

## **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 employees as established and/or directed.

Merit Awards 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 2.3(C).

Within two months of the ratification of the Agreement, an Equity Study will be initiated. The study will be conducted consistent with the process and criteria established in NSHE *Procedures and Guidelines Manual*, Chapter 3, Section 3(d).

The study will be overseen by an internal committee. The committee will be comprised of two members selected by NFA and two members identified by CSN Administration. The committee can recommend to the President the use of an outside consultant.

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

The target date for completion of the study shall be four (4) months after it is initiated. 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>; 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.