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**.
SUMMARY OF ECONOMIC CHANGES IN
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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%.