

**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 2. Eligibility for Group Participation C Dependents 4. Child with a Disability. Rename section from Disabled Child.

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

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 1. Employee Coverage. Technical date changes.

Section 4. Amount of Employer Contribution. A. Contribution Formula – Health Coverage. 2. Dependent Coverage. Technical date changes.

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. Technical date changes throughout section.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. a. Benefit Options. 4) Advantage Benefit Chart for Services Incurred during Plan Years 2022 and 2023. Update chart to show plan design changes.

Section 6. Basic Coverages. A. Supervisor and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Office Visit Copayments. Delete section related to Office Visit Copayment incentive.

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. 3. Benefit Level Two Health Care Network Determination. a. & b. Technical date changes.

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. B. Life Coverage. 4. Accelerated Life. Modified to delete same sex domestic partner.

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.