

CSN’s proposals (in collective bargaining) would have provided over \$600,000 in incremental increases to many faculty. Unfortunately, NFA maintains its position that CSN must dedicate 1 ¼% of its operating budget to new base salary adjustments. CSN cannot absorb that amount of increase and fulfill its mission of instruction. Therefore, CSN requested the process move into the “fact finding” stage, as provided in the Board of Regents policy.

The following is a summary of the proposals that CSN Administration has agreed on and/or proposed to NFA.

**College of Southern Nevada  
Collective Bargaining Outlays**

	Annual Cost
Overload	
Year 1: \$825 to \$875	
Year 2: to \$925	273,203.09
Relocation	30,000.00
Summer School Pay	184,610.28
Market Factor to Tenure	65,172.08
Librarian Stipend:	
Year 1: \$875 (6 IU's)	
Year 2: \$925 (6 IU's)	
Year 3: @\$925 (6IU's)	5,641.58
Counselor Stipend:	
Year 1: \$875 (6 IU's)	
Year 2: \$925 (6 IU's)	
Year 3: @\$925 (6IU's)	5,641.58
B+ contract increase to 10.5%	27,162.10
	591,430.71

1. Program Director B+ (\$310,470) - including fringe

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