

**MSCF Negotiations Update
MnSCU Settlement Proposal
November 20, 2007**

Please note:

The information below does not include any of the negotiating proposals made by MSCF during our last mediation sessions, November 19-20, 2007. The parties are in mediation and MnSCU will respect to the confidentiality of the mediation process. MnSCU will not release information regarding any proposals specifically made as mediator's proposals, without the explicit consent of the MSCF and the mediator .

The proposal described below was MnSCU's formal settlement offer, not a mediation proposal.

Our next scheduled negotiation sessions are scheduled for December 17, 2007 and January 22 and 23, 2008.

Topic	MnSCU Proposal
Mutual Agreement Provisions <ul style="list-style-type: none"> • Reasonable Credit Equivalency • Independent Study • Small Class / Combined Class Waivers 	Change the contract language to allow faculty members and College Presidents to reach mutual agreement on items that currently require written permission from the grievance representative or the state MSCF.
Office Hours	Technical faculty shall post and maintain 3 office hours per week
Phased Retirement	Maximum length 7 years unless mutual agreement between College President and faculty member.
Phased Retirement / Hiring Practices	Part time faculty who are replacements for faculty on phased retirement shall not count against the hiring practices tally.
Course Claiming for Laid Off Faculty	Limit the maximum number of credits a faculty member may claim to 30 credits per semester. (Currently there is no limit.) Faculty who claim courses must notify the colleges of which courses they have accepted, 30 calendar days before the start of a semester. (Currently it is 10 days notice.)
Class Preparations	Delete language requiring class preps to count as a separate preparation each semester it is taught.

Tuition Waiver	Parties will defer to the pending arbitration decision whether tuition waiver applies to applied doctorate programs.
Sabbaticals	Effective for new hires on or after July 1, 2008, sabbatical compensation shall be at 80% for full year sabbaticals. Single semester sabbatical compensation remains unchanged.
Wages and Benefits	<p>Health: estimate 6.7% in FY2008 and estimate 10.4% in FY2009 Dental: estimate 0% in FY2008 and estimate 5% in FY2009 Life: estimate 5% in FY2008 and estimate 0% in FY2009 TRA retirement contribution change from 5% to 5.5% FY08: Step effective July 1, 2007 FY09: Step effective July 1, 2008 FY08: \$200 ATB July 1, 2007 FY09: \$300 ATB July 1, 2008 FY08: Lump sum of \$2,000 for faculty at top of range FY09: Lump sum of \$1,750 for faculty at top of range</p> <p>Total: \$35.6 million increase.</p>