



Clark County Education Association

**TOGETHER, WE CAN!**

2019-2020 New Member Booklet



# Member-Driven & Member-Focused

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CCEA Members are the driving force that leads our Union forward. CCEA's elected leadership is made up of 4 officers and 11 Executive Board Members, each representing members in schools in five different zones, as well as one representing the over 1,500 other licensed professionals (i.e. speech therapists, physical therapists, nurses, social workers, occupational therapists, psychologists, counselors, audiologists, and assistive technology services).

CCEA is governed by the Association Representative Council (ARC) made up of representatives from 360 buildings, as well as 11 committees. On April 25, 2018, CCEA members voted to become an independent Local Union, separating from NSEA and NEA. CCEA members wanted more local control with all dues money being kept at the local level where the local controlled its own destiny. This was not an easy decision and was only made after numerous attempts to negotiate a fairer relationship for CCEA members with the State and National unions.

Proudly, CCEA is now the largest union in Nevada representing educators and the largest independent educator union in the country. CCEA has established itself as a prominent and powerful voice in Nevada politics, passing key educational legislation, including additional funding, Peer Assistance and Review, a fairer evaluation, teacher supplies reimbursement, and more.

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# from the President's Desk

Dear Colleagues,

As a community of educators and licensed experts, we are a resource to advance and elevate your professional success and the profession at large.

Today more than ever, educators and other licensed professionals must stand together as one voice to ensure that we get the compensation, benefits, and working conditions necessary for the success of the students in our community.

CCEA is the voice for all educators in Southern Nevada. The past year has been special. We elected legislators and the Governor who promised to do the right thing for our schools and educators, and during the 2019 Nevada Legislative Session, we held them to their promises. We made huge strides, but as always, there is still more work to do. Together, we will continue to fight for more funding for our schools, reducing our work loads and class sizes, improving our health benefits, winning our salary increases and leading on empowering each school under the decentralized school system we now have.

Together, we can!



Vikki Courtney, CCEA President

# Your CCEA Governance

## Officers



**Vikki Courtney**  
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President



**Marie Neisess**  
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Secretary / Tartan Elementary School



**Theo Small**  
tsmall@ccea-nv.org  
Vice President / Moore Elementary School



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

## Executive Board

Zone 1A:	James Frazee	Centennial High School
Zone 1B:	Ryan Armitage	Bozarth Elementary School
Zone 2A:	Dan Price	Sunrise Mountain High School
Zone 2B:	Erin Riddle	Herron Elementary School
Zone 3A:	Monica Bryant	Givens Elementary School
Zone 3B:	Jeremy Campf	Hancock Elementary School
Zone 4A:	Kenny Belknap	Del Sol Academy
Zone 4B:	Paul Kleemann	Del Sol Academy
Zone 5A:	Karl Byrd	Knudson Middle School
Zone 5B:	Yolanda Lowry	Knudson Middle School
OLP:	Paige Myers	Seigle Center II




# History of CCEA



1957

Established in 1957, the Clark County Education Association (CCEA), previously named the Clark County Classroom Teachers Association (CCCTA), has been the union representing Clark County licensed personnel since the creation of the Clark County School District (CCSD).



Prior to 1957, Clark County was made up of 14 separate school districts. A new law forced the merger of the 14 into one Clark County School District.

Likewise, the CCCTA was formed out of the merger of three separate locals—Las Vegas, Henderson, and Boulder City—and became the largest single local in the State of Nevada.

1969

However, for the first decade, CCCTA did not have legal bargaining rights and could only make recommendations to the School Board. This all changed in April of 1969.

Under the leadership of then CCCTA President Rita Scheiner, members voted to strike for collective bargaining rights with the District.

The CCCTA strike closed down schools and educators marched down the Las Vegas Strip, joined in solidarity by performers from the Stardust Hotel and Casino. By the end of April 1969, a bill was passed granting collective bargaining rights to public school educators and final and binding arbitration in exchange for the ability to strike. This was a huge victory because, from that point forward, CCSD was required to bargain with CCEA in good faith by law.

On May 16, 1969, CCCTA was recognized as the exclusive bargaining agent for all licensed employees and in April of 1970, CCCTA and CCSD signed their first Collective Bargaining Agreement covering salary, benefits, and working conditions, as well as union rights.

