

SUMMARY OF THE 2023-2025 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND STATE RESIDENTIAL SCHOOLS EDUCATION ASSOCIATION (SRSEA)

Unless otherwise indicated, all changes are effective December 22, 2023.

THROUGHOUT

Update Current Contract Cycle (2023 – 2025) and Table of Contents to reflect final agreement.

ARTICLE 1 – PREAMBLE

Technical date change.

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

Section 1. Work Day. Adding language that states that by mutual agreement between the teacher and the supervisor, the teacher may work a straight schedule without a duty-free lunch.

Section 8. Planning Days. Adding language that states that by mutual agreement between the Appointing Authority and the Association, up to three (3) planning days could be split to half-days.

Section 11. Increase and Reduction of Hours. Allow employees to temporarily reduce or increase their hours with mutual agreement of the Agency, Union, and the teacher.

ARTICLE 9 – TEACHER ASSIGNMENTS

No change.

ARTICLE 10 – PROFESSIONAL DEVELOPMENT

Section 4. Teachers’ Convention Leave. Technical change shall be granted “up to” from “at least”.

ARTICLE 11 – PERFORMANCE REVIEW

No change.

ARTICLE 12 – PROBATIONARY PERIOD

No change.

ARTICLE 13 – VACANCIES

NEW Section 3. Filling Positions. Added new language to state the Appointing Authority will provide the potential new hire with a copy of the SRSEA contract or a link to the SRSEA contract.

ARTICLE 14 – SENIORITY

No change.

ARTICLE 15 – LAYOFF

Section 5. Removal from Layoff List. Added that failure to respond to the recall after fourteen (14) calendar days will result in the teacher being removed from both layoff lists.

ARTICLE 16 – DISCIPLINE

Section 6. Personnel File. Removal of the “timely” requirement for a teacher to submit a response to evaluative and disciplinary entries in their personnel file.

ARTICLE 17 – GRIEVANCE PROCEDURE

Section 2. Grievance Steps. Technical change deleting references throughout the section to “Chief Executive Officer” and replacing them with the “Appointing Authority’s designee”.

ARTICLE 18 – LEAVES OF ABSENCE

Section 4. Leaves of Absence with Pay. F. Bereavement Leave. Added language to allow for an employee who experiences a stillbirth or death of their child to use Paid Parental Leave. Added language to state bereavement can be used for individuals the teacher had a personal relationship with that created an expectation and reliance that the teacher would care for the individual as family.

Section 7. Reinstatement from Leave of Absence. Added language to state that failure to contact the Appointing Authority about an extension or failure to return at the conclusion of the leave shall be deemed to be a voluntary resignation.

ARTICLE 19 – VACATION LEAVE

Section 1. General Conditions. A. Accruals. Delete language regarding type of previous employment, vacation eligibility requirement, three (3) years preceding state employment requirement, and documentation requirement for length of service consideration. Add language allowing for current employees to request consideration for length of service credit under language changes.

ARTICLE 20 – SICK LEAVE

No change.

ARTICLE 21 – HOLIDAYS

No change.

ARTICLE 22 – INSURANCE

Section 1. State Employee Group Insurance Program (SEGIP). Technical change includes vision as an Insurance offering.

Section 2. Eligibility for Group Participation 8. Child Coverage Limited to Coverage Under One Employee. A member in the State’s Group Insurance benefits may only be covered once, by one parent or guardian.

Section 4. Amount of Employer Contribution. Technical date changes throughout section.

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 1. Teacher Coverage. Employer contributes 70% of the employee premium.

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. 2. Dependent Coverage. Employer contributes 50% of the dependent premium.

Section 5. Coverage Changes and Effective Dates. A. When Coverage may be Chosen. 3. Waiving Medical Coverage. Technical change. Remove reference to old effective date.

Section 5. Coverage Changes and Effective Dates. E. Frequency and Duration. Remove dental coverage offered during 2023 plan year Open Enrollment. Remove option of annual Health Assessment.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. Technical date changes throughout section.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. a. Benefit Options. 2) Benefit Level. Primary clinic can be changed at any time by calling the plan administrator.

