

POLICY PROPOSAL

Title 4, Chapter 3, *new* Section 50

Annual Professional Performance Pay Awards

AS AMENDED BY THE BOARD – JUNE 11, 2011

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

Section 50. Annual Professional Performance Pay Awards

*Effective no later than fiscal year **2023 [2024]**, on an annual basis all institutions and System Administration and its units shall establish a performance pay pool of at least one percent (1.0%) for the purpose of awarding salary adjustments based on meritorious performance in the prior performance evaluation year for professional employees. The Presidents, in consultation with the Chancellor, shall establish institutional procedures for awarding performance pay, including how award amounts will be determined and awarded. The provisions of this section may be suspended for an individual institution or the system as a whole. Requests for suspension of the provisions of this section must be presented to the Board with justification and require approval of the Board. Institutions will report annually to the Board on how the provisions of this section have been met.*

POLICY PROPOSAL
Title 4, Chapter 3, Section 25
Annual Professional Performance Pay Awards

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

Section 25. Professional Salary Schedule

....

3. [~~NSHE professional employees shall be eligible to be considered for merit awards during fiscal years when a merit pool appropriation is provided.~~] Each NSHE institution shall develop written policies and criteria by institution and/or unit for the recommendation of merit awards for both academic faculty and administrative faculty. Merit awards are subject to the approval of the institutional President, or the Chancellor as the case may be, except as provided in Section 28 of this Chapter.

....

NSHE Procedures and Guidelines Manual
CHAPTER 3, SECTION 3.c and 4.a
Community College Academic Salary Schedule

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

Section 3. Community College Academic Salary Schedule

....

- c. Merit Awards. [~~Academic faculty shall be eligible to be considered for merit awards during fiscal years when a merit pool appropriation is provided.~~] Each community college shall develop written policies and criteria by institution for the recommendation of merit awards. The written policies and criteria shall be drafted by the faculty senate and approved by the president, and shall be set forth in institutional bylaws. Until the adoption of institutional bylaws governing merit awards, faculty who has received a satisfactory evaluation, will be awarded an equal share of merit. Merit awards are added to base salary.

....

4. Other Salary Considerations

- a. All individuals employed on administrative faculty contracts that are eligible to receive [~~legislatively appropriated~~] merit and who are not on the academic faculty salary schedule will be given consideration for merit increases and will receive cost-of-living increases.
- b. All individuals employed on non-tenure track, Range 0 contracts that are eligible to receive [~~legislatively appropriated~~] merit and who are not on the academic faculty salary schedule will be given consideration for merit increases and will receive cost-of-living increases.

....

NSHE Procedures and Guidelines Manual

CHAPTER 3, SECTION 5

Merit Procedures for Community College Faculty at the Top
Of Their Salary Range

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

Section 5. Merit Procedures for Community College Faculty at the Top of Their Salary Range (formerly CM 96-2)

All faculty should be eligible for consideration for [~~legislatively approved~~] increases in salary earned through meritorious performance. Consideration should be based upon performance evaluation. An addition to the Board of Regents policy governing community college faculty salary schedule implementation [~~was approved by the Board of Regents November 14-15, 1996. The policy~~] allows for merit consideration for faculty who are at the top of their salary range.

....