## 1983

In 1983, CCSD no longer wanted to have the responsibility of providing health insurance to educators due in part to cost increases. As such, CCCTA stepped up and established the Teachers Health Trust (THT), a self-funded non-profit, to provide quality healthcare to CCSD educators.


## 1997

In the late 1990s, the CCCTA changed its name to the Clark County Education Association to recognize the many non-teachers that make up the bargaining unit.



## 2018

On April 25, 2018, CCEA members voted to become an independent local union, separating from NSEA and NEA, and ending the payment of \$6.2 million in annual dues. This difficult decision was only made after numerous attempts to negotiate a fairer relationship for CCEA members. Ultimately, NSEA and NEA refused.



Becoming an independent local union has allowed CCEA members to ensure that 100% of all dues remain local to serve members. CCEA has been able to use all of its resources for the more than 18,000 educators we represent. Following independence, CCEA experienced historically high levels of member engagement in the 2018-2019 school year. Tens of thousands of educators came together to advance and defend the interests of all members.

### Local Control

After more than 60 years serving Clark County educators CCEA has now entered a new era defined by independence, local control, and increased political influence. Now the largest independent teachers union in the nation, CCEA has leveraged its resources for big wins for Clark educators.

In the summer of 2018, CCEA prevailed after an 18-month long arbitration with CCSD, securing a retroactive step increase for the entire bargaining unit, as well as column advancements for more than 2,000 eligible educators.

CCEA also spent the 2018 midterm election cycle growing its political influence. Early in the cycle, we became the first major union endorsement for Steve Sisolak's gubernatorial campaign, propelling him to win both the primary and general elections.

On the heels of a victorious midterm cycle, CCEA immediately launched the Fund Our Schools NOW coalition with a petition campaign to build momentum for education funding going into the 2019 Nevada Legislative Session.







## 2019

In the beginning, CCEA was alone in our support of Governor Sisolak. Other public sector unions told us that he wouldn't deliver based on their experiences and that he couldn't be trusted, but CCEA met with Sisolak and was assured that he was the candidate for labor and that public education would be his top priority.

We knew we would be able to get things accomplished with Governor Sisolak, and that our relationship would be about holding him to his promises. Throughout the 2019 Session, that's exactly what we did.



We entered the Session with three major goals: dedicated funding for educator salary increases, more overall funding for resources in our schools and a local revenue stream, and reform of the Nevada Plan funding formula that would move away from categoricals toward weighted funding. Throughout the Session, Clark County educators were engaged in the process like never before, and it produced major results.





Our work began with our Fund Our Schools NOW petition, which garnered more than 20,000 signatures from educators, parents, students, support professionals, and community members from across the Las Vegas Valley. Then, on April 27th, several thousand educators and our supporters shut down Las Vegas Boulevard downtown and rallied to Fund Our Schools NOW.

During this campaign, CCEA members and allies sent more than 500,000 emails to lawmakers in Carson City demanding more funding, with more than 300,000 emails being delivered in the final 72 hours of the Session.

The culmination of our efforts was an unprecedented and historic move. Armed with the knowledge that our community overwhelmingly supports public educators, CCEA members voted to authorize a strike if lawmakers failed to adequately fund our schools.

CCEA's 2019 lobbying efforts and strike authorization vote provided the pressure necessary for lawmakers to allocate an additional \$100 million to education on top of what was already budgeted. While a funding gap still remains, CCEA is stronger than ever and will continue to lead the fight for public education in Nevada throughout the 2020 election cycle, the 2021 Legislative Session, and beyond.

Together we can, and we will!



# Exciting Leadership Opportunities

CCEA offers members a variety of leadership opportunities, whether you are interested in politics, professional growth and development, early career educator leadership, or simply want to get more involved with the union. Here are just some of the leadership opportunities CCEA offers.

## LEGISLATIVE ACTION TEAM

CCEA members who are passionate about politics can enroll in CCEA's LAT program where they can get involved in elections supporting candidates that CCEA has endorsed. Every two years, for 120 days, LATs work hard to mobilize educators to get involved in passing laws that support educators and public education during the Nevada Legislative Session. LATs receive a stipend for their hard work.

## ORGANIZING INTERN

As an Organizing Intern, passionate union members support CCEA by engaging with educators to encourage them to join CCEA and learn about what educators want from CCEA. In this program, a member will go through specific training and receive a stipend for their services. Organizing interns participate in CCEA's new hire orientations throughout the year welcoming new educators to CCSD.



