

SUMMARY OF ECONOMIC CHANGES IN  
2019-2021 IFO / MnSCU TENTATIVE SETTLEMENT

**FY20** (Academic Year 2019-2020)

- **1.9 % Salary Schedule Enhancement**, for faculty in tenured, probationary, fixed term and non-tenure track appointments.
  - Retroactive to the beginning of Fall Semester 2019.
- **2.0 % increase adjunct and community faculty minimum to \$1,514** per credit.
  - Retroactive to the beginning of Fall Semester 2019.
- Professional Development Funds
  - Continue Professional Improvement Funds at FY 2019.
  - Continue Article 19, Section B, Professional Study and Travel Funds at current level of \$1,450 per each full-time equivalent faculty member.

**FY21** (Academic Year 2020-2021)

- **2.0 % Salary Schedule Enhancement**, for faculty in tenured, probationary, fixed term and non-tenure track appointments.
- **3.5 % increase adjunct and community faculty minimum to \$1,567** per credit.
- Professional Development Funds
  - **Professional Improvement Funds** for faculty in tenured, probationary, fixed term and non-tenure track appointments **increase** from \$520,000 to **\$600,000** (Article 19, Section A, Subd. 3).
  - **Professional Improvement Funds for Community Faculty increase** from \$32,500 to **\$57,800** (Article 10, Section J, Subd. 4b).
  - **Professional Improvement Funds for Adjunct Faculty increase** from \$59,500 to **\$70,000** (Article 19, Section A, Subd. 4).
  - Continue Article 19, Section B, Professional Study and Travel Funds at FY2020 level of \$1,450 per each full-time equivalent faculty member.
  - **Meals and lodging expenses incurred for Professional Study and Travel (19B funds)** will be **reimbursed at higher rates**, as set by the US General Services Administration (GSA) for travel within the US and by the Department of Defense for travel outside the US.
- **Compensation for Assessment of Prior Learning increases** (from \$35 per credit) to a minimum of **\$50 per credit** (Article 10, Section A, Subd. 5 and Section J, Subd. 3).
- **Salary equity adjustments** recommended by the joint IFO and MinnState Salary Review Committee **based on the results of the 2016 salary study** (estimated at \$923,000) **to be implemented**.

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**Health Insurance Changes – Effective January 1, 2020**

- MN Advantage Health Insurance Plan premium increase 7.85%.
  - Premiums increase \$2.56 per month (from \$32.48) to \$35.04 per month for Single coverage.
  - Premiums increase \$17.40 per month (from \$221.62) to \$239.02 per month for Family/Dependent coverage.
- Changes in Health Insurance Benefits Plan:
  - First dollar deductible increase for all plan benefit levels -
    - Level 1 from \$150 single / \$300 family to \$250 single / \$500 family;
    - Level 2 from \$250 single / \$500 family to \$400 single / \$800 family;
    - Level 3 from \$550 single / \$1,100 family to \$750 single / \$1,500 family;
    - Level 4 from \$1,250 single / \$2,500 family to \$1,500 single / \$3,000 family.
  - Office visit copays increase \$5 at all levels.
  - Coinsurance for Lab, Pathology and X-ray (not included as preventive care and not subject to office visit copays) increases from 5% to 10% for Levels 1 and 2, and remains at 20% for Level 3, and at 25% for Level 4.
  - Coinsurance for MRI/CT scans increase by 5% for all levels (e.g., Level 1 increases from 5% to 10%, Level 2 increases from 10% to 15%, etc.).
  - Prescription drugs increase by \$4 for Tier 1 (from \$14 to \$18); and by \$5 for Tier 2 (from \$25 to \$30) and Tier 3 drugs (from \$50 to \$55).
  - Maximum drug out-of-pocket limits increase from \$800 single / \$1,600 family to \$1,050 single / \$2,100 family – for all Benefit Levels.
  - Maximum (non-drug) out-of-pocket limits increases -
    - Levels 1 and 2 - from \$1,200 single / \$2,400 family to \$1,700 single / \$3,400 family;
    - Level 3 - from \$1,600 single / \$3,200 family to \$2,400 single / \$4,800 family;
    - Level 4 - from \$2,600 single / \$5,200 family to \$3,600 single / \$7,200 family.
- Dental Insurance premium increase 2.25%.
  - Premium for Single coverage remains at \$13.50 per month.
  - Premium for Family coverage increases to \$53.40 per month.
- Improvement in Dental Insurance Plan (effective January 1, 2020):
  - Elimination of the two-year waiting period for repairs on a tooth that has already been repaired.
  - Preventative services will no longer be costed against the \$2,000 annual maximum payable per person.
  - Increase the lifetime maximum orthodontia benefit from \$2,400 to \$3,000.
- Accidental Death and Dismemberment Coverage increased up to \$200,000.
- Short Term Disability premium increase 10.4%.