

**BOARD OF REGENTS  
BRIEFING PAPER**

**1. AGENDA ITEM TITLE:** First Amendment to the CSN–NFA Collective Bargaining Agreement

**MEETING DATE:** December 3-4, 2020

**2. BACKGROUND & POLICY CONTEXT OF ISSUE:**

The College of Southern Nevada (CSN) and the CSN Nevada Faculty Alliance (NFA) have negotiated an Amendment regarding overload pay that requires the approval of the Board of Regents pursuant to Title 4, Chapter 4, Section 10.

**3. SPECIFIC ACTIONS BEING RECOMMENDED OR REQUESTED:**

Dr. Zaragoza requests the Board of Regents ratify this First Amendment to the CSN-NFA Collective Bargaining Agreement pursuant to Title 4, Chapter 4, Section 10.

**4. IMPETUS (WHY NOW?):**

The purpose of this Amendment is to align compensation levels of overload pay as outlined in the CSN-NFA Collective Bargaining Agreement (CBA). This Amendment proposes to delete the overload pay section (Article 7, Section 6) of the CBA so CSN may compensate overload pay at the \$925 dollar amount.

Historically, adjunct faculty pay and full-time faculty overload pay have been compensated at the same rate. Currently, overload pay for full-time faculty is governed by the CBA, which is subject to a vote of the Board of Regents at the June 2021 meeting, and adjunct faculty pay is not. This has resulted in adjunct faculty being paid more per instructional unit than the full-time faculty are paid for overload per instructional unit. This has created a disincentive for full-time faculty to accept overload assignments.

Approval of this amendment would delete the overload pay section from the CBA to allow CSN to remedy this inequity. Both of these increases for adjunct and overload pay were budgeted as part of the FY21 fee increase with the goal of bringing our part-time instructor rates closer to the target rate (\$1,017/IU) specified in Chapter 3, Section 7 of the Procedures and Guidelines Manual.

This First Amendment does not increase the fiscal impact of the CBA.

**5. CHECK THE NSHE STRATEGIC PLAN GOAL THAT IS SUPPORTED BY THIS REQUEST:**

- Access (Increase participation in post-secondary education)
- Success (Increase student success)
- Close the Achievement Gap (Close the achievement gap among underserved student populations)
- Workforce (Collaboratively address the challenges of the workforce and industry education needs of Nevada)
- Research (Co-develop solutions to the critical issues facing 21<sup>st</sup> century Nevada and raise the overall research profile)
- Not Applicable to NSHE Strategic Plan Goals

**INDICATE HOW THE PROPOSAL SUPPORTS THE SPECIFIC STRATEGIC PLAN GOAL**

The intent of the CBA is to promote the quality and effectiveness of education at CSN and to establish orderly procedures for the resolution of differences between CSN and faculty members of the bargaining unit. This First Amendment looks to provide an equitable, open and productive relationship between the institution and faculty which in turn benefits the institution as a whole and ultimately student success.

**6. BULLET POINTS TO SUPPORT REQUEST/RECOMMENDATION:**

N/A

**7. POTENTIAL ARGUMENTS AGAINST THE REQUEST/RECOMMENDATION:**

N/A

**8. ALTERNATIVE(S) TO WHAT IS BEING REQUESTED/RECOMMENDED:**

Not approve the First Amendment.

**9. RECOMMENDATION FROM THE CHANCELLOR'S OFFICE:**

**10. COMPLIANCE WITH BOARD POLICY:**

Consistent With Current Board Policy: Title # 4 Chapter # 4 Section # 10

Amends Current Board Policy: Title # \_\_\_\_\_ Chapter # \_\_\_\_\_ Section # \_\_\_\_\_

Amends Current Procedures & Guidelines Manual: Chapter # 3 Section # 7

Other: \_\_\_\_\_

Fiscal Impact: Yes \_\_\_ No X

Explain: