SUMMARY OF THE 2021-2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND STATE RESIDENTIAL SCHOOLS EDUCATION ASSOCIATION (SRSEA)

Unless otherwise indicated, all changes are effective _____________.

TECHNICAL CHANGE THROUGHOUT CONTRACT

Gender-specific pronouns that were missed last round throughout the contract updated.

Revision to Minnesota Management & Budget (ampersand to “and”).

ARTICLE 1 - PREAMBLE

Technical date change.

Add language to fix clerical errors discovered.

ARTICLE 2 – ASSOCIATION RECOGNITION

No change.

ARTICLE 3 – ASSOCIATION RIGHTS

No change.

ARTICLE 4 – DUES DEDUCTIONS

No change.

ARTICLE 5 – NON-DISCRIMINATION

No change.

ARTICLE 6 – ACADEMIC FREEDOM

No change.

ARTICLE 7 – MEET AND CONFER

No change.

ARTICLE 8 – HOURS OF WORK
No change.

**ARTICLE 9 – TEACHER ASSIGNMENTS**

No change.

**ARTICLE 10 – PROFESSIONAL DEVELOPMENT**

No change.

**ARTICLE 11 – PERFORMANCE REVIEW**

No change.

**ARTICLE 12 – PROBATIONARY PERIOD**

No change.

**ARTICLE 13 - VACANCIES**

No change.

**ARTICLE 14 - SENIORITY**

No change.

**ARTICLE 15 - LAYOFF**

No change.

**ARTICLE 16 - DISCIPLINE**

Section 2. A. Disciplinary Action. Added language to allow vacation balance to be reduced to the equivalent of a suspension.

Section 2.B and Section 5 were updated to state an Association representative shall not have loss of pay when they attend an investigatory interview or a Loudermill meeting.

**ARTICLE 17 – GRIEVANCE PROCEDURE**

No change.

**ARTICLE 18 – LEAVES OF ABSENCE**
Section 5.E updated the adoption leave language to mirror the length of the leave and notice with parenting leave.

Section 5.F updated the association leave notice period to the Enterprise Director of Labor Relations.

Section 5.J added new language to allow Connect 700 program employees to take unpaid leave under the C700 program.

**ARTICLE 19 – VACATION LEAVE**

The Connect 700 language regarding vacation (from Appendix T) was moved to the appropriate contract article and section.

Section 1.A was modified to allow the Appointing Authority to take into consideration a teacher’s prior service in a position that has a vacation-equivalent status when determining length of service.

Section 1.A was modified to state that at the receipt of a properly documented length of service request, the Appointing Authority agrees to respond within 30 calendar days.

**ARTICLE 20 – SICK LEAVE**

The Connect 700 language regarding sick leave (from Appendix T) was moved to the appropriate contract article and section.

**ARTICLE 21 - HOLIDAYS**

The Connect 700 language regarding holiday pay (from Appendix T) was moved to the appropriate contract article and section.

Section 2 was modified to add Juneteenth as a holiday.

Section 3 was modified to state employees must provide notice of a religious holiday with at least 10 working days prior to the leave.

**ARTICLE 22 - INSURANCE**

Section 2. Eligibility for Group Participation C Dependents 1. Spouse. Modify language regarding receiving either credits or cash and its interaction with high savings account. Also clarify that when two spouses work for the State and are listed as a dependent by the other, they cannot carry their own SEGIP coverage.

Section 4. Amount of Employer Contribution. Technical date change.


Section 5. Coverage Changes and Effective Dates. C. Effective Date of Coverage. 1. Initial Effective Date. Modify the initial effective date of coverage from thirty fifth (35th) day to the thirtieth (30th) day.

Section 5. Coverage Changes and Effective Dates. D. Open Enrollment 1. Frequency and Duration. Add dental coverage will be offered during the 2023 plan year Open Enrollment.


Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. d. Services not requiring authorization by a primary care physician within the primary care clinic 1) Eye Exams. Modify language that eye injury or illness at an in-network provider will be covered as an office visit.


Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 5. Health Promotion and Health Education a. Develop programs 1) Policy. Employer will implement health programs agreed upon with the Joint Labor Management Committee on Health Plans.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 5. Health Promotion and Health Education a. Develop programs 2) Pilot Programs. Employer can develop voluntary programs that seek to control costs and streamline services.
Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. NEW 7. Temporary plan changes due to a state or national emergency. In the event of a state or national emergency SEGIP can make plan changes for the period of the declared emergency and for up to a 30-day run-out period. The change must be agreed to by both SEGIP and the Joint Labor Management Committee.


