

## ~~SALARY (2<sup>nd</sup> NFA Proposal)~~ CSN Response 06/25/2018

### Section 1. Merit and COLA

Nothing in this CBA amends the applicability of any cost of living adjustments (COLAs) or comparable salary increases funded by the Nevada Legislature or directed by the Board of Regents.<sup>22</sup>

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).

### Section 2. Salary Equity Adjustment

- a. In accordance with NSHE's *Procedures and Guidelines Manual* Chapter 3, Section 2.3(D), a Salary Equity Study will be performed by the institution. 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."
- b. CSN is engaging ~~ed~~ in a salary study. The following outlines the approximate dates for the Request for Proposal (RFP) process for performance of the study:

RFP Release	5/11/2018
Questions Due	6/1/2018
Response to Questions via Addendum	6/11/2018
RFP Responses Due	6/20/2018
Proposal Review	6/27/2018
On Campus Presentations by Finalists	7/12 – 7/13/2018
Complete Final Evaluations	7/20/2018
RFP Award	7/25/2018
Contract Execution	8/1/2018

Completion of the study will be determined based upon the ~~C~~onsultant responses and work program. Implementation of results will be consistent with appropriate timeframes as established within the study for bargaining unit members.

- c. CSN shall conduct a Future Salary Equity Studies in year 3 of the CBA which will be performed in accordance with NSHE's *Procedures and Guidelines Manual* Chapter 3, Section 2.3(C). A committee will be identified to coordinate the Salary Equity Study. The committee will consist of two members identified by CSN ~~a~~Administration and two CSN bargaining unit members. The committee will establish the criteria to be used for the review of CSN bargaining unit member's salary in comparison of other CSN bargaining unit member's salary based on years of experience and educational attainment. The committee will recommend to the President of CSN for approval, whether the services of an external consultant shall be utilized to support the study. If an external consultant is utilized, the consultant will be selected through a public and competitive ~~Request for Proposals (RRFP)~~ Request for Proposals process.

Due to the time required to process an RFP, the committee must determine by April 1 whether an external consultant will be utilized. If an external consultant is to be utilized, a committee must begin

that process immediately so the consultant can be selected by August 1. The consultant's services will be expected to commence by no later than September 1 and the consultant must consent to the timeline, which shall be included in the consultant's service agreement.

If the internal committee performs the study themselves, they must commence work by no later than September 1.

Whether an external -consultant or the internal committee performs the process, the work and any appeals must be completed by March 1 to enable changes to be incorporated into the following fiscal year's operating budget. Salary equity adjustment recommendations will require approval by the President; therefore, that approval process will also need to be built into the time line for completion by March 1.

The institution will identify resources to fund the results of the equity study, which may be phased in incrementally depending on funding resources. This funding and timeline will be communicated back to the committee by June 15.

If the internal committee is formed after April 1, the internal committee can consult with the Procurement Department to determine whether a consultant can be identified through the RFP process by August 1. If that is not feasible, the internal committee will need either to direct the study themselves (within the aforementioned timelines) or wait to follow the next year's timeline. In any case, all approved results must be completed by March 1.

Illustration:

The following schedule illustrates the aforementioned dates:		
External Consultant Used	by no later than date	External Consultant not Used
Committee formed (2 faculty + 2 admin faculty)	-April 1	Committee formed (2 faculty + 2 admin faculty)
RFP process starts with Procurement Department	-immediately after committee formed	
RFP process concludes, consultant chosen	-August 1	
Consultant starts work	-September 1	
Final & approved results delivered to Budget Services	-March 1 (of following year)	Final & approved results delivered to Budget Services
Funding & timeline communicated back to Committee	-June 15 (of following year)	Funding & timeline communicated back to Committee

### Section 3. AB202

- a. CSN and NFA will jointly support the principles of the AB 202, 2017-2019 Interim Study Committee, and final actions taken by the Board of Regents of the Nevada System of Higher Education in the development drafting of a legislative bill to establish a structure for a comprehensive and sustainable faculty compensation system, including regular in-rank salary increases.<sup>22</sup> Bill Draft Revisions (BDR's) are anticipated to address include problems with compression in faculty salaries, due to the lack of an in-rank salary advancement system, in order to promote the recruitment and retention of high-quality faculty for the Nevada System of Higher Education.

### Section 64. Overload pay

Upon ratification of this Agreement and effective the next semester following ratification, pay per overload instructional unit (IU) shall increase from \$825 to \$875. In year 2 of the Agreement the rate for overload will increase from \$875 to \$925. ~~If NSHE adopts or recommends any additional increase to overload pay, CSN Administration will implement the increase for bargaining unit faculty overload pay.~~