



MINNESOTA STATE
Board of Trustees

December 20, 2021 Special board meetings
Minnesota State Colleges and Universities
Dec 20, 2021 10:00 AM - 11:30 AM CST

Table of Contents

I. Schedule.....2

II. Reference Materials

A. FY2022 board meeting calendar.....3

B. FY2022 committee roster.....6

III. Closed Session: Workforce and Organizational Effectiveness Committee, George Soule, Chair.....8

A. Update on Labor Negotiations Strategy.....9

IV. Workforce and Organizational Effectiveness Committee, George Soule, Chair.....11

A. Approval of 2021-2023 Inter Faculty Organization Master Agreement.....12

B. Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement (pending member ratification).....17

C. Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators.....21

V. Board of Trustees, Jay Cowles, Chair.....25

A. Consent Agenda.....26

**Board of Trustees Special Meeting
December 20, 2021
Virtual Meeting**

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](#).

Monday, December 20, 2021

- 10:00 a.m. Closed Session: Workforce and Organizational Effectiveness Committee, George Soule, Chair
*Other board members may be present constituting a quorum of the board.
Pursuant to Minn. Stat. § 13D.03, (2019) Closed Meetings for Labor Negotiations Strategy (Minnesota Open Meeting Law)*
1. Update on Labor Negotiations Strategy
- 10:30 a.m. Workforce and Organizational Effectiveness Committee, George Soule, Chair
Other board members may be present constituting a quorum of the board.
- 1. Approval of 2021-2023 Inter Faculty Organization Master Agreement**
 - 2. Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement**
 - 3. Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators**
- 11:00 a.m. Board of Trustees, Jay Cowles, Chair
- 11:30 a.m. Meeting ends

Bolded items indicate action is required.





FY2022 and FY2023 Board Meeting Dates

The meeting calendar is subject to change. Changes to the calendar will be publicly noticed.

Revised FY2022 Meeting Calendar

| Meeting | Date | If agendas require less time, these dates will be cancelled. |
|--|-----------------------|--|
| No meetings in July <i>Potential board training session to be scheduled</i> | | |
| No meetings in August | | |
| Board Retreat <i>Tentative Location: Riverland Community College/Austin</i> | September 21-22, 2021 | |
| Executive Committee | October 6, 2021 | |
| Committee / Board Meetings | October 19-20, 2021 | October 19, 2021 |
| Executive Committee | November 3, 2021 | |
| Committee / Board Meetings Combined with Leadership Council | November 16-17, 2021 | November 17, 2021 |
| No meetings in December | | |
| Executive Committee | January 5, 2022 | |
| Board Meeting/Combined meeting with Leadership Council | January 25-26, 2022 | January 26, 2022 |
| No meetings in February | | |
| Executive Committee | March 2, 2022 | |
| Committee / Board Meetings | March 15-16, 2022 | March 15, 2022 |
| Executive Committee | April 6, 2022 | |

| Meeting | Date | If agendas require less time, these dates will be cancelled. |
|----------------------------|-------------------|---|
| Committee / Board Meetings | April 19-20, 2022 | April 19, 2022 |
| Executive Committee | May 4, 2022 | |
| Committee / Board Meetings | May 17-18, 2022 | May 17, 2022 |
| Executive Committee | June 1, 2022 | |
| Committee / Board Meetings | June 21-22, 2022 | June 21, 2022 |

Proposed FY2023 Meeting Calendar

| Meeting | Date | If agendas require less time, these dates will be cancelled. |
|--|-----------------------|---|
| Board Meeting/Combined meeting Leadership Council | July 19-20, 2022 | July 20, 2022 |
| No meetings in August | | |
| Board Retreat | September 20-21, 2022 | |
| Executive Committee | October 5, 2022 | |
| Committee / Board Meetings | October 18-19, 2022 | October 18, 2022 |
| Executive Committee | November 2, 2022 | |
| Committee / Board Meetings Combined with Leadership Council | November 15-16, 2022 | November 16, 2022 |
| No meetings in December | | |
| Executive Committee | January 4, 2023 | |
| Board Meeting/Combined meeting with Leadership Council | January 24-25, 2023 | January 25, 2023 |
| No meetings in February | | |

| Meeting | Date | If agendas require less time, these dates will be cancelled. |
|----------------------------|-------------------|--|
| Executive Committee | March 1, 2023 | |
| Committee / Board Meetings | March 21-22, 2023 | March 21, 2023 |
| Executive Committee | April 5, 2023 | |
| Committee / Board Meetings | April 18-19, 2023 | April 18, 2023 |
| Executive Committee | May 3, 2023 | |
| Committee / Board Meetings | May 16-17, 2023 | May 16, 2023 |
| Executive Committee | June 7, 2023 | |
| Committee / Board Meetings | June 20-21, 2023 | June 20, 2023 |

