

**Great Basin College
FACULTY SENATE 2023-2024
Friday, November 17, 2023
9:00 am**

Elko –GTA 130; Ely – GBC 118; Pahrump- PVC 122; Winnemucca – GBC 123/124.

AGENDA

1. Roll Call:
2. Call to Order:
3. Updates from President Helens –
Updates from Vice President of AA/SA, Jake Hinton-Rivera –
4. Senate Chair Report – Verbal Report
 - i. F25 COLA (attached)
5. Approval of October 20, 2023 minutes - For Possible Action
6. Standing Committee Reports:
 - a. Academic Standards & Assessment..... **Written Report**
 - i. Report – Information Only
 - b. Bylaws..... **Verbal Report**
 - i. Proposed Changes to Bylaws – For Possible Action
 - c. Compensation & Benefits..... **Written Report**
 - i. Report – Information Only
 - d. Curriculum Review..... **Written Report**
 - i. Report – Information Only
 - e. Instructional Technology..... **Written Report**
 - i. Report – Information Only
 - f. Gen Ed Committee..... **Written/ Verbal Report**
 - i. Proposed Changes to Gen Ed – For Possible Action
 - g. Personnel..... **Written Report**
 - i. Report – Information Only
 - h. Equipment Awards Advisory Group..... **Written/ Verbal Report**
 - i. Awards - For Possible Action
 - i. AI Committee, ad hoc..... **Written Report**
 - i. Report – Information Only
 - j. Emeritas Recognition, ad hoc **Written Report**
 - i. Report – Information Only
 - j. Presidential Position Description, ad hoc **No Report**
7. Unfinished Business:

8. New Business:

9. Information Items:

- i. Personnel Committee Procedures – Arysta Sweat**
- ii. Institutional Assessment Report for 2022-2023 (attached)**

10. Announcements:

11. Good of the Order:

12. Adjournment:

Nevada System of Higher Education

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MEMORANDUM

TO: Board of Regents
Council of Presidents

CC: Keri Nikolajewski, Chief of Staff to the Board of Regents
Chancellor's Cabinet

FROM: Chancellor Patricia Charlton 

DATE: October 26, 2023

RE: Committee Recommendation FY 2025 Salary Increases

The Committee to Recommend Board Action on FY2025 Salary Increases was formed in September 2023. This Committee was specifically formed to address the provisions in Assembly Bill 522 of the 82nd Regular Session of the Nevada Legislature, which provides for the Board of Regents to approve salary increases not to exceed 11 percent for professional employees, effective July 1, 2024.

The Committee includes the following representation:

1. Two members from the Council of Presidents,
2. Two members from the Faculty Senate Chairs,
3. Two members from the Nevada Student Alliance,
4. Chair of the Board of Regents Business, Finance & Facilities Committee,
5. One member selected by the Chancellor from the System at large to ensure all major constituencies and institution types were represented, and
6. The Interim Chancellor

The Committee was supported by representatives of the Business Officers Council representing each institution.

The Committee met in September and October 2023 to review scenarios presented by the Business Officers Council, reviewed impact of student fee increases or other revenue considerations, discussed budget reduction strategies, and other possible recommendations.

The Committee recommends for the Board consideration two options. These options will be presented for consideration and action at the November/December 2023 Board of Regents meeting. The options are:

Option A:

- Award an eleven percent (11%) salary increase for all professional employees for FY2025, with a delayed implementation date of October 1, 2024.
- Five percent (5%) increase in registration fees, non-resident tuition, part-time non-resident tuition, and distance education tuition. Fifteen percent of the fee will be dedicated to student access at the universities and ten percent for lower division at the community colleges, consistent with board policy, and the remainder used exclusively in support of the salary increase to the state supported operating budget.
- Suspension of Board Handbook provision, Title 4, Chapter 3, Section 50 concerning the Annual Professional Performance Pay Awards of one percent (1%) for FY2025.

Option B:

- Award a nine and a half percent (9.5%) salary increase for all professional employees for FY2025, effective July 1, 2024.
- Five percent (5%) increase in registration fees, non-resident tuition, part-time non-resident tuition, and distance education tuition. Fifteen percent of the fee will be dedicated to student access, consistent with board policy, and the remainder used exclusively in support of the salary increase to the state supported operating budget.
- Suspension of Board Handbook provision, Title 4, Chapter 3, Section 50 concerning Annual Professional Performance Pay Awards, of one percent (1%) for FY2025.

The November/December Board of Regents agenda will include the above FY2025 salary recommendation, revision of the registration and non-resident tuition fees, and other board action that may be required to implement the salary increases and supporting materials and calculations. These recommendations are being provided as a result of the Nevada System of Higher Education receiving partial funding for the FY 2024 and FY 2025 salary increases from the Legislature. The options provided include a shared responsibility between employees, students and budgetary reductions necessary at the institutional level.

Should you have any questions, feel free to contact me or Chris Viton, Vice Chancellor Business & Finance/Chief Financial Officer.