

**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) abovementioned 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.
- 21-2 Notwithstanding the provisions of 21-1 above, teachers who are assigned to a year round school may be required to work additional days beyond those provided for in 21-1 above. The assignment of such additional days shall be determined by the year round school calendar for the particular teacher's attendance cycle. The teachers assigned to work additional days at a year round school beyond the one hundred and eighty-four (184) or equivalent school days provided for in 21-1 shall be compensated at their daily rate for each day worked beyond the one hundred and eighty-four (184) school days.
- 21-3 For the purpose of 21-2 above, a teacher's daily rate of pay shall be the teacher's annual salary as reflected on the teacher salary schedule divided by the number of contract days of service. 21-4 The work year shall meet the criteria established by Nevada Statutes. The teacher work year shall consist of no more than one hundred and eighty-four (184) or equivalent school days as provided for in 21-1.
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21-4-1 The work year shall begin no earlier than the third Monday in August and shall end in accordance with the calendar adopted by the Board of School Trustees. This section does not apply to early reporting dates for employees (such as but not limited to counselors, librarians, in-service participants) who are required to report prior to the official first day, nor does it apply to new hires.

Notwithstanding the above, for the following school years, the designated start date for the years noted below shall be as follows:

2017-18: Wednesday August 9
2018-19: Wednesday, August 8
2019-20: Thursday, August 8

21-4-2 The work year shall end no later than the second Friday in June. The school year shall end at the completion date specified in the individual contracts. The school

year for teachers assigned to year round schools shall end in accordance with the calendar adopted by the Board of School Trustees.

21-5 Five (5) professional development days are provided currently under Nevada Revised Statute. The current contract day is seven hours and eleven minutes for licensed staff (431 minutes). During election cycles where there is the first Tuesday of November during even number years, CCSD utilizes one professional development day to ensure no students are in our buildings when the general voting public is utilizing our facilities. At the high school level, one day of professional development is utilized for ACT testing for all juniors. At the elementary school level, one day of professional development is utilized for Parent Teacher Student Academic Planning Time (parent conferences). Middle schools utilized the day for parent conferences for two years and have had one more attendance day for students for the other years.

Upon approval of the Nevada Department of Education, four (4) days of professional development or 1, 724 minutes would be available to utilize for professional development. This time would be “banked” to provide additional professional development minutes to be utilized each week for 27 weeks during the academic year. The four days of professional development would then become unassigned work days for the licensed teaching staff.

This proposal would not change the school bell times so there is no direct impact on the family. The “banked” minutes would be combined with the contractual time either before or after school (approximately 40 minutes, depending upon the bell schedule) to provide 64 minutes of professional development time a minimum of one time per week. The “banked” minutes would become part of the contractual day for the licensed employees in that building. All licensed employees in the building would be required to participate in the professional development activity and may not be excused to work in a classroom.

During the year prior to when the four days are to be used in this manner, the District and the CCEA shall communicate the information to all licensed staff no later than March 31 in the school year prior to use. Such time shall be designated as Site-Based Collaboration Time (“SBCT”), and shall be utilized in accordance with the following provisions:

21-5-1 Site teams, which will include the supervising administrator and licensed personnel assigned to that site/department, will jointly develop a professional development calendar prior to the first student day of the school year. The site teams will determine the day(s) of the week for the SBCT to be held. For example, a school team may determine to add 32 minutes on Tuesdays and Thursdays for the 27 weeks and another school team may determine to add 64 minutes on Wednesdays.

21-5-2 It is agreed that the time shall not be used for individual licensed personnel to work in their classrooms, and it is agreed that licensed personnel shall attend the SBCT times planned by the site teams.

- 21-5-3 It is agreed that intent of SBCT is to provide time for staff to meet in small and large groups to focus on improving instruction and student learning, with professional development topics that are mutually planned and scheduled by staff and principal at the school level or site administrator and licensed staff in units/departments. Expected uses of SBCT include, but are not limited to professional development and collaboration around the following:
- a. Unit/lesson design based on the Nevada Academic Content Standards and grade level expectations
 - b. Sharing best pedagogical practices in alignment with the Nevada Educator Performance Framework
 - c. Discussing and analyzing student work and student outcomes
 - d. Analyzing and planning around student data
 - e. Learning together
 - f. Instructional studies (research, articles, books, webinars, lesson studies)
 - g. Deepening content knowledge
 - h. Community/family engagement
- 21-5-4 For staff assigned to multiple buildings, employees shall work with building administrators to accommodate their unique schedules.
- 21-5-5 Licensed employees who are in unique/limited subject/licensure areas and/or departments shall, with permission of the supervisor, be permitted to attend SBCT sessions which may offered in other schools/departments and which may offer professional development and collaboration more aligned to the employee's licensed assignment.
- 21-5-6 The parties recognize that in some instances a licensed employee may utilize sick or other accrued leave on days containing SBCT sessions. If the employee utilizes paid leave on the day SBCT occurs, it is agreed that the employee will not be penalized monetarily, and does not need to utilize partial hours or percentages of leave balances for the missed SBCT. However, it is also agreed that if a licensed individual habitually misses SBCT sessions, the site administrator may report the licensed employee to the Human Resources Unit.