

## ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

April 23, 2020

---

**ACTION:** **Approve Salary Policy 2020-2021**

---

**Non-Unionized Professional Staff.** On July 1, 2020, each College and the System Office is authorized to provide a two and one-half percent (2.5%) salary increase to non-union professional staff employees.

**Non-Unionized Support Staff.** On July 1, 2020, each College and the System Office is authorized to provide a two and one-half percent (2.5%) salary increase to non-union support staff employees.

**Non-Unionized Faculty.** On July 1, 2020, each College is authorized to provide a two and one-half percent (2.5%) salary increase to non-union faculty employees.

Background Information:

NAPE/AFSCME Support Staff Employees. The 2019-21 NSCS-NAPE/AFSCME Bargaining Agreement was approved by the Board on January 16, 2019. The Agreement provides a two and one half percent (2.5%) salary annual increase on July 1, 2020 and for incremental salary adjustments based on five, ten, fifteen and twenty years of service.

NSCPA Professional Staff Employees. The 2019-21 NSCS-NSCPA Bargaining Agreement was approved by the Board on January 16, 2019. The Agreement provides for a two and one-half percent (2.5%) annual increase on July 1, 2020.

SCEA Faculty Employees. The 2019-21 NSCS-SCEA Bargaining Agreement was approved by the Board on January 16, 2019. The Agreement provides for a two and one-half percent (2.5%) salary increase on July 1, 2020.

The System Office recommends approval of the Salary Policy 2020-2021.