

CCEA Record

the Year of the Educator

ARE YOU FIRED UP FOR 2018?
page 4

REGISTER TO VOTE BY: OCT. 18

VOTE EARLY: OCT. 20—NOV. 2
VOTE: NOV. 2

BECAUSE...

Your Vote Matters

NOW, MORE THAN EVER

page 7

Crossroads

page 10

Imagining Adequate Funding

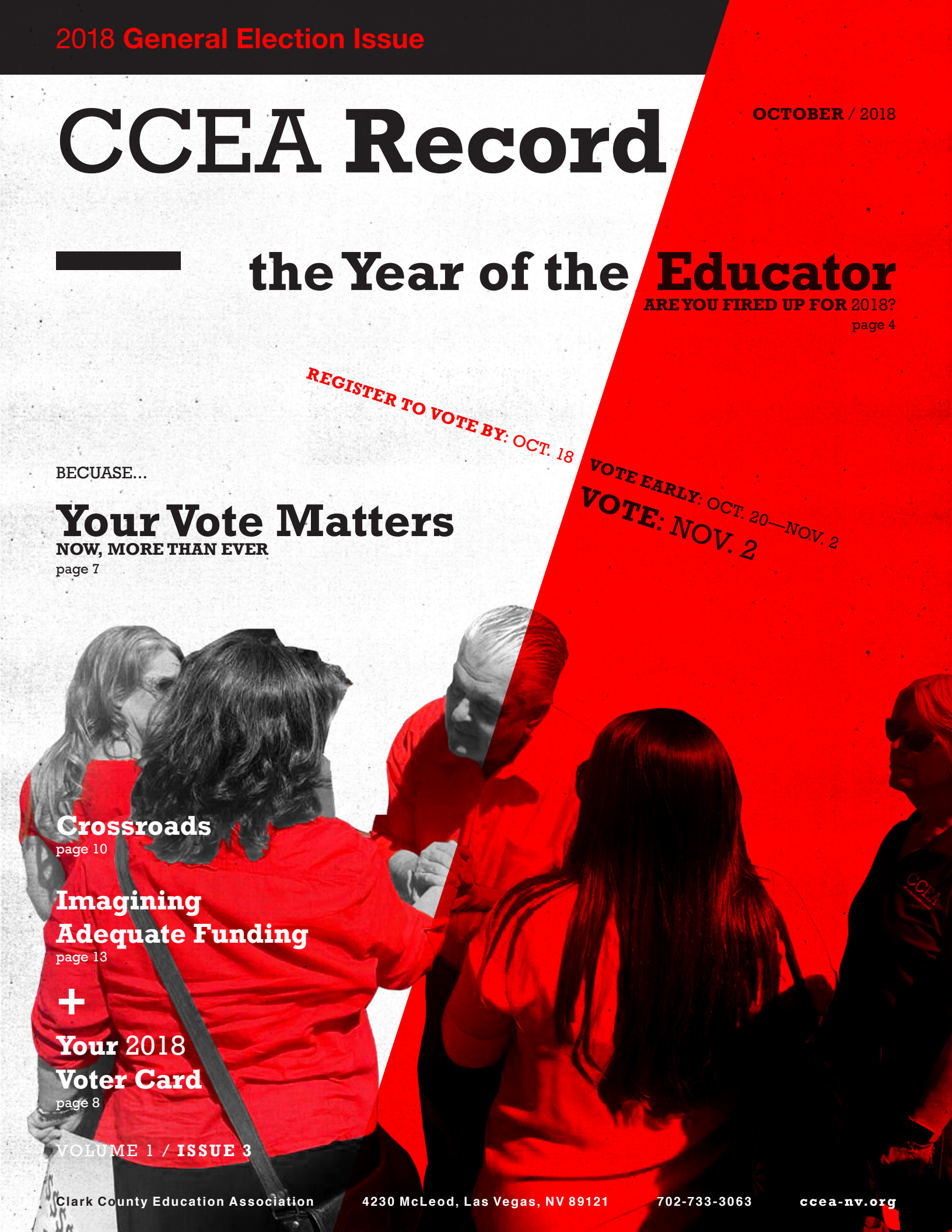
page 13



Your 2018 Voter Card

page 8

VOLUME 1 / ISSUE 3



Contents

OCTOBER / 2018

From the Presiden'ts Desk	3
The Year of the Educator Are You Fired Up for 2018 Yet?	4
Endorsements 2018 General Election	8
Your Vote Matters Now, More Than Ever	9
Crossroads	10
Fundraiser for Steve Sisolak	12
Imagining Adequate Funding	13
Meet the Candidates with Jeff Hinton	16
CCEA Hero of the Month Shardae Chenoweth	17
Social Justice Caucus A Screening of Backpack Full of Cash	19
Social Justice Caucus Las Vegas PRIDE 2018	20
Introducing PECC The Parents and Educators of Clark County	21
National Board Development Program School Basic Academy of International Studies	23
Nevada State Parks 5th Grade Discovery Pass	25
The Nevada Collaboratory The Journey Continues: Learn to Lead	26
OTS / Organizing the Schools CCEA Learning Academy	28
SOT / School Organizational Teams 2018 SOT Elections	29
United Nissan Boo Bash Ober ES Pumpkin Carving Contest	30
Project Underground Railroad Run to Break the Chain LV 2018	31
Directory CCEA Governance & Staff	32

IMPORTANT DATES

10/18/2018 Voter Registration [DEADLINE]
10/18/2018 CCSD Board of Trustees Regular Meeting
10/20/2018 Early Voting [BEGINS]
10/23/2018 ARC Meeting
10/24/2018 CCEA Fundraiser for Sisolak
10/26/2018 Nevada Day Observed [NO SCHOOL]
11/1/2018 Native American Heritage Month [BEGINS]
11/2/2018 Early Voting [ENDS]
11/6/2018 Election Day
11/7/2018 CCSD Board of Trustees Work Session Meeting
11/8/2018 CCSD Board of Trustees Regular Meeting
11/12/2018 Veterans Day Observed [NO SCHOOL]
11/12/2018 American Education Week [BEGINS]
11/15/2018 National Parental Involvement Day

FROM THE PRESIDENT'S DESK

A note on civic duty from your
CCEA President, **Vikki Courtney**

Sunday, October 14, 2018
Clark County Education Association
4230 McLeod, Las Vegas, NV 89121



Dear Colleagues,

I became a public school educator because I believe education is the best way to level the playing field and give all kids an opportunity to have a successful life. I am sure most of you believe in that idea as well. I learned early on though, that politics plays a huge role in my life.

I was looking forward to teaching in one of the many schools in the Bay Area upon completion of my education. However at the same time I celebrated my graduation from college, California voters passed Proposition 13, a tax measure that had a huge impact on public education by cutting taxes, and literally, changed my life. There were no longer opportunities for my career in public education there. Fortunately, I found my way to Clark County. While here I have been a good public educator. I have done my job with diligence and always gone above and beyond to make sure the kids in my classroom and school were provided the best education.

I have also been a good member of the community from the lesson I learned early on in my life. Voting matters, and elections matter, because they can change your life, forever. The good thing is through voting, we have the opportunity to change our own lives. We have the opportunity to do good things for kids and our community. This election is very close and your vote, your families' and friends', and your colleagues' votes will all count. You can make your life better. All of our lives can and will be better if we vote. So talk to the people in your life about voting and the impact each of you can have, forever.

THE VOTER REGISTRATION DEADLINE is October 18. So if you are not registered to vote, you still have time!

