

Frequently Asked Questions

Regarding September 10th

Why are we taking this action?

Because CCSD's contract proposal fell short of meeting our members needs. They offered only what we had already secured in Carson City with thousands of educators leading the way fighting for more funding for our schools. The 3%, the step increases, and more funding for health insurance had already been secured in Legislation. When we brought up column advancements, the school district turned their backs on educators. The message the district sent is they do not care about the over 3,000 educators that earned column movements, and the sacrifices educators make to improve their craft.

What's at stake?

This struggle is about a commitment that was made that must be kept. This is about whether CCSD wants to have a salary schedule that allows educators to improve their practice and be paid as the professionals they are.

Is this legal?

No, and we understand that. It wasn't legal in several states where hundreds of thousands of educators stood their ground. No one was arrested, and no one lost their job.

What can happen to us?

CCSD can go as far as firing people or initiate some form of discipline. CCSD can go to court and try to stop the strike and seek fines against CCEA and CCEA's leadership.

Will people get fired?

NO- listen to Superintendent Jara on KNPR where he says CCSD has hundreds of vacancies, and he doesn't intend to do that. It is well documented that the school district has significant recruitment and retention problems, they simply cannot afford to fire thousands of highly qualified educators that dedicate their lives to our children.

What more than likely will happen?

CCSD will try to keep the schools open; they have 750 vacancies. How can they fire teachers and have no replacements? Imagine how parents will react. In order to ensure this result we must have several thousand educators participating and we expect that to happen.

Will we lose pay or benefits?

You will not be paid for missing work. If the school is shut down then CCSD will have to arrange a make-up day later in the year. Under State Statute, CCSD is required to have 184 instructional days. You will not lose your benefits (i.e.health and retirement).

Can I call in sick?

You can use your sick day at your discretion for your health. You can also use your personal day at your discretion for your own personal reasons.

What do I say to my principal if they ask me about September 10th?

Principals are asking this to make strike preparations. You do not have to tell them if you are participating or not. If they pressure you or threaten you, please contact CCEA immediately. In a discussion with the Governor, Superintendent Jara said principals should not be threatening employees.

Do parents support us?

Yes. We have heard from many who say they support educators. We also took a poll and asked if the public would support a teachers strike for pay. Over 78% said they would support the strike

Frequently Asked Questions

Regarding September 10th

What will CCSD do?

Go to Court and try to get an injunction to stop the strike, will try to keep the schools open and run them, and will try to get subs to work and find more. The District already doesn't have enough to fill the 750 vacancies! They will have principals take assessments of who will show up to work- do not participate in this survey – you do not have to answer their questions.

What should we do?

You will continue to receive information from CCEA and your building leader. If there is no building leader, contact CCEA directly. The information you receive will provide instructions for preparing for the strike and the day of the strike. Your building will receive information in the coming days.

On the day of the strike, what should we do?

We will be out front of the schools letting parents and students know why we are out on strike. We will have handouts for the public who come by. We will have picket signs for people to hold up for the public to see. During the day, we will also mobilize all educators to participate in a mass rally that we will announce soon.

What about Other Licensed Professionals (OLPs)?

They will participate in the strike. They can be present with picket signs out front of their designated work assignment or out front of another school's strike.

Can non-members participate?

Yes, every educator in our bargaining unit is invited to participate. Solidarity both with members and nonmembers is critical to our success.

What about our students who need to be fed?

We want those students to be fed and will support that effort. In fact, part of the reason we gave Sept 10th as the strike date is to give parents ample time to make arrangements.

What about special needs students?

We have told CCSD we will support efforts to ensure they are accommodated.

What about other CCSD employees?

We have heard from many employees, including support staff and principals, who support our struggle. Despite their official organization's position, many know that CCEA is right in this cause, and has led the successful effort in Carson City to bring the raises they all will be receiving. No other Union mobilized tens of thousands of people, secured hundreds of millions of dollars, and pushed education to the forefront this legislative session.

Was there a meeting with the Governor?

Yes, along with the Speaker and Majority leader of the Assembly and Senate. They want to resolve this without a strike--as we do. We appreciate their efforts and expect more assistance as the days move forward. But the District must keep their commitment of paying educators.

Will we win?

Cesar Chavez, famous union activist, said, "The people united will never be defeated." It is time for us to stand up to injustice and demonstrate our unwavering commitment to improving the lives of everyone in the Clark County School District.