

Chair Fateh and Members of the Senate Higher Education Committee,

As a 30-year K-12 educator in Minnesota, a 10-year TPT employee of Minnesota State, I would like to emphasize the instability and discriminatory status of TPT employees. As a TPT employee, I have become aware of some of the positions, benefits, salary and awards that I am not eligible for. It has been difficult to obtain Professional Development funds at the same level as my non-TPT colleagues. I was awarded Professional Development dollars in an amount that enabled me to attend a regional conference, and that was cancelled in 2020. Also, I applied for a faculty cultural position on campus and was told that only UFT faculty were eligible. TPT faculty are not eligible for institutional teaching awards, nor are they eligible for insurance and/or other benefits.

I have been employed on a semester-by-semester position for 10 years. During that time, my faculty load has only reached an insurance-eligible level 2 semesters. The paperwork was mailed to my home and arrived after the semester began and then the only time I signed up for it, it was ended within 4 months (at the conclusion of the semester), making it basically worthless for true usage. As I travel for my position and do not believe that I have been eligible for life insurance, if I were to die in a car accident, I would not be covered. I most-recently realized that I would not be receiving back pay after our current contract was finalized, as last semester I was .5 credit away from the minimum to be on the salary schedule. That .5 was reduced weeks into the semester. Multiple changes in my semester faculty load is a pattern in my position, so it becomes basically impossible to know what my paycheck will be or to ever depend on that in my budget. I love my work. I do not love, or even appreciate being treated like a second-class employee.

MSCF Contingent Faculty Member

(Testimony submitted anonymously due to the tenuous nature of their employment)