

CCEA Record

AUGUST/2018

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IMPORTANT DATES

8/13/2018
Classes begin
8/14/2018
CCEA New Hire Orientation
8/17/2018
CCEA Classroom Decorating Contest [SUBMISSION DEADLINE]
8/22/2018
CCEA New Hire Orientation
9/23/2018
Board of Trustees Regular Meeting
8/24/2018
CCEA Classroom Decorating Contest [VOTING ENDS]
8/27/2018
CCEA Record Art Contest [SUBMISSION DEADLINE]
8/27— 8/31/2018
SOT Nominations
9/3/2018
Labor Day [NO SCHOOL]
9/5/2018
Board of Trustees Work Session
9/13/2018
Board of Trustees Regular Meeting
9/12/2018
SOT Election Day
9/15/2018
Nat'l Hispanic Heritage Month [BEGINS]

#NHO2018

THE 2018-2019 SCHOOL YEAR IS HERE —

WELCOME TO THE FAMILY!

HOW WE ARE EMPOWERING CCSD NEW HIRES FOR THE NEW SCHOOL YEAR



Nearly 1,000 educators attended CCEA's 2018 New Hire Orientation at Mandalay Bay, Oceanside Ballroom. #NHO2018 Tuesday, July 31, 2018

MAKING THE SWITCH

— **Jahvel Sangasy**, OTS Field Coordinator

The 2018-2019 school year is finally here, but at CCEA, we've had a busy summer working with CCSD new hires to ensure they are prepared to start the year off right!

We've organized events, orientations, and trainings throughout the summer to engage with our members and recruit new educators so that our CCEA Family continues to grow! With the hard work and dedication of all our wonderful Member Leaders that have helped us this summer, we are proud to say that the hard work has paid off with nearly 90% of all new hires joining the CCEA Family.

Several years ago, CCEA put a focus on the need to do more than provide representation to our members.

We recognized that something had to change to become a stronger union and to better organize our members. What CCEA needed to do was to have more engagement with its membership and develop strong leadership in all the schools. With that focus, the Organizing the Schools Team (OTS) was developed.

continued →

OTIS

Since then, CCEA has actively developed a network of leaders engaged with the Union and the empowerment of their profession as well as with the association.

Through OTS, organizers have been directly engaging with the educators we represent in ways that had not existed before. Because of our organizing this past year has been a turning point for our organization. By dramatically increasing our organizing our members were able to take matters in their own hands and chose the road less traveled.

Today CCEA is a Member-Driven, Member-Led independent teachers union — the largest in the nation!

If you would like to learn more about how you can be involved with the **OTS Team**, please contact: ots@ccea-nv.org



2018 NEW HIRE ORIENTATION

(above)
New hires in attendance
at Mandalay Bay
#NHO2018
Tuesday, July 31, 2018

Tuesday, July 31, 2018, Mandalay Bay — **As the 5th largest school district in the Nation, every summer CCSD hires over a thousand new educators. Working closely with CCSD, CCEA holds its annual New Hire Orientation to welcome these amazing new educators from around the Nation, as well as overseas.**

On July 31st, CCEA members welcomed nearly 1,000 newly hired educators with an amazing event that included key speakers such as, Superintendent Dr. Jesus Jara, and Candidate for Governor, Steve Sisolak. In addition, educators got the ability to meet other new educators and learn about all that CCEA has to offer, and of course, all the wonderful prizes gifted by all our partners. The theme of this year's New Hire program focused on: Support, Growth, and Leadership.

OTHER EVENTS

We know not everyone can make it to the same event. But we still want to meet you!

In addition to our main New Hire Orientation on July 31, we've been hosting a number of events — many workshops, a luncheon, and a bowling mixer at Brooklyn Bowl to name a few — aimed at CCSD new hires. These events are often very social, with food, games, and prizes which helps us build close relationships and trust with one another.

We also provide a wealth of information from navigating the school district to getting signed up for healthcare and benefits. These events help us engage with the diverse population that we represent and help get the thousands of new educators properly oriented to the district and on a path to success.



(above)
Filipino New Hire Orientation
Saturday, July 28, 2018

FROM THE PHILIPPINES

There is great diversity among new hires, and CCEA has been able to reach out to many different groups to assure them and their families that they are well on their way to success in CCSD. In particular, CCSD has seen a significant amount of new educators from the Philippines. We held several events to specifically help orient these new Filipino hires get oriented to the district.

CCEA will continue to work side by side with educators of all backgrounds to ensure that the resources are available for them to improve upon their practice, that their working conditions are safe and dignified, and that they earn the salaries and benefits that they deserve and are owed. We are stronger together!

We encourage every educator to reach out to CCEA to be a part of history.



