

ARTICLE 10
TEACHER ADVISORY COUNCIL

10-2 In a school or central work location, which chooses to have a Teacher Advisory Council, the election of the Teacher Advisory Council shall be held no later than December 15. Other than the election or designation of a replacement due to resignation, there shall be no more than one election of the Teacher Advisory Council in the school year.

If a new principal is appointed to a school during the school year, the staff may choose to have a Teacher Advisory Council election within fifteen (15) days of the new principal's placement.

ARTICLE 17
TEMPORARY LEAVES OF ABSENCE

17-1 For each separate school year covered by the term of this Agreement, teachers shall be entitled to the following temporary non-accumulated leaves of absence with regular rate of pay each school year.

17-1-1 With the approval of the principal and superintendent, leave with pay will be granted for the purpose of attending professional association meetings, conferences, delegate assemblies, conventions, training for CCEA union business, or for the purpose of visiting other schools for the sole purpose of viewing a new or unique educational program at that school. This would include the traditional approval of at least two hundred fifty (250) school days for association representatives to attend meetings, conferences or conventions. No individual shall be granted approval for more than ten (10) days of the two hundred fifty (250) school days allocated for association representatives. There is available for Association use at its discretion an additional one hundred fifty (150) days of leave. The Association shall reimburse the District at the substitute daily rate of pay plus other legally required contributions as these days are used.

In addition to the two hundred fifty (250) paid leave days described in this provision, fifty (50) school days shall be available for the CCEA's Community Foundation to use at its discretion.

**ARTICLE 18
SICK LEAVE**

18-10 Sick Leave Pool

18-11-1 Sick Leave Pool Committee

A Sick Leave Pool Committee shall be established to administer the District Sick Leave Pool. The committee shall be composed of an equal number of members appointed by the Association and the District and will develop procedures for the operation of the Pool.

18-11-2 Sick Leave Pool

1. Pool participants must have a minimum of six (6) days of accrued sick leave.
2. When the requirements set forth in this section and any others established by the committee have been met, the participant shall be compensated for all unpaid days up to the maximum set by the committee for that particular claim.
3. Each participant may, during the period September 1 to September 30, or May 1 to May 31, which shall be the "window" periods established to contribute to the Pool, contribute one (1) day of earned sick leave to the Sick Leave Pool.

If the Pool fails to become operable, any participant who contributed one (1) day, within the window period, to the Sick Leave Pool shall have it returned to the participant's account.

ARTICLE 20
PERSONAL LEAVE

20-5 Earned personal leave shall not be taken during the first five (5) days and the Friday before Labor Day, or the Tuesday, and Wednesday following Labor Day that licensed employees are required to be on duty, or the last five (5) days licensed employees are required to be on duty, as well as the Thursday and Friday preceding the last day of school, except in cases of emergency or graduation of a member of the licensed employee's immediate family from school, college, or university.

**ARTICLE 21
WORK YEAR**

21-1 The work year of the teachers covered by the classroom teacher salary schedule (other than new personnel who may be required to attend five (5) additional orientation days) shall consist of not more than one hundred and eighty-four (184) school days and shall be distributed according to the calendar determined and officially adopted by the Board of School Trustees. Two (2) of the five (5) above-mentioned days shall be set aside for routine personnel functions and association business but may not compel association membership. Teachers shall be provided a block of time of at least one day before classes begin to prepare their classroom/work area for the school year. Teachers assigned to a year round schedule may be required to work the equivalent amount of days as calculated in minutes.

**ARTICLE 22
HOURS OF WORK**

22-5 It is recognized that certain meetings for educational, not extra-curricular, activities may be scheduled to extend beyond the day without additional compensation for the purposes listed below:

22-5-1 Attendance at general faculty meetings.

22-5-2 Special meetings may be called by the superintendent or school principal. It is agreed, however, that there shall be no more than three (3) such meetings per school year. Five (5) working days' notice shall be given.

**ARTICLE 26
PROFESSIONAL COMPENSATION**

26-1 Effective for the teachers' contracts for employment for the 2013-2014 school year, the compensation for the degreed personnel covered by this Agreement for the term of this Agreement shall be in accordance with the following schedule for the contracted school year of 2013-2014.

Effective with the September 10, 2013, paycheck, the district agrees to increase the teachers' salary schedule by one percent (1%) for the 2013-2014 school year only.

Effective July 1, 2009, newly hired teachers will be placed on the following steps for the qualifying years of experience wherever applicable under Article 26.

Years of Experience	Corresponding Step Column on Salary Schedule
0	1
1	1
2	1
3	2
4	3
5	4
6	5
7	6
8	7
9	8
10	9
11	10
12	11
13	12
14	13
15+	14

Employees who possess an earned specialist degree, which shall consist of no less than 65 credit hours after completion of a bachelor's degree, shall be eligible for placement in Class F. Any school psychologist who completes an equivalent program as that of a specialist and who receives a master's degree in school psychology from a university whose program is accredited by the National School Psychology Certification System and who is certified as such by the National Association of School Psychologists shall be eligible for placement in Class E if the program consists of at least 49 credit hours after completion of the bachelor's degree and for placement in Class F if the program consists of at least 65 credit hours after completion of the bachelor's degree.