Section 6. Basic Coverages. A. Teacher 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 2024 and 2025. Update chart to show plan design changes including

\$0 member office visit copay for mental health and substance use disorder for cost level 1 and cost level 2. Reducing member copay for cost level 3 to \$50 and reducing member copay for cost level 4 to \$70

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. b. Incentive. The well-being incentive will sunset 2024.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. c. Service Area. The Minnesota Advantage Health Plan service area shall be comprised of all Minnesota counties as well as border communities, with the specific boundaries initially established by MMB and any changes thereafter mutually agreed to by the JLM. Renumber remaining sections.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. In-Area Services Not Requiring Referral from a Primary Care Physician Within the Primary Care Clinic. 2) Emergency Services and Urgent Care. All emergency services regardless as to whether the employee is in or outside the service area are treated the same.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. In-Area Services Not Requiring Referral from a Primary Care Physician Within the Primary Care Clinic. 3) Gynecological Care. Gynecological care added to in-area services not requiring a referral.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. In-Area Services Not Requiring Referral from a Primary Care Physician Within the Primary Care Clinic. 4) Mental Health Care and Substance Use Disorder Treatment. Mental health care and substance use disorder treatment added to in-area services not requiring a referral.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. In-Area Services Not Requiring Referral from a Primary Care Physician Within the Primary Care Clinic. 5) Chiropractic Care. Chiropractic care added to in-area services not requiring a referral.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan g. Special Service Networks. New number 8) added for Fertility Services.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan h. Individuals whose permanent residence and principal work location are outside the State of Minnesota and outside of the Advantage Plan's service area. If national network provider is available but is not used the benefits will be covered at cost level three.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. i. Children living with an ex-spouse outside the Advantage

Plan's service area. If national network provider is available but is not used the benefits will be covered at cost level three.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. j. (NEW) Health Care Services Received Outside the Minnesota Advantage Health Plan's Service Area. For covered services received by employees, former employees, and dependents outside of the Advantage service area, all care that is received within the national network of the member's plan administrator will be covered at Benefit Level Three, with a separate out-of-area deductible. Urgent care and emergency care will be covered at Benefit Level Three whether or not the providers are within the member's plan administrator's national network. All other out-of-area care must be received within the given plan administrator's national network to be covered by the plan. Referrals are not required for care received outside of the Advantage Plan's service area.

Section 6. Basic Coverages. A. Teacher and Family Health Coverage. 5. Health Promotion and Health Education. d. Health promotion incentives. Remove health promotion incentives.

Section 6. Basic Coverages. B. Teacher Life Coverage. 3. (NEW) Procurement. A life insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current life insurance benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the life insurance RFP process and the JLM must agree to changes that modify the life insurance provisions from status quo benefits levels.

Section 7. Optional Coverages. A. Teacher and Family Dental Coverage. 1. Coverage Options deleted and renumber.

Section 7. Optional Coverages. A. Teacher and Family Dental Coverage. 1. Coverage Under the State Dental Plan. c. Annual maximums. Annual maximum increased to two thousand and two hundred dollars (\$2200).

Section 7. Optional Coverages. A. Teacher and Family Dental Coverage. 1. Coverage Under the State Dental Plan. d. Orthodontia Lifetime Maximum. If an employee elects dental benefits on their own policy, dollars spent when the employee was a dependent of another policyholder shall not be applied toward the new policy's lifetime maximum.

Section 7. Optional Coverages. B. Life Coverage. 6. Paid Up Life Policy. Percentage increased to twenty (20) percent.

Section 7. Optional Coverages. B. Life Coverage. 7. (NEW) Procurement. A life insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current life insurance benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the life insurance RFP process and the JLM must agree to changes that modify the optional life insurance provisions from status quo benefit levels.

Section 7. Optional Coverages. C. Disability Coverage. 3. (NEW) Procurement. A disability insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current disability coverage benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the disability coverage RFP process and the JLM must agree to changes that modify the disability coverage provisions from status quo benefit levels.

Section 7. Optional Coverages. E. Vision Coverage. Technical change to reflect the on-going nature of the vision benefit.

ARTICLE 23 – CORRECTIONS EARLY RETIREMENT INCENTIVE

NEW Section 1. Eligibility for Employer Contribution. C. Continued dependent coverage. Dependent care will be continued in the event the retired teacher dies before attaining the age of 65 at the existing employer contribution for health and/or dental coverages until the time that the teacher would have turned 65.

ARTICLE 24 – INJURED ON DUTY

No change.

ARTICLE 25 – SALARIES

Section 1. Salary Schedule. Technical date changes.

Section 2. Conversion. Technical date changes.

Section 3. First Fiscal Year Wage Adjustment. Effective July 1, 2023, all salary ranges and rates shall be increased by 5.5%, rounded to the nearest cent.

Section 4. Second Fiscal Year Wage Adjustment. Effective July 1, 2024, all salary ranges and rates shall be increased by 4.5%, rounded to the nearest cent.

Section 9. Placement on Salary Schedule. Added Lane 8V.

Section 15. Health Care Savings Plan. Increase State-paid contribution from \$400 to \$500 in a fiscal year.

Section 17. Deferred Compensation. Increase State-paid contribution from \$400 to \$500 in a fiscal year.

