

## **SALARY (3rd NFA proposal)**

### **Section 1. Merit and COLA**

Any Cost of Living Adjustments, Merit Awards, or other forms of salary increase funded by the Nevada Legislature and/or established by NSHE for community college faculty occurring before, during, or after ratification of this Agreement shall be incorporated into base salary for all applicable employees covered by this Agreement as established and/or directed.

All salary reviews mandated by NSHE Code shall be completed, including the affirmative action rank and salary evaluation specified in Title 4, Chapter 8, Section 3 of NSHE Code.

### **Section 2. Initial placement**

- a. Initial salary placement shall follow Chapter 3, Section 2.2 of NSHE's *Procedures and Guidelines Manual*. CSN Administration shall use an equitable system for initial salary placement, which shall be published.
- b. Bargaining unit faculty shall have the right to be provided upon request a written explanation of their initial salary placement.
- c. A bargaining unit faculty member's salary equity review requested under Chapter 3, Section 2.3(d6) of NSHE's *Procedures and Guidelines Manual* will be completed in a timely fashion.

### **Section 3. Contract year one**

#### a. Equity adjustment

Any equity study for the 2017-2018 academic year planned or in progress at the time of contract ratification shall be completed according to its own terms, following NSHE policy.

### **Section 4. Contract year two**

#### a. Equity adjustment

Twelve months after ratification of this Agreement, a CSN bargaining unit faculty equity study shall be initiated. The study is to be completed in six months.

The study will be overseen by an internal committee consisting of two bargaining unit members selected by NFA and two members selected by CSN Administration.

The factors utilized to determine salary adjustment, in order of priority will be:

- 1) Difference between the faculty member's actual base salary and salary scale progression: *initial placement (each year of equivalent experience recognized by CSN for initial placement at a 2.5% scaled progression up to a maximum of twenty five percent above the current Community College Academic Salary Schedule grade minimum) plus each year of experience teaching at CSN calculated with a 2.5% scaled progression, as compared to the faculty member's actual base salary.*

- 2) Comparison of the faculty member's base salary to those of other faculty at the institution based upon years of experience and educational attainment.
- 3) Comparison of the faculty member's base salary to base salary of faculty with similar educational attainment and experience at other comparable institutions.

As an additional constraint, in no case shall the increase to the base salary of a faculty member who is below the Q3 salary figure listed for their salary grade in the Community College Academic Salary Schedule be less than one percent (1.0%) of that faculty member's base salary.

Increases are to be allocated until each priority, in order, has been addressed. This may mean that not all priorities are addressed (*eg* if the money allotted is less than sufficient to fully eliminate differences on point one).

The committee may elect to utilize the services of an external consultant to determine recommended adjustments using the above criteria. If the committee chooses to utilize a consultant, the consultant will be selected through a public and competitive Request for Proposals (RFP) process. Any consultant to be used must consent to the time-line, which shall be included in the consultant's service agreement. The decision as to whether to use a consultant shall be taken within one month of the committee convening.

If a consultant is used, the committee will have full access to all data and calculations made by the consultant. The committee will accept or reject the consultant's results. If the results are rejected, or if a consultant is not used, then the committee develops the recommended salary increases.

The committee's recommended salary adjustments will be presented to the CSN President, who within two weeks will approve or reject the study results and determine whether to provide additional funding for adjustments. If the CSN President approves the study results, a minimum of two percent (2.0%) of the total bargaining unit base salary pool will be distributed equitably as base salary raises as provided by the study. The CSN President may elect to devote additional resources to making adjustments if he/she sees fit.

If the committee cannot agree on recommended salary adjustments within the allotted time, or the CSN President rejects the study results, then all faculty who fall below the Q3 salary figure listed for their salary grade in the Community College Academic Salary Schedule will receive a two (2.0%) raise and the year two Equity Study will be concluded.

Salary increases from the contract year two Equity Study shall be implemented at the beginning of the term (Fall, Spring, or Summer) following the completion of the study.

## **Section 5. *Contract year three***

### **a. Equity adjustment**

Twenty four months after ratification of this Agreement, a CSN bargaining unit faculty equity study shall be initiated. The study is to be completed in six months.

The study will be overseen by an internal committee consisting of two bargaining unit members selected by NFA and two members selected by CSN Administration.

The factors utilized to determine salary adjustment, in order of priority will be:

- 1) Difference between the faculty member's actual base salary and salary scale progression: *initial placement (each year of equivalent experience recognized by CSN for initial placement at a 2.5% scaled progression up to a maximum of twenty five percent above the current Community College Academic Salary Schedule grade minimum) plus each year of experience teaching at CSN calculated with a 2.5% scaled progression, as compared to the faculty member's actual base salary.*
- 2) Comparison of the faculty member's base salary to those of other faculty at the institution based upon years of experience and educational attainment.
- 3) Comparison of the faculty member's base salary to base salary of faculty with similar educational attainment and experience at other comparable institutions.

As an additional constraint, in no case shall the increase to the base salary of a faculty member who is below the Q3 salary figure listed for their salary grade in the Community College Academic Salary Schedule be less than one percent (1.0%) of that faculty member's base salary.

Increases are to be allocated until each priority, in order, has been addressed. This may mean that not all priorities are addressed (eg if the money allotted is less than sufficient to fully eliminate differences on point one).

The committee may elect to utilize the services of an external consultant to determine recommended adjustments using the above criteria. If the committee chooses to utilize a consultant, the consultant will be selected through a public and competitive Request for Proposals (RFP) process. Any consultant to be used must consent to the time-line, which shall be included in the consultant's service agreement. The decision as to whether to use a consultant shall be taken within one month of the committee convening.

If a consultant is used, the committee will have full access to all data and calculations made by the consultant. The committee will accept or reject the consultant's results. If the results are rejected, or if a consultant is not used, then the committee develops the recommended salary increases.

The committee's recommended salary adjustments will be presented to the CSN President, who within two weeks will approve or reject the study results and determine whether to provide additional funding for adjustments. If the CSN President approves the study results, a minimum of three and a half percent (3.5%) of the total bargaining unit base salary pool will be distributed equitably as base salary raises as provided by the study. The CSN President may elect to devote additional resources to making adjustments if he/she sees fit.

If the committee cannot agree on recommended salary adjustments within the allotted time, or the CSN President rejects the study results, then all faculty who fall below the Q3 salary figure listed for their salary grade in the Community College Academic Salary Schedule will receive a three and a half percent (3.5%) raise and the year three Equity Study will be concluded.

Salary increases from the contract year three Equity Study shall be implemented at the beginning of the term (Fall, Spring, or Summer) following the completion of the study.

**Section 6. *Overload pay***

Upon ratification of this Agreement, pay per overload IU shall increase from \$825 to \$1017. If NSHE adopts or recommends any additional increase to adjunct or overload pay, CSN Administration will implement the increase for bargaining unit faculty overload pay.