Section 7. Optional Coverages. C. Disability Coverage. 1. Short-term Disability Coverage. Modify to allow short-term disability to be offered every five (5) years.

**ARTICLE 23 – CORRECTIONS EARLY RETIREMENT INCENTIVE**

No change.

**ARTICLE 24 – INJURED ON DUTY**

No change.

**ARTICLE 25 - SALARIES**

Technical update on dates.

First year increase is of 2.5%.

Second year increase is of 2.5%.

Section 8 and Section 9. Language was modified to include a doctoral degree lane.

Section 17 Deferred Compensation. Matching amount increased from $300 to $400.

**ARTICLE 26 – EXPENSE ALLOWANCES**

Section 3. Language was modified to add ride-share to commercial transportation.

**ARTICLE 27 – RELOCATION ALLOWANCES**

No change.

**ARTICLE 28 – SEVERANCE PAY**

No change.
ARTICLE 29 – WORK RULES
No change.

ARTICLE 30 – MANAGEMENT RIGHTS
No changes.

ARTICLE 31 – JOB SAFETY
No changes.

ARTICLE 32 – STRIKES AND LOCK-OUTS
No changes.

ARTICLE 33 – EMPLOYEE MOBILITY
No changes.

ARTICLE 34 – VOLUNTARY REDUCTION IN HOURS
No changes.

ARTICLE 35 – SAVINGS CLAUSE
No changes.

ARTICLE 36 – COMPLETE AGREEMENT AND WAIVER
No changes.

ARTICLE 37 - DURATION
1. Updating dates.

APPENDIX A - VACATION
No changes.

APPENDIX B – SICK LEAVE
No changes.

**APPENDIX B-1 - HOLIDAYS**

No changes.

**APPENDIX C-1 – SALARY SCHEDULE**

Technical change to the dates.

Salary schedule was updated with the appropriate wage increases.

Salary schedule was modified to include the doctoral degree lane (Lane 10).

**APPENDIX C-2 – SALARY SCHEDULE**

Technical change to the dates.

Salary schedule was updated with the appropriate wage increases.

Salary schedule was modified to include the doctoral degree lane (Lane 10).

**APPENDIX D-1 – JOB TITLES AND SALARIES**

Technical change to the dates.

Table was updated with the appropriate wage increases.

**APPENDIX D-2 – JOB TITLES AND SALARIES**

Technical change to the dates.

Table was updated with the appropriate wage increases.

**APPENDIX E – REQUEST FOR LANE CHANGE**

No changes.

**APPENDIX F – REQUEST FOR APPROVAL OF CREDIT**

No changes.

**APPENDIX G – CREDIT DOCUMENTATION FORM**
No changes.

**APPENDIX H – EDUCATION GRANT FORM**

No changes.

**APPENDIX I – DEPARTMENT OF HUMAN SERVICES/DEPARTMENT WIDE**

No changes.

**APPENDIX J – THE PERPICH CENTER FOR ARTS EDUCATION**

Modifications made to supplemental agreement as agreed upon by the agency.

**APPENDIX K – MINNESOTA STATE ACADEMIES**

Modifications made to supplemental agreement as agreed upon by the agency.

**APPENDIX L – DEPARTMENT OF HUMAN SERVICES**

No changes.

**APPENDIX M – DEPARTMENT OF CORRECTIONS**

Modifications made to supplemental agreement as agreed upon by the agency.

**APPENDIX N – STATUTORY LEAVES**

No changes.

**APPENDIX O – SENIORITY ROSTER**

Technical change of deleting the Department of Corrections’ logo.

**APPENDIX O-1 – CORRECTIONS SENIORITY ROSTER**

No changes.

**APPENDIX P - GLOSSARY**

Modified to add the definition of ride-share.
APPENDIX Q – STIPULATION ON RELEASE OF INFORMATION

No changes.

APPENDIX R – STATEWIDE POLICY ON FMLA

Policy language was replaced with the hyperlink to the FMLA State Policy.

APPENDIX S – SENIORITY UNITS

No changes.

APPENDIX T – REQUEST FOR DISCRETIONARY ADJUSTMENT OF VACATION ACCRUAL

The prior Connect 700 language was deleted since it was moved to the contract language articles.

Added the form for Request for Discretionary Adjustment of Vacation Accrual and the hyperlink.

APPENDIX U - LETTERS

Added Letter 11, which allows for a meet and confer between the Department of Corrections and SRSEA regarding DOC’s Programming changes to schedules after 6pm.