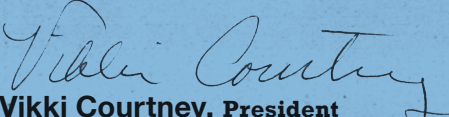
EARLY VOTING begins on Saturday, October 20, 2018 and runs through Friday, November 2.

[REGISTER TO VOTE](#) →

[POLLING LOCATIONS](#) →

I strongly encourage you to exercise your option to vote early, but if you are unable to do so, please make sure you mark your calendar for Election Day—Tuesday, November 6—and make your plan to vote!

Yours Truly,


Vikki Courtney, President



the Year of the Educator

ARE YOU FIRED UP FOR 2018 YET?

— Jessie Padua, Assistant Editor

Thursday, February 22, 2018 — **On a cold West Virginia morning, public schools stayed empty. The doors were locked. The halls were silent. There were no morning bells and no pledge of allegiance. The usual bustle of teachers and students getting on with their day-to-day activities was conspicuously absent, their markers and pens sitting motionless. It would remain this way for days to come.**

From that cold Thursday morning, to Saturday, March 3, West Virginian public school students stayed home, but their teachers did not. On the eve of the historic 2018 West Virginia teachers' strike, educators readied their picket signs, snow boots, and jackets, to prepare for the long haul. They were protesting a bogus bill, recently signed by Governor Jim Justice, that increased teacher and school service personnel pay by a measly 2%, with even less promised in the years to come. Despite the bill being rammed through state government, teachers and staffers of West Virginia agreed: after years of struggling to pay the bills on an educators' salary, this small raise was an insult. Facing down economic uncertainty and hostile lawmakers, they drew upon their state's deep history of standing up for working people's rights, and did what the circumstances called for. They made it clear to their legislators that they had picked a fight with the wrong folks, and they would no longer tolerate their state government's contempt for public education. What started in just a couple of counties quickly turned into a statewide shutdown of public schools. It was the first shot, heard around the nation.

On the first day of their historic walkout, a sea of red — thousands of educators, support staff, parents, and community members, all standing with one another in solidarity — occupied the Charleston State Capitol building, demanding long overdue salary increases. The message that began in West Virginia resonated across the nation, because, seemingly everywhere, teachers had been forgotten. Like that, a movement was started, and it began to spread like wildfire from state to state to state.

(top)
Striking West Virginia
educators from all 55
counties protesting at
the State Capitol
February, 2018

(continued) →

CONCRETE ECONOMIC GAINS

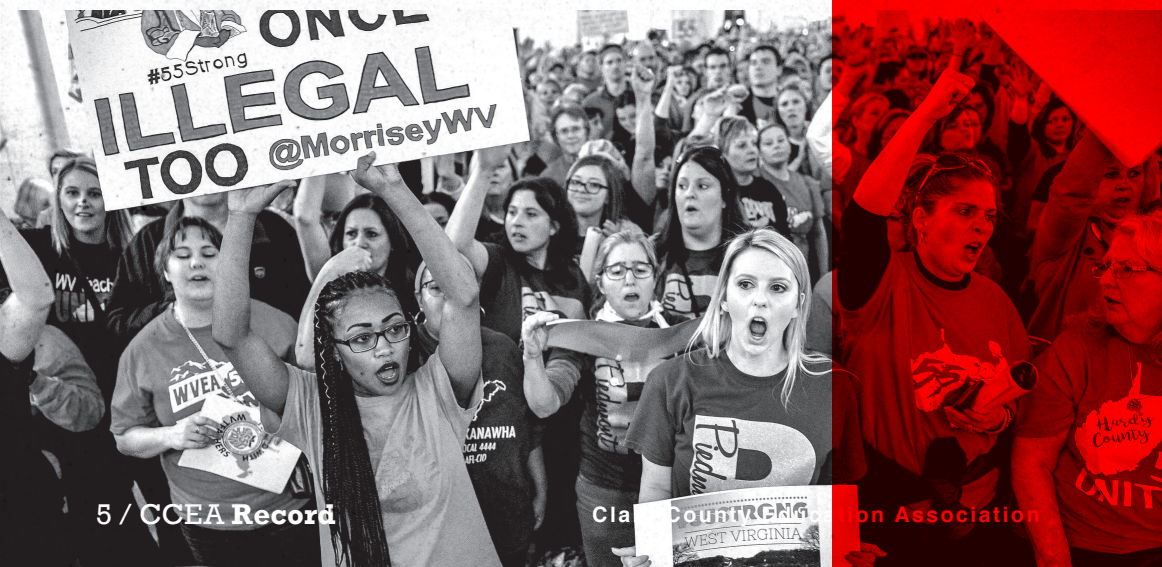
The West Virginian uprising wielded results: a 5% wage increase — not only for teachers and support staff, but for ALL public employees across the state. And so, like clockwork, educators all around the United States mobilized for their students, for themselves, and, ultimately, to save American public education.

First, there was West Virginia. Next it was Oklahoma... and then Kentucky, Arizona, Washington State, and Los Angeles, CA. It was contagious, one strike occurring after another — and more often than not in conservative, right-to-work states — because teachers had simply had enough. In each case the message was clear: educators were making a stand, not only for themselves, but for each other. Out of seemingly nowhere, a revolution was born, and it was led by educators.

Educators who are no longer ashamed to share their struggle, and who are no longer hesitant to confront public officials and lawmakers about the shameless politics happening at their state capitols. Budget cuts, and putting education on the back burner would no longer be an option. A turning point had been reached. In hindsight it's no surprise. Educators have been getting the short end of the stick for far too long, increasingly forced to really on public assistance and multiple jobs to make ends meet and to support their families. But while hindsight may be 20/20, this was never inevitable.

It was not long ago — we can all surely remember — that education, and educators in particular, lacked any meaningful support from the general public. Wanting fair wages and increased education funding was portrayed as greedy: “they should be in it for the kids,” was the common refrain. Meaningful dignity and respect were pipe dream, and the daily grind of making due with smaller and smaller budgets, with dwindling school supplies, and with dilapidated textbooks made the idea of collective struggle seem overwhelming. It was hard enough just getting through the school day before clocking in at a second (or even third) job.

But now that we find ourselves amid a burgeoning revolution, we must seize the opportunity at hand. Indeed, educators across the country are doing just that. Oklahomans, tired of the same old song and dance, recently ousted six anti-education state lawmakers during their primary elections — and many of them are poised to be replaced by first-time candidates who are channeling the rage and righteousness of those educators in West Virginia. Many of these candidates are educators themselves. (Who better to step up to the plate than our footsoldiers on the front lines?) If there was any lingering doubt, put it to rest now. 2018 is the year of the educator!



(left)
Striking West Virginia educators from all 55 counties protesting at the State Capitol February, 2018



BRINGING THE MOVEMENT HOME

Here in Clark County, the story is the same: educators taking on second and third jobs, unable to stay afloat due to pay freezes and and dwindling healthcare benefits; budget cut after budget cut; overcrowded classrooms. But in this unqiue moment, we have the same opportunity here in Nevada that educators have seized upon across the nation. It's right in our grasp, and it is imperative that we do not let it slip away. It starts with electing the right people in November.

Just like in Oklahoma and elsewhere, everyday people are stepping up to the plate and saying, “enough is enough.” Parents, education advocates, and educators themselves — many of them women — have thrown their hats into the ring, and CCEA is proud to be backing them in races at every level. In Congressional District 3 we have the opportunity to elect a lifelong education advocate in Susie Lee. Coming from the type of humble beginnings that so many of our educators still find themselves in, Lee understands what needs to be done, both locally and nationally, because she’s been at it her entire adult life. Parents, like Assembly District 22 candidate, Kristee Watson, are taking their involvement in their children’s education to the next level and have a real shot at flipping their seats. And educators, like our own Selena Torres in Assembly District 3, are proving that not only do they serve a crucial role to the public, but that they can and will lead us towards a better future.

