

Clark County Education Association

the **union**
of teaching
professionals

TENTATIVE AGREEMENT REACHED & RATIFIED

With frozen salaries, increases to our health insurance and eroding benefits, educators remained strategic to make progress and secure one of the best salary schedules in the western United States.

PROFESSIONAL DEVELOPMENT

From educator to pupil, utilizing your expertise to hone your skills.

POLITICS

Educators can no longer just shut the door to their classroom. Political engagement at all levels is what it takes to make an impact.



LET'S DO THE NUMBERS

➔ 122+ Days of Salary Freeze



Educators were left in shock in June 2015 when the CCSD Board of Trustees voted to freeze salaries claiming a \$67 million dollar shortfall.

This announcement was made just weeks after the close of a historic Legislative Session, where over \$800 million for education funding passed by taxing business. Though the new money could not be used for salaries, CCSD's numbers did not add up.

➔ 100+ Schools Rallied



Educators from schools across the District quickly mobilized, planned and held hundreds of rallies with a clear message.

Without the current teacher shortage over 25,000 students do not have a qualified teacher in the classroom.

➔ \$105.6 Million



For months, educators said that CCSD did not have a budget shortfall. In fact, with such a high number of long-term substitutes, CCSD had saved over \$70 million.

Not too surprisingly, when CCSD released their year end Comprehensive Annual Financial Report, they showed an ending fund balance of \$105.6 million.

Tentative Agreement Overwhelmingly Ratified

Educators made history last week! Not only did an overwhelming number of teachers vote yes to approve our new tentative agreement, our new salary schedule is one of the best in the western United States. With four salary increases over the next nine months, and a new starting salary of \$40,900 and topped out salary of \$90,877, educators made significant gains. We had a record number of educators attend the ratification meeting with over 1,100 teachers convened. Here's a quick summary, for more details and a video walk through of the new salary schedule placement, check out our website at ccea-nv.org. The Board of Trustees will vote on the agreement in January.

Two Year Contract Effective: 2015-2016 & 2016-2017 Salary Adjustment Effective for the Beginning of 2015-2016 School Year

1. Step Advancement (*retroactive*)
2. Column Advancement (*retroactive*)
3. New Step added to all columns (*retroactive*)

Salary Adjustment Effective March 1, 2016

1. All employees placed on new salary schedule
2. Placement will be at higher level than current salary

Salary Adjustment Effective July 1, 2016

1. 2.25% adjustment to salary schedule

Salary Adjustment Effective Beginning of 2016-2017 School Year

1. One Step advance for all employees on new salary schedule

Health Insurance Adjustment Effective January 1, 2016

1. CCSD monthly contribution for health insurance is increased by \$45 per employee per month to \$583.81 for the 2016 calendar year.
2. CCSD monthly premiums contributions increase by \$100 for those on Platinum E+2 as of December 2015 for the 2016 calendar year.

Staff Development Days: Effective Beginning of 2016-2017 School Year

1. Four (4) Staff Development days converted to four (4) unassigned paid days off.
2. Four (4) Staff Development days converted into site based professional development.

New Start Date: Effective the 2017-2018 School Year

1. New start date for the school year- Wednesday, August 9, 2017.



REFLECTING ON OUR PAST TO SECURE OUR FUTURE

BY VIKKI COURTNEY

Over the last several months, our focus has been on rectifying the salary freeze and our contract at the local level with CCSD and the Board of Trustees. In order to remain on our strategic path, it's critically important for everyone to take a step back and recognize the role our contribution in the 2015 Legislative Session played. You may have heard the saying, "All roads lead to our capital, Carson City"? This statement has never been so accurate. It's where the real struggle was and where the real fight will continue to be.

Let me set the stage. After the dust settled from the October 2014 elections, the Republicans had a majority in both the Assembly and Senate for the first time in decades. The education funding ballot initiative, TEI, had been crushingly rejected by voters by a 70 to 30 margin. The circumstance was so dire, other unions had partnered with business adversaries and ran commercials to encourage voters to reject TEI and the margins tax trigger.

Thankfully, the outcome of the 2014 elections did not come as a surprise to us. We recognized that the strategies we were employing simply weren't working. Preceding the 2014 election, we started to operate in a truly issue based, bi-partisan manner. What does that mean? As the largest education association, it means we were not going to continue on with a business as usual attitude, instead we demanded to be treated as equals, not junior partners. It meant that our commitment to harness our collective power to influence the outcome of critical policy decisions was taken seriously. It meant we had a seat at the table.