Section 18. Work Out Of Class. Added language that states no Work Out Of Class assignment shall extend beyond the 12 months unless there is mutual agreement between the Appointing Authority and the Association.

NEW Section 19. Achievement Awards. Added language stating that at the Appointing Authority's discretion, an employee may receive achievement awards up to \$1,000 or one step in range adjustment.

NEW Section 20. Incentives (Pilot). New section to allow for an Appointing Authority to create and use incentive programs by developing a policy or procedure that governs the eligibility of the program, providing notice to the Association, and obtaining approval from MMB.

ARTICLE 26 – EXPENSE ALLOWANCES

Section 5. Meal Allowances. D. Reimbursement Amount. Increase meal reimbursement rates.

Section 5. Meal Allowances. D. Reimbursement Amount. Delete list of high-cost metropolitan areas and use IRS list (excluding any cities within Minnesota).

ARTICLE 27 – RELOCATION ALLOWANCES

Section 2. Covered Expenses. D. Moving Expenses. Added language stating this provision does not apply to employees whose residence is their permanent work location and their decision to move is not a condition of employment.

ARTICLE 28 – SEVERANCE PAY

No change.

ARTICLE 29 – WORK RULES

No change.

ARTICLE 30 – MANAGEMENT RIGHTS

No change.

ARTICLE 31 – JOB SAFETY

No change.

ARTICLE 32 – STRIKES AND LOCKOUTS

No change.

ARTICLE 33 – EMPLOYEE MOBILITY

No change.

ARTICLE 34 – VOLUNTARY REDUCTION IN HOURS

No change.

ARTICLE 35 – SAVINGS CLAUSE

No change.

ARTICLE 36 – COMPLETE AGREEMENT AND WAIVER

No change.

ARTICLE 37 – DURATION

Technical date change and modification to reflect legislative changes to the contract implementation process.

APPENDIX A – VACATION

No change.

APPENDIX B – SICK LEAVE

No change.

APPENDIX B-2 – HOLIDAYS

No change.

APPENDIX C-1 – SRSEA SALARY SCHEDULE

Technical date changes and update grids to reflect first year (5.5%) wage adjustments. Added Lane 8V.

APPENDIX C-2 – SRSEA SALARY SCHEDULE

Technical date changes and update grids to reflect second year (4.5%) wage adjustments. Added lane 8V.

APPENDIX D-1 – JOB TITLES AND SALARIES

Technical date changes and update table to reflect first year (5.5%) wage adjustments.

APPENDIX D-1 – JOB TITLES AND SALARIES

Technical date changes and update table to reflect second year (4.5%) wage adjustments.

APPENDIX E – REQUEST FOR LANE CHANGE

No change.

APPENDIX F – REQUEST FOR APPROVAL OF CREDIT

No change.

APPENDIX G – CREDIT DOCUMENTATION FORM

No change.

APPENDIX H – EDUCATION GRANT FORM

No change.

APPENDIX I – DEPARTMENT OF HUMAN SERVICES/DEPARTMENT WIDE

Deleted.

APPENDIX J – THE PERPICH CENTER FOR ARTS EDUCATION

Renumbered as Appendix I.

APPENDIX K – MINNESOTA STATE ACADEMIES

Renumbered as Appendix J.

APPENDIX L – DEPARTMENT OF HUMAN SERVICES

Renumbered as Appendix K.

APPENDIX M – DEPARTMENT OF CORRECTIONS

Renumbered as Appendix L.

APPENDIX N – STATUTORY LEAVES

Renumbered as Appendix M.

APPENDIX O – SENIORITY ROSTER

Renumbered as Appendix N.

APPENDIX O-1 – CORRECTIONS SENIORITY ROSTER

Renumbered as Appendix N-1.

APPENDIX P – GLOSSARY

Renumbered as Appendix O.

APPENDIX Q – STIPULATION ON RELEASE OF INFORMATION

Renumbered as Appendix P.

APPENDIX R – STATEWIDE POLICY ON FMLA

Renumbered as Appendix Q.

APPENDIX S – SENIORITY UNITS

Renumbered as Appendix R.

APPENDIX T – REQUEST FOR DISCRETIONARY ADJUSTMENT OF VACATION ACCRUAL

Renumbered as Appendix S.

APPENDIX U – LETTERS

Renumbered as Appendix T.

Pilot Programs.

(NEW) Equity Adjustments pilot until 2025-2027 successor agreement is implemented.

(NEW) Student Loan Reimbursement pilot until 2025-2027 successor agreement is implemented.

(NEW) Add Bilingual/Multilingual/Sign Language Differential pilot program for Appointing Authority's discretion to compensate employees who communicate with the public in a recognized and approved language other than English (including Braille or American Sign Language), on a recurring or specific basis. The pilot expires at the implementation of a successor agreement.