(above)
CCEA President **Vikki Courtney** addresses attendees
at our New Hire Mixer, Brooklyn Bowl Las Vegas
Thursday, July 26, 2018

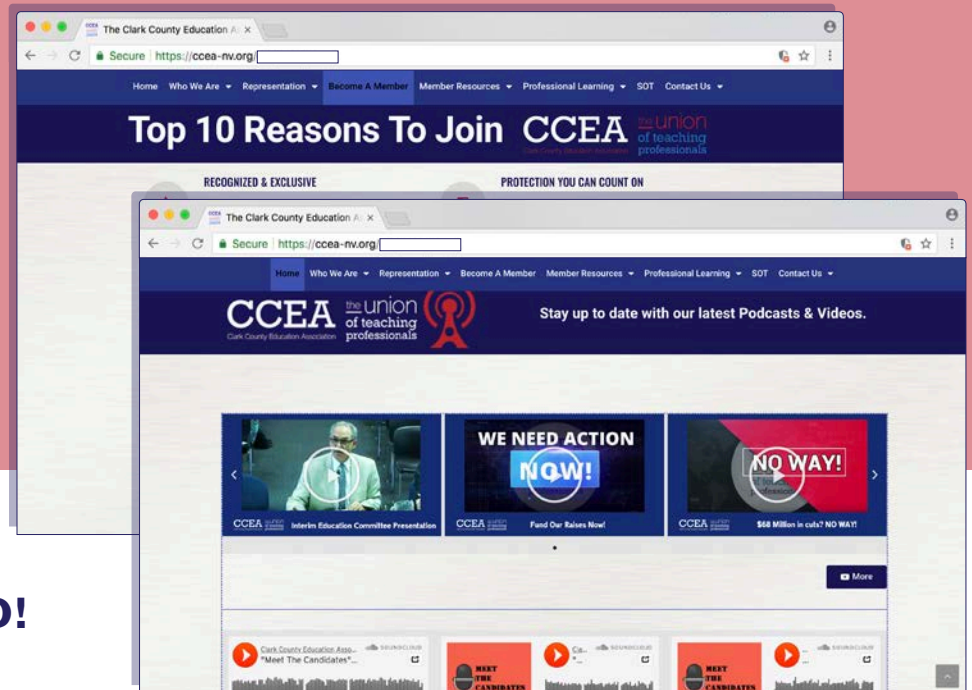
COMING SOON...

...AN ALL NEW **ccea-nv.org**

WITH A FRESH LOOK & A LOT MORE CONTENT!

**We're re-designing
ccea-nv.org!**

New features are rolling out all the time, so stay tuned for more updates as we continue to improve your experience as a member!



MOBILE OPTIMIZED!

Our new re-design won't just look good. It'll be smarter and more responsive to your different mobile devices, making it easier to use than ever before!



Now you'll be able to stay up-to-date with CCEA — **WHEREVER, WHENEVER!**

FROM THE PRESIDENT'S DESK

A welcome note to CCSD new hires from your CCEA President, **Vikki Courtney**

Friday, August 10, 2018
Clark County Education Association
4230 McLeod, Las Vegas, NV 89121



Dear Educator,

Welcome to the 2018-2019 school year & to our CCEA Family!

Thank you for choosing to be an educator in Clark County. I know each and every one of you is set to make this school year the most successful year for your students! Just as you set goals and priorities to engage and grow students, CCEA has set goals and priorities to engage and grow our union, the largest independent local in the country, and the impact we can have not just for us, but also for our students and the community.

Superintendent Jara pointed out success after success that you've achieved last year at the 2018 CCSD Kickoff. Each of you worked hard last year to make these gains with students possible. Students graduated at higher rates and showed achievement that has not been seen here in many years. We again have had to go to arbitration and Court with CCSD to ensure educators are respected. We won in arbitration and we won in Court to force CCSD to pay educators their step increase, increased funding for our health benefits. Labor relations have to improve. We cannot continue finding ourselves in arbitration and court just to gain respect. We must commit to changing this and we will.

In order to accomplish this change, our number one priority must be to elect a new governor, and to, first and foremost insure the funding of educators' salaries. This election season and the 2019 Legislative Session will be our priority in order to improve our work here in Clark County.

I ask you to join me and commit to standing together to elect a governor who backs educators, Steve Sisolak.

Yours Truly,

Vikki Courtney,
President, Clark County Education Association

LESSONS LEARNED

An important political & strategic update from the
Clark County Education Association

WE HAVE A RARE OPPORTUNITY!

— **John Vellardita**, Executive Director

We are 12 weeks away from a very important election.

The U.S. Senate, Congressional seats, and Legislative seats are all on the ballot. Many, especially the U.S. Senate race, are very important. However, the one race CCEA is focusing on is the Governor's race.



In Nevada, politics trumps policy.

So no matter how good education policy is, if you do not have the political support and strategy to ensure passage, good ideas die quickly. CCEA has learned in the last three legislative sessions that the most effective way to get things accomplished is to engage in issues, be bi-partisan and be pragmatic. But it all starts with who is elected Governor.

CCEA has endorsed Steve Sisolak, because he is the candidate that can get things accomplished. He has made education his top priority and has vowed to not take a salary until our schools get more funding and educators receive the pay raises they deserve. There is no other candidate running for office that has made that kind of commitment.

Most importantly:

Sisolak's objectives are completely aligned with our objectives for public education.



(right)
CCEA Executive
Director **John Vellardita**,
County Commissioner
Steve Sisolak, CCSD
Superintendent **Jesus
Jara**, & CCEA President
Vikki Courtney at
Mandalay Bay
#NHO2018
Tuesday, July 31, 2018

continued →

LOCAL FUNDING

We recently released a white paper that proposed a revenue solution at the local level to fund our schools.

We have assessed that CCSD needs an additional \$400 million annually to ensure that we have a fully weighted funding formula for every student in Clark County. A local revenue solution will rely on the community and public to support funding our schools. That is why we are promoting not just any money, but funding that will advance the education of our students. We support a funding model where every dollar follows the students into their school where it is needed.

