SUMMARY OF THE 2017-2019
COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE STATE OF MINNESOTA AND THE
STATE RESIDENTIAL SCHOOLS EDUCATION ASSOCIATION (SRSEA)

Unless otherwise indicated, all changes are effective _____________.

ARTICLE 1 - PREAMBLE
Technical changes of the effective year.

ARTICLE 2 – ASSOCIATION RECOGNITION
No change.

ARTICLE 3 – ASSOCIATION RIGHTS
No change.

ARTICLE 4 – DUES DEDUCTION
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 4. Work Week.
Modified language that when work schedules are established which include Saturdays, the change must be mutually agreed upon.

ARTICLE 9 – TEACHER ASSIGNMENTS
Section 1. Academic Licensure.
Technical change for the official licensing agency Professional Educator Licensing and Standards Board (PELSB).

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. Disciplinary Action.
Modified language to permit a pilot program of Suspension – equivalent reduction of vacation balance, allowing an Appointing Authority the discretion to reduce a teacher’s vacation balance by up to three (3) days in lieu of a suspension. References Letter 7 in Appendix S [NEW].

ARTICLE 17 – GRIEVANCE PROCEDURE
No change.

ARTICLE 18 – LEAVES OF ABSENCE
Section 4. Leaves of Absence With Pay. F. Bereavement Leave.
Modified language to broaden circumstances under which bereavement leave can be taken.

Added language to provide that paid parental leaves of up to six (6) consecutive weeks shall be granted to eligible state employees who request such leave following the birth or adoption of a child. – Language is the same as previous MOU.

Section 5. Leaves of Absence Without Pay. F. Association Leave.
Added language requiring 14 days’ notice in cases of Association Leave.

ARTICLE 19 – VACATION LEAVE
Section 1. General Conditions. B. Crediting and Use of Vacation Upon Entry.
Technical change adding the letter “l” to the word “shal”.

ARTICLE 20 – SICK LEAVE
No change.

ARTICLE 21 – HOLIDAYS
No change.

ARTICLE 22 – INSURANCE
Section 2. Eligibility for Group Participation. B. Employees. – Special Eligibility. 4. Separated Employees Under M.S. 43A. 27.
Add clarifying language so that retirees who meet the expected criteria are eligible under this section.
Section 4. Amount of Employer Contribution.  
Delete first line under this section because it is obsolete. Technical date changes.

Technical date changes.

Technical date changes.

Employee Coverage.  
Increase monthly premium for dental coverage from $5.00 per month to $13.50 per month.

Add language to clarify that it applies to employees who do not waive medical coverage.

Add language describing that if an employee is re-hired within 365 days of previous separation and does not choose a health plan administrator during open enrollment the employee and any dependents will be defaulted to the plan administrator which they had previously been enrolled.

Section 5. Coverage Changes and Effective Dates. When Coverage May Be Chosen. 2. Eligibility Changes.  
Add language to clarify that it applies to employees who do not waive medical coverage.

Section 5. Coverage Changes and Effective Dates. When Coverage May Be Chosen. 3. Waiving Medical Coverage. (NEW)  
Add new language stating that effective July 1, 2017, employee may choose to waive medical coverage and process to do so.

Technical date changes throughout section.

Convenience clinics and Online Care modified to show no co-pay.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. Prescription Drugs. 4) Special Coverage for “Grandfathered Diabetic Group.”  
Delete this section.
Delete this section as obsolete.

Modify language to show there is no longer a $10.00 co-payment.

Section 7 Optional Coverages. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. a. Copayments.
Add implants as a listed service with 80% coverage after deductible In-Network and 50% coverage Out-of-Network. Also modify In-Network coverages for Prosthetics, Prosthetic Repairs and Orthodontics from 50% coverage to 80% coverage. Delete phrase which limits orthodontic care for dependents.

Section 7 Optional Coverages. A. Employee and Family Dental Coverage. 2. Coverage Under the State Dental Plan. c. Annual maximums.
Increase annual maximum from $1500.00 to $2000.00.

Delete language which currently limits coverage to dependent children ages 8 to 18.

Modify language so that an employee who is insurance eligible and moves from a temporary position to a permanent position will be allowed to enroll in short-term disability coverage within 30 days without proof of insurability.

Section 7. Optional Coverages. C. Disability Coverage. 2. Long-term Disability Coverage.
Modify language so that an employee who is insurance eligible and moves from a temporary position to a permanent position will be allowed to enroll in long-term disability coverage within 30 days without proof of insurability.

ARTICLE 23 – CORRECTIONAL EMPLOYEES RETIREMENT PLAN
No changes.

ARTICLE 24 – INJURED ON DUTY
No changes.

ARTICLE 25 – SALARIES
Section 1. Salary Schedule.
Technical changes of the effective years.

Section 2. Conversion.
Technical changes of the effective year.
Section 3. First Year Wage Adjustment.
Modified first year wage adjustment to a 2.0% increase on 7/1/17.

Section 4. Second Year Wage Adjustment.
Modified second year wage adjustment to a 2.25% increase on 7/1/18.

Section 8. Subd. B. Credit Approval.
Technical change removing the letter “n” from the word “an”.

