

ITEMS FOR DISCUSSION AND ACTION\ACADEMIC AND PERSONNEL

March 17, 2021

ACTION: **Approve Salary Policy 2021-2022**

Non-Unionized Professional Staff. On July 1, 2021, each College and the System Office is authorized to provide a two percent (2%) salary increase to non-union professional staff employees.

Non-Unionized Support Staff. On July 1, 2021, each College and the System Office is authorized to provide a two percent (2%) salary increase to non-union support staff employees.

Non-Unionized Faculty. On July 1, 2021, each College is authorized to provide a two percent (2%) salary increase to non-union faculty employees.

Background Information:

NAPE/AFSCME Support Staff Employees. The 2021-23 NSCS-NAPE/AFSCME Bargaining Agreement was approved by the Board on January 13, 2021. The Agreement provides a two percent (2%) salary annual increase on July 1, 2021; incremental salary adjustments based on five, ten, fifteen, twenty and twenty-five years of service; and, other adjustments to the salary grade charts.

NSCPA Professional Staff Employees. NSCPA did not initiate collective bargaining in a timely manner. The Chancellor offered a two percent (2%) annual salary increase on July 1, 2021 and July 1, 2022 and NSCPA accepted the offer on December 21, 2020.

SCEA Faculty Employees. The 2021-23 NSCS-SCEA Bargaining Agreement was approved by the Board on January 13, 2021. The Agreement provides for a two percent (2%) salary increase on July 1, 2021.

The System Office recommends approval of the Salary Policy 2021-2022.