All across Nevada, education is the number one priority for voters, across party lines. Throughout 2018, we have seen the perilous stories of educators and accounts of teaching in America brought to the forefront, and for the first time in many years, more of the public — parents, community members, our elected leaders — is standing with us than against us, proven at the ballot box. And, most importantly, the educators from coast to coast are standing up, together, commanding the dignity and respect that the teaching profession has earned and deserves.

In a state with the some of the largest class sizes and lowest spending per pupil; after years of pay freezes and budget cuts we, too, have seen a shift. This movement can come to Nevada, as it has in so many other states, but we have to bring it here. When we stand together and make our collective voice heard, other will listen. We must take the stand.

Susie Lee

for NV-04

- susieleecongress.com
- [/susieleenv](https://www.facebook.com/susieleenv)
- [@SusieLeeNV](https://twitter.com/SusieLeeNV)

Selena Torres

for AD-03

- selenatorresnv.com
- [/selenatorresnv](https://www.facebook.com/selenatorresnv)
- [@selenatorresnv](https://twitter.com/selenatorresnv)

Kristee Watson

for AD-22

- watsonfornevada.com
- [/WatsonForNevada](https://www.facebook.com/WatsonForNevada)
- [@KristeeWatson](https://twitter.com/KristeeWatson)

(continued) →

WHY WE WILL VOTE

Every educator, no matter their background or temperament, is an advocate for change.

We have a lot of momentum right now, but we can't take anything for granted. We know this election will be close, particularly for Governor, and that every vote will matter. 2018 has seen educators leading the way and taking matter into their own hands. We can do that here in Nevada. and we must. We will vote like our future depends on it, because it does.

- **We'll vote so that a second or third job is no longer a requirement to make ends meet.**
- **We'll vote so we no longer miss holidays and weekends with our families or important milestones in the lives of our loved ones, just to catch up on work.**
- **We'll vote so we no longer feel like we're living our lives from afar.**
- **We'll vote so we have healthcare and to keep our wages up in a world where life's essentials are only get costlier.**
- **We'll vote so that the students we teach no longer suffer due to large class sizes and can get the attention and resources they need to succeed.**
- **We'll vote so we're no longer given the choice between finding a job that pays us our worth or being there for our students when they need us the most.**
- **We'll vote to tell Nevada's students that they're worth just as much as the students in states where schools get adequate funding.**
- **We'll vote to lead by example.**

And when we vote, we will vote with the same ferocity in which West Virginians, Oklahomans, and Arizonans stormed into their state capitols and demanded lawmakers listen. Actually listen — and then deliver.

We will no longer tolerate empty promises.



(left)
CCEA members
protesting CCSD pay
freezes.
Spring, 2018

Endorsements

GENERAL ELECTION / 2018

Statewide

Steve Sisolak — Governor



"I won't take a salary until educators get paid what they deserve!"

— Steve Sisolak

Michael Roberson — Lt. Governor

Nelson Araujo — Secretary of State

Aaron Ford — Attorney General

Zach Conine — State Treasurer

U.S. Congress

Jacky Rosen — Senate

Dina Titus — NV-01

Susie Lee — NV-03

Steven Horsford — NV-04

Judicial

Elissa Cadish — Supreme Court, Seat C

Elana Graham — Justice Court, Dept. 1

County Commission

Tick Segerblom — District E

School Board

Irene Cepeda — District D

Kali Fox Miller — District F

Linda Cavazos — District G

State Senate

Mo Denis — NV SD-02

Marilyn Dondero Loop — NV SD-08

Melanie Scheible — NV SD-09

Yvanna Cancela — NV SD-10

Joe Hardy — NV SD-12

Keith Pickard — NV SD-20

James Ohrenschall — NV SD-21

State Assembly

Selena Torres — NV AD-03

Connie Munk — NV AD-04

William Mccurdy — NV AD-06

Dina Neal — NV AD-07

Jason Frierson — NV AD-08

Steve Yeager — NV AD-09

Susan Martine — NV AD-12

Howard Watts — NV AD-15

Tyrone Thompson — NV AD-17

Richard Carrillo — NV AD-18

Ozzie Fumo — NV AD-21

Kristee Watson — NV AD-22

Edgar Flores — NV AD-28

Stephen Silberkraus — NV AD-29

David Schoen — NV AD-35

Michelle Gorelow — NV AD-35

Lesia Romanov — NV AD-36

Ballot Questions

Yes — Question 3

GET YOUR VOTER CARD →

CCEA the union
Clark County Education Association of teaching professionals

 @cceanv

 /cceanv



Your Vote Matters

NOW, MORE THAN EVER

— Linda Jones, Political Field Coordinator

The 2018 General Election is going to be close. Statewide races will be decided by 10,000 votes or less. In 2018, education is at the forefront, and there are more than 18,000 educators in Clark County alone. The future is in your hands!

Across the country, from West Virginia to Oklahoma, Arizona and more, educators are raising their voices and taking to the streets and to the ballot box to demand change. As I watched the events taking place across the country, I realized we have to do more than just stand on the sidelines and watch what takes place. We have to actually get involved.

Here in Nevada, on the heels of a historic three-year contract and with a bold and substantive legislative agenda ahead of the 2019 Legislative Session, there is an opportunity for educators to rise up, like they have all across the country, and make the same demands for change. But I'm going to need your help to take advantage of this opportunity. In order to build support for and pass our proposals for a local school funding option and reduced class size, first we need to win this election!

By volunteering, phone and text banking, canvassing, and, most importantly, voting for CCEA Endorsed Candidates, we can build the momentum and lay the groundwork we need to secure dedicated funding for our students, our schools, and for educators' salaries and benefits.

ONE LAST TIME FOR THE PEOPLE IN THE BACK!

You have power in this election. Education is the number one issue for voters across our state, and as an educator, you are on the front lines of these fights. You know first-hand what's at stake. The gubernatorial race between Steve Sisolak and Adam Laxalt will be decided by us.

So grab your clipboard, lace up those boots, pick up that phone, and smash that "volunteer" button, because this one's on us.

And. Your. Vote. Matters.

SIGN UP TO VOLUNTEER →

Crossroads

— John Vellardita, Executive Director



TIME TO MOVE ON

It's time to move on. Time to turn a new page in labor relations with CCSD. Time to elect a Governor that CCEA has a direct relationship with. Time to secure more funding to reduce class sizes in our schools and a dedicated funding stream for educators' salaries and benefits.

We recently signed a three-year contract with CCSD. This followed on the heels of a year-and-a-half-long contract struggle that cost over \$850,000 that led to an arbitration. The arbitration decision wound up in a court fight and ultimately ended with a new three-year contract between CCSD and CCEA. We're not looking back.

The new agreement with CCSD is different in many respects. Key is the fact that both parties have to work together to secure more funding. Once funding is secured above the minimum CCSD needs, CCEA represented employees will receive 70% of those funds. This is significant. The steps, columns, health benefits, and other economics that educators will receive are based on that formula. Some critics call this an empty promise. We will prove them wrong.

Steve Sisolak

for Governor

- 📧 stevesisolak.com
- 📌 [/VoteSteveSisolak](https://www.facebook.com/VoteSteveSisolak)
- 📱 [@SteveSisolak](https://twitter.com/SteveSisolak)

HERE'S WHY

If Steve Sisolak is elected Governor and other pro-education politicians are elected to our legislator, then we will secure additional funding for our schools and educators. Sisolak is leading the charge by promising not to take a salary until the teachers get paid.

