

BOARD OF REGENTS  
BRIEFING PAPER

**Agenda Item Title:** Handbook Revision, –Community College Salary Plan-Basic Concepts, to delete Section 37.3 regarding advancement of overall academic salary schedule by COLA.

**Meeting Date:** September 10-11, 2015

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

The Board of Regents approved a new salary schedule for the community colleges in 2013 that eliminated the former step salary schedule and established a market-based salary schedule that is tied to the university salary schedule. In the past, when COLA was funded by the Legislature, it was applied to advance the entire step salary schedule. COLA is not applied to advance NSHE market based salary schedules and Section 37.3 should be deleted.

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

The Board’s approval is requested of a Handbook Revision, Title 4, Chapter 3, to delete Section 37.3 –which requires advancement of the community college “academic salary schedule overall” when COLA is funded by the Legislature.

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

Section 37.3 is inconsistent with current practice and with the provisions of the Procedures and Guidelines Manual, Chapter 3, Section 3.b regarding COLA for community college academic faculty, and should be deleted.

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

- Title 4, Chapter 3, Section 37.3 –which requires advancement of the community college “academic salary schedule overall” when COLA is funded by the Legislature should be deleted.
- This provision is inconsistent current practice system-wide and is inconsistent with the Procedures and Guidelines Manual, Chapter 3, Section 3.b which requires that all community college academic faculty receive the same percentage of increase from COLA.
- Section 37.3 is also inconsistent with the new, market-based community college salary schedule that was approved by the Board of Regents in 2013.
- Section 37.3 would contribute to salary compression and equity issues which the new market-based salary schedule was intended to alleviate.

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

- None

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

- None.

**7. COMPLIANCE WITH BOARD POLICY:**

Consistent With Current Board Policy: Title # \_\_\_\_\_ Chapter # \_\_\_\_\_ Section # \_\_\_\_\_

Amends Current Board Policy: Title # 4 Chapter # 3, deletes subsection # 37.3

Amends Current Procedures & Guidelines Manual: Chapter # \_\_\_\_\_ Section \_\_\_\_\_

# \_\_\_\_\_

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

Fiscal Impact:    Yes \_\_    No X

**PROPOSED REVISIONS – Board of Regents Handbook**

**TITLE 4, CHAPTER 3, SECTION 37**

**Deletion of Section 37.3 – salary schedule advancement**

Additions appear in *boldface italics*; deletions are ~~stricken~~ and bracketed]

**Section 37. Community College Salary Plan, Basic Concepts**

1. All community colleges agree with the concept of a single salary plan. Individual differences can be reflected in the implementation of the dollar figures.
2. Consideration must be given to faculty who teach in non-traditional areas including trade and industry. Faculty must be able to move from grade to grade using occupationally related courses.
- ~~[3. Any cost of living (COLA) increase approved by the state Legislature and Governor will advance the academic salary schedule overall.]~~