

SALARY (2nd NFA Proposal)

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(c) of NSHE's *Procedures and Guidelines Manual*.~~

All salary reviews mandated by NSHE code shall be completed.

Section 2. Initial placement

- a. 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.
- b. Bargaining unit faculty shall have the right to be provided upon request a written explanation of their initial salary placement.
- c. 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*.

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.