

### **CSN Response on 02/24 NFA-CSN Proposal: Salary**

All Cost of Living Adjustments or comparable salary increases funded by the Nevada Legislature or directed by the Board of Regents, shall be applied to applicable employee's as established and/or directed.

Merit Raises funded by the Legislature and/or established and directed by the Board of Regents for NSHE community college academic faculty and/or collective bargaining unit members, will comply with NSHE's *Procedures and Guidelines Manual* Chapter 3, Section 2.3(C).

Within six months of the ratification of the Agreement, an Equity Study will be initiated. The study will be conducted consistent with the process established in NSHE Procedure and Guidelines Manual, Chapter 3, Section 3(d). The study will be conducted to assess "whether a faculty member's salary is appropriate as compared to the salaries of other faculty at the institution based upon years of experience and educational attainment."

The study will be conducted either by an internal committee or through the use of an external consultant. An internal committee consisting of two NFA or Faculty Senate members and two members identified by CSN Administration, shall recommend to the President of CSN for approval, the use of an internal committee or outside consultant.

The committee will establish the criteria to be used for the review of CSN bargaining unit faculty member's salary in comparison of other CSN bargaining unit faculty member's salary, based on years of experience and educational attainment. Salary equity adjustments recommendations will require approval by the President.

If the salary equity review is completed and approved prior to December 31<sup>st</sup>, the application of the adjustment will be effective on January 1<sup>st</sup> of that year; for salary equity reviews completed after January 1<sup>st</sup>, the application of any approved adjustments will be applied to the start (July 1<sup>st</sup>) of the following fiscal year.

Separate counter proposal – Overload Compensation.