We began discussions in the Spring of 2014 with key business partners who began to recognize the value of having a qualified teacher in every classroom. The public discourse began to shift. It became common place to hear powerful business leaders talk about how we had to invest in public education in order for Nevada to create a truly diversified economy.

We developed meaningful relationships with Republican legislators; and that made some people uncomfortable. I, too, found myself at times with the same questions. It is difficult when the status quo changes.

Part of that uncomfortable space is what further fueled my fervor to stay the course. After the election, I spoke in front of a thousand business leaders at a Las Vegas Global Economic Alliance event.

The theme of my remarks was that it was imperative for educators and the business community to partner and work together to secure funding for education. I received a standing ovation. We solidified our business relationships that day. The dividends of our strategy starting to pay off almost immediately. The Governor made education the central focus of his State of the State address. Our organization, who in past years would have been discarded as insignificant, had a seat at the table and the ear of key decision makers. Through the engagement of thousands of educators throughout the 2015 Legislative Session, we maximized every minute of it. After securing a historic \$800 million dollar tax package, at the expense of our business partners mind you, we knew we were on the right path. Was there legislation passed that we didn't support? (Continued on page 8)

PROFESSIONAL SALARY TABLE (PST)

EFFECTIVE MARCH 1, 2016

	I	II	III	IV	V	VI	VII	VIII
A	\$40,000	\$45,284	\$50,568	\$55,852	\$61,136	\$66,420	\$71,704	\$76,988
B	\$41,321	\$46,605	\$51,889	\$57,173	\$62,457	\$67,741	\$73,025	\$78,309
C	\$42,642	\$47,926	\$53,210	\$58,494	\$63,778	\$69,062	\$74,346	\$79,630
D	\$43,963	\$49,247	\$54,531	\$59,815	\$65,099	\$70,383	\$75,667	\$80,951
E	\$45,284	\$50,568	\$55,852	\$61,136	\$66,420	\$71,704	\$76,988	\$82,272
F	\$46,605	\$51,889	\$57,173	\$62,457	\$67,741	\$73,025	\$78,309	\$83,593
G	\$47,926	\$53,210	\$58,494	\$63,778	\$69,062	\$74,346	\$79,630	\$84,914
H	\$49,247	\$54,531	\$59,815	\$65,099	\$70,383	\$75,667	\$80,951	\$86,235
I	\$50,568	\$55,852	\$61,136	\$66,420	\$71,704	\$76,988	\$82,272	\$87,556
J	\$51,889	\$57,173	\$62,457	\$67,741	\$73,025	\$78,309	\$83,593	\$88,877

The Step Increase = \$1,321 The Lane Increase = \$5,284



HOW OUR UNION WORKS VS. HOW IT COULD WORK BETTER

Where We've Been & Where We're Going

BY THEO SMALL

CCEA Mission Statement: The Clark County Education Association is a union of educators committed to elevating the education profession, ensuring safe and just working conditions, and economic security for educators, through collective advocacy for the advancement of free, universal, quality public education.

Four years ago, I was elected from the Representative Council to be on the board of CCEA. One of the first things we did that Fall, over a 2-day board retreat, was create our Mission and Vision which ultimately has been the North Star of decision making in subsequent years. Our charge was to advance and elevate our profession in Clark County. We also knew that we had a potential for 18,000+ voices of professionals to be involved in their professional organization, but less than 100 people were truly engaged in the work.

The goal of our vision was to turn this around and increase the amount of voices instead of having so few make all the decisions. This was our task, and like all goals, we've made clear progress in some and have been less than stellar in others. Our vision four years ago was truly something we all believed could be achieved.

With membership, we have had the highest increases of new professionals join as they've come into the district – over 85% of newly hired educators this year. We've reduced the number of educators opting out of our organization even though we have had our enemies increase their efforts. With all of this work, however, our membership has remained stagnant. Many of our veteran members have retired so it is not surprising that our membership stays steady at around 11,000 educators.

We have to double our efforts next year to show the value of membership. Being a united voice of educational professionals truly increases our power in working with the District. A united front also influences policymakers to make the best decisions for our public education system.

We have engaged and been at the table more than ever with entities that have a common goal of improving our education system.

We are called on daily by law and policy makers on how to engage around our student's education, particularly around meeting the needs of students of poverty, English language learners, as well as special and gifted education.

We have been a voice for the rights of every child to have a quality and qualified teacher. We have also engaged all education professionals in ways to improve their practice individually and collectively.