DEDICATED FUNDING

In 2017, CCEA came close to passing a dedicated funding bill that would have ensured salary raises.

In the aftermath, we have all experienced the District's cycle of dysfunction, and it is no longer tolerable. As such, CCEA is going to again make dedicated funding a priority this coming 2019 session to ensure educators pay, health benefits, and professional development. We need to fix this problem. We are looking forward to accomplishing this in the 2019 Session.

We need long term solutions & stability.

We recently went through another costly arbitration and court fight with CCSD just to get a step increase and more funding for our health benefits. Over 2500 educators have earned their column movement and need to be paid. We need strategic long term solutions. That is why CCEA is proposing funding solutions that will generate more money that goes directly into our schools and a dedicated funding stream that goes directly to educators' pay and benefits, creating stability for educators and students.



CCEA lobbies during
2015 Legislative Session
Carson City, NV

OUR 2019 LEGISLATIVE AGENDA

We are seven months away from the 2019 Nevada Legislative Session & CCEA is developing its list of issues to move in the Session.

We take pride in our bipartisanship, and we will work to build consensus around issues and fight against partisan gridlock. We will advance good policy discussions and won't partake in ideological debates. We have made endorsements in many legislative races and will continue to do so as the election gets closer.

Speaker Frierson has committed to making education a priority, fixing the funding problems & working with us to find solutions to pay educators' salary and benefits.

The Speaker is pragmatic and committed to building consensus to get things done, and we support his efforts. In the State Senate, if Majority Leader Ford is elected Attorney General, there will be a change in leadership. Senator Atkinson currently is leading the Senate Democrats. We have had productive discussions with Senator Atkinson and he is committed to making education a priority. As we did with SB 178 in the 2017 Legislative Session, we will be working closely with Senator Denis who chairs the Education Committee on funding issues.

**[CLICK HERE
TO DOWNLOAD OUR
WHITE PAPER](#)**

OUR TOP PRIORITIES

1. **\$400 MILLION ANNUALLY** in more funds for CCSD schools with a local funding stream where the money follows the student and goes directly to the buildings
2. **DEDICATED FUNDING STREAM** for educators' salary under the professional growth system & funding for health benefits
3. **A WEIGHTED FUNDING FORMULA** for CCSD students that addresses specific needs:
 - **English Language Learners (ELL)**
 - **Free and Reduced Lunch (FRL)**
 - **Special Education**
 - **Gifted and Talented (GATE)**
 - **Class Size Reduction (CSR)**
4. **CLASS SIZE REDUCTION** so students can learn & educators teach
5. **FAIR & BALANCED EVALUATION SYSTEM**
6. **EMPOWERMENT OF THE SOTs** to ensure a collaborative decision making process & good school climate
7. **A NEW GOVERNING STRUCTURE** for School District where there is more strict qualifications to sit and serve on the School Board
8. **IMPROVING NRS 288** the collective bargaining law that enforces a District's financial commitments to educators on their steps, columns, & health benefits
9. **PEER ASSISTANCE & REVIEW** — expand the program that provides resources & support to new educators placed in high risk buildings
10. **REFORM CHARTERS** — same standards & enforcement for: student achievement with measurable outcomes, accountability of public funds, & effective educators in classrooms.
11. **SCHOOL SAFETY** — dedicated resources for developing a holistic approach, i.e. safe schools, social workers, mental & behavioral health programs, etc.

CCEA PODCASTING: OUR EXPANDING LIBRARY

TALKING UNION

hosted by:

Dan Barber

**Arbor View High School,
Social Studies**

& James Frazee

**Centennial High School,
Social Studies**

Tune in to CCEA's newest podcast to hear these two local social studies teachers and association members interview other CCEA members about topical issues important to the profession, the association, and the labor movement!

**[CLICK HERE
TO LISTEN NOW!](#)**



TALKING UNION



MEET THE CANDIDATES

hosted by:

Jeffrey Hinton

**Advanced Technical Academy,
Social Studies**

Hinton is the 2014 Nevada Teacher of the Year, National Board Certified, and a former Marine. Each episode, Hinton interviews CCEA endorsed candidates about Nevada politics and where they stand on the issues. Up next on *Meet the Candidates* is **Secretary of State Candidate, Nelson Araujo**. Stay tuned!

all podcasts sponsored by:

CCEA Clark County Education Association **the union
of teaching
professionals**

Why we're supporting Steve **SISOLAK** **FOR GOVERNOR**

We need a true ally & champion for public education fighting for us in Carson City.

— **Keenan Korth**, Editor

A lot of candidate's tout themselves as the education candidate, but in the midst of a heated primary, we chose to endorse Steve Sisolak.

No other candidate could convince us that they were willing to do what it takes to fix public education here in Nevada.

“ I won't take a salary until teachers get paid what they deserve. ”

When it comes to education, Steve puts his money where his mouth is.

In fact, he's pledged that he won't accept a salary as Governor until educators get the pay increases that they have earned and deserve. Steve understands politics, and he has the experience to get things done. That alone was almost enough for us, but his eagerness to work with CCEA to develop a comprehensive education platform sealed the deal. Educators deserve a governor in Carson City who will fight for them. Steve has us convinced that he will be that governor.



