

MARKET HIRES (2nd NFA Proposal)

Section 1. Market Factor Faculty who have accumulated at a minimum four years of service to the college shall be eligible for application for tenure. The faculty member seeking application shall be responsible to request consideration of years of service to be applied to the application for tenure.

Section 2. Market Factor Faculty will be eligible for tenure and follow process as outlined in the CSN Faculty Tenure Policy. All provisions of the policy as outlined will guide the application process, consideration, and outcome of tenure decisions.

Section 3. Upon approval of tenure, the faculty member shall be placed on the approved Community College Salary Schedule. Rank assignment placement on the salary schedule will correspond to the faculty member's educational attainment.

In no case shall the salary of a Market Factor Faculty member be reduced as a result of the tenuring process and placement on the Salary Schedule.

Upon receiving tenure and placement on the Salary Schedule, The faculty member will be awarded the two and a half percent increase (2.5%) to salary associated with receipt of tenure.

Section 4. The Market Factor Faculty will retain years of service from initial permanent hire date for consideration of sabbatical and seniority purposes.

Section 5. All Market Factor Faculty who complete evaluations shall be eligible for merit pay. Market Factor Faculty shall be eligible for equity and any other salary increases that apply to members of the bargaining unit.

(Note: ~~At time~~ from the time of ratification of this agreement on, market factor hires eligible to apply