Leaders like Senator Mo Denis and Speaker Frierson are making education funding their top priorities. Every politician running for State offices is promising to secure more funding. It is up to us to get those people elected and, more important, once elected, hold them accountable. We will do both.

Jason Frierson

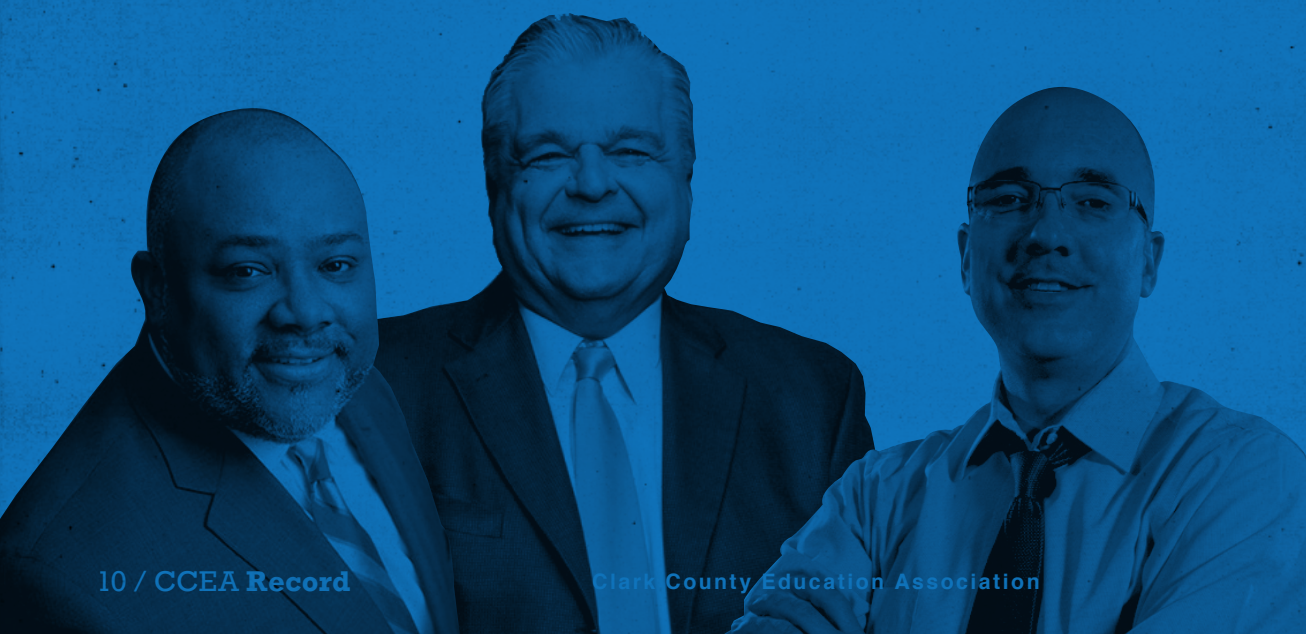
for AD-08

- 📧 jasonfrierson.com
- 📱 [@JasonFrierson](https://twitter.com/JasonFrierson)

Mo Denis

for SD-02

- 📧 modenis.com
- 📱 [@MoDenisNV](https://twitter.com/MoDenisNV)



(continued) →

A BI-PARTISAN APPROACH

CCEA has endorsed both Democratic and Republican candidates who we believe will best represent our members' interests. We know that getting things done often requires working with both parties and finding consensus in a bi-partisan fashion. When that happens, we accomplish great things. That is why CCEA is bi-partisan.



Michael Roberson

for Lt. Governor

- votermichaelroberson.com
- [/RobersonForNV](https://www.facebook.com/RobersonForNV)
- [@RobersonForNV](https://twitter.com/RobersonForNV)

Keith Pickard

for SD-20

- pickard4nevada.com
- [/Pickard4Nevada](https://www.facebook.com/Pickard4Nevada)
- [@Pickard4Nevada](https://twitter.com/Pickard4Nevada)

Stephen Silberkraus

for AD-29

- silberkraus.com
- [/stephenfornevada](https://www.facebook.com/stephenfornevada)
- [@silberkraus](https://twitter.com/silberkraus)

David Schoen

for AD-35

- schoenfornevada.com
- [/SchoenForNevada](https://www.facebook.com/SchoenForNevada)
- [@SchoenForNevada](https://twitter.com/SchoenForNevada)

MOVING FORWARD, NOT BACKWARDS

We believe that for our State, this election is about moving forward, not backwards. We support Sisolak because we believe he will lead our State to improve our education system.

We cannot support Laxalt because we believe his leadership will roll things back. How can a candidate advocate for repealing the 2015 Commerce tax that went into our public education system and where both Republicans and Democrats supported say they are truly for improving our schools and assuring educators get treated with respect and properly paid? It doesn't add up.

That's why this election is so critical. The choice is clear. We go forward or we roll the clock back. Each educator and members of your family should be registered voters. Each registered voter needs to go to the polls to vote. Vote for those candidates who advocate for more funding for our schools and teachers. Don't sit this one out. Too much is at stake.

It has been ten years since the recession hit our country and State. The economy is recovering. Governor Sandoval helped shepherd our State through hard times and on the road to recovery. But we are not done. We need to continue to improve our school system by investing in it.

Our challenges are so great in Clark County that we have to look beyond the state for additional funding. That is why CCEA is advocating that in addition to State funds we believe we should look to our community to support funding our schools. If money follows the student into the buildings, reduces class sizes, pays teachers what they deserve, and provides the type of education programs where students achieve we believe the community will support additional funding at the local level. But nothing will happen unless we go out and vote the right candidates into office.

Make it a family affair. Vote for our future. Vote for our kids.

STEVE Sisolak

FOR GOVERNOR

WHO: You are cordially invited to join
**CCEA, TEAMSTERS LOCAL 14,
& THE LABORERS UNION**

WHAT: for a fundraiser in support of
STEVE SISOLAK
Candidate for Governor of Nevada

WHEN: **WEDNESDAY, OCTOBER 24**
5:00PM — 6:30PM

WHERE: **THE ITALIAN-AMERICAN CLUB
OF LAS VEGAS**
2333 E SAHARA AVE,
LAS VEGAS, NV 89104

CLICK TO RSVP* →



***RSVP & attend for a chance to win
TWO GOLDEN KNIGHTS TICKETS!**

If you have any questions, please contact **Kerry Cahoon** at:
kerry@stevesisolak.com

An individual or corporate entity may contribute up to \$10,000.
Make checks payable to **Friends for Steve Sisolak**,
— **Tax ID: 26-3267406**

Imagining Adequate Funding

— Brenda Pearson, Director of PLP and the Nevada Collaboratory



As a local educator, you will not be surprised to find out that per pupil expenditures in Nevada are ranked 43rd in the United States. Inadequate per pupil funding has been shown to have a ripple effect on a child's life with impact felt through adulthood.

Northwestern Institute for Policy Research has demonstrated the impact of inadequate funding in the following areas:

- **A decrease in the likelihood that students will graduate from high school;**
- **A decrease in adult hourly wages;**
- **A decrease in future family income; and**
- **An increase in annual incidence of poverty in adulthood.**

Over the past 5 years, Nevada lawmakers and community members have made considerable effort to improve per pupil expenditures, dedicating funding to targeted populations with strong accountability measures.

For example, the creation and implementation of Zoom and Victory schools began in 2013 and was extended in 2017 to target the needs of our English learners and those living in poverty. The positive impact of these programs and programs like them (e.g., full-day kindergarten, computer science expansion, Ready 21 technology grants) are just beginning to be seen statewide.



