

**CHANGES IN THE 2015-2017 COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE
STATE OF MINNESOTA AND STATE RESIDENTIAL
SCHOOLS EDUCATION ASSOCIATION (SRSEA)**

Unless otherwise indicated, all changes are effective January 16, 2016.

ARTICLE 1 – PREAMBLE

Technical change of effective date.

ARTICLE 2 – ASSOCIATION RECOGNITION

No change.

ARTICLE 3 – ASSOCIATION RIGHTS

No change.

ARTICLE 4 – DUE 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. Technical change to separate out the options of a normal work day of eight (8), nine (9), and ten (10) hour shifts excluding a duty free lunch period of no less than thirty (30) minute duty free lunch.

Section 2. Student Contact Time. New section title. Technical change to divide up language from previous Section 1 into three sections.

Section 3. Prep Time. New section title. Technical change to divide up language from previous Section 1 into three sections.

Technical renumbering of Article 8.

Article 9. Flex-Time. Technical edit.

ARTICLE 9 – TEACHERS ASSIGNMENTS

No change.

ARTICLE 10 – PROFESSIONAL DEVELOPMENT

No change.

ARTICLE 11 – PERFORMANCE REVIEW

No change.

ARTICLE 12 – PROBATIONARY PERIOD

Section 1. Duration. Added new language to provide for six (6) month probationary period when a teacher has transferred from one seniority unit to another within the same agency.

ARTICLE 13 – VACANCIES

Section 1. Posting. Modify language to allow for electronic posting of vacancies.

Section 1. Posting. Modify language to require the Appointing Authority to post an announcement of vacant or new positions for a minimum of seven (7) calendar days. Added language to provide that when the seven (7) calendar day posting requirement would be met on a Saturday, Sunday, or holiday, the expiration date of the posting shall be the day following the weekend or holiday.

ARTICLE 14 – SENIORITY

Section 2. Seniority List. Modify language to allow for electronic posting of seniority lists.

ARTICLE 15 – LAYOFF

No change.

ARTICLE 16 – DISCIPLINE

Section 2. Disciplinary Action. E. Notification. Technical change to delete obsolete language.

Section 6. Personnel File. Modified language so that upon written request of a teacher, written reprimands shall be removed after eighteen (18) months from the teacher's permanent personnel file provided no further disciplinary action has been taken.

ARTICLE 17 – GRIEVANCE PROCEDURE

No change.

ARTICLE 18 – LEAVES OF ABSENCE

No change.

ARTICLE 19 – VACATION LEAVE

No change.

ARTICLE 20 – SICK LEAVE

Section 3. Sick Leave Use. B. Others. Remove limitations on number of hours teachers can use to care for certain ill family members.

Section 3. Sick Leave Use. B. Others. Remove limitations on number of hours teachers can use to accompany a parent to a medical and/or dental appointment.

Section 3. Sick Leave Use. Delete reference to July 2, 2013 letter regarding sick leave use and replace with reference to updated August 15, 2014 letter which further clarifies sick leave use.

ARTICLE 21 - HOLIDAYS

Section 2. Designated Holidays. Technical changes.

ARTICLE 22 – INSURANCE

Technical date changes.

Section 2. Eligibility for Group Participation. D. Continuation Coverage. g. Clarification: a covered teacher's ~~entitlement to or~~ enrollment in Medicare.

Section 3. Eligibility for Employer Contribution. B. Partial Employer Contribution – Basic Eligibility. 2., addition to text: Teachers who hold part-time appointments **or seasonal employees** and who are scheduled to work at least one thousand forty-four (1044) hours over a period of any twelve (12) consecutive months.

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

Section 4. Amount of Employer Contribution. B. Contribution Formula – Dental Coverage. Technical date changes.

Section 5. Coverage Changes and Effective Dates. A. When Coverage May Be Chosen. 1. Newly Hired Employees. Insert new language:

If a teacher does not choose a health plan administrator and primary care clinic by their initial effective date, but was previously covered as a dependent immediately prior to their initial effective date, they will be defaulted to the plan administrator and primary care clinic in which they were previously enrolled.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. Technical date changes.