Section 9. Placement on Salary Schedule.
Technical Change to add Music Therapist School District to the list of salary lanes.

Section 18. Work Out of Class [NEW].
Added language to allow for work out of class. Language reflects administrative procedural guidelines.

ARTICLE 26 – EXPENSE ALLOWANCES
No changes.

ARTICLE 27 – RELOCATION ALLOWANCES
No changes.

ARTICLE 28 – SEVERANCE PAY
Section 1. Severance Pay. B. Severance Pay Amount.
Technical change to correctly number the reference to the Health Care Savings Plan to Article 25, Section 15.

ARTICLE 29 – WORK RULES
No changes.

ARTICLE 30 – MANAGEMENT RIGHTS
No changes.

ARTICLE 31 – JOB SAFETY
No changes.

ARTICLE 32 – STRIKES AND LOCKOUTS
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
Technical name and date changes.

APPENDIX A – PRO-RATA VACATION SCHEDULE
No changes.

APPENDIX B – PRO-RATA SICK LEAVE SCHEDULE
No changes.

APPENDIX B-1 – PRO-RATA HOLIDAY SCHEDULE
No changes.

APPENDIX C-1 – SALARY SCHEDULE, EFFECTIVE 7-1-2017
Technical changes will be made in accordance with modifications made to Article 25, Salaries.

APPENDIX C-2 – SALARY SCHEDULE EFFECTIVE 7-1-2018
Technical changes will be made in accordance with modifications made to Article 25, Salaries.

APPENDIX D-1 – CLASS ASSIGNMENTS TO SALARY GRID 7-1-2017
Technical changes will be made in accordance with modifications made to Article 25, Salaries.

APPENDIX D-2 – CLASS ASSIGNMENTS TO SALARY GRID 7-1-2018
Technical changes will be made in accordance with modifications made to Article 25, Salaries.

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 – DHS DEPARTMENT-WIDE AGREEMENT
No changes.

APPENDIX J – SUPPLEMENT AGREEMENT – THE PERPICH CENTER FOR ARTS EDUCATION
Article 2, Hours of Work, Section 1.
Technical change. Deleted reference to the Crosswinds Arts and Science School.
Article 9. Extra Curricular Assignments.
Modified Extra Curricular Assignment rates of pay for the 2017-19 contract period. Also deleted references to the Crosswinds Arts and Science School.

APPENDIX K – SUPPLEMENTAL AGREEMENT – MINNESOTA STATE ACADEMY FOR THE BLIND AND MINNESOTA STATE ACADEMY FOR THE DEAF
Added language that allows for a teacher representative to participate along with the committee who sets the Academic calendar each year.

Article 6. Section 1. Assignments.
Added language that clarifies that teachers must re-apply for assignments each year with the exception of the Athletic Director position.

Article 6. Section 2. Extra Stipend Schedule.
Modified Extra Curricular Assignment rates of pay for the 2017-19 contract period.

APPENDIX L – STATUTORY LEAVES
Technical change, added Organ Donation Leave, Minnesota Statute §181.9456.

APPENDIX M – SENIORITY ROSTER
No changes.

APPENDIX M-1 – CORRECTIONS SENIORITY ROSTER
No changes.

APPENDIX N – GLOSSARY
Full-time employee
Added a definition for the employment condition of full-time.

Part-time employee
Added a definition for the employment condition of part-time.

Shift Differential
Technical change removing the letter “n” from the word “an”.

Work-Out-of-Class
Technical change removing the letter “n” from the word “an”.

APPENDIX O – STIPULATION ON RELEASE OF INFORMATION
No changes.

APPENDIX P – STATEWIDE POLICY OF FMLA
Technical change updating links to the FMLA Policy, Procedure and General Memo.

APPENDIX Q – SENIORITY UNITS
Technical change deleting Cross Winds Arts and Science School from list of Seniority Units.
APPENDIX R – CONNECT 700 – BENEFIT ELIGIBILITY FOR CURRENT EMPLOYEES (NEW)
Incorporated MOU regarding Connect 700 Benefit Eligibility for Current Employees into the contract.

LETTERS (NEW SECTION)
Created new section with Table of Letters; assigned numbers to each letter accordingly:

Letter 1 – Definition of “Academic Year”, December 7, 1995
Letter 2 – Guiding Principles Concerning Climate at the Worksite, September 16, 1999
Letter 3 – MSAD Written Education/Budget, December 1, 2003
Letter 4 – MSAD Workload Concern, December 1, 2003
Letter 5 – Workload Concerns, Adult Correctional Facilities, November 21, 2002
Letter 6 – Further Expansion of Sick Leave Benefits, August 15, 2014
Letter 7 – Equitable Workload and Teaching Assignments at Perpich Center for Arts Education, September 23, 2015
Letter 8 - Suspension – Equivalent Reduction of Vacation Balance – Pilot Program, December 15, 2017
Letter 9 - Joint Labor Management Committee regarding Teacher Licensing Changes, December 15, 2017
Letter 10 - Joint Labor Management Committee regarding Best Practices – Department of Corrections, December 15, 2017
Letter 11 - Career Technical Instructor Pay Structure Study – Department of Corrections, December 15, 2017