(left)
Governor **Brian Sandoval** signs the Reorganization bill AB469 with Assemblyman **Jason Frierson**, Senator **Aaron Ford**, and Senator **Michael Roberson**.
May 8, 2017

(continued) →

THE NEVADA PLAN

In Nevada, student funding is the same for all students, regardless of their characteristics. The Nevada Plan outlines how schools receive money, but the short explanation is the more money a county brings in from taxes, the less money is allocated for schools by the state. Two studies, one in 2006 and one in 2015, were conducted to determine how much money would be needed to adequately fund our schools. A recent recommendation stated that Nevada would need to increase State funding over \$1.6 billion to reach an adequate level.

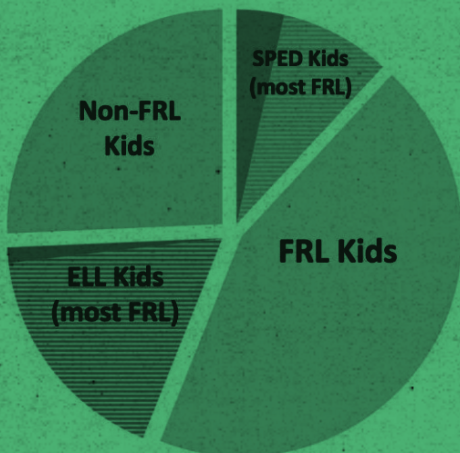
During the 2017 Legislative session, Nevada began assigning weights to funding so allocations reflected those students served by a school. For example, special education students, those living in poverty, or English learners would receive more funding than a general education student. Nevada has taken a large leap forward in education funding with targeted student funding through school-based programs and the weighted funding formula.

This investment has changed the landscape of Clark County's schools in three ways:

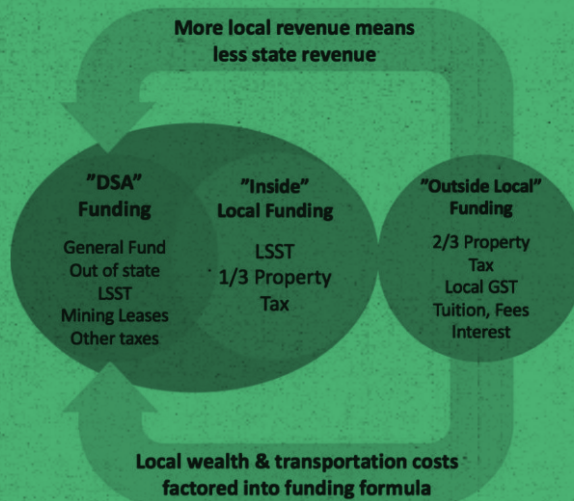
1. **CCSD's reorganization has changed the education delivery system by giving schools more ownership of their budgets with increased flexibility.**
2. **Over half of all CCSD schools have specialized programs (e.g., Magnet, Victory, Zoom, and SB 178 funding that targets the lowest 25% proficient students), thus making each one unique in their own right.**
3. **Additional funding dedicated to schools has been largely spent on instruction.**

To summarize, CCSD schools have more autonomy and flexibility over their budgets, are more specialized, and, when given the opportunity, spend monies on instruction to meet the needs of their students as a result of the education reform policies. CCSD is unique in both characteristics and needs, but Nevada is funding schools through a one-size-fits-all method. Lawmakers need to directly fund CCSD schools to affect transformational change for all students.

CCSD Student Population



Nevada Plan Funding



(continued) →

WHAT IS CCEA'S SOLUTION?

There is no doubt that CCSD schools experience different struggles than other schools across the state of Nevada. The ever-growing diversity of CCSD's student population has brought attention to the need to also diversify the educational opportunities for our community through the creation of special programs (e.g., magnet, Zoom, Victory, and SB 178 funding targeting the lowest 25% proficient students).

With 55% of all CCSD schools having one or more special programs on their campus, the needs of schools are unique and a product of the population and programs. CCEA believes that additional support for public education can be built through the combined effort of state policy makers and local leaders. Policy makers will be able to ensure that resources are used appropriately to meet the needs of the school population through the creation of new funding streams that direct resources to schools.

CCEA recognizes the need for a local funding source to better align school funding with the local population and local priorities. Currently, 90% of school districts in the country are authorized to raise their own taxes. This option is not available within the state of Nevada. The State Legislature has the ability to give local authorities the authorization to raise revenue or ask the voters for authorization to raise revenue. Large school districts in Texas, California, Florida, and Virginia have authorization to raise revenue through local funding. A new local funding stream combined with the state's contribution, the Nevada Plan, may be the solution to providing more students with the educational resources they deserve.

HOW DOES THIS IMPACT EDUCATORS?

The impact of a local funding source on educators in CCSD will be felt at all corners of our community. Currently, spending on populations remains uneven and programs, such as full-day kindergarten and career and technical education, are not being distributed equitably. Although more than 70% of CCSD's student population are English learners or living in poverty, only 22.7% of CCSD's kids are covered by these programs. Equitable education for all students means just that-equitable education.

Research demonstrates that increased per pupil spending benefits low-income students the most. If this is the case, raising the base spending for all students will positively impact multiple populations. The change in landscape that CCSD's schools have made as a result of Nevada's dedication to improved education funding was previously discussed but should be brought into this conversation as well. A local funding source would result in more funding for our students, where CCSD schools have been given more ownership of their budgets with increased flexibility. Additionally, the funding may be used to support the instructional needs of the school's population. The top-down paradigm where all students are equal, has not served our students well. It is time to advocate for the equitable education of all students in our community.

READ THE WHITE PAPER —————>

CCEA PODCASTING

MEET THE CANDIDATES

with Jeff Hinton

CCEA educator and 2014 Teacher of the Year, Jeff Hinton, is back with more new episodes of Meet the Candidates just in time for the 2018 General Election!

Tune in to hear from some amazing CCEA endorsed candidates, learn where they stand on the issues, get updated on the state of their races, & find out how you can get involved in their campaigns!

Follow Jeff on Twitter to keep up to date with Meet the Candidates!

 @JeffreyAHinton

Out Today!

Senator
MO DENIS
for re-election to Senate District 2

KRISTEE WATSON
for Assembly District 22

LISTEN NOW ▶

#ICYMI:

Assemblyman
NELSON ARAUJO
for Secretary of State

Assemblyman
KEITH PICKARD
for Senate District 20

Assemblyman
STEVE YEAGER
for re-election
to Assembly District 9

Assemblyman
OZZIE FUMO
for re-election
to Assembly District 21

former Assemblyman
**STEPHEN
SILBERKRAUS**
for Assembly District 29

DAVID SCHOEN
for Assembly District 35

A podcast powered by:

CCEA the union
Clark County Education Association of teaching professionals

Shardae Chenoweth

OCTOBER / 2018

— Jessie Padua, Assistant Editor

It's rare to meet an educator as dynamic and valuable as Shardae Chenoweth of Canyon Springs High School.

Shardae teaches a wide range of subjects, from special education to algebra and government. Her extracurricular involvement is just as varied; she coaches flag football, soccer, and basketball, and is the creator and co-advisor for “Sankofa”, her school’s social justice and cultural awareness club. She is the type person we have in mind when we say public school educators are making indispensable change in the lives of the students they teach.



Shardae has a keen understanding of this positive impact, particularly when it comes to teaching special education. When going over her decision to teach special education, she specifically cites the “school to prison pipeline” as a motivating factor, and the impact she would like to have on the students that such a pipeline would harm. A quote comes to mind: “It is easier to build strong children than repair broken men.” These words of wisdom were originally spoken by abolitionist Frederick Douglass, and for Shardae, it has become a sort of mantra.

