

CCEA

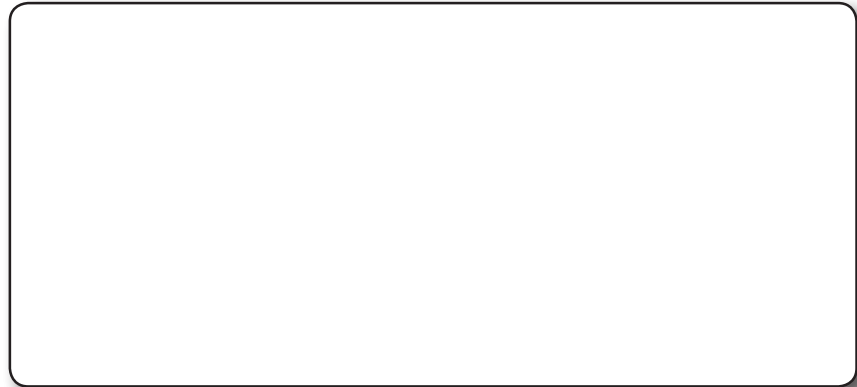
Clark County Education Association

the **union**
of **teaching**
professionals

4230 McLeod Drive | Las Vegas, NV 89121

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Election 2020



NEWSLETTER

** VOTING INSTRUCTIONS ON PAGE 11



2020 ELECTION

** ELECTRONIC ELECTIONS **

Check Your E-Mail for your link to cast your vote!

Online Voting opens at 4pm on
3/20/20 and closes at 11:59pm on
3/21/20.

For your convenience, the CCEA Office
will be open until 7pm on 3/20/20 and
from 8am to 4pm on 3/21/20 for those
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PRESIDENT

The CCEA President shall be the chief executive officer of the Association. The position of President shall be full-time release. A full-time release President is defined as a member who is elected as President, serving full time as President without any responsibilities for the position from which they are being released.

POWERS AND RESPONSIBILITIES

Pursuant to policy, the President shall:

- a. Represent the Association by visiting Clark County public schools in order to meet with CCEA members and address their concerns.
- b. Represent the Association at public, professional, and governmental functions.
- c. Set agendas for Association meetings.
- d. Appoint all CCEA committee members and chairpersons with the consent of the Association Representative Council. All committee members and chairpersons will serve at the pleasure of the President.
- e. Prepare, with the Budget Committee, a budget for submission to the Association Representative Council for adoption.
- f. Sign checks jointly with the Treasurer and/or Vice President.
- g. Serve as a member of the Teachers Health Trust Board of Trustees .
- h. Appoint members to the Teacher Health Trust Board of Trustees (to a maximum of 12 years served consecutively or intermittently).
- i. Serve as an ex-officio member without vote on all committees and ensure that the Standing Committees are meeting to do the work of the Association.
- j. Direct the work of CCEA's Executive Director, in conjunction with the Executive Board, including writing the Executive Director's evaluation.
- k. Perform all administrative duties for Governance, including CCEA Committees, and such other duties as assigned by the Association Representative Council or the Executive Board.
- l. Establish professional relationships with CCSD Trustees and CCSD Superintendent.
- m. Run endorsement process for Federal Candidate.

**CCEA PRESIDENT
(4-YEAR TERM)**

Marie Neisess



My name is Marie Neisess. I'm asking for your vote for CCEA President. We need a strong leader

who will stay focused on the issues that are the most important for educators. I am that leader. I don't make empty promises, promises that I know can't be accomplished without proper funding. Without funding, all promises are empty. We must work together as a team of educators to accomplish some very clear outcomes over the next few years. First, and foremost, will be to garner support for the \$1.2B ballot initiative. I am a coalition builder and I will continue to work with all like-minded people to accomplish what is needed to make our schools and educators flourish. The fight for our profession isn't new, but working together we have changed the landscape of education. We must continue to be bold and win for our profession and our students.

**CCEA PRESIDENT
(4-YEAR TERM)**

Theo Small



We aren't just fighting for educators, we are fighting for the future of Nevada. We need leadership that

holds that tenacity. While VP of CCEA, I helped champion the largest salary increase in recent history, expand the pay scale, and defended our healthcare.

Our collective commitment to progress can bring us new victories. Through my grounded leadership I can unite people. Together, we can reduce class sizes and caseloads, increase pay, improve working conditions, and tackle over-testing.

Throughout my past 30 years in education I've never seen such boundless momentum. I am running to be your next President, because this momentum can't be lost. Teachers across the country have mobilized to advocate for what's right and have triumphed. Join me in the fight to support and protect our profession, strengthen our contract, and collectively grow our union to its fullest potential. Visit <http://theoandnoel.com> for more.