National Higher Education Conferences:

ACCT Leadership Congress: October 13-16, 2021, San Diego
ACCT National Legislative Summit: 2022 (dates not posted)
AGB National Conference on Trusteeship: Spring 2022 (dates not posted)

*AGB is the Association of Governing Boards of Universities and Colleges
ACCT is the Association of Community College Trustees*

Committee Rosters

2021- 2022

(Updated October 1, 2021)

Executive

Jay Cowles, Chair
Rudy Rodriguez, Vice Chair
Roger Moe, Treasurer
Dawn Erlandson
April Nishimura
Cheryl Tefer
Michael Vekich

Academic and Student Affairs

Cheryl Tefer, Chair
Alex Cirillo, Vice Chair
Asani Ajogun
Dawn Erlandson
Javier Morillo
Oballa Oballa
Kathy Sheran

President Liaisons:

Deidra Peaslee
Robbyn Wacker

Audit

Michael Vekich, Chair
George Soule, Vice Chair
Victor Ayemobuwa
Jerry Janezich
April Nishimura

President Liaisons:

Faith Hensrud
Michael Seymour

Diversity, Equity, and Inclusion

Rudy Rodriguez, Chair
George Soule, Vice Chair
Asani Ajogun
Alex Cirillo
Javier Morillo
April Nishimura
Oballa Oballa

President Liaisons:

Carrie Brimhall
Kumara Jayasuriya

Facilities

Jerry Janezich, Chair
Roger Moe, Vice Chair
Victor Ayemobuwa
Alex Cirillo
Kathy Sheran

President Liaisons:

Kent Hanson
Faith Hensrud

Finance

Roger Moe, Chair
April Nishimura, Vice Chair
Jerry Janezich
Oballa Oballa
Rudy Rodriguez
Kathy Sheran
George Soule

President Liaisons:

Joe Mulford
Scott Olson

Outreach and Engagement Committee

Dawn Erlandson, Chair
Alex Cirillo, Vice Chair
Victor Ayemobuwa
Javier Morillo
Cheryl Tefer

President Liaisons:

*Ginny Arthur
Michael Berndt*

Workforce and Organizational Effectiveness

George Soule, Chair
Rudy Rodriguez, Vice Chair
Asani Ajogun
Dawn Erlandson
Roger Moe
Kathy Sheran
Cheryl Tefer

President Liaisons:

*Anne Blackhurst
Annette Parker*

Nominating Committee

George Soule, Chair
Michael Vekich, Vice Chair
Cheryl Tefer

Chancellor Performance Review

Jay Cowles, Chair
Rudy Rodriguez, Vice Chair
Dawn Erlandson
Roger Moe



Workforce and Organizational Effectiveness Committee
December 20, 2021
10:00 AM
Virtual Meeting

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.

In a closed session pursuant to Minn. Stat. §13D.03, Closed Meetings for Labor Negotiations Strategy, the Board will hear the current status of labor contract negotiations and will discuss strategy.

1. Update on Labor Negotiations Strategy

Committee Members

George Soule, Chair
Rudy Rodriguez, Vice Chair
Asani Ajogun
Dawn Erlandson
Roger Moe
Kathy Sheran
Cheryl Tefer

Presidents Liaisons

Anne Blackhurst
Annette Parker

Bolded items indicate action required.



**MINNESOTA STATE
BOARD OF TRUSTEES
Agenda Item Summary Sheet**

Name: Workforce and Organizational Effectiveness Committee

Date: December 20, 2021

Title: Update on Labor Negotiations Strategy

Purpose (check one):

Proposed New Policy or
Amendment to Existing Policy

Approvals Required
by Policy

Other Approvals

Monitoring/Compliance

Information

Brief Description:

In a closed session pursuant to Minnesota Statutes §13D.03, Closed Meeting for Labor Negotiations Strategy, the board will hear the current status of bargaining.