# 2019 Legislative Session: Education Funding Highlights

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## ASSEMBLY BILL 309

Early in the Session, working with Assemblyman Ozzie Fumo, we introduced AB277 to create the dedicated funding stream for educator AND support staff salary increases. CCEA members and supporters were highly engaged on AB277, sending more than 112,000 emails to legislators expressing support. Later, that policy priority was absorbed by Speaker Jason Frierson's Assembly Bill 309, which ultimately passed.

By working in close collaboration with Speaker Frierson, Assembly Bill 309 accomplished three key CCEA objectives on funding. For the first time in Nevada's Legislative history, AB309 ensures that money appropriated at the state level for educators' salaries and health benefits will be required to pass directly from school districts to educators. Additionally, the Bill re-appropriates funds from categoricals and other grant programs and converts them to block grants. This gives CCSD an additional \$28 million over the biennium to use for instruction and operations. Finally, the Bill achieves our long-time goal of developing a local revenue stream by authorizing the county to raise a quarter-percent tax to fund Pre-K, adult education, incentives for recruiting and retaining educators in vacant positions in at-risk building and other important issues. The local tax will generate \$108 million annually. We appreciate the work Speaker Frierson did in leading these three important CCEA initiatives.

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## SENATE BILL 543

Another major piece of education legislation-Senate Bill 543 passed late on the last night of the Session-this highly anticipated reform of the Nevada Plan funding formula hadn't been updated in more than 50 years. The new plan, a student-centered plan, moves from categorical funding to a weighted funding formula where money follows the student directly into the classroom. Under the new plan, Clark County will no longer subsidize the rest of Nevada, and CCSD will receive additional funds. Although the new funding formula creates a model to ensure that money follows students, the plan remains unfunded at the levels necessary to adequately address our students' needs. CCEA's 2021 Legislative Priority is to fight to ensure adequate funding of Nevada's funding formula, ensuring that adequate resources are given to schools and follow students into the classroom.

## SENATE BILL 555

Nevada's Legislature is constitutionally required to adequately fund education. Senate Bill 555 addressed the education funding through the Nevada's Distributive School Account (DSA) and passed with an allocation of \$6,067 per pupil in Clark County. This allocation was an increase over what was originally proposed due in part to the efforts of thousands of CCEA members who fought to increase funding. Despite the steps to allocate additional dollars to Clark, the base allocation is still inadequately funded resulting in a significant education funding gap.



## SENATE BILL 551

With the Legislative Session coming to an end and with a strike of Clark County educators looming, Legislative Leadership introduced Senate Bill 551 in order to allocate additional dollars for school safety and funding for educator salaries. Lawmakers were able to allocate an additional \$72 million for salaries, of which \$53 million will be going to Clark County by extending the Modified Business Tax (MBT) that was set to sunset. SB551, however, is going to be subject to a legal challenge by the Republicans, who argue that the passage of a new tax required a 2/3 majority. It's unfortunate that this bill failed to receive bi-partisan support. We will monitor the impact—if any—this will have on Clark County if the courts reverse what the legislature has passed. However, in the end we expect CCSD to receive the additional funds that SB551 provides.



# Top 10 Reasons To Join



1. **RECOGNIZED & EXCLUSIVE:** CCEA is the ONLY recognized bargaining representative of CCSD licensed professionals and has been for over 60 years. No other union but CCEA has the ability to bargain, represent, advocate, or protect you.
2. **PROTECTION YOU CAN COUNT ON:** With over 60 years of experience protecting educators, CCEA has successfully supported members with every kind of issue. Make sure you are protected.
3. **PROFESSIONAL LEARNING AND SUPPORT:** CCEA members have access to CCEA's high quality professional learning program and National Board Certification program. CCEA programs are taught by highly accomplished educators "For educators, by educators!" With CCEA, you get the support you need to succeed and grow in your practice. ALL CCEA PLP programs can be used to advance on the salary schedule.
4. **LEADERSHIP OPPORTUNITIES:** CCEA offers members a variety of meaningful leadership opportunities, including: school-based Association Representatives, a Social Justice Caucus, Professional Learning Facilitators, Education Task Forces, and much more. Join the union that gives you a voice.
5. **UNLOCK PROFESSIONAL RESOURCES:** As a member of CCEA you have immediate access to professional resources such as: CCEA Micro-credentials, National Board Programs, and social groups for educators. Through CCEA, you are connected.
6. **COLLECTIVE STRENGTH:** By joining CCEA, you are joining the largest educators' union in Nevada. CCEA bargains your pay, benefits, and working conditions. There is strength in numbers, so join CCEA and be a part of the union that will ensure educators get a fair and just contract.
7. **POWERFUL VOICE:** As educators, we know that laws are made at the state level that impact your profession. By joining CCEA, you will be a part of the largest and most powerful voice in the state of Nevada working to improve public education.
8. **LIFE INSURANCE:** CCEA members receive complimentary life insurance and discounted group term life insurance for you and your family.
9. **PROFESSIONAL LIABILITY INSURANCE:** CCEA members are provided exceptional professional liability insurance through CCEA's Educator Professional Liability Program. With CCEA, your profession is covered and protected.
10. **CCEA MEMBER BENEFITS:** CCEA members have access to even more benefits from our partners, including financial planning, additional medical coverages, attorney referrals, entertainment tickets, school supplies, and more.