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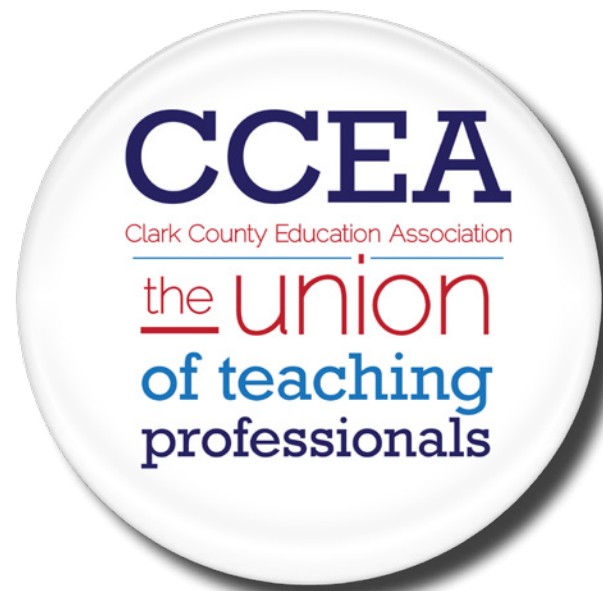
VICE PRESIDENT

The Vice President shall be full-time release. A full-time released Vice President is defined as a member who is elected as Vice President serving full-time as Vice President with no responsibilities for the position from which they are being released.

DUTIES

The Vice President shall:

- a. Act for and on behalf of the Association when the President is unable to perform the duties of that office.
- b. Coordinate the activities and reports to the Executive Board, Association Representative Council, and membership by all committees.
- c. Serve as the Chair of the CCEA Government Relations Committee.
- d. Perform such other duties on behalf of the Association and receive up to ten (10) buyout days per fiscal year as assigned by the Executive Board as per policy and/or the President.



**CCEA VICE PRESIDENT
(4-YEAR TERM)**

James Frazee



Since joining the Executive Board over six years ago, my leadership on key issues has produced

profound changes for our association and our profession. The achievements that I am most proud of are:

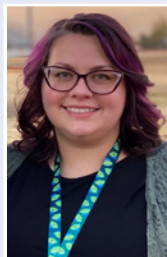
- Saving our health trust
- Raising our pay scale to a competitive level.
- Stopping 70% of your dues money leaving CCEA.
- The ONLY candidate to fight for you, your families and our students in three Legislative sessions.
- The ONLY candidate to testify dozens of times before legislative committees on matters such as: school violence and class and caseload sizes.
- Standing up to the Governor and powerful politicians stating "We will strike" if there is not fair funding, resulting in an additional \$54 MILLION the last weekend of the session!
- The ONLY candidate to have spoken to the school board and superintendent dozens of times on your issues.

I am asking for your vote for CCEA Vice President.

<https://youtu.be/5OnAVIePv14>

**CCEA VICE PRESIDENT
(4-YEAR TERM)**

Noel Kleemann



Like many teachers I wake up thinking of my students, contemplating how to best serve them.

How can we

bolster their success when our class sizes are the largest in the nation, sped caseloads are triple recommended levels, and school nurses, counselors, and psychologists are overwhelmed.

On top of this we function without secured raises or adequate healthcare. We deserve more because we, as educators, shape the future.

I am running for vice president because leadership needs to fight for you full-time, just as we fight for our students.

I want to lead a CCEA that fights...

for positive working conditions at every worksite for policies that keep students and staff safe to recruit and retain quality educators

I am a proud Nevadan, a product of CCSD, the daughter of an educator, and I am prepared to dedicate myself to this work. Visit <http://theoandnoel.com> for more information.

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CCEA EXECUTIVE BOARD

shall consist of fifteen (15) members distributed in the following manner:

1. Four (4) Executive Officers (President, Vice President, Secretary, and Treasurer)
2. Ten (10) Executive Board Members elected from five (5) geographic zones that are roughly equal in CCEA member population. Each zone will elect two (2) Executive Board Members, one with a "Seat A" designation and the other one with a "Seat B" designation
3. One (1) Executive Board Member/Other Licensed Personnel Member elected by their peers.

ALL ELECTED MEMBERS TO THE EXECUTIVE BOARD ARE VOTING MEMBERS.

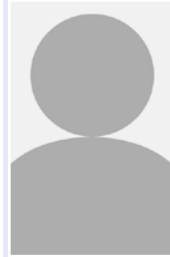
POWERS AND RESPONSIBILITIES

Executive Board Members shall:

- a. Attend all Executive Board meetings
- b. Attend all Association Representative Council meetings
- c. Make necessary communications with Association and SOT Representatives in their own geographic zone at every ARC meeting
- d. Manage the affairs of the Association, including making CCEA political endorsements for local, state, and federal candidates who appear on the ballot in Clark County
- e. Review and approve expenditures, including political contributions to political candidates who have been endorsed by the Association
- f. Oversee the implementation of policies established by the Association Representative Council and Executive Board
- g. Suggest policies to the Association Representative Council for consideration
- h. Retain legal counsel as deemed necessary
- i. Attend annual Member Assembly Meetings and General Membership Meetings
- j. Foster relationships with State Legislators
- k. Foster relationships with School Board of Trustees
- l. Review the performance of the CCEA President and Vice President every 6 months and provide the President and Vice President feedback, which may include censure, with a majority vote for failing to carry out the responsibilities listed in Article IV, Section 5-A-1.
- m. Perform such other duties as assigned by the Executive Board, Association Representative Council or other duties designated in the Executive Board policy.
- n. Run endorsement process for Federal Candidates.