Chair of the
Clark County
Commission
&
Democratic
Candidate for
Governor of NV,
Steve Sisolak

continued —→



1. **MODERNIZE THE FUNDING FORMULA** to address the needs of students, educators & parents by bringing together educators, school board members, parents & elected officials from southern, northern, & rural Nevada.
2. **RAISE EDUCATOR SALARIES** so we can attract & retain the best & the brightest to teach our children.
3. **REDUCE CLASS SIZES** so that every student gets the attention he or she needs to succeed.
4. **FIGHT AGAINST THE DIVERSION OF FUNDING** from public to private schools.
5. **SUPPORT MORE PROFESSIONAL TECHNICAL TRAINING PROGRAMS** so that students have the opportunity to come out of high school career-ready.
6. **REDUCE THE AMOUNT OF STUDENT DEBT** that so many young graduates carry after college.
7. **CREATE SAFE & EFFECTIVE LEARNING ENVIRONMENTS** where all students feel welcome; enact common sense gun safety reforms to prevent more mass shootings.

STEVE HAS A PLAN

Improving our education system will be Steve's number one priority as governor of Nevada.

Having served for a decade on the Nevada Board of Regents, education is one of Steve's passions. He believes every child in Nevada deserves the opportunity to succeed — and that starts with strong public schools. Steve supports investing in our schools so they have the resources needed to provide a safe and effective learning environment for all of our kids.

(top)
Steve hosts an intimate townhall with his constituents
Las Vegas, NV

(right)
Steve meets with concerned students at Lied Middle School
Las Vegas, NV



ARBITRATION UPDATE

JUDGE DENIES MOTION TO VACATE ARBITRATION AWARD; FINDS CCSD HAS ABILITY TO PAY EDUCATORS

— **Michelle Kim**, Director of Strategy/Counsel



August 3, 2018, Las Vegas, NV — **Judge Rob Bare, District Court, Department 32, denies CCSD's motion to vacate the arbitration award & finds the arbitrator ruled within the scope of his authority that CCSD has the ability to pay teachers.**

The Court clearly saw that CCSD's false claims regarding the use of ending fund balance was not supported by the evidence.

CCEA recently won in arbitration, and now we've won again in the courts. As a result of these rulings, teachers are to be awarded their step increase — retroactively effective as of June 1, 2018 (this year) — AND increase of \$50 per month toward their healthcare and benefits — retroactively effective July 1, 2017 (last year). In addition, the ruling grants over 2,500 educators their column movement. These salary increases are the kinds of economic gains that Clark County educators will feel the benefit of almost immediately.

“ It is time for CCSD to bring closure to this & do the right thing as the school year is about to begin, to respect educators & their families, & to acknowledge the hard work they do for our students & our community. ”

— **John Vellardita**, Executive Director of CCEA

THIS IS A HUGE WIN — for educators & other licensed professionals — that shows the power that collective bargaining still holds, even for public sector workers, & even in a so-called right-to-work state.

We have been tied up in arbitration and in court with CCSD for months, but we never backed down. That's because we know the district won't ever back down. Together we are strong, and together we will continue to fight for *and win* concrete gains for all those that we represent in Clark County.

continued →

ORDERED, ADJUDICATED, DECREED & DENIED — in the judge’s own words:

“ This Court finds that the Clark County School District failed to meet its burden to establish that the March 30, 2018 Arbitration Award was either arbitrary or capricious, or based upon a manifest disregard of the law. After a 16 day arbitration Arbitrator Bognanno provided a thorough analysis of the applicable law, testimony, and evidence. Arbitrator Bognanno made his “**Ability to Pay**” findings based upon the appropriate legal standards and was well within the statutory guidelines for such findings. Further, the findings were supported by substantial evidence, including but not limited to documentary evidence of the budgeting process and Fiscal Year 2018 budgets, the testimony of Jason Goudie, the District’s CFO, the testimony of Beth Kohn-Cole, the union’s financial expert, and more. This Court finds that the March 30, 2018 Arbitration Award was based upon an appropriate application of the statutory guidelines to the evidence presented throughout the arbitration.

Thus, is hereby **ORDERED, ADJUDICATED, and DECREED** that Clark County School District’s Motion to Vacate the Arbitration Award is **DENIED** and the March 30, 2018 Arbitration Award is **CONFIRMED** pursuant to NRS 38.241(4). ”

Dated this 31 day of July, 2018.

— **Rob Bare,**
Judge, District Court, Department 32

3 PERCENT, ONE TIME? NO DEAL, NO WAY!

Despite our big wins in arbitration & in court, CCSD attempted to offer bonus payment in lieu of honoring the arbitration award — i.e. a 3% bonus to all employees. CCEA rejected this. CCSD must obey the law & paying educators what they are owed & deserve.

CCEA will do all that we can to guarantee educators see these well-earned salary increases and benefits contributions as soon as possible.

HERO OF THE MONTH

LEADERSHIP IN THE CLASSROOM & IN THE COMMUNITY

— **Jessie Padua**, Assistant Editor

Jay Fair is a natural born leader who never hesitates to step up to the plate, & we're lucky to have her in our CCEA Family.

Jay was born and raised in Las Vegas, where growing up she enjoyed playing basketball, working out, going to the movies, and spending time with her family. Eventually she decided to go into education so that she could **“leave behind a legacy of excellence and love.”**

Today, Jay is starting her fifth year as a licensed educator at J. Harold Brinley Middle School.

