

SALARY AND ECONOMIC PROPOSALS

[CSN counterproposal January 13, 2020/amended January 17, 2020; NFA Counterproposal 31 January 2020, CSN counter proposal February 7, 2020]

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.

Merit Raises funded by the Legislature and/or established and directed by the Board of Regents for NSHE community college academic faculty -will comply with NSHE's Procedures and Guidelines Manual Chapter 3, Section 3.3(C). ~~CSN endorses the NSHE Task Force on Performance Pay, Administration, and Support recommendations to the board (at this time the Task Force recommends a 1% merit pool annually).~~

Section 2A. Increase to Base Salaries

Upon ratification of the CBA, effective July 1, 2020, CSN will provide to bargaining unit members a 1.25 ~~1.5%~~ base salary increase in the first year of the contract. To ensure sustainability, the continuation of the base salary increase in year two of the agreement will be contingent upon a minimum increase of the overall institutional average class size from 22 students to 23 students in fall 2020 and spring 2021. Should the increased average class size performance metric not be achieved in year one, the 1.25% base increase will not continue as part of base salary in FY22. Policies that will be impacted by this agreement will be amended prior to July 1, 2020, and may be subject to Faculty Senate and/or NSHE/Board of Regents approval. ~~and, effective July 1, 2021, a 2.5% base salary increase in the second year of the contract, and a 1% base salary increase in the third year of the contract.~~

~~{01-13-2020}~~

~~{01-17-2020}~~

~~To ensure sustainability of base salary increases in Year Two and Three of the agreement, CSN and NFA will have equal roles in the decision-making that will determine whether these contract terms will be renegotiated due to financial exigency. Base salary increases once awarded shall not be retracted.~~

Additionally, CSN endorses the NSHE Task Force on Performance Pay, Administration and Support. At this time, the recommendation is a 1% merit pool annually, which would impact academic faculty in year two and year three of this agreement.

Section 2B. One-Time Signing Bonus

Upon ratification of the CBA, effective July 1, 2020, CSN will pay a signing ~~bonus-incentive~~ totaling \$642321,000 and distributed equally among all bargaining unit members. This incentive represents approximately .75% increase on salary.

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Section 3. Salary Placement

Upon hire, academic faculty are given an initial salary placement in accordance with NSHE Procedures and Guidelines Manual Chapter 3, Section 3.2. Faculty are entitled to receive upon written request made within three (3) business days a written explanation of their initial salary placement, which shall be promptly provided within three (3) business days. Faculty may request reconsideration of that placement by submitting a written request within three (3) business days after receiving the explanation. Faculty should provide any rationale or background reasons justifying the request. The Human Resources Department shall promptly review the reconsideration request, and make its recommendation to the CSN hiring authority, whose decision is final. A copy of the recommendation and the hiring authority's decision will be provided to the faculty member.

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Section 4. Salary Equity Studies

a. CSN is currently conducting a Salary Equity Study pursuant to NSHE Procedures and Guidelines Manual Chapter 3, Section 3.3(D), 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." Upon completion of this study, a description of the process that was used to gather the data utilized by the Salary Consultant in their analysis, as well as the methodology used by the Salary Consultant to analyze that data, shall be published in a manner that is accessible to bargaining unit members. Bargaining unit members have the right to receive upon request a written explanation of their salary equity adjustment amount. A bargaining unit faculty member's salary equity adjustment review request will be completed in a timely fashion.

b. In accordance with the provisions of NSHE's Procedures and Guidelines Manual regarding salary equity studies, a Salary Equity Study will be performed by CSN during the CBA term as outlined below. 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."

[Text content of CSN document's chart follows, block indentation.]

Committee formed (2 faculty + 2 admin faculty) August 1, 2020

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RFP process starts with Procurement Department immediately after committee formed RFP process concludes, consultant chosen December 1, 2020

Consultant starts work January 1, 2021 Final & approved results delivered to Budget Services March 1, 2021

Final & approved results delivered to Budget Services Funding & timeline communicated back to Committee June 15, 2021 Funding & timeline communicated back to Committee

A committee will be identified to coordinate the Salary Equity Study. The committee will consist of two members identified by CSN administration and two CSN bargaining unit members identified by NFA. The committee will establish the criteria to be used for the review of CSN bargaining unit members' salary in comparison of other CSN bargaining unit members' salary including but not limited to 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

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external consultant is utilized, the consultant will be selected through a public and competitive RFP process.

As outlined in the chart above, due to the time required to process an RFP, the committee must determine by September 1, 2020 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 December 1, 2020. The consultant's services will be expected to commence by no later than January 1, 2021, 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 itself, the committee must commence work by no later than November 1, 2020.

Whether an external consultant or the internal committee performs the process, the work and any appeals must be completed by March 1, 2021, to enable changes to be incorporated into the following fiscal year's operating budget. Salary equity adjustment recommendations will require approval by the President of CSN; therefore, that approval process will also need to be built into the time line for completion by March 1.

CSN 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, 2021.

If the internal committee is formed after August 1, the internal committee can consult with the Procurement Department to determine whether a consultant can be identified through the RFP process by December 1. If that is not feasible, the internal committee will need to direct the study itself (within the aforementioned timelines). In any case, all approved results must be completed by March 1, 2021.

Section 5. Legislature

CSN and NFA will jointly support and advocate for the final actions approved by the Board of Regents of the Nevada System of Higher Education in the development of legislation to establish a structure for a comprehensive and sustainable faculty compensation system, including regular in-rank salary increases.

Section 6. Overload pay

Upon ratification of this Agreement and effective the next semester following ratification, pay per overload instructional unit (IU) shall increase from \$875 to \$925 in the first year of the contract, ~~\$975 in the second year of the contract, and \$1017 in the third year of the contract.~~

Section 7. B+ Contracts

Faculty members who are assigned a B+ Contract shall be compensated **11%** above the base salary set for their position effective Fall 2020.

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