## Become A CCEA Member Today!

# Your CCEA Benefits

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In addition to offering complimentary life insurance and professional liability insurance for you, CCEA offers discounted group term life insurance for you and your family. Through our partnerships, members have access to information and workshops to assist with your long-term financial planning. You'll also have access to member discounted options for additional insurance coverage and protective services such as:

## Liability & Life Insurance

- \$1 Million Professional Liability Insurance
- Complimentary Life Insurance
- Optional Group Term Life Insurance for you and your family
- Identity Theft Protection

## Residential & Auto Insurance

- Home Insurance
- Renter's Insurance
- Auto Insurance
- Financial Planning

## Financial

- Tax Preparation
- Financial Products
- Medical Coverage
- Cancer Insurance
- Accident Insurance
- Section 125 Premium Only Plan
- Flexible Spending Accounts
- Disability Insurance
- Hospital Indemnity
- Critical Illness Insurance
- Long-Term Care Insurance
- Mortgages

Contact CCEA for more information on these or other discounts!

[info@ccea-nv.org](mailto:info@ccea-nv.org)

(702)733-3063



@cceanv



[ccea-nv.org](http://ccea-nv.org)

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# 2019-2020 School Calendar

AUGUST 2019

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER 2019

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29	30					

OCTOBER 2019

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NOVEMBER 2019

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DECEMBER 2019

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JANUARY 2020

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FEBRUARY 2020

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MARCH 2020

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APRIL 2020

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MAY 2020

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24	25	26	27	28	29	30
31						

## Legend:

- # No students
- # No school



# Directory

Executive	John Executive Director	Vellardita.....jvellardita@ccea-nv.org	
Professional Learning	Brenda Director of Professional Learning	Pearson.....bpearson@ccea-nv.org	
	Elizabeth Director of CCEA National Board	Campbell.....ecampbell@ccea-nv.org	
	Mary PL / NB Administrative Assistant	Hernandez.....mhernandez@ccea-nv.org	
Finance	Christina Director of Finance	Keller.....ckeller@ccea-nv.org	
Political	Linda Political Field Coordinator	Jones.....ljones@ccea-nv.org	
SOT	Lourdes SOT Coordinator	Esparza.....lesparza@ccea-nv.org	
OTS	Vinny Dane OTS Field Coordinators	Tarquinio.....vtarquinio@ccea-nv.org Watson.....dwatson@ccea-nv.org	
	Samuel	Berry.....sberry@ccea-nv.org	
	Kristofer	DiPaolo.....kdipaolo@ccea-nv.org	
	Tony	Ramirez.....aramirez@ccea-nv.org	
	Sharon OTS Field Representatives	Whalum.....swhalum@ccea-nv.org	
	Dawn OTS Administrative Assistant	Perkins.....dperkins@ccea-nv.org	
	A&R	Ron A&R Coordinator	Lopez.....rlopez@ccea-nv.org
		Steve	Sorensen.....ssorensen@ccea-nv.org
Alexander A&R Field Representatives		Roche.....arochec@ccea-nv.org	
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Administrative	Angela Office Manager	Ammons.....aammons@ccea-nv.org	
	George Data & Programming	Sobero.....gsobero@ccea-nv.org	
	Eric IT & Digital Media	Mogensen.....emogensen@ccea-nv.org	
	Ashley Administrative Assistant	Moreno.....amoreno@ccea-nv.org	



# Notes:







**CCEA** the union  
of teaching  
professionals

Clark County Education Association