



The New CCEA Tentative Agreement Educators Achieved Provides Unprecedented Opportunity for Salary Advancement

Educators made history last year. After our salaries were frozen on the heels of a historic legislative session, thousands of teachers mobilized. Our collective efforts resulted in securing a tentative agreement with CCSD that has one of the best salary schedules in the western United States.

With **four salary increases over the next nine months**, a new starting salary of \$40,900 and a max salary reaching \$90,877, educators made significant gains.

CCEA had a record number of educators attend the ratification meeting with over 1,100 teachers convened. Here's a quick summary of the Tentative Agreement, 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 are scheduled to vote on the agreement on January 14, 2016.

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 the 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.

CCEA New Salary Schedule Q & A

When Will My Retro Pay Be Dispersed? The CCSD Board of Trustees is scheduled to vote on our Tentative Agreement on Thursday, January 14, 2016. At that time, we will have a clear idea of how soon retro pay will be dispersed; however, CCSD has advised that they will try to process the retroactive paychecks on the February 25, 2016 pay period. As soon as a date is finalized we will send out information.

Where Will I Be Placed on the New Salary Schedule? For a video walk through of your placement and a convenient salary converter, visit <http://bit.ly/1mBQum6>. The New Professional Growth Salary framework recognizes professional development, which promotes significant contributions to student learning and educator practice, and is equally accessible to all members of the bargaining unit. The framework encourages educators to remain career-long learners in order to increase student learning, to enhance educator skills, and to have educators be visible models as learners to their students and the community. Placement on the new salary schedule will take place March 1, 2016.

What Is the Joint Hearing Panel? The Joint Hearing Panel is made up of three representatives from CCSD and CCEA. It is designed to address issues regarding placement on the new salary schedule. Educators will be able to appeal their current salary to the Joint Hearing Panel if they have a question regarding their years of service and/or education attainment. Further instruction will be made available immediately upon finalization; however, the deadline for the appeal is January 29, 2016. The Joint Hearing Panel must make a determination by February 12, 2016.

How Does Column Movement Occur & What is the Value of a Column? What makes this schedule unique is that it is controlled by and for you. You decide the professional growth path you wish to pursue. We have designed this salary schedule to provide three opportunities to grow as a professional and gain compensation. You can move a Column by completing your own Professional Growth Plan. There are three tracks that will guide you across columns in specified timeframes.

- **Track 1: 2 years:** Licensed professionals who work in At Risk Schools: \$3963
- **Track 2: 3 years:** Licensed professionals: \$5,284
- **Track 3: 4 years:** Master Practitioners: \$7,926

For more information on the Professional Growth Plan visit <http://bit.ly/1MPWUmK>.

Is My School Title 1, Tier 1 or 2? The type of school you work in does make a difference with how quickly you can progress on the new Professional Salary Schedule. For a full detailed list of schools visit <http://bit.ly/1PGT7g8>.

How Do You Change Columns on the New Professional Salary Schedule & What Is a Contact Unit?

You do so by choosing your track and then design and complete your own Professional Growth Plan (PGP). This will include completing 225 contact units (CU). One contact unit is equivalent to 180 minutes of participation in professional learning. All contact units must take place outside of the regular contract day. Your professional learning may consist of:

1. University or college credits;
2. Continuing Education Units;
3. National Board Certification;
4. Professional Development Education credits; and/or
5. Other Professional Learning Opportunities for example Action Research, site-based professional development, grant-based projects or presenting at an educational conference.

What is a Step Increase? An employee shall receive a Step advancement by moving down one Step increment each year. Note that no one will top out during the time period of this contract.

Why Can't I Be Placed on the Right Most Column Instead of the Left? The salary schedule was designed to allow for advancement every year and promote continuing education while also empowering educators to have the autonomy to progress more quickly if desired. Based upon models from the Portland and LA Unified School Districts, starting on the far left provided greater opportunity for movement.

What If I'm Scheduled to Finish a Master's, Doctorate Degree or National Board Certification Before the Beginning of the 2016-2017 School Year? CCSD Board of Trustees must ratify this provision of the contract and upon doing so, those affected employees shall be placed on the new salary schedule after they have been adjusted on the current salary schedule for their Masters, Doctorate, or National Board Certification.

What if I'm scheduled to finish my +16, +32 before the beginning of the 2016-2017 school year? What Will Happen to Those Credits? We recommend that you appeal to the Joint Hearing Panel that will be established after the CCSD Board of Trustees approves the contract. Further instruction will be made available immediately upon finalization.

What is the Professional Salary Table Joint Committee? The Committee composed of four members from CCSD and four members of CCEA shall meet twice a year to review the salary schedule and any emergent issues or implementation problems. We have this process because there will be issues we will have to address to make sure the salary schedule works the way it was intended to work. In part, the Committee will be in place to empower educators to plan their own professional growth and be appropriately compensated.

Health Care

Though further improvements are necessary, we were able to secure a monthly contribution increase from CCSD by \$45 per employee per month to \$583.81 for the 2016 calendar year.

We recognize that changes to our health care have been difficult. The current call volume and hold times when calling the Teacher Health Trust for your questions have been extensive and very frustrating.

The THT is in a transitional phase. A new management team is working to make sure all your questions are answered promptly and adequately and that operations are run efficiently. As the new plan rolls out you will be sent information to help guide you through the changes. We expect significant improvement in the near future.

We also recognized that there was a population of teachers, the Platinum Plan Employee +2 dependents, who had the steepest premium increases. That's why we were able to secure contract language for CCSD to increase monthly premiums by \$100 for those who were on the old Platinum Plan as Employee +2 dependents as of December 2015 for the 2016 calendar year.

If you fell in the category of Platinum Plan Employee +2 dependents and want to change your enrollment status, the Teachers Health Trust will be holding a special open enrollment for this group only. Further details will be released soon.

If you have additional questions that weren't answered here, please call the CCEA office at 702-733-3063 or email info@ccea-nv.org.