changes sought by both parties. Here are the primary economic terms of the settlement:

FY 2024 (7/1/23 – 6/30/24)

- 2.6% salary schedule enhancement, effective July 1, 2023
- Add one step to the top of the salary schedule (step value = \$2,007)
- 1 step advancement, effective July 1, 2023 for all eligible faculty paid off the salary schedule

FY 2025 (7/1/24 – 6/30/25)

- 2.6% salary schedule enhancement, effective July 1, 2024
- Add one step to the top of the salary schedule (step value = \$2,059)
- 1 step advancement, effective July 1, 2024 for all eligible faculty paid off the salary schedule
- New 12-year career step (eligible faculty who miss step due to being at the top of the salary schedule receive lump-sum payment equal to one step, pro-rated for part-time faculty).
- 2.5% differential for Former-UTCE positions (“blue”) technical-college faculty; related terms:
 - The following types UTCE blue position will move from blue to “green” (Former-MCCFA status) and will not receive the differential: General Education faculty at technical colleges, librarians at technical colleges, and all counselors at technical and consolidated colleges.
 - Through June 30, 2029, either party may opt-out of the differential with 270 calendar days’ advance written notice.
- The total new gross biennial spending on the FY 2024/2025 labor contract is approximately \$63,200,950.
- As a percentage of the base, the new gross spending in this biennium (the “H” number) is 8.14%.
- As a percentage the base, the new gross spending in the next biennium (the “M” number) is 11.44%

Here are some of the more significant language items:

- Modify current language on **Job Market Stress** (Article 13, Section 1, Subd. 5). Any disciplines/program areas identified and agreed upon by the parties as suffering job market stress will remain in effect for twenty-four (24) full months following the month in which the designation occurs.
- Extend **Initial-Step Placement Pilot's** current sunset date of June 30, 2025, to June 30, 2026 (Art. 13, Sec. 1, Subd. 1) to provide additional employer flexibility for new-hire salaries.
- Extend **Alternative Paths for Column Advancement Pilot's** sunset date from June 30, 2025 to June 30, 2026 (Art. 13, Sect. 4, Subd. 3).
- Extend maximum length of faculty unpaid **leave to serve as a Minnesota State Administrator** from 36 months to 60 months (Art. 15, Sect. 4, Subd. 4 & Art. 21, Sect. 1).
- Eliminate bi-furcation for sabbatical allocation percentage and sabbatical compensation starting with applications made in FY 2025