Academic Faculty Initial Salary Placement Schedule

The following initial salary placement schedule dictates the salary determination for academic faculty at time of hire only. Upon hire, academic faculty are given an initial salary placement in accordance with NSHE Procedures and Guidelines Manual Chapter 3, Section 3.2 and the CSN-NFA CBA, Article 7, Section 3. Initial salary placement will allow up to ten years (fifteen years for Nursing) of related experience in the assigned discipline or industry within the candidate's respective column on the Initial Salary Placement chart.

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 NFA CBA 2022-2025 Academic Initial Salary Placement Schedule					
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

Effective July 1, 2026 per NSHE FY26 Salary Study Academic Initial Salary Placement Schedule					
YOE	<BS	BS	MS	MS + 30	PHD
0	$51,400	$56,540	$64,252	$71,962	$77,100
1	$52,685	$57,954	$65,858	$73,761	$79,028
2	$54,002	$59,403	$67,504	$75,605	$81,004
3	$55,352	$60,888	$69,192	$77,495	$83,029
4	$56,736	$62,410	$70,922	$79,432	$85,105
5	$58,154	$63,970	$72,695	$81,418	$87,233
6	$59,608	$65,569	$74,512	$83,453	$89,414
7	$61,098	$67,208	$76,375	$85,539	$91,649
8	$62,625	$68,888	$78,284	$87,677	$93,940
9	$64,191	$70,610	$80,241	$89,869	$96,289
10	$65,796	$72,375	$82,247	$92,116	$98,696
11	$67,441	$74,184	$84,303	$94,419	$101,163
12	$69,127	$76,039	$86,411	$96,779	$103,692
13	$70,855	$77,940	$88,571	$99,198	$106,284
14	$72,626	$79,889	$90,785	$101,678	$108,941
15	$74,442	$81,886	$93,055	$104,220	$111,665