

SALARY (2nd NFA Proposal) CSN Response on 02/24 NFA-CSN Proposal: Salary

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 the salary schedule base for all applicable employees covered by this Agreement as established and/or directed.~~

~~Bargaining unit faculty shall receive any Merit Raises funded by the Nevada Legislature and/or established by NSHE for community college faculty, occurring before, during, or after ratification of this Agreement, as per Chapter 3, Section 2.3(e) of NSHE's *Procedures and Guidelines Manual*.~~

~~All salary reviews mandated by NSHE code shall be completed.~~

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 and/or collective bargaining unit members, will comply with NSHE’s *Procedures and Guidelines Manual* Chapter 3, Section 2.3(C).

Section 2. ~~Initial placement~~ 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. ~~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.~~
- c. ~~Bargaining unit faculty shall have the right to be provided upon request a written explanation of their initial salary placement.~~
- d. ~~Evidence of an incorrect initial placement shall be given high consideration in a faculty member's salary equity review request under Chapter 3, Section 2.3(d6) of NSHE's *Procedures and Guidelines Manual*.~~

Two years following the 2017-18 Salary Equity Study, the College will conduct the next Salary Equity Study. 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. 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 (RFP) process.

Due to the time required to process a 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 a consultant or the 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 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 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. ~~Contract year one~~

a. Equity adjustment

~~Within six months of ratification of this Agreement, a CSN bargaining unit faculty Equity Study shall be completed. The objectives of the Study shall be to better align CSN salaries with the four quartile Community College Academic Salary Schedule scale set out in Chapter 3 of NSHE's *Procedures and Guidelines Manual*, to reduce salary compression or inversion within bargaining unit faculty ranks, and to enhance institutional competitiveness in recruitment and retention. **Two and a half percent (2.5%) of the total salary pool** The total salary pool shall be increased by a minimum of two and a half percent (2.5%), and that minimum two and a half percent (2.5%) increase shall be distributed to bargaining unit faculty as base salary raises based on the results of the Study.~~

~~The Equity Study shall be conducted by a committee consisting of two members selected by NFA and two members selected by CSN Administration. The Study shall be based on fair and objective criteria. In no case shall a bargaining unit faculty member who is below the Q3 salary figure listed for his/her salary grade in Chapter 3 of NSHE's *Procedures and Guidelines Manual* receive less than a~~

~~one (1) percent raise.~~

~~In the case that the committee cannot reach a decision, the Faculty Senate Chair shall cast a tie-breaking vote.~~

~~Salary increases from the contract year one Equity Study shall be retroactive to the ratification of this Agreement.~~

Section 4. *Contract year two*

a. Equity adjustment

~~Within eighteen months of ratification of this Agreement, a second **CSN bargaining unit faculty** Equity Study shall be completed. The objectives of the Study shall be to better align CSN salaries with the four quartile Community College Academic Salary Schedule scale set out in Chapter 3 of NSHE's *Procedures and Guidelines Manual*, to reduce salary compression or inversion within bargaining unit faculty ranks, and to enhance institutional competitiveness in recruitment and retention. ~~Three percent (3.0%) of the total salary~~ **The total salary pool shall be increased by a minimum of three percent (3.0%), and that minimum three percent (3.0%)** increase shall be distributed to bargaining unit faculty as base salary raises based on the results of the Study.~~

~~The Equity Study shall be conducted by a committee consisting of two members selected by NFA and two members selected by CSN Administration. The Study shall be based on fair and objective criteria. In no case shall a bargaining unit faculty member who is below the Q3 salary figure listed for his/her salary grade in Chapter 3 of NSHE's *Procedures and Guidelines Manual* receive less than a one (1) percent raise.~~

~~In the case that the committee cannot reach a decision, the Faculty Senate Chair shall cast a tie-breaking vote.~~

~~Salary increases from the contract year two Equity Study shall be retroactive to one year after the ratification of this Agreement.~~

Section 5. *Contract year three*

a. Equity adjustment

~~Within thirty months of ratification of this Agreement, a third **CSN bargaining unit faculty** Equity Study shall be completed. The objectives of the Study shall be to better align CSN salaries with the four quartile Community College Academic Salary Schedule scale set out in Chapter 3 of NSHE's *Procedures and Guidelines Manual*, to reduce salary compression or inversion within bargaining unit faculty ranks, and to enhance institutional competitiveness in recruitment and retention. ~~Four percent (4.0%) of the total salary pool~~ **The total salary pool shall be increased by a minimum of four percent (4.0%), and that minimum four percent (4.0%)** increase shall be distributed to bargaining unit faculty as base salary raises based on the result of the Study.~~

~~The Equity Study shall be conducted by a committee consisting of two members selected by NFA and two members selected by CSN Administration. The Study shall be based on fair and objective criteria. In no case shall a bargaining unit faculty member who is below the Q3 salary figure listed for his/her salary grade in Chapter 3 of NSHE's *Procedures and Guidelines Manual* receive less than a one (1) percent raise.~~

~~In the case that the committee cannot reach a decision, the Faculty Senate Chair shall cast a tie-breaking vote.~~

~~Salary increases from the contract year three Equity Study shall be retroactive to two years after the ratification of this Agreement.~~

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.~~