Article 7

Salary and Economic Proposals

# Section 1. Merit and COLA

Nothing in this CBA amends the applicability of any cost-of-living adjustments (COLAs) and/or comparable salary increase directives by the college, Nevada Legislature or Board of Regents.

Nothing in this CBA will contribute to or be used to lower any bargaining unit members’ eligibility to receive cost of living adjustments (COLAs) and/or comparable salary increases.

Effective July 1, 2023, the initial salary placement schedule in Article 7; Section 3 (Salary Placement) will reflect the 12% cost of living adjustment (COLA) as approved by the Board of Regents for FY24. At the time of ratification, any bargaining unit member who commenced employment on or after July 1, 2023, will retroactively be adjusted under the updated initial salary placement schedule based on their original grade and years of education placement at the time of hire.

All bargaining unit members who were hired between July 1, 2023 and the date of this amendment’s ratification by the Board of Regents, who were provided with an initial salary placement choice between a Rank O (market hire) salary and a tenure track salary, will be allowed to reconsider their decision. CSN Human Resources will provide notice in writing to all eligible bargaining unit members. The bargaining unit member’s decision must be made within 30 days of ratification of this new Agreement and will be final. Any changes in compensation will be paid within 30 days of their decision and retroactive to

July 1, 2023.

Effective October 1, 2024, the initial salary placement schedule in Article 7; Section 3 (Salary Placement) will be updated to reflect the 11% cost of living adjustment (COLA) as approved by the Board of Regents for FY25 based upon the parameters set forth by the Board of Regents.

Each current bargaining unit member will receive a cost-of-living adjustment (COLA) increase of 11% in FY25 as provided for by the Nevada Legislature and through the parameters approved by the Board of Regents. The FY25 COLA will take effect on October 1, 2024.

Merit pay will be suspended for bargaining unit members for FY25 as approved by the Board of Regents on December 1, 2023.

Each bargaining unit member employed as of the last day of the Spring 2024 semester will receive a one-time $400 professional development stipend for the implementation/facilitation of their professional growth plan. New bargaining unit members with a start date after the last day of the Spring 2024 semester are not entitled to this one-time stipend. The stipend will be paid to bargaining unit members as part of their August 2024 paycheck. Bargaining unit members should address professional development advancement in their FY24 faculty evaluation growth plan.

COLA increases after FY25 that are funded by the Nevada Legislature and approved by the NSHE Board of Regents for bargaining members after October 1, 2024, shall be incorporated into the initial salary placement schedule in Article 7; Section 3 (Salary Placement).

# Section 2. Increase to Base Salaries Adjustment

Both Parties agree that the language in Article 7, Section 2 of the current CSN NFA Contract for 2022-2025 will remain in its entirety as is and that that there are currently no language changes to Article 7, Section 2.

**Tentative Agreement**

For NFA - Staci Walters: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_

Signature Date

 For CSN Administration - James McCoy: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_

Signature Date