She's very active on campus, taking on a number of different roles. She's Chair of the Physical Education Department, coaches girls' basketball, soccer, and track and field, and is even the Site Leader for their after-school activities.

But Jay hasn't only been having an impact at school; she has also become an indispensable part of our organization!

During the course of her membership, she has consistently given her time, energy, and enthusiasm to a number of our initiatives. She's the Association Representative for her school; she's served as an NHO Ambassador four times; she's even been elected to statewide labor leadership.



JAY FAIR

Physical Education
J. Harold Brinley Middle School

continued →



Jay Fair
CCEA Hero
J. Harold Brinley MS
Physical Education

AUGUST/2018

Each month, **CCEA Record** highlights a “hero” — an educator & member who exemplifies what it means to be a courageous leader, mentor, or community member

LEADING **EARLY** IN HER CAREER

When we asked Jay what motivates her to step up to the plate time & time again, she references her selection for the Early Career Leadership Fellow (ECLF) collaborative.

ECLF offers early career educators the opportunity to forge relationships with union leadership. Through the program, fellows are able to increase their awareness of the role of CCEA in advocating for the teaching profession and student learning and is a pathway to CCEA leadership. She says that during her experience with ECLF she “discovered the importance of being a leader in the classroom as well as within [her] local association.” Her experience with ECLF had a lasting impact, motivating Jay to continue working to advance the profession, with a specific focus on educators early in their careers.

She has already been named by national labor leadership as one of the **Top 30 Teachers Under 30** who are making a positive change in education, for her work shining a spotlight on the importance of supporting early career educators in order to foster the retention of highly qualified teachers. She may have already earned many accolades, but Jay remains focused on the road ahead.

Jay Fair’s career has only just begun, she is already making waves locally, statewide, and nationally!

We look forward to Jay’s continued and indispensable leadership within the association and in our community. We are so proud to highlight her as one of our CCEA Heroes!

CHECK OUT OUR NEW MEMBER BOOKLET!

NOT A MEMBER YET? JOIN TODAY!

CCEA-NV.ORG

Join and be part of the largest Educator Union in Nevada.

Since 1957, CCEA has been the Union of Educational Professionals representing 38,000 educators and licensed professionals in the fifth largest school district in the country.

Follow CCEA on social media for more offers!



Attraction Discounts



Become A CCEA Member Today!
ccea-nv.org
 Ticket Availability & Pricing Varies

CLARK COUNTY EDUCATION ASSOCIATION SOCIAL JUSTICE CAUCUS

A MISSION OF CHANGE

Empowering educators to make a difference inside & outside the classroom, the CCEA Social Justice Caucus advocates for social change within our community. We lobby political leadership & policy makers — on the basis of the issues — for positive legislative solutions for students & teachers.

CCEA & the Social Justice Caucus support the proposed CCSD Gender-Diverse Policy.

— **Angie Sullivan**, Chair, CCEA Social Justice Caucus

The CCEA Social Justice Caucus supports & participates in activities & events related to LGBTQIA+ Justice & PRIDE.

In 2017, The Nevada Legislature passed an anti-bullying law which requires CCSD to establish training and policies for school staff. This policy is meant to address the rights and needs of persons with gender diverse identities or expressions. We are pleased to announce that on August 9th the CCSD School Board Trustees passed the new policy after a year of intense discussions and public debate.

The CCEA Association Representative Council voted to support the Gender Diverse Policy as developed by the CCSD Gender-Diverse Working Group.

The policy will help teachers to better support gender diverse students, and would make public schools safer for all students, teachers, administrators, and support staff.



(top)
Students rally with CCEA members
against education funding cuts
Wednesday, May 23, 2018

(bottom)
CCSD School Board Meeting
Gender-Diverse Policy Hearing
Thursday, March 22, 2018

* The views of the CCEA Social Justice Caucus are its own & are not always reflective of the views of CCEA as a whole.

continued →






UPCOMING EVENTS

- [GUN SAFETY] School Safety Roundtable** 9/8/2018
Clark County Library — 1401 E Flamingo Rd, Las Vegas, NV 89119..... 1:00 — 2:30pm
- [EDUCATION] Funding via Cannabis Tax Revenue** 9/29/2018
Clark County Library — 1401 E Flamingo Rd, Las Vegas, NV 89119..... 1:00 — 2:30pm
- [IMMIGRATION] Immigration Roundtable** 10/6/2018
Clark County Library — 1401 E Flamingo Rd, Las Vegas, NV 89119..... 1:00 — 2:30pm
- [PRIDE] CCEA at Las Vegas PRIDE** 10/6/2018
Downtown Las Vegas — [Location TBD]..... 2:00 — 4:00pm
- [PRIDE] Tabling at Sunset Park** 10/20 — 21/2018
Sunset Park — 2601 E Sunset Rd, Las Vegas, NV 89120..... [Time TBA]



(above)
Las Vegas March for Our Lives Rally
Saturday, March 24, 2018

FOLLOW US ON SOCIAL MEDIA

-  [/CCEASocialJusticeCaucus](https://www.facebook.com/CCEASocialJusticeCaucus)
-  [@CCEA_SJC](https://twitter.com/CCEA_SJC)
-  [@overthemountain2018](https://www.instagram.com/overthemountain2018)
-  ccea-social-justice-caucus.tumblr.com
-  overthemountain.net

CCSD Working Group: ccsd.net/genderdiverse
Find activist info at: genderjusticenv.org

CCEA NATIONAL BOARD: **ACHIEVE! ACADEMY**

— **Elizabeth Campbell**, Director of NBCT



In June and July 2018, CCEA National Board programs hosted CCEA National Board Achieve! Academy at West Career & Technical Academy and at CCSD's Curriculum and Professional Development Building.