This mantra, with the idea of helping her students grow into their own now rather than later, perhaps before it’s too late, is reflected in all that Shardae does as a prolific educator and mentor. She’s a special education teacher, but she has also watched the current graduating class grow since their freshman year, filling in as a co-math teacher, and this year she is teaching government and history. She’s also played the role of a soccer, flag football, and track coach at Canyon Springs. She’s become a mentor rising student athletes throughout the community. Shardae is particularly excited about Canyon Spring’s new lacrosse team: “This program is giving kids the opportunity to go to schools we don’t traditionally have access to!”

(continued) →



SANKOFA

Another major source of pride in Shardae's life is the club she founded and co-advises: Sankofa. The meaning of the word Shardae puts beautifully:

"Sankofa is an Andinkra word meaning you have to know where you come from to know where you're going. We use that as the mantra to explore our roots and histories and to push forward with a strength that only comes from knowledge of self!"

Sankofa hosts monthly Black and Brown Girl brunches that "explores the complexities of growing up as a minority woman in today's society." (The RKO club, or Real Kings Only, is a similar club for young male students.) Sankofa also has exciting plans to use ancestry kits this coming March, an insightful opportunity for students to delve deeper into their heritage and where they come from, and perhaps, like the meaning of Sankofa, a clearer understanding of where they are going as well.

It seems as though Shardae carries a world of responsibilities on her shoulders, but her union makes sure she is never alone in her journey. She first became a member of CCEA for the support system in place for educators looking

to get their National Board Certification. This is how Shardae came into contact with Elizabeth Campbell, Director of the CCEA National Board, and through Elizabeth, she met Linda Jones, CCEA's Political Field Coordinator, who Shardae fondly calls her "fairy godmother!" Shardae points to the network of support CCEA provides to their members. She cites the Summer Jump Start program, and how, as a CCEA member, she is confident in her ability to finish the program in a year, knowing that support is just a text, email, or phone call away.

"If CCEA is representative of the folks I have had the opportunity to meet so far, I know I am in the right place!"

Shardae's activism, whether in sports or clubs, within the CCEA or the political community, starts and ends with her students in mind. Like all other Heroes of the Month, we ask Shardae about the ways her students continue to inspire her, and in her own words:

"Their ability to persist through all of their struggles keeps me humble. Their strength and tenacity in going for what society says they don't deserve empowers me to go after my next big thing! They are seeds and I choose to water them with love and affirm them with acknowledgements and hold them high because I want them to continue to rise without apology in a way that only they can do! I love my kids and the love that they give back inspires and pushes me to be the biggest version of myself to empower them to be their biggest and brightest selves!"

CCEA cannot be prouder of and more thankful for October's Hero of the Month!

CCEA SOCIAL JUSTICE CAUCUS
/ A SCREENING OF

A FILM EXPLORING THE REAL COST OF PRIVATIZING
AMERICA'S PUBLIC SCHOOLS

BACKPACK FULL OF CASH

NARRATED BY MATT DAMON

"A BEAUTIFUL FILM—TREMENDOUSLY MOVING! ...EVERYONE
WHO VALUES DEMOCRATIC EDUCATION NEEDS TO SEE THIS."
— JONATHAN KOZOL, ADVOCATE FOR CHILDREN AND AUTHOR OF SAVAGE INEQUALITIES



WHEN: SATURDAY, NOVEMBER 3
11:00AM — 1:00PM

WHERE: ECLIPSE THEATERS
814 SOUTH 3RD STREET
LAS VEGAS, NV 89101

[CLICK TO RSVP](#) →

ABOUT THE FILM:

"Narrated by Matt Damon, this feature-length documentary explores the growing privatization of public schools and the resulting impact on America's most vulnerable students. Filmed in Philadelphia, New Orleans, Nashville, and other cities, BACKPACK FULL OF CASH takes viewers through the tumultuous 2013-14 school year, exposing the world of corporate-driven education "reform" where public education — starved of resources — hangs in the balance."

**A Post-Screening Discussion will be held in the Eclipse Lounge,
moderated by CCEA Director of Strategy / Legal Counsel, Michelle Kim.**

CCEA SOCIAL JUSTICE CAUCUS / LAS VEGAS PRIDE

Come join and march with the CCEA Social Justice Caucus at the annual Las Vegas PRIDE Parade! For more information, email Jessica Jones at: jessica.jones001@gmail.com

WHEN: FRIDAY, OCTOBER 19
7:00PM

WHERE: E BRIDGER AVE & 4TH STREET
LAS VEGAS, NV 89101

L A S V E G A S
PRIDE[®]
2018



All we need is LOVE.

PARADE & FESTIVAL OCTOBER 19-21, 2018

35TH ANNIVERSARY CELEBRATION

WWW.LASVEGASPRIDE.ORG



PECC

Parents & Educators of Clark County



INTRODUCING PECC

— Clifton Berry, Parent, former SOT Member & Co-founder of PECC

HOW WE GOT STARTED

In the summer of 2018 a group of Parents and Educators that were part of their School Organizational Team (SOT) began to meet and have discussions around their experiences with the multiple budget cuts at their schools that took place last year.

Many of the parents that were part of these discussions had children that attended a Title 1 or an “at risk” school. We discussed how our voices could be heard and decided that we have to bring parents and teachers together to speak out. We agreed that there is a great need for additional funding and that there needs to be money added for many of the programs that addresses the unique needs of students. From our meetings, the Parents & Educators of Clark County (PECC) was formed. Since public education is funded by lawmakers the PECC went to work on a plan to meet with lawmakers to share with them their concerns and to ask lawmakers to commit to fund the schools here in Clark County.

OBJECTIVE

The main objective of the PECC is to get more additional money for schools here in Clark County. And as parents and educators in Title 1 schools we wanted to make sure lawmakers know of our need for more resources to teach our kids.

PECC'S FUNDING PLATFORM

- **The PECC will work with lawmakers and get their commitment to increase the per-pupil funding for each student and:**
- **Funding has to follow the students**
- **Funding must go directly to the school.**
- **Funding has to be based on a weighted funding formula that is based on the needs of students**
- **Funding cannot only come from the State but we need to ask our community if they will support additional funding for our schools.**

(continued) →

WHAT HAVE WE DONE SO FAR?

After several planning meetings, The PECC organized two public events. In August we held a large public meeting at Eldorado HS where over 100 parents, community members, and educators attended and shared their thoughts and ideas about how to move forward to address the needs of students and educators with lawmakers.

In September, the PECC sponsored a Town Hall with Senator Mo Denis, the Chair of the Education Committee. Parents and educators alike shared with him their concerns about budget cuts that had occurred during the 2017-18 school year as a result of limited funding as well as overcrowded classrooms. At the Town Hall, Senator Denis committed to fighting for more funding during the upcoming 2019 Legislative Session, Class size reduction, revising the Nevada Plan to increase the per pupil funding. But Senator Denis also made it clear that we need to get more parents and teachers involved in voting and when the 2019 Legislative Session begins in February.

(below)
Chair of the Senate
Committee on
Education, **Mo Denis**,
answers questions
from parents & educators.
September 29, 2018



HOW CAN YOU GET INVOLVED?

There is a great opportunity for parents and educators to be involved with the PECC.