The educators in Clark County engaged lawmakers during the 2015 Legislative Session in unprecedented numbers. Educators sent over a quarter of a million messages to lawmakers – we told our stories, we advocated for our students and families. (Continued on page 8)

CCEA Vision Statement:

Within the next 5 years the Clark County Education Association will become:

1. An organization where every licensed educator is a member.
2. The pre-eminent voice on education policy and reform.
3. A member-driven political force.
4. Advocates for learning and working conditions which ensure students and educators reach their full potential.



PROFESSIONAL DEVELOPMENT: IT'S NOT WHAT YOU THINK

by Brenda Pearson Director of Professional Learning & Development

We began this school year with a simple goal; to listen to and honor the voices of educators across the district. All of our courses have been designed for teachers by teachers, and this has enabled us to tailor our instruction to meet the needs of our educators.

During the first semester of our school year, we have offered 19 courses to 751 teachers. A teacher who attended one of our recent math courses stated, "I feel this learning experience reminded me of things I had strayed from because of time constraints to cover so much material. When, in fact, this one component can reach students at a deeper level of understanding and give them a variety of strategies to use when solving problems."

This is only the beginning, as we strive to become your source for professional learning.

During the spring semester, we plan to offer 26 courses. We are building upon two of our series by offering "Motivating Your Students" and "Connecting Instructional Strategies to the NEPF, Level 2". All of these courses can be incorporated into your Professional Growth Plan to meet your needs as an educator.

In addition to bringing strong learning opportunities to educators, we have set forth to build a larger educational community through partnerships with UNLV and DRI.

Reaching out to strong organizations across our state, like Vegas PBS and United Way, has allowed us to build relationships that support our profession in a way that has not been done before. This network of community organizations will enable teachers to become a part of a larger community of learners working to build supportive schools and foster student learning.

Take a peek into a PD Session held at Sandy Miller ES for 1st & 2nd Grade Math Educators.

“What did I come here to do? I, as an educator, am here to make a difference.”

IT STARTED WITH ONE...



Educators Never Let Up the Pressure

It was an unbelievable scenario. On the heels of a historic Legislative Session, where thousands of teachers had successfully lobbied for over \$800 million in new education funds, CCSD announced a \$67 million dollar shortfall and unilaterally froze salaries.

Like most teachers, Jennifer Manning, didn't take the news lightly. In fact, she was so infuriated about the injustice that she immediately made a few signs and protested in triple digit heat by herself on Flamingo in front of the CCSD Education Building. A few more teachers joined the following days. And the story continued to unfold as involvement began to grow...

Historic Legislative Session Concludes: June 2, 2015

Both our engagement and outcome reached historic heights for the 2015 Legislation Session. With over 10k teachers participating, it's no coincidence we saw an unprecedented level of funding for education passed.



CCSD Freezes Salaries: June 27, 2015

CCSD claimed a \$67 million dollar deficit and froze our salaries. Educators felt insulted and disregarded. Jennifer Manning started picketing in front of Greer Building. She was joined by her colleagues in subsequent days.

School Board Rallies: July & Aug. 2015

As the summer heat rose, so did the level of frustration of CCSD educators. Rallies that led to a packed chamber and candid testimony became a regular occurrence at the CCSD Board of Trustee meetings. A teacher led petition with over 5k signatures was also presented to the Board of Trustees.



District Wide Rallies & Outreach to Parents

When it became clear that our pleas were falling on deaf ears, we started rallying before our schools and letting parents know that the District had a teacher shortage that was only getting worse.



100+ Schools Rally

Our momentum continued to build. On October 23rd, over 100 schools held rallies. We dominated the news cycle and did not let up with our message of how it's not ok for 25k students not to have a qualified teacher in the classroom.

Impasse: October 28, 2015

After months of negotiations with no agreement in sight, both sides declared impasse and scheduled dates for arbitration.



CCSD Had \$105.6M: November 5, 2015

We heard the chant, "Don't hide it, don't fudge it, there's money in the budget" for months. Little did we know CCSD's Comprehensive Annual Financial Review would show \$105.6M as their ending fund balance. Even more reason for our elected allies to apply pressure.

AB394 Hearing: Nov. 10, 2015

As our salary freeze carried on, the Legislative and Technical Committees for Assembly Bill 394 convened. We delivered another petition with over 3,000 signatures to legislators prompting them to ask CCSD the tough questions. Tough questions they asked indeed.

Tentative Agreement: Dec. 7, 2015

After months of back and forth, with thousands of teachers standing up for a fair contract and for having a qualified teacher in every classroom, we reached a tentative agreement. Governor Sandoval helped advocate for educators throughout the process and played an integral role in helping both parties reach a groundbreaking deal.