Scheduled Presenter(s):

Eric Davis, Vice Chancellor for Human Resources

Chris Dale, Senior System Director for Labor Relations

**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD INFORMATION ITEM

Update On Labor Negotiations Strategy

BACKGROUND

Vice Chancellor for Human Resources, Eric Davis, and Senior System Director for Labor Relations, Chris Dale, will provide the status of bargaining.



Workforce and Organizational Effectiveness Committee
December 20, 2021
10:30 a.m.
Virtual Meeting

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.

- 1. Approval of 2021-2023 Inter Faculty Organization Master Agreement**
- 2. Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement**
- 3. Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators**

Committee Members

George Soule, Chair
Rudy Rodriguez, Vice Chair
Asani Ajogun
Dawn Erlandson
Roger Moe
Kathy Sheran
Cheryl Tefer

Presidents Liaisons

Anne Blackhurst
Annette Parker

Bolded items indicate action required.



**MINNESOTA STATE
BOARD OF TRUSTEES
Agenda Item Summary Sheet**

Name: Workforce and Organizational Effectiveness Committee **Date:** December 20, 2021

Title: Approval of 2021-2023 Inter Faculty Organization Master Agreement

Purpose (check one):

Proposed New Policy or
Amendment to Existing Policy

Approvals Required
by Policy

Other Approvals

Monitoring/Compliance

Information

Brief Description:

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

Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) reached a tentative agreement on November 6, 2021 on their 2021-2023 labor contract. It was approved by a vote of the IFO membership on November 13, 2021.

Scheduled Presenter(s):

Eric Davis, Vice Chancellor for Human Resources

Chris Dale, Senior System Director for Labor Relations

**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD ACTION

Approval Of 2021-2023 Inter Faculty Organization Master Agreement

BACKGROUND

Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) reached a tentative agreement on November 6, 2021 on their 2021-2023 labor contract. It was approved by a vote of the IFO membership on November 13, 2021. 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 approves the terms of the 2021-2023 labor agreement between Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) and authorizes Chancellor Devinder Malhotra to sign the agreement on behalf of the Board of Trustees.

Date Presented to the Board of Trustees: 12/20/21

Date of Approval: 12/20/21

**Summary Of
2021-2023 IFO/Minnesota State Tentative Agreement**

Economic Terms:

FY22 (Academic Year 2021-2022)

- Group Insurance as negotiated by MMB with MAPE and AFSCME
- No other changes from current contract language

FY23 (Academic Year 2022-2023)

- 1.7 % Salary Schedule Enhancement;
- 1 step advance on the salary schedule for faculty on the salary schedule in FY 2022 who return in FY 2023. (Steps equal 2.4%)
- Increase adjunct/community faculty minimum per credit increase from \$1567 to \$1,645 per credit (5%).
- Increase the maximum salary step for Instructors from step 18 to step 20.
- Professional Improvement Funds for faculty in tenured, probationary, and fixed term appointments increase from \$600,000 to \$680,000 (Article 19, Section A, Subd. 3).
- Professional Improvement Funds for community faculty increase from \$57,800 to \$68,000 (Article 10, Sec. J, Subd. 4b).
- Professional Improvement Funds for adjunct faculty increase from \$70,000 to \$80,000 (Article 19, Sec. A, Subd. 4).
- Article 19, Sec. B, Professional Study and Travel Funds increase from \$1,450 to \$1,500 per each full-time equivalent faculty member.
- Stipends (\$100) for adjunct and community faculty for new faculty orientation and required training, and professional development opportunities offered by university.
- Group Insurance as negotiated by MMB with MAPE and AFSCME

The projected net (including turnover savings) cost of the increases resulting from the tentative agreement will be \$17.11 million in new spending or a 2.65% increase in this biennium.

The projected net cost resulting from the tentative agreement will add 4.96% in projected new spending in the next biennium's base.

Significant Language Changes:

- New Language Providing for Non-credit Instruction and Training. (Art 10, Sec. A, Subd. 7)
Allow for individual compensation agreements for faculty who develop and present non-credit instruction and training focused on occupational, professional, or personal improvement subject matter that is offered to the public for no credit, and, credit or non-credit instruction or training offered pursuant to a contract with a specific customer.