ARTICLE 26
PROFESSIONAL COMPENSATION

26-13 ROTC instructors shall be placed in Class D at a step in the class that is required in accordance with the applicable Defense Department regulations pertaining to minimum military incentive pay for ROTC instructors. Instructors placed in accordance with this Article shall remain at that step and class until they have completed all other requirements for advancement to a higher step or class in accordance with the provisions of this Article.

Licensed nurses shall be eligible for placement on Class D at the Step the nurse would otherwise have been eligible for, in accordance with this Article.

Licensed nurses placed in accordance with this Article at that Step and Class will remain there until completion of all other requirements for advancement have been met in accordance with this Article.

**ARTICLE 27
LONGEVITY PAY**

27-1 Longevity payments shall be made in accordance with the following schedule for the 2013-2014 school year only:

<u>Years of Service</u>	<u>Dates of Adj. Hire</u>	<u>Amount of Stipend</u>
10 – 15	6/99-9/04	\$ 750
16 – 20	6/94-5/99	1,000
21 – 25	6/89-5/94	1,500
26+	6/46-5/89	2,000

**ARTICLE 28
TEACHER HEALTH TRUST**

28-11 (a) Either party may by written notice sent to the other party on or after the execution of this Agreement and before October 12, 2013 unilaterally reopen Article 28 for the limited purpose of bargaining the terms of a District-wide Health Plan. Upon reopening, the provisions of NRS 288.217 shall apply except that the parties hereby agree that either party may declare impasse after October 12, 2013. The parties agree to continue negotiating on a District-wide Health Plan until October 11, 2013.

(b) Article 28-3 and Article 28-4 shall remain in effect until bargained otherwise or altered by an arbitrator's decision. This reopener shall not apply to Article 28-8.

(c) It is anticipated by the parties that after the adoption of a District-wide Health Plan the District's total expenditure for health insurance for all District employees may be lower than the total expenditure before adoption of a District-wide Health Plan. For the first year, the parties agree that CCEA represented employees shall receive fifty percent (50%) of cost savings, to be used as economic enhancement for CCEA represented employees, to be negotiated by the parties.

(d) During discussions under this reopener, the parties agree to discuss the following: the definition of a District-wide Health Plan, how cost savings are calculated and shared, including a multiple year contract. If an agreement is reached by the parties which is approved and ratified by the Board of Trustees and the Association, that agreement shall be submitted to an arbitrator if the parties are in impasse arbitration.

(e) Due to the complexity of negotiating and/or arbitrating the selection of a District-wide Health Plan, any impasse arbitration relating to Article 28 shall be a separate proceeding before an arbitrator who will rule only on the Article 28 issues. None of the issues relating to the topics set out in Article 41(a)-(g) shall be consolidated with the Article 28 issues.

**ARTICLE 28
TEACHER HEALTH TRUST**

28-10 Retiree Health Benefits

28-10-1 Retiree Health Plan

Effective the first pay period of the 2013-2014 school year only:

- a) The district's annual contribution of \$1,400,000 will be reduced to \$100,000;
- b) The district's contribution per teacher of \$12,76 per month to the RHT will be reduced to \$1.00;
- c) The employee contribution of \$15.00 per pay period to the RHT will be reduced to \$1.00 per pay period.

Effective January 1, 2009, the Association will establish a Retiree Health Plan (hereinafter "Plan") for the purpose of administering retiree health care benefits for qualifying teachers. The undistributed funds from the formerly existing Career Plan shall be transferred into the Plan. The District will contribute 1,400,000 each school year thereafter; however, there will not be a \$1,400,000 contribution for the 2011-2012 School Year. All costs of forming and operating the Plan will be borne by the Plan. The Plan is similar to the Teacher Health Trust and Articles 28-1 through 28-9 not in conflict with 28-10-1 and 28-10-2 apply to the Plan.

Effective July 1, 2008, the District will contribute per teacher \$12.76 per month to the Plan Administrator.

ARTICLE 29
PUBLIC EMPLOYEES RETIREMENT SYSTEM

- 29-1 The School District agrees to pay the standard employee and/or employer contribution to Social Security or any Public Employees Retirement System for each employee covered by this Agreement, as required by law.
- 29-2 For the 2013-2014 school year, teachers covered under this agreement will pay the employee's share of the July 2013 increase (1%) to the PERS contribution rate. This payment is made by a reduction of the salary schedule of 1% as reflected by the salary schedule on page 35 of this agreement. The total PERS payment for 2013-2014 is 25.75%.
- 29-3 Should PERS decrease the contribution rate, the employee's share of the decrease (1/2) will be applied to the salary schedule.