Contract Ratified: Dec. 15, 2015

After months of negotiations and never seen before levels of participation, support from elected officials, parents and the community, CCEA members voted to ratify a contract that empowers teachers and makes significant gains in addressing the teacher shortage crisis.

“Keep evolving, keep thinking, keep pushing yourself. Stay on top of it.”

ASSEMBLY BILL 394: CCSD REORGANIZATION

The Legislative Technical Advisory Committee convened for the first time on November 10, 2015. CCEA's President and Executive Director were appointed to serve on the committee and also given the opportunity to make a presentation. CCEA's presentation was exceptionally well received. The committee members applauded our President and Executive Director for shedding light on the core issues at hand. Also, our recommendations to make the student the center of the education delivery system were acknowledged.

Superintendent Skorkowsky also presented later that afternoon where it was made clear to him that legislators recognize the seriousness of the teacher shortage, expect answers from CCSD and solutions to be implemented.

Another telling moment was when the CCSD School Board President, Linda Young, tried to defend the District's newly discovered ending fund balance of \$105.6 million. Video of our presentations, Young's baseless defense and the committee's response to the presentation are all posted on our website, Facebook and Twitter pages.

President Courtney delivered a petition that over 3,000 educators signed to the Legislative Advisory Committee charged with oversight of the CCSD reorganization process. Our request for the committee to ask CCSD the tough questions was also well received. Stay tuned for more updates on this critical issue as we are still in the early stages of this bill.



2016 ELECTIONS LESS THAN 10 MONTHS AWAY

There is a direct correlation between what is happening in the outside world and what is happening inside our schools and each classroom.

From the national, state and local levels, the candidates we vote into office, especially our state legislators, determine our budget and dictate the policies that control and regulate the day in and day out of our profession. We saw evidence of this impact in the 2015 Legislative Session which was truly historic in many respects.

With the 2016 elections only ten months away, we will be gearing up our efforts to make an impact. Stay tuned for more information on how to get involved.

TEACHER & LEADERSHIP INITIATIVE

Educators Grow Professionally While Giving Back

by Grace Angel



Juanita Ortiz Robinson & Jenifer Calimbahin (pictured) joined with their TLI colleagues, Jason Girtley & Tyrone McMullins, at the recent TLI Symposium in Washington DC.

“Shift in mindset, honest, professional self-reflection, a challenge to change...”

These are just a few sentiments expressed from our 2015 CCEA Teacher Leadership Initiative (TLI) participants. This was the first group and the first year for Clark County educators and CCEA members to participate in this national endeavor. The Teacher Leadership Initiative is a joint effort between the National Education Association (NEA), the Center for Teaching Quality (CTQ), the National Board for Professional Teaching Standards (National Board), and CCEA.

The focus of the program is to cultivate and develop the leadership of teachers and prepare them to successfully lead all aspects of the profession. September 2015 marked a milestone for CCEA TLI participants with the submission of their capstone field experiences. A journey which began in January 2015, participants of this first cohort accepted the challenge to grow - identifying

challenges in the education field and taking an active role in paving possible solutions for these issues. Participants engaged with fellow colleagues through online professional discussion forums, webinars, and also had the opportunity to collaborate during face-to-face meetings. The support from accomplished professionals during these sessions focused on developing themselves as leaders and provided time for professional self-reflection and the exciting task of mapping out next steps.

Participants documented their journey and the work involved throughout this process within their capstone project. Clark County was represented well with participants from the initial cohort traveling to Washington, DC in October at the request of NEA.

In Washington, they presented and shared their capstone projects with fellow TLI colleagues and additional educational leaders from across the US.

This fall, a call for participants was made once again opening up the opportunity to grow and support another group of teacher leaders. The excitement is building! Alumni continue to meet and discuss next steps to prepare this new cohort of professionals. At informational meetings, when interested applicants asked TLI alumni to share their thoughts, Alumni had this to say, “Having gone through the TLI, I found my voice. I know I have a voice. I am more confident about who I am within our profession and I know I can make a difference.”

For many, completing the capstone was a milestone, but the professional growth is on-going. ***“It was a lot of work. But after TLI, I feel like I’ve only just begun to realize my potential. My definition of being a teacher leader has changed because of this experience. I can be the change and see the change - and where ever I am, I can inspire others to do the same.”***

"A teacher affects eternity; he can never tell where his influence stops." Henry Brooks Adams

Reflecting on Our Past Continued from Page 2

Of course there was. We will continue to work on those issues. As we packed up in Carson City and returned to Las Vegas it was undoubtedly on a high note. Fast forward three weeks (three weeks!), and CCSD who had just secured a windfall of new, categorical money declares a \$67 million dollar deficit and unilaterally freezes educator's salaries. Was this supposed to be a joke?