Summary Of 2021-2023 IFO/Minnesota State Tentative Agreement

- **New Language Providing for Annual Appointments for Coaches.** (Art. 10, Sec. A, Subd. 12). A new annual appointment is created for coaches with a single form of compensation, an annual salary, with the possible addition of supplement pay for summer camps. (Division I coaches may exceed the salary schedule. Coaches on annual appointments would receive at least 5 weeks of unscheduled time, and enjoy regular academic year holidays as well as Memorial Day, Juneteenth, and July 4th, and one additional personal day. Coaches could be offered multiyear appointments between 3 and 6 years.
- **New provision - Provides for Lay-off of Coaches Displaced by Termination of Intercollegiate Sport.** (Article 10, Sec. G, Subd. 13). When a sports program is terminated, coaches may be laid off with 9 months' notice following the termination of the sport; laid off coaches will be eligible for severance if they have 6 years of service.
- **New Language Provides For New Faculty Orientation.** (Article 11, Sec. R). Provision permits new fixed-term and probationary faculty to be required to attend and new faculty orientation before the start of the regular academic year. Adjunct/community faculty provide opportunity to attend. Provides for pay for attendance.
- **Modification allows Appointment of Administrators with Faculty Tenure.** (Article 21, Sec. F, Subd. 3).
- **New language provides that evidence of achievement in the five evaluation criteria may include activities intended to help close educational equity gaps.** (Article 22, Section B). Provides that beginning in the 2022-2023 academic year, faculty should normally propose to engage in such activities with respect to at least one of the criteria. Various supporting corollary provisions in Article 22 are added.
- **New language requires use of program rosters in existence for 12 months in the event of retrenchment.**
- **New Language to Authorize Correction of Certain Pay Issues.** (Article 27, Sec. E; corollary definition in Article 5). Provision allows the administration to correct erroneous payments that were made in advance of work being performed by adjusting the bi-weekly rate of pay remaining to be paid in the fiscal year up to a maximum of 5% of bi-weekly gross pay. Allows for grievance and arbitration of disputed amounts.
- **Tuition Waiver for Retrenched Faculty.** (Article 27, Sec. I). Small expansion of the tuition waiver benefit for faculty in the year following lay-off from 24 credits to 30 credits (matching the current benefit for employed faculty). Clarifies domestic partners of retrenched faculty may use the benefit.
- **New language codifies bumping rights for certain tenured faculty who receive a notice of layoff.** (Article 29, Sec. B).

Other Language Changes:

**Summary Of
2021-2023 IFO/Minnesota State Tentative Agreement**

- New Appendix K provides for a limited expansion of the sick leave benefit in certain defined circumstances relating to the COVID-19 pandemic
- Add two new steps to the salary schedule
- Numerous technical corrections throughout contract.
- Several less significant language changes.
- Numerous deletions of outdated/obsolete language.

**MINNESOTA STATE
BOARD OF TRUSTEES
Agenda Item Summary Sheet**

Name: Workforce and Organizational Effectiveness Committee

Date: December 20, 2021

Title: Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement

Purpose (check one):

Proposed New Policy or
Amendment to Existing Policy

Approvals Required
by Policy

Other Approvals

Monitoring/Compliance

Information

Brief Description:

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

Minnesota State Colleges and Universities and the Minnesota State University Association of Administrative and Service Faculty Bargaining Contract (MSUAASF) reached a tentative agreement on November 22, 2021 on their 2021-2023 labor contract. It was approved by a vote of the MSUAASF membership on December 15, 2021.

Scheduled Presenter(s):

Eric Davis, Vice Chancellor for Human Resources

Chris Dale, Senior System Director for Labor Relations

**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD ACTION

Approval Of 2021-2023 Minnesota State University Association Of Administrative And Service Faculty Master Agreement

BACKGROUND

Minnesota State Colleges and Universities and the Minnesota State University Association of Administrative and Service Faculty (MSUAASF) reached a tentative agreement on November 22, 2021 on their 2021-2023 labor contract. It was approved by a vote of the MSUAASF membership on December 15, 2021. 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 approves the terms of the 2021-2023 labor agreement between Minnesota State Colleges and Universities and the Minnesota State University Association of Administrative and Service Faculty (MSUAASF) and authorizes Chancellor Devinder Malhotra to sign the agreement on behalf of the Board of Trustees.