Ninety-three CCSD teacher leaders beginning the National Board Certification process attended the week-long Achieve! sessions.



(left)
Steve Sisolak joins educators at Achieve! Academy
Friday, June 22, 2018

Achieve! Academy is a week-long comprehensive workshop that provides our National Board candidates with critical information about the National Board Certification process.

It gives candidates the luxury of digging deep into the documents, standards and instructions during summer that they will need to be familiar with once the school year starts and they dive into their components. Achieve! is the first step in a continuum of professional learning that ideally also includes participation in CCEA's year-long candidate support cohorts. It builds a professional learning community and focuses on the dispositions and strategies candidates will need to successfully complete National Board certification. Explicit connections are made during Achieve! between the National Board Certification process and the Nevada Educators' Performance Framework (NEPF).

continued →

FINDING A PERSONAL PATH TO TEACHER LEADERSHIP



This summer's Achieve! Academies invited new candidates in to consider their personal paths to educator leadership.

Our professional learning community was visited by Dr. Jesse Welsh, CCSD Assistant Superintendent of Curriculum and Professional Development (fun fact: Dr. Welsh was once an assessor for National Board!) and CCEA's Political Field Coordinator Linda Jones, who spoke to the teachers about the need for their voices in advocacy for the teaching profession. Gubernatorial candidate Steve Sisolak also addressed the teachers on Nevada's priorities for education and answered their questions about the upcoming governor's race.



Teachers also considered their paths to leadership through their involvement in the association & the National Board Certification process.

Many were surprised at the number of paid leadership positions offered through CCEA and CCEA's professional learning programs. Achieve! graduates are moving into fall by building National Board cohorts at their schools or joining CCEA's traditional support cohorts. Best of luck to these ambitious educators as they begin their journey toward becoming National Board Certified Teachers!



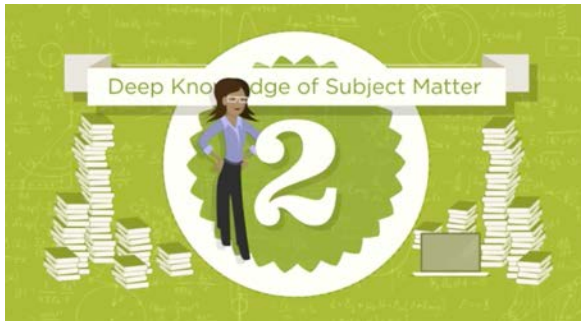
CCEA will host Achieve! Academy again in summer of 2019, watch for an announcement in spring!

(bottom left)
Steve Sisolak with NBCT Director **Elizabeth Campbell** & CCEA President **Vikki Courtney** at Achieve! Academy
Friday, June 22, 2018

(center left)
Steve Sisolak addresses educators at Achieve! Academy
Friday, June 22, 2018

(top left)
Educators participate in Achieve! Academy workshop
Friday, June 22, 2018

continued →



WHAT IS NATIONAL BOARD CERTIFICATION?



National Board Certification is based on 5 core propositions — that accomplished teachers:

1. Are dedicated to making knowledge accessible to all students.
2. Have a deep understanding of their subject & nurture their ability to convey it to their students.
3. Create classroom settings that capture & hold the attention of their students.
4. Exemplify the virtues of curiosity, honesty, tolerance, fairness, & justice.
5. Work with other professionals on instructional policy curricula & staff development.

[CLICK HERE TO WATCH THE FULL NBCT VIDEO](#)

(above)
Excerpts from
National Board
infographic video



THE NEVADA COLLABORATORY

CREATE • TRANSFORM • LEAD

Professional Learning Program: THE NEVADA COLLABORATORY

— **Brenda Pearson**, Director of PLP & The Nevada Collaboratory



The 2018-2019 school year marks our 3rd year of providing professional learning courses to educators across our community.

The Nevada Collaboratory strives to design and implement professional learning opportunities that match the characteristics recommended by educational research. To positively impact teacher practices and student learning, research suggests that educators must participate in professional learning that is focused on practice, knowledge-based, ongoing, and chosen to meet the educator's individual needs.

Clark County Education Association (CCEA), with its Professional Learning Program, has always recognized the importance of creating access to professional resources. Aligned with our vision, CCEA has provided The Nevada Collaboratory the support needed to build structures and processes to support educator learning.

With the onset of the 2018 academic year, Nevada Collaboratory introduces new learning opportunities for OLEPs and courses that bridge the practices of general education and special education teachers. Our team has also developed blended learning opportunities and expanded course locations to meet the geographic needs of our members.

We're proud to serve as a vehicle by which our community can move toward the common and important goal of our profession: equity in educational excellence. We understand the promise of our educational community, and with offerings like our professional learning courses, seek to collectively take action and better our students' lives.



