SALARY AND ECONOMIC PROPOSALS

Section 1. Merit and COLA
Nothing in this CBA amends the applicability of any cost of living adjustments (COLAs) or comparable salary increases funded by the Nevada Legislature or directed by the Board of Regents.

Merit Raises 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 3.3(C). CSN endorses the NSHE Task Force on Performance Pay, Administration, and Support recommendations to the board (at this time the Task Force recommends a 1% merit pool annually).

Section 2a. Increase to Base Salaries
Upon ratification of the CBA, effective July 1, 2020, CSN will provide to bargaining unit members a 1.75% base salary increase.

In the first year of the contract, a college-wide Efficiency Committee will be formed to identify and work with stakeholders to build consensus around strategies and changes designed to increase the average class size from 22 to 23 students per section. The Committee's recommendations will be presented by August 1, 2020 to President Zaragoza, who will work with the Efficiency Committee, relevant departments, deans, chairs, and other key stakeholders to begin to implement the recommendations during the Fall 2020 semester. The Efficiency Committee will continue to meet monthly, report progress, and make recommendations to the President at the end of each fall (December) and spring (May) semester until the average class size exceeds 23.0 and the changes contributing to this increased efficiency have been fully implemented.

Section 2B. One-Time Signing Incentive
Upon ratification of the CBA, effective July 1, 2020, CSN will provide to bargaining unit members a .25% incentive.

Section 3. Salary Placement
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, whose decision is final. A copy of the recommendation and the hiring authority’s decision will be provided to the faculty member.

Section 4. Salary Equity Studies
a. CSN is currently conducting a Salary Equity Study pursuant to NSHE Procedures and Guidelines Manual Chapter 3, Section 3.3(D), 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 this study, 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.

b. In accordance with the provisions of NSHE’s Procedures and Guidelines Manual regarding salary equity studies, a Salary Equity Study will be performed by CSN during the CBA term 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.”

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Committee formed (2 faculty + 2 admin faculty)</td>
<td>August 1, 2020</td>
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<tr>
<td>Committee formed (2 faculty + 2 admin faculty)</td>
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<tr>
<td>RFP process starts with Procurement Department immediately after committee formed</td>
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<tr>
<td>RFP process concludes, consultant chosen</td>
<td>December 1, 2020</td>
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<tr>
<td>Consultant starts work January 1, 2021</td>
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<tr>
<td>Final &amp; approved results delivered to Budget Services</td>
<td>March 1, 2021</td>
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<tr>
<td>Final &amp; approved results delivered to Budget Services Funding &amp; timeline communicated back to Committee</td>
<td>June 15, 2021</td>
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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 1, 2020 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 1, 2020. The consultant’s services will be expected to commence by no later than January 1, 2021, 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 1, 2020.
Whether an external consultant or the internal committee performs the process, the work and any appeals must be completed by March 1, 2021, 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 March 1.

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 15, 2021.

If the internal committee is formed after August 1, the internal committee can consult with the Procurement Department to determine whether a consultant can be identified through the RFP process by December 1. If that is not feasible, the internal committee will need to direct the study itself (within the aforementioned timelines). In any case, all approved results must be completed by March 1, 2021.

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. Overload pay
Upon ratification of this Agreement and effective the next semester following ratification, pay per overload instructional unit (IU) shall increase from $875 to $925 in the first year of the contract.

Section 7. B+ Contracts
Faculty members who are assigned a B+ Contract shall be compensated 11% above the base salary set for their position effective Fall 2020.