ARTICLE 40
TERM OF AGREEMENT

- 40-1 This Agreement shall become effective at the beginning of the 2013-2014 contracted school year and shall remain in effect until the beginning of the 2014-2015 contracted school year, and shall continue from year to year thereafter unless either of the parties shall give written notice to the other for school year 2014-2015 in accordance with the provisions of NRS 288 of a desire to change, amend or modify the Agreement and until a successor agreement is reached.
- 40-2 This Agreement shall immediately terminate in the event recognition is withdrawn and sustained after all avenues of appeal have been exhausted in accordance with NRS 288.

ARTICLE 41
NEW ARTICLE

41-1 Upon execution of this Agreement the parties agree to form working groups, which between the date of execution of this Agreement and October 11, 2013 shall meet at least four times and discuss the following topics:

- a. Grievance back-log
- b. Professional Development
- c. Evaluations
- d. Peer Assistance and Review
- e. Special Education
- f. Advanced Studies Certification 18 hour programs for Class E and F
- g. Deletion of Article 39 – Empowerment Schools

To the extent that any of the topics listed in this article 41-1 (a)-(g) above are mandatory subjects of bargaining under NRS 288.150, either party may by written notice sent to the other party on or before February 1, 2014, reopen negotiations for the limited purpose of bargaining over one or more of those topics listed in (a)-(g) above but only those of which are mandatory subjects of bargaining under NRS 288.150. Upon reopening, the provisions of NRS 288.217 shall apply. Discussions may be extended beyond February 1, 2014 only by the mutual consent of both parties.

**CLARK COUNTY SCHOOL DISTRICT
LICENSED SALARY SCHEDULE
2013-14**

<u>STEP</u>	<u>CLASS A B.A.</u>	<u>CLASS B B.A. + 16</u>	<u>CLASS C B.A. + 32</u>	<u>CLASS D M.A.</u>	<u>CLASS E M.A. + 16</u>	<u>CLASS F M.A. +32</u>	<u>CLASS G PH D</u>	<u>CLASS H ASC</u>	<u>CLASS I ASC + PH D</u>
1	\$ 34,684	\$ 36,545	\$ 38,409	\$ 40,276	\$ 42,144	\$ 44,508	\$ 46,008	\$ 47,654	\$ 49,154
2	36,134	37,994	39,863	41,726	43,600	46,208	47,708	49,353	50,853
3	37,582	39,452	41,312	43,181	45,046	47,909	49,409	51,054	52,554
4	39,038	40,901	42,763	44,630	46,492	49,604	51,104	52,749	54,249
5	40,482	42,349	44,215	46,082	47,945	51,306	52,806	54,451	55,951
6		43,805	45,677	47,531	49,397	53,006	54,506	56,151	57,651
7			47,118	48,984	50,848	54,706	56,206	57,852	59,352
8			48,567	50,433	52,298	56,405	57,905	59,552	61,052
9			50,020	51,890	53,748	58,103	59,603	61,249	62,749
10						59,911	61,411	63,056	64,556
11						61,501	63,001	64,646	66,146
12						63,550	65,050	66,697	68,197
13						64,822	66,322	67,968	69,468
14						66,119	67,619	69,265	70,765

DEFINITION OF CLASSES

- CLASS A Bachelor's degree and valid Nevada certification for the level or subject taught.
- CLASS B Bachelor's degree plus 16 increment growth units and valid Nevada certification for the level or subject taught. Units must be taken after receipt of bachelor's degree.
- CLASS C Bachelor's degree plus 32 increment growth units and valid Nevada certification for the level or subject taught.
- CLASS D Master's degree from an accredited institution in a field pertinent to position and valid Nevada certification for level or subject taught.
- CLASS E Master's degree plus 16 increment growth units and valid Nevada certification for level or subject taught, or completion of one Advanced Studies Certification 18-hour program. Units must be taken after receipt of master's degree.
- CLASS F Master's degree plus 32 increment growth units and valid Nevada certification for level or subject taught, or completion of two Advanced Studies Certification 18-hour programs. Units must be taken after receipt of master's degree.
- CLASS G Doctorate degree from an accredited institution in a field pertinent to position and valid Nevada certification for level or subject taught.
- CLASS H Advance Studies Certification (Advancement to Column H is not approved).
- CLASS I Advance Studies Certification plus Doctorate Degree (Advancement to Column I is not approved).

Please read very carefully Article 26 of the Negotiated Agreement between the Clark County School District and the Clark County Education Association to learn the criteria regarding increment growth units.

- NOTE** The salary schedule reflects a PERS requirement regarding inclusion of the doctoral stipend on the salary schedule.
- ≈ Class "G" reflects Class "F" plus \$1,500 for a doctorate degree.
- ≈ Employees classified as "Class G" under the 2010-11 negotiated agreement will now be classified as "Class H". Movement to Class H through Advanced Studies Certification is not approved effective in the 2011-12 school year.
- ≈ Class "I" reflects placement in Class "H" with the addition of \$1,500 for a doctorate degree for those in Class "H".