(above)
NGSS: 3-dimensional learning course
Red Rock Elementary School
Saturday, March 17, 2018

continued →

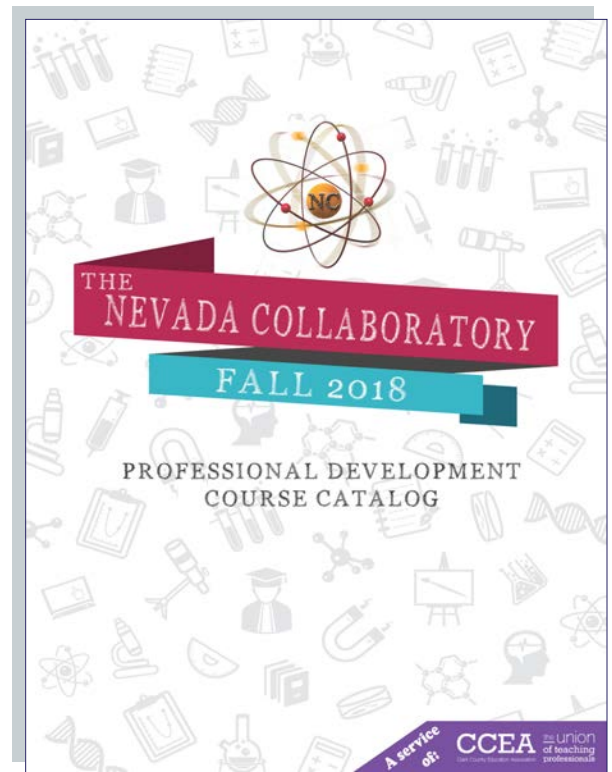
Nevada Collaboratory Fall Courses are now available!

The Nevada Collaboratory Team has spent the summer expanding our course offerings & recruiting educational experts from across our community to deliver unique & relevant opportunities.

All of our courses are authorized by the Nevada Department of Education to be used for license renewal.

For each completed course, you can earn:

- 1 professional development credit (license renewal)
- 5 contact units (salary advancement)



The Nevada Collaboratory
Course Catalog
Fall 2018

Explore course offerings at: nvcollaboratory.org
To enroll in courses, please visit: cceastore.com

[CLICK HERE
TO DOWNLOAD
YOUR DIGITAL
CATALOG!](#)

The 2018 school year marks our 3rd year of professional development courses to educators across Nevada. Our work is based on research - to positively impact teacher practices and to meet an educator's individual needs. The Nevada Collaboratory provides unique professional learning opportunities that match the characteristics of our educational research. Our new Inclusion Series, with a focus on the development of our Integration Series, focused on true inclusion is a testament to this commitment.

The Clark County Education Association (CCEA), with its Professional Development Series, recognized the importance of creating access to professional learning. CCEA has provided The Nevada Collaboratory the support needed to support educator learning.

The Nevada Collaboratory, with the support of CCEA, is the vehicle for a common, yet important goal of our profession: equity of education. We seek to collectively take action and better our children's futures.

Register online for courses:

1. Go to cceastore.com
2. If you are a CCEA member, click on "special pricing" if not click on "Non-Member Professional Development Courses"
3. Click on desired Learning Series
4. Click on the desired class (check locations and dates)
5. Add to cart
6. Complete registration by "Go to Checkout" and following directions to submit payment
7. Questions? Call 702-473-1011 or Email plpncollaboratory@gmail.com

FIND MORE AT: WWW.NVCOLLABORATORY.ORG

BUILDING A CLASSROOM CULTURE OF HIGH EXPECTATIONS

ENGAGING SERIES

LOCATION: VALLEY HIGH SCHOOL

ABOUT THIS SERIES
Motivation is the key to our students' success. During the Engaging Series, educators and licensed professionals are invited to build a toolbox of strategies that will guide their students throughout the year. Helping our students to become critical thinkers and self-motivated learners is at the heart of this series.

ABOUT THIS COURSE
Acquire the strategies needed to develop a classroom culture of high expectations. In the first course of the series, you will gain a variety of instructional practices and theories about engagement, motivation and building a classroom culture for success. Students will become more engaged in the academic process and strive to succeed.

COURSE INFORMATION

BUILDING A CLASSROOM CULTURE OF HIGH EXPECTATIONS
This 15 hour course consists of hands-on, interactive in-person sessions. Attendance at both (2) sessions is required to receive full credit.

AUGUST 18 & 25
8:00AM-4:30PM

VALLEY HIGH SCHOOL
2839 BURNHAM AVE, LAS VEGAS, NV 89169

FACILITATORS:
CINDY BEZAR
ANITA MELENDEZ

A service of: **CCEA** the union of teaching professionals

Throughout the school year, we will send special offers to our Nevada Collaboratory subscribers. If you are interested in receiving these timely offers, **please subscribe!**

[CLICK HERE
TO SUBSCRIBE!](#)

SCHOOL ORGANIZATIONAL TEAMS

IT'S ABOUT LOCAL CONTROL

— **Renisha O'Donnell**, SOT Project Coordinator



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.

If you have any questions or simply want to learn more about serving on your SOT, please visit: changenv.org

After nearly two years of hard work, and as we begin another school year, I want to say 'thank you' to those of you that have served on your School Organizational Team for the 2017-2018 school year. The SOT term continues until September 30th, so your work is not done yet.