Section 6. Basic Coverages. A. Employee 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. Technical date changes. Delete obsolete chart and insert new chart.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. e. Prescription Drugs. 1) Copayments and annual out-of-pocket maximums. Delete obsolete language, insert new drug copayment language.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. j. Lifetime maximums and non-prescription out-of-pocket maximums. Delete obsolete language, insert new out-of-pocket maximum language.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 6. Post-Retirement Health Care Benefit. Clarifies that if the teacher separates due to death, the \$250 benefit is paid in cash, not to the HCSP.

Section 7. Optional Coverages. A. Employee and Family Dental Coverages. 2. Coverage Under State Dental Plan. a. Copayments. Technical date change, insert new coinsurance limits.

ARTICLE 23 – CORRECTIONS EARLY RETIREMENT INCENTIVE

No change.

ARTICLE 24 – INJURED ON DUTY

No change.

ARTICLE 25 – SALARIES

Section 1. Salary Schedule. The salary schedule in Appendix C-1 is effective July 1, 2015 through June 30, 2016 and the schedule in Appendix C-2 is effective July 1, 2016 through June 30, 2017.

Section 2. Conversion. Effective July 1, 2015, teachers shall be assigned to the same relative step within the salary range for their class except as specified below.

Teachers who are paid a rate which exceeds the maximum rate for their class prior to the implementation of this Agreement, but whose rate falls within the new salary range for their class, shall be assigned to the maximum of the new range.

Teachers whose salaries as of June 30, 2015 equal or exceed the new maximum rate for their class shall not receive a salary adjustment, but these teachers shall not receive a reduction in pay.

Section 3. First Year Wage Adjustment. Effective July 1, 2015, all salary ranges and rates shall be increased by two and one-half percent (2.5%), rounded to the nearest cent. Teachers convert to the new compensation grid as provided in Section 2, Conversion.

Section 4. Second Year Wage Adjustment. Effective July 1, 2016, all salary ranges and rates shall be increased by two and one-half percent (2.5%), rounded to the nearest cent. This salary adjustment shall be given to all teachers including those teachers whose rates of pay exceed the maximum rate for their class.

ARTICLE 26 – EXPENSE ALLOWANCES

Section 5. Meal Allowances. D. Reimbursement Amount. Technical changes to delete references to previous reimbursement rates.

ARTICLE 27 – RELOCATION ALLOWANCES

No change.

ARTICLE 28 – SEVERANCE PAY

Section 1. Severance Pay A. Eligibility. Technical change to clarify that teachers who separate, rather than “retire,” for reasons other than discharge after ten (10) years of continuous State service, and who are immediately entitled at the time of separation to receive an annuity under a State retirement program, shall also receive severance pay.

ARTICLE 29 – WORK RULES

No change.

ARTICLE 30 – MANAGEMENT RIGHTS

No change.

ARTICLE 31 – JOB SAFETY

No change.

ARTICLE 32 – STRIKES AND LOCK-OUTS

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 and name changes.

APPENDIX A – VACATION

No change.

APPENDIX B – SICK LEAVE

No change.

APPENDIX B-1 – HOLIDAYS

No change.

APPENDIX C-1 – SALARY SCHEDULE, EFFECTIVE JULY 1, 2015

APPENDIX C-2 – SALARY SCHEDULE EFFECTIVE JULY 1, 2016

APPENDIX D-1 – JOB TITLES AND SALARIES AS OF JULY 1, 2015

APPENDIX D-2 – JOB TITLES AND SALARIES AS OF JULY 1, 2016

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 – K – SUPPLEMENTAL AGREEMENTS

Modifications made to various supplemental agreements as agreed upon by the agencies.

APPENDIX L – STATUTORY LEAVES

Technical change to correct statutory reference.

APPENDIX M – SENIORITY ROSTER

No change.

APPENDIX M-1 – CORRECTIONS SENIORITY ROSTER

No change.

APPENDIX N – GLOSSARY

No change.

APPENDIX O – STIPULATION ON RELEASE OF INFORMATION

Technical name change.

APPENDIX P – STATEWIDE POLICY ON FMLA

Technical change referencing current links to the FMLA Policy, Procedure and General Memo.

APPENDIX Q SENIORITY UNITS

No change.

LETTERS

Deleted letter dated July 2, 2013, providing further clarification on the use of sick leave for additional family members, and added letter dated August 15, 2014 regarding further expansion of sick leave benefits.