

Article 7 - Salary and Economic Proposals

Section 1. Merit and COLA

Nothing in this CBA amends the applicability of any cost-of-living adjustments (COLAs) and/or comparable salary increase directives by the college, Nevada Legislature or directed by the Board of Regents.

Nothing in this CBA will contribute to or be used to lower any bargaining unit members' eligibility to receive cost of living adjustments (COLAs) and/or comparable salary increases.

Effective July 1st, 2023, the initial salary placement schedule in Article 7; Section 3 (Salary Placement) will reflect the 12% cost of living adjustment (COLA) as approved by the Board of Regents for FY24. At the time of ratification, any bargaining unit member who commenced employment on or after July 1st, 2023, will retroactively be adjusted under the updated initial salary placement schedule based on their original grade and years of education placement at the time of hire.

All bargaining unit members who were hired between July 1st, 2023 and the date of this amendment's ratification by the Board of Regents, who were provided with an initial salary placement choice between a Rank O (market hire) salary and a tenure track salary, will be allowed to reconsider their decision. CSN Human Resources will provide notice in writing to all eligible bargaining unit members. The bargaining unit member's decision must be made within 30 days of ratification of this new Agreement and will be final. Any changes in compensation will be paid within 30 days of their decision and retroactive to July 1st, 2023.

Effective October 1st, 2024, the initial salary placement schedule in Article 7; Section 3 (Salary Placement) will be updated to reflect the 11% cost of living adjustment (COLA) as approved by the Board of Regents for FY25 based upon the parameters set forth by the Board of Regents.

Each current bargaining unit member will receive a cost-of-living adjustment (COLA) increase of 11% in FY25 as provided for by the Nevada Legislature and through the parameters approved by the Board of Regents. The FY25 COLA will take effect on October 1st, 2024.

Merit pay will be suspended for bargaining unit members for FY25 as approved by the Board of Regents on December 1st, 2023.

Each bargaining unit member employed as of the last day of the Spring 2024 semester will receive a one-time \$400 professional development stipend for the implementation/facilitation of their professional growth plan. New bargaining unit members with a start date after the last day of the Spring 2024 semester are not entitled to this one-time stipend. The stipend will be paid to bargaining unit members as part of their August 2024 paycheck. Bargaining unit members should address professional development advancement in their FY24 faculty evaluation growth plan.

COLA increases after FY25 that are funded by the Nevada Legislature and approved by the NSHE Board of Regents for bargaining members after October 1st, 2024, shall be incorporated into the initial salary placement schedule in Article 7; Section 3 (Salary Placement).

Section 2. Increase to Base Salaries Adjustment

Nothing in this CBA amends the applicability of any base salary increases by the Nevada Legislature, directed by the Board of Regents or the college President.

Each bargaining unit member will receive a 1% base salary increase, retroactive to July 1st, 2022. The starting base pay will include all approved base increases, such as FY23 COLA and FY23 performance pool, before calculating the 1 % base salary increase for bargaining unit members.

Each bargaining unit member will receive a one-time \$2000 professional development stipend toward development of their professional growth plan. The stipend will be paid to bargaining unit members within 60 days of ratification of this agreement. Bargaining unit members should address professional development advancement in their FY23 faculty evaluation growth plan.

It is agreed that CSN Administration and CSN-NFA will reopen negotiations by July 1st, 2023 for across-the-board base salary increase, when State of Nevada legislative budgets can be fully reviewed Reopening articles include Article 7 Sections 1 & 2, and Article 26.