Date Presented to the Board of Trustees: 12/20/21

Date of Approval: 12/20/21

**Minnesota State Colleges and Universities / Minnesota State University Association of
Administrative and Service Faculty (MSUAASF)**

Summary of Changes to 2021-23 Agreement

MSUAASF and Minnesota State bargaining teams reached a tentative contract settlement for the 2021-23 Master Agreement on November 22, 2021.

SUMMARY OF THE KEY ECONOMIC TERMS OF THE SETTLEMENT

FY 2022 (Academic Year 2021-2022)

- One step for returning ASF Members on 7/1/21
- 3.0% lump sum for ASF Members at top step of their range prorated by FTE on 7/1/21
- 3.0% ATB for Article 12, Section D (medical professionals who are ineligible for steps) on 7/1/21
- Insurance as negotiated with AFSCME and MAPE
- Article 17 Juneteenth holiday

FY 2023 (Academic Year 2022-2023)

- 1.3% ATB effective 7/1/22
- 1.3% ATB for Article 12, Section D (medical professionals) effective 7/1/22
- Supplemental Retirement to \$2,250 beginning on 7/1/22
- Insurance as negotiated with AFSCME and MAPE

SUMMARY OF SIGNIFICANT LANGUAGE CHANGES

- Throughout the Agreement, updated the term “department, program or service area” to “organizational area”
- Article 3, Section C. Subd. 1. Campus to provide audit package to campus association president within 10 days of receipt of the package from System Office
- Article 4 Section B. Clarified the provision relating to the prohibition on recording
- Article 5. Added definitions of domestic partner, immediate family, appointment year, business day, and ASF State Board of Directors
- Article 7, Section C, Subd. 2. Clarified data to be provided to the Association
- Article 10, Section A, Subd. 2 (d). Provided that Externally Funded ASF Members with four or fewer years of service may be non-renewed throughout the year rather than on June 30
- Article 10, Section A, Subd. 3 (b). Extend the maximum work days of intermittent employees from 75 to 100 days
- Article 10, Section D. Added technical clarifying language and codified that an ASF Member may waive the 30 day notice
- Article 12, Section G, Subd. 1. Provided that reassigning an ASF Member to fill a vacant position in a higher range is a salary setting event

**Minnesota State Colleges and Universities / Minnesota State University Association of
Administrative and Service Faculty (MSUAASF)**

- Article 12, Section G, Subd. 1. Provided that the salary on promotion and reassignment to position in higher range will be reviewed consistent with Article 12, Section F
- Article 12, Section G, Subd. 2. Changed the term “reassignment” to “range reevaluation”
- Article 12, Section H. Added Limited Appointments to eligibility for the Exceptional Achievement Incentive Program
- Article 12, Section I, Subd. 4. Increase total honoraria to \$4,500 per fiscal year, and added requirement to provide data on the amount and reason for honoraria to the Association
- Article 12, Section J. Extended the provision relating to Consolidated Positions
- Article 12, Section N. Modified Supplemental Retirement employer matching contribution up to \$2,250 effective July 1, 2022
- Article 12, Section P. Provided that the 12-month pay option is only available to FLSA Exempt ASF Members to comply with federal law
- Article 15, Section A, Subd. 3. Provide that when using PDF the ASF Member will be reimbursed at either the GSA or DOD rate
- Article 15, Section E. Included domestic partners in the relations who may use tuition waiver. Also noted that some tuition waiver benefits may be taxable
- Article 16, Section A, Subd. 3. Clarified severance eligibility
- Article 16, Section E. Clarified the Early Separation Incentive process and eligibility. Also provided that payments happening after July 1, 2022, will be paid to the HCSP instead of as cash
- Article 18, Section C. Modified Sick Leave provisions to allow use for: safety situations; arranging nursing/hospice care for family member; and emergency situations
- Article 18, Section B, Subd. 1 Clarified vacation accrual provisions
- Article 18, Section E. Included other relatives of domestic partners in the relations for whom bereavement leave may be taken with deduction from sick leave. Also, allow use of bereavement leave (deducted from sick leave) for extended travel and time to attend to legal matters
- Article 22, Section F. Clarified the Placement Assistance language
- Article 23, Section B, Subd. 1. Clarified that Loudermill meeting in relation to a discharge shall be granted upon request of the ASF Member
- Article 25, Section G. Clarified that an ASF Member has the right to serve as their own representative in Steps I, II, and III of the grievance procedure
- Article 28, Section A. Clarified the effective date of the Agreement
- Appendix B. Include the LOU in relation to providing guidance in determining proper bargaining unit placement