You could choose to join and be part of the PECC, attend meetings and events, or simply sign up to our mailing list so that you can receive news and upcoming events. If you are interested in getting involved, please email us at: PECC1819@gmail.com

Mo Denis

for SD-02

- modenis.com
- [@MoDenisNV](https://twitter.com/MoDenisNV)



**CCEA NBPD SCHOOL:
BASIC ACADEMY OF INTERNATIONAL
STUDIES**

— Elizabeth Campbell, Director of CCEA National Board Programs

Basic Academy for International Studies is one of the original CCEA National Board Professional Development (NBPD) Schools in Las Vegas. Now in their fourth year, they hold state and local records for the most National Board candidates in a cohort (43), the most teachers in a school certifying at the same time (9), and the first CCEA National Board cohort with a husband and wife facilitation team!



(above)
Basic Academy for
International Studies at
Basic High School
Henderson, NV

(continued) →

We spoke to past and current facilitators, NBCTs and candidates from Basic to find out why CCEA's National Board Professional Development School cohort model was important to them:



"I had the opportunity to work with Basic's National Board Cohort for the last three years. I was approached by then principal, Dave Bechtel, who knew my experience as a NBCT teacher. His support was the first component to allowing us to have a successful cohort. The process also allowed us to celebrate and appreciate our students to an even greater level from lower tiered students to those in our IB program. While I no longer work at Basic, the relationships I developed while facilitating there have made me a better teacher for myself and my students and I know the same is true for the rest of the cohort."

— Mitzi Durham, NBCT and former Basic Facilitator



"I certified back in 2004 with almost no assistance and got a second certification in 2017 with a cohort. I find the cohort system invaluable. The conversations that occurred within our meetings truly helped to focus my teaching and make me more reflective about my practice."

— Elizabeth Strehl, NBCT and Facilitator



"I feel like I have truly gotten to know my fellow cohort members, and I know I think about teaching in a new way. National Board Certification is an effective way to recharge and reconnect. It helps you see what your strengths are in the classroom and it opens your eyes to areas in need of improvement."

— John Strehl, 3rd Year Candidate awaiting results; Facilitator Trainee



"Basic has a high success rate because people work well together. Most departments have multiple people working towards certification, so there is a support system that motivates all of the participants. I also think that our students inspire us to find new ways to address their needs."

— Mark Niewinski, 2nd Year Candidate



"For me the, greatest opportunities the National Board process offered me was the camaraderie with my cohort to collectively think about our craft. Our craft! What are we doing in the classroom? Why do we do it that way? Is there a more fitting educational experience we could offer our students? What are the kids taking away from our time spent together? These are the scary and challenging questions many educators don't want to think about. National Board gave us the framework by which we could truly stand back and look at our practice-- and grow!"

— Jackie Gould, Advanced Candidate

CCEA helps teachers and schools do more for their students through our National Board support program.

If you'd like to find out how to start a cohort at your school, please contact **Elizabeth Campbell** and the National Board team at: ecampbell@ccea-nv.org



NV STATE PARKS / 5TH GRADE DISCOVERY PASS

ATTN:

5th Graders!

GO EXPLORE! →

Thanks to Assemblyman Steve Yeager — a CCEA Endorsed Candidate for re-election to Assembly District 9 — you, your friends, and your family get in **FREE** to **ALL** Nevada State Parks!

Steve Yeager

for AD-09

yeager4nevada.com

[@SteveYeagerNV](https://twitter.com/SteveYeagerNV)

**5th Grade
DISCOVERY
PASS**

KIDS IN PARKS

FREE ENTRANCE TO NEVADA STATE PARKS
 Camping • Horseback Riding • Stargazing
 Bird Watching • Hiking • Swimming • Boating
 Fishing • Snowshoeing • Nature Study
 → Something for everyone ←



THE NEVADA COLLABORATORY

CREATE • TRANSFORM • LEAD

THE JOURNEY CONTINUES: LEARN TO LEAD

— Grace Angel, Learn to Lead Coordinator



The Learn to Lead Leadership Program was born out of the desire to help our educators grow their leadership capacity and extend their circle of influence without feeling like they had to leave a school site or classroom to do so.

The first Learn to Lead cohort was created in the fall of 2016 through a collaboration between Vegas PBS and CCEA. To date, we have over 250 Learn to Lead alumni in over 150 schools across Clark County. This dedicated group of alumni is comprised of K-12 teachers, nurses, counselors, project facilitators, specialists, and strategists.

With the support of our Learn to Lead facilitators, each recognized as alumni of National leadership programs, participants are charged with charting paths and setting goals for themselves donning on the lens of professional leadership. They work on the challenge of identifying an issue within the profession and create a plan to help solve it. This year, 2018-2019, marks our 3rd year with plans to expand cohorts with educators from our rural communities and include special educator programs.



(left)
Educators participate in the 2018 Learn to Lead program.
September 22, 2018

(continued) →

Our first cohort of 2018-19 began in September, and we have three more cohorts beginning in the Spring of 2019.

This year brings a new opportunity to engage in community round table discussions and culminates with a graduation ceremony for all our Learn to Lead participants. Alumni are invited as well to share their leadership story, progress, and journey.

The journey continues, please join us!



(left)
Educators participate in the 2018 Learn to Lead program.
September 22, 2018



MEET OUR COHORT 1 FACILITATORS:

What do you think of the learn to lead program?

"I love the learn 2 lead program. It is invigorating to see educators grow and become the leaders their students need."

— **Dan O'Gara**, Learn to Lead Facilitator



"It is so energizing to see the passion in the room from all the teachers!"

— **Tiffany Valencia**, Learn to Lead Facilitator



"Leadership is challenging but powerful and necessary in education. Learn to Lead is my passion project and my way of giving back to the profession that gave so much to me. This program gives participants voice, choice, and a vehicle for change. It's been exciting to see it empower educators. Some alumni are now facilitators, and many who didn't identify themselves as leaders to begin with are now SOT members, PLC leads, and CCEA representatives."

— **Jeniffer Calimbahin**, Learn to Lead Coordinator



OTS / ORGANIZING THE SCHOOLS

CCEA LEARNING ACADEMY

— Dane Watson, OTS Field Coordinator

This is the second year of CCEA Learning Academy, which was created to give educators an opportunity to learn and empower themselves regarding the Collective Bargaining Agreement (CBA) between CCEA & CCSD; their working conditions; how to address concerns; and much more!



(right)
Over one hundred educators participated in CCEA Learning Academy Part I. September 6, 2018

LEARNING ACADEMY PART II

Part II of the Learning Academy, where we will be discussing NEPF; teacher protection; student discipline, and strategic budgets will also be held on two different dates for you to choose from:

**WHEN: WEDNESDAY, NOVEMBER 7
4:30PM
THURSDAY, NOVEMBER 8
4:30PM**

**WHERE: TEACHERS HEALTH TRUST
SEDWAY ROOM
2950 E ROCHELLE AVE,
LAS VEGAS, NV 89121**

CLICK TO RSVP →



MEET YOUR 2018 SOT MEMBERS

— Jahvel Sangasy, OTS Field Coordinator

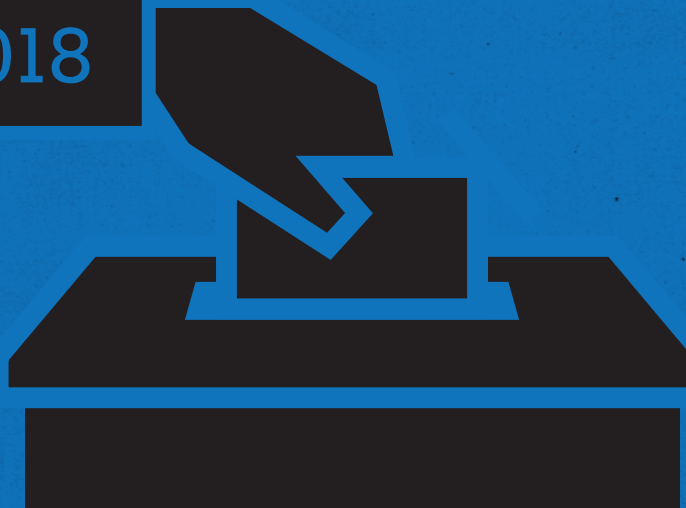
IT'S ABOUT LOCAL CONTROL

In 2017, CCEA led on the passage of AB469, the CCSD Re-Organization bill to ensure that more money stays at the school level. This restructuring of the district is about local control. It's about empowering local stakeholders — educators, parents, students, and support staff — by giving them a seat at the table and a say in how money is spent in their schools.