Here are 3 things to keep in mind as you continue through your term:

1. If there is a vacancy on your SOT for licensed educator, please visit changenv.org to report the vacancy as soon as possible.
2. Count day will be in August this year and budgets will be reopened. It is important that your SOT provide input on changes that need to be made.
3. You can serve on the SOT again for the 2018-2019 school year. SOT Nominations for the 2018-2019 school year will take place the week of August 27, 2018 and the SOT election will be held on Wednesday September 12, 2018.

(below)
The West Prep Academy SOT meets to discuss school safety
Wednesday,
March 7, 2018



Serving on your SOT is an opportunity to share in the decision making that shapes student achievement at your school.

If you are a leader or go-to person for support among your colleagues, serving on the SOT is a great way to grow your leadership. Already we have heard from many educators and parents on the SOTs that want to figure out a way to pool their efforts to fight for more funding in the upcoming 2019 Legislative Session. After going through last year's budget cuts, SOTs are learning that it is time to get organized. So get involved and join the effort.

CLASSROOM DECORATING CONTEST!

Our annual Classroom Decorating Contest is officially underway! Many educators take advantage of their “free day” during the first week of school (this year, August 8, 9, or 10) to set up their classrooms, but if you haven’t yet, don’t worry!

There is still time to enter & win! Here’s how it works:

STEP 1: Pick a theme & decorate your room!

STEP 2: Send us photos of your work!

STEP 3: Vote for your favorite on social media!

SUBMISSION GUIDELINES:

Categories:

- **Elementary School**
- **Middle School**
- **High School**

Submission Deadline:
8/17/2018

Vote Online at:
facebook.com/cceanv or
on Twitter **@cceanv**

Email Submissions to:
record@ccea-nv.org

Voting Ends:
8/24/2018

1st PLACE WINNERS RECEIVE:

Elementary School:

A “Family 4-pack” of passes to Legoland!

Middle School:

All-expense-paid class field trip to AdventureDome!

High School:

Two free tickets to Knott’s Berry Farm!



James Mack
Leavitt MS, Earth Science (2014)



Amanda Campbell
Wilhelm ES, 2nd Grade (2015)





INTRODUCING
OUR NEW MONTHLY

ART CONTEST!

CCEA is a member-driven organization. When we decided to revive our newsletter — the newly renamed **CCEA Record** — we wanted to make sure it reflected our membership! Our association is full of so many inspiring and talented educators, and we want to use this publication to highlight you all in as many ways as we can, so we've decided to put your talents up front, and center — **RIGHT ON THE COVER!**

THEME & SUBMISSION GUIDELINES:

Theme — September, 2018:
“Back to School”

It's that time of year again...
Show us what it means to you!

Medium:
Anything 2-dimensional!
drawings, paintings, photographs,
screenprints, etc.

Square Dimensions:
minimum — 8" x 8"
maximum — 40" x 40"

Eligibility:
This contest is for everyone! Any
CCSD student or CCEA member is
welcome to enter.

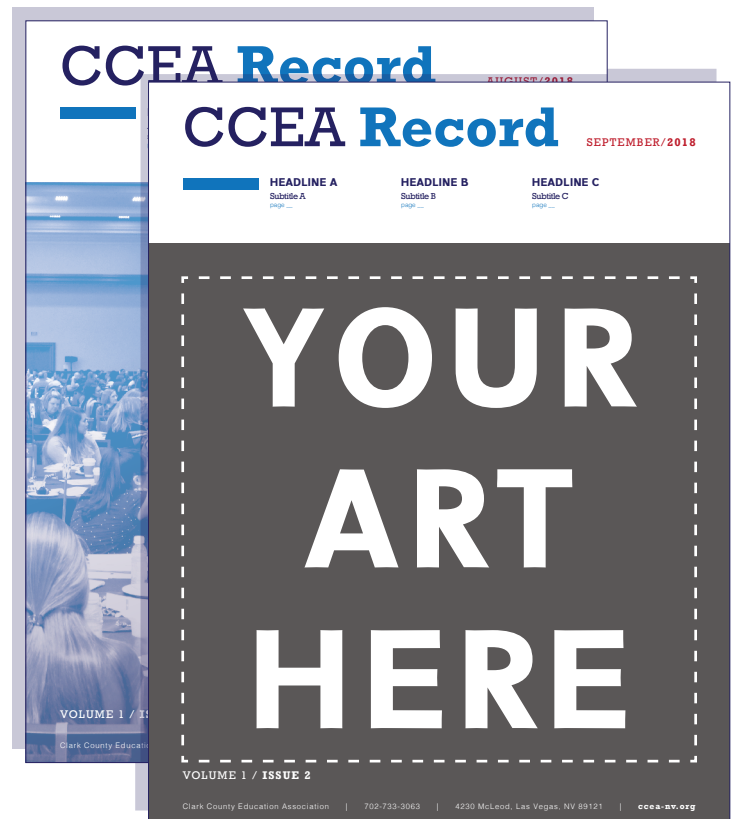
Submission Deadline:
8/27/2018

Email Digital Submissions to:
record@ccea-nv.org

Submit Physical Artwork(s) to:
4230 McLeod, Las Vegas, NV 89121

Have your — or your students' — artwork featured on the cover of next month's issue of **CCEA Record!**

Have questions? Send them to us at:
record@ccea-nv.org



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CCEA Record

AUGUST/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:

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John Vellardita, Executive Director

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Angie Sullivan, Chair of the CCEA Social Justice Caucus

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VOLUME 1 / ISSUE 1

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