Section 3. Salary Placement

A. Current Initial Placement Table: Chart will reflect the 2.5% column steps.

YOE	<BS	BS	MS	MS+30	PHD
0	\$ 37,353	\$ 41,088	\$ 46,691	\$ 52,294	\$ 56,030
1	\$ 38,287	\$ 42,115	\$ 47,858	\$ 53,601	\$ 57,431
2	\$ 39,244	\$ 43,168	\$ 49,055	\$ 54,941	\$ 58,867
3	\$ 40,225	\$ 44,247	\$ 50,281	\$ 56,315	\$ 60,338
4	\$ 41,231	\$ 45,353	\$ 51,538	\$ 57,723	\$ 61,847
5	\$ 42,261	\$ 46,487	\$ 52,827	\$ 59,166	\$ 63,393
6	\$ 43,318	\$ 47,649	\$ 54,147	\$ 60,645	\$ 64,978
7	\$ 44,401	\$ 48,841	\$ 55,501	\$ 62,161	\$ 66,602
8	\$ 45,511	\$ 50,062	\$ 56,888	\$ 63,715	\$ 68,267
9	\$ 46,649	\$ 51,313	\$ 58,311	\$ 65,308	\$ 69,974
10	\$ 47,815	\$ 52,596	\$ 59,768	\$ 66,941	\$ 71,723

B. 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. A copy of the recommendation and the hiring authority's decision will be provided to the faculty member.

CSN Administration will implement recommendations as provided by the Salary Schedule as prescribed in *Title 2, Chapter 5, Section 5.5.1*.

CSN Administration will create the new initial placement table with the same updated formula from this contract. Initial salary placement will allow up to ten years in their respective column of related experience in the assigned discipline or industry and will be credited to new faculty as determined by Human Resources. Every year of credited experience (rows 0-10 in Section 3.A. chart) will equate to 2.5% above column entry (each row 0-10 in Section 3.A. chart) level salary.

At time of ratification, any faculty member under the new salary placement schedule, commencing employment July 1st, 2022, would be made whole under the new schedule.

Nothing in this CBA amends the applicability of any Salary Schedule updates that include an increase to salary ranges listed in Section 2.A.

Section 4. Salary Equity Studies

In accordance with the provisions of NSHE's Procedures and Guidelines Manual Chapter 3.d.1 regarding salary equity studies, a Salary Equity Study will be performed by CSN during the length of this contract 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. Upon completion of salary equity studies, 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.

In the procedures for a salary equity study, the RFP Process only needs to be completed in Fiscal Years where an RFP contract has expired or a Separation Clause was enacted. For all years covered under contract with a vendor, the RFP process does not need to be

completed.

CSN will hold Salary equity studies in odd numbered Fiscal Years beginning with FY25. This timeline will be used for odd numbered Fiscal Years (i.e., FY25, FY27, etc.), with exceptions for the RFP process.

Committee formed (2 faculty identified by CSN-NFA + 2 admin faculty) by August 1st. The RFP process starts with the Procurement Department immediately after the committee is formed. The RFP process concludes, and a consultant is chosen by December 15th. Consultant starts work January 1st. Final & approved results are delivered to Budget Services by May 1st. Funding, if appropriate, & timeline communicated back to the Committee by June 15th.

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 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 1st 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 15th. The consultant's services will be expected to commence by no later than January 1st 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 1st. Whether an external consultant or the internal committee performs the process, the work must be completed by May 1st, 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 timeline for completion by June 1st.

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 15th.

If the internal committee is formed after August 1st, the internal committee can consult with the Procurement Department to determine whether a consultant can be identified through the RFP process by December 15th. If that is not feasible, the internal committee will need to direct the study itself (within the mentioned timelines). All approved results must be

completed by May 1st of the fiscal year.

Each bargaining unit member will be furnished the results of their salary equity study with the corresponding methodology used to arrive at compensation results by the compensation consultant. A faculty member may appeal a decision of the compression study to the Salary Equity Committee, who will respond within 30 business days. Decisions of the Committee following hearing of an appeal are final.

Section 5. Legislature

CSN and NFA will jointly support and advocate for any 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. B+ Contracts

Faculty members who are assigned a B+ Contract shall be compensated 12% with 21 working days above the base salary set for their position effective Fall 2022.