2018 SOT ELECTIONS

In Septmeber, CCEA conducted the thirs annual SOT Elections. Thousands of educators participated in electing their SOT representative at 333 sites across the valley. The elected SOT members will work closely with parents, students, community members, fellow educators, and administrators to shape student achievement through share decision making.

2018



Congratulations to all the educators
who were recently elected to their schools'
2018 School Organizational Teams!

UNITED NISSAN'S BOO BASH

1ST ANNUAL PUMPKIN CARVING CONTEST

UNITED
NISSAN

YOUR NISSAN SOURCE

OVER
\$14,000
IN GIFTS &
PRIZES!

UNITED NISSAN'S

1ST ANNUAL PUMPKIN CARVING CONTEST FRIDAY 10/26!

United Nissan is proud to announce its first annual Pumpkin Carving Competition! The competition is open to all elementary, middle, and high school students in Clark County School District. We encourage all families and teachers to join the event to cheer on their kids! During the event we will have food, music, face-painting, candy and other treats to get everyone in the Halloween spirit!

WHEN & WHERE

Friday 10/26 at United Nissan: 3025 E. Sahara Ave, Las Vegas NV, 89104
Contest will take place between 11am and 5pm!

COMPETITORS

Pumpkin carving competition is open to all students of the Clark County School District and will be split between two classes. All voting will take place online. We allow one vote per day per entrant.

K – 5TH GRADE / 6 – 12TH GRADE

PRIZES

EACH COMPETING CLASS WILL RECEIVE THIS FOLLOWING PRIZES

- 1ST PLACE: will receive \$2000 for themselves, and \$2000 for their school.
- 2ND PLACE: will receive \$1,000 for themselves, \$1,000 for their school.
- 3RD PLACE: \$500 for themselves, \$500 for their classroom.

HOW TO ENTER

Sign-up, rules, regulations are available Online.

SIGN UP ONLINE AT UNITEDBOOBASH.COM

RUN TO BREAK THE CHAIN LV 2018

A Fun Event for an Important Cause

DID YOU KNOW

- Sex trafficking brings in an estimated *99 BILLION dollars* per year.
- At least *20.9 MILLION people* are bought and sold worldwide annually.
- *54% of trafficking victims are trafficked for sexual exploitation.*
- This run benefits O.U.R. which has *rescued 1,500 victims and arrested 570 traffickers* around the world in the last 4 years.

O.U.R. Swag, Food Trucks & Healthy Snacks, Awards for Race Winners, Live Music provided by Ned Mills



Stay After the Run to Hear an Inspiring Message of Survival & Hope



We are honored to have our guest speaker, Sarah-Jane Vegas, share her story. She is a survivor of this horrific industry. Thankfully she was able to escape and now her greatest passion is to reach the women and children still trapped in the sex-trafficking industry to bring them hope and support in their journey to freedom.

Also Speaking: NV Secretary of State: Barbara Cegavske
Senate Majority Leader: Aaron Ford, LVMPD Representation

**Saturday, October 20, 2018 @4:00 - 8:00 p.m. Kellogg-Zaher Sports Complex
7901 W. Washington Ave. LV, NV 89128**

Registration Website: runtobreakthechain.com/nevada

This is a volunteer-run event. All proceeds will go to Operation Underground Railroad

Directory

/ CCEA GOVERNANCE



Vikki Courtney ————— vcourtney@ccea-nv.org
President



Theo Small ————— tsmall@ccea-nv.org
Vice President



Marie Neisess ————— mneisess@ccea-nv.org
Secretary / Tartan Elementary School



Robert Hollowood ————— rhollowood@ccea-nv.org
Treasurer / Staton Elementary School

(continued) →

Directory

/ CCEA STAFF

John Vellardita — jvellardita@ccea-nv.org
Executive Director

LEGAL

Michelle Kim — mkim@ccea-nv.org
Director of Strategy / Legal Counsel

COMMS

Keenan Korth — kkorth@ccea-nv.org
Comms Specialist / Editor

Jessie Padua — jpadua@ccea-nv.org
Comms Assistant / Assistant Editor

Ish Madrigal — imadrigal@ccea-nv.org
Graphic Designer

POLITICAL

Linda Jones — ljones@ccea-nv.org
Political Field Coordinator

FINANCE

Christina Keller — ckeller@ccea-nv.org
Director of Finance

PLP / NB

Brenda Pearson — bpearson@ccea-nv.org
Director of PLP & the NV Collaboratory

Elizabeth Campbell — ecampbell@ccea-nv.org
Director of CCEA National Board

Lourdes Esparza — lesparza@ccea-nv.org
PLP / NB Programs Director

Mary Hernandez — mhernandez@ccea-nv.org
PLP / NB Administrative Assistant

OTS

Jahvel Sangasy — jsangasy@ccea-nv.org

Dane Watson — dwatson@ccea-nv.org
OTS Field Coordinators

Vinny Tarquinio — vtarquinio@ccea-nv.org

Sharon Whalum — swhalum@ccea-nv.org

Breon King — bking@ccea-nv.org

Kristofer DiPaolo — kdipaolo@ccea-nv.org
OTS UniServe Directors

Becky Valdez — rvaldez@ccea-nv.org

OTS Administrative Assistant

A&R

Ron Lopez — rlopez@ccea-nv.org
A&R Coordinator

Ed Alvarado — ealvarado@ccea-nv.org

Alexander Roche — aroche@ccea-nv.org

Alvin Chan — achan@ccea-nv.org

OTS UniServe Directors

Vanessa Layug — vlayug@ccea-nv.org
A&R Case Manager

ADMIN

Angela Ammons — aammons@ccea-nv.org
Office Manager

George Sobero — gsobero@ccea-nv.org
Data & Programming

Eric Mogensen — emogensen@ccea-nv.org
IT & Digital Media

Ashley Moreno — amoreno@ccea-nv.org
Administrative Assistant / Member Benefits

Vote!

OCTOBER / 2018

CCEA Record

is the Clark County Education Association's newly re-launched monthly newsletter featuring:

- **regular political, strategic, & organizational updates;**
- **highlights of the work of CCEA & members across the District;**
- **CCEA initiatives, promotions & contests;**
- **& everything else we think you need to know about the Association & the education profession.**

Thank you for reading.

SPECIAL THANKS TO THIS MONTH'S CONTRIBUTORS:

Vikki Courtney, CCEA President

Linda Jones, Political Field Coordinator

John Vellardita, Executive Director

Brenda Pearson, Director of PLP & The Nevada Collaboratory

Clifton Berry, Co-founder of the Parents and Educators of Clark County

Elizabeth Campbell, Director of CCEA National Board

Grace Angel, Learn to Lead Coordinator

Jahvel Sangasy, OTS Field Coordinator

Dane Watson, OTS Field Coordinator

THE CCEA RECORD TEAM:

Keenan Korth, Editor

Jessie Padua, Assistant Editor

Question? Comments?

Email us at: record@ccea-nv.org

CCEA
Clark County Education Association
the union
of teaching
professionals

VOLUME 1 / ISSUE 1