

SUMMARY OF ECONOMIC CHANGES IN
2021-2023 IFO / MnSCU TENTATIVE SETTLEMENT

FY22 (Academic Year 2021-2022)

- Faculty employed in FY 2021 return at same step on the salary schedule for FY 2022.
- Adjunct and community faculty continue at \$1567 per credit minimum.
- Professional Development Funds continue at current FY 2021 levels.

FY23 (Academic Year 2022-2023)

- **4.1% total increase in base salary for faculty in tenured, probationary, and fixed term appointments as follows:**
 - **1.7 % Salary Schedule Enhancement;**
 - **1 step increase** for faculty in tenured, probationary, and fixed term appointments in FY 2022 who return in FY 2023.
- **5 % increase for adjunct and community faculty minimum per credit increase from \$1567 to \$1,645 per credit.**
- Additional two steps at the top of the salary schedule.
- **Increase the maximum step for Instructors by two steps from step 18 to step 20.**
- Professional Development Funds
 - **Professional Improvement Funds** for faculty in tenured, probationary, and fixed term appointments **increase** from \$600,000 **to \$680,000** (Article 19, Section A, Subd. 3).
 - **Professional Improvement Funds for community faculty increase** from \$57,800 **to \$68,000** (Article 10, Section J, Subd. 4b).
 - **Professional Improvement Funds for adjunct faculty increase** from \$70,000 **to \$80,000** (Article 19, Section A, Subd. 4).
 - **Article 19, Section B, Professional Study and Travel Funds increase** from \$1,450 **to \$1,500** per each full-time equivalent faculty member.
- Extra Duty Day for newly hired probationary and fixed term faculty for orientation prior to the start of their first semester.
- Stipends for adjunct and community faculty for orientation, training, and professional development opportunities.
 - Adjunct and community faculty to be provided opportunity for orientation and to receive a \$100 stipend for attending new faculty orientation.
 - Adjunct and community faculty to receive \$100 stipend per day for attending required training and for professional development opportunities offered by the university.

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Health Insurance Changes – Effective January 1, 2022

- MN Advantage **Health Insurance Plan premium increase 3%.**
 - Premium increases \$1.10 per month (from \$36.64) to \$37.74 per month for Single coverage.
 - Premium increases \$7.50 per month (from \$250.00) to \$257.50 per month for Family/Dependent coverage.

- Health Insurance Plan Improvements
 - The effective date for insurance coverage for new hires will change from 35 to 30 days after hire.
 - 3-D mammograms will be included as preventative care.
 - Employees will no longer need a referral to an eye doctor for an eye injury or illness.

- Changes in Health Insurance Benefits Plan for Emergency Room Visits:
 - Co-pay for emergency room visits will no longer be subject to the deductible.
 - Cost Level 1 co-pay remains at \$100.
 - Cost Level 2 co-pay increases (from \$100) to \$125, and cost level 3 co-pay increases (from \$100) to \$150.
 - Cost level 4 changes from 25% co-insurance to \$350 co-pay.

- All other health insurance co-pays, coinsurance, deductibles for services, and maximum out-of-pocket medical and prescription drug limits remain the same as for 2021.

Dental and other Optional Insurance Premiums for 2022

- **Dental Insurance premiums remain the same as 2021;** no increase.
 - Premium for Single coverage remains at \$13.50 per month.
 - Premium for Family coverage remains at \$53.40 per month.

- **Vision Insurance premiums remain the same as 2021.**

- **Short Term Disability premiums will decrease 5% for 2022.**

Open Enrollment Changes

- Open Enrollment for Short Term Disability in 2022, and then every 5 years.
- Open Enrollment for Dental Insurance for the next three plan years, in 2022, 2023, and 2024 (normally dental is only open every other year).