**MINNESOTA STATE
BOARD OF TRUSTEES
Agenda Item Summary Sheet**

Name: Workforce and Organizational Effectiveness Committee

Date: December 20, 2021

Title: Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators

Purpose (check one):

Proposed New Policy or
Amendment to Existing Policy

Approvals Required
by Policy

Other Approvals

Monitoring/Compliance

Information

Brief Description:

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

This plan was developed in consultation with:

- Eric Davis, Vice Chancellor for Human Resources
- Susan Appelquist, Associate Vice Chancellor for Human Resources
- Chris Dale, Sr. System Director for Labor Relations
- Derek Hughes, System Director for Total Rewards
- William Maki, Vice Chancellor for Finance and CFO.
- Devinder Malhotra, Chancellor

Scheduled Presenter(s):

Eric Davis, Vice Chancellor for Human Resources

Chris Dale, Senior System Director for Labor Relations

**MINNESOTA STATE
BOARD OF TRUSTEES**

BOARD ACTION

Approval Of 2021-2023 Minnesota State Colleges And
Universities Personnel Plan For Administrators

BACKGROUND

The Minnesota State Colleges and Universities Personnel Plan for Administrators 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 approves the terms of the 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators.

Date Presented to the Board of Trustees: 12/20/21

Date of Approval: 12/20/21

Summary of Proposed Changes to the 2021- 2023 Personnel Plan for Minnesota State Administrators

Economic Changes

FY 2022

- i. 2% Merit Pool to fund in-range salary increases¹
- ii. Add Juneteenth Holiday
- iii. Insurance as provided in the State's Managerial Plan (calendar year 2022)

FY 2023

- i. 2% Merit Pool to fund in-range salary increases
 - ii. Insurance as provided in the State's Managerial Plan (calendar year 2023)
- Total increase in spending (net) in this biennium over FY 2019 base: 2.95%
 - Total increase in spending (net) in the next biennium over the FY 2019 base: 4.09%
 - Increased spending (net) in this biennium in dollars over the FY 2019 base: \$5.875 million.

Language Changes

- I. Section 1.05, Subd. 1, add Juneteenth holiday
- II. Section 1.06, Subd. 1 (b), technical change clarifying vacation leave lost due to cap on accrual is moved to sick leave bank
- III. Section 1.12, Subd. 1 (b), technical clarification and update
- IV. Section 1.12, Subd. 4, clarification and simplification of student loan stipend language.
- V. Section 1.13, Subd. 5, permit salary increase for administrator transitioning from interim to permanent status in a position
- VI. Section 1.13, Subd. 6, clarify language governing eligibility for merit pool
- VII. Section 1.13, Subd. 7 (a), (b), & (c), provide for Chancellor approved exception to prohibition on salary increases for transfers to new position in same salary range at

¹ The salary range minimums and maximums are increased 2.5% 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).

same appointing authority. Clarify language governing voluntary transfers to lower range. Clarify language governing offers to match external offers of employment.

- VIII. Section 1.13, Subd. 7 (e), clarify additional compensation for teaching duties above and beyond normal administrative duties. Clarify that additional compensation may be paid where such teaching is non-credit instruction.
- IX. Section 1.13, Subd. 9, update language governing pre-tax accounts to align with MMB's current language.
- X. Section 1.13, Subd. 10, eliminate obsolete language and clarify language governing HRA contributions
- XI. Other technical changes

**Board of Trustees Special Meeting
December 20, 2021
11:00 a.m.
Virtual Meeting**

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](#).

Convene and Call to Order, Jay Cowles, Chair

Chancellor's Report, Devinder Malhotra

Chair's Report, Jay Cowles

Consent Agenda

- 1. Approval of 2021-2023 Inter Faculty Organization Master Agreement**
- 2. Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement**
- 3. Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators**

Adjournment

Bolded items indicate action is required.





**Consent Agenda
December 20, 2021
11:00 a.m.
Virtual Meeting**

Consent Agenda

- 1. Approval of 2021-2023 Inter Faculty Organization Master Agreement**
- 2. Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement**
- 3. Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators**

Bolded items indicate action is required.