Educators didn't take the news lying down. We engaged and mobilized. We witnessed firsthand what happens when educators are empowered. We stand up and fight back! I'm so humbled by the thousands of teachers who played an active role in securing a ground breaking tentative agreement. I'm hopeful we can start a new chapter with CCSD.

In reflecting on the last year and the power dynamics of our state, I am exceedingly mindful of how we have to ensure that the scenario that just played out, never happens again; and I mean never. For the District to cry poor after an infusion of \$800 million dollars is asinine. Granted, in the end, educators prevailed. As the guardians of public education, we can't afford for this same situation to play out.

We must take definitive action at the state level to shepherd the appropriate reforms that would ensure that the District can't play games with educators' compensation and teaching conditions.

As your President, I'm committed to working hand in hand with each of you to continue to make strides and elevate the education profession for everyone.

In closing, we accomplished great things together this year. We won one of the best salary schedules in the western United States by remaining steadfast, unified and engaged. Your collective actions, emails to Trustees, coordinated district wide rallies, petitions and testimony at school board meetings, made a difference. Our business allies and elected officials also greatly supported our cause and came to our assistance. In the end, the Governor intervened and helped broker the final terms of our tentative agreement. All of our efforts paid off.

It has been a true pleasure to stand with you for this outcome. Although our work is far from done, I remain optimistic. I look forward to continuing to make a bold impact with you in 2016.



How Our Union Works Continued from Page 3

We are still engaged to make sure that the implementation of education policy meets the needs of our members and the children they serve. Our current fight is to be fully

Did you know our new contract has one of the best salary schedules for educators in the Western United States?

engaged in the education of children at each building and influence every decision our District makes. We actively engaged parents to be part of our struggle with getting a fair contract. We pushed back and *said enough* when reforms and expectations went beyond our resources and even hurt children. We stood up in our schools to demand a voice in decision making in curriculum and budgets. We are demanding that every licensed professional at the beginning or end of their career is taken care of so they can take care of the children of Southern Nevada. This included cost of living raises, advancement for education, offsetting increases in health care, and demanding that the District listens to the voices of the professionals closest to the work when making decisions. Changes with instruction should ensure that every child reaches their full potential.

We are moving forward in this fourth year of a united vision. We need your voices, we need your ideas, we need your concerns and feedback and we need you fully engaged as we continue this life-changing work. Thank you for all you do, every day for Nevada's children!

CCEAid No.



STAY CONNECTED.

Follow us on Facebook & Twitter. For last minute information, visit the CCEA website at www.ccea-nv.org and join our texting program—simply text **CCEA** to **877877**.

National Board Professional Development & Certification

by Betsy Giles, National Board Program Director

We currently have seven Traditional Cohorts meeting in small groups in Las Vegas, Henderson, and North Las Vegas. Cohorts are divided by like certification areas, for example Specialists (including Art, PE, and Library), STEM, ELA, Literacy, Generalists, World Languages, and Social Studies. Large Group meetings are held at the NSEA Office in Las Vegas twice each month and have approximately 40 participants attending each meeting. In addition to attending monthly large group meetings that focus on one of the four specific NB Components, participants meet together with their small group cohorts where personal coaching and instruction takes place. It is in these small group meetings that candidates dig into their own classroom teaching practice through videos and student work, and begin to think systematically about their

teaching and how they can better manage and monitor student learning. Cohort Facilitators, who are National Board Certified teachers, meet together monthly to review upcoming coaching materials and challenges they might have within their cohorts.

CCEA is currently supporting ten sites through the National Board Professional Development Schools program, funded by a grant from the Nevada Department of Education. Each of the ten schools has a cohort that includes at least five teachers from various certification areas who are all pursuing National Board certification. At each school, the cohort is supported by a Facilitator, a National Board Certified Teacher who provides support for the teachers pursuing certification. In addition, the team is supported by the school's principal who meets regularly with the facilitator and a



teacher-liaison to determine what supports are necessary to help the candidates impact their students at the highest level possible. Several schools are providing professional development money, sub release days, and other incentives to support the cohort. Candidates in this model receive 24 in-person professional development hours in addition to their work outside of their group meetings. National Board Facilitators from the ten schools meet with the National Board Professional Development Schools Coordinator to receive training on the materials presented to the cohorts.