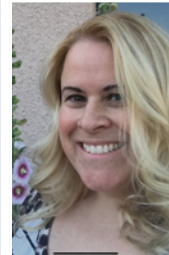
CCEA EXECUTIVE BOARD SEAT 1B (4-YEAR TERM)

Matthew Kranz



CCEA EXECUTIVE BOARD SEAT 2B (4-YEAR TERM)

Elizabeth Adler



Elizabeth Adler has been a member of CCEA since 1998. She began at Cashman Middle School as an ELL

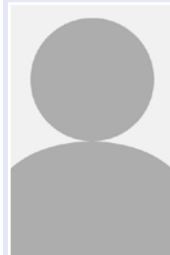
and Spanish teacher. Over the next 19 years she opened Marvin Sedway MS, Del Sol HS and Sunrise Mountain HS. Finding her calling as an advocate of second language learners, she became an itinerant ELL Specialist (OLP) for 9 years and served 12 schools. She created a newcomer academy for ELL and refugee students. She now serves on the SOT, as a DC and teaches Spanish at Sunrise Mountain High School.

She became a vocal advocate for ELL Specialists prior to CCEA's recognition of OLPs. She met with Association leaders to explain the unique needs of OLPs regarding seniority, surplus, benefits, and evaluations.

If elected, Elizabeth will continue to support schools and advocate for teachers as an Executive Board member.

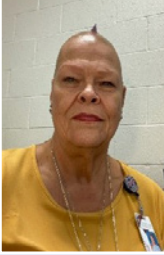
CCEA EXECUTIVE BOARD SEAT 3B (4-YEAR TERM)

Vacant



**CCEA EXECUTIVE BOARD
SEAT 4B
(4-YEAR TERM)**

Sandi Kendall



I've been with CCSD for 10 years. It's time for me to give back to my colleagues. It would be my honor to serve on the CCEA board.

**CCEA EXECUTIVE BOARD
SEAT 5B
(4-YEAR TERM)**

Jason Marshall-Lang



Jason Marshall-Lang is proud to be a Teacher and has a passion for education. He raised his

family of five children where each of them completed their education through the public schools. Jason spent years as a private sector business owner. His background in business, together with his Master of Education Degree in Educational Leadership make him a qualified candidate for seat 5B of the CCEA Executive Board.

Jason has been a member of CCEA since his first year with CCSD in 2014. He didn't hesitate when asked to volunteer as a union building representative and he welcomed the opportunity to volunteer at the CCEA new teacher orientation.

Since 2014, Jason has been "all-in" as he spent his first years teaching in valley behavior schools. He plans to continue to be part of the solution and, if elected, will be a devoted Executive Board member of CCEA and education advocate.

**CCEA EXECUTIVE BOARD
OLP
(4-YEAR TERM)**

Jordan Wenger



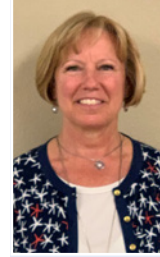
To all CCEA Other Licensed Professionals— My name is Jordan Wenger. I am a fourth year School

Psychologist running for the OLP Executive Board seat. I have been a union member since day one. I actually committed to this organization as an intern, signing my membership agreement before my official contract. Since joining, I have taken numerous leadership roles. I helped facilitate the very first PDs with the Nevada Collaboratory that rolled out the new PGS. I became an Association Representative for my job class almost 3 years ago, and also serve on the OLP council. I co-wrote/facilitated the first OLP-centered professional development course for the Collaboratory called Fostering Resiliency.

I realize that the work of our profession never stops. I have chosen to advocate for students during the day, and continue my work advocating for OLPs...

**CCEA EXECUTIVE
BOARD OLP
(4-YEAR TERM)**

Tamara Duff



My name is Tamara Duff and I am running for the OLP Seat on CCEA Executive Board. I've been a school

nurse and union member since 1996. I have worked at all grade levels. I interact regularly with licensed and unlicensed personnel as well as students and their families.

I have attended all CCEA Executive Board, Association Representative Council, and Other Licensed Personnel Council meetings. I am not afraid to voice my opinion to advocate for the best interests of other licensed personnel. I have worked hard to raise awareness that OLPs are a distinct entity within licensed personnel who have differing needs that need to be supported by CCEA.

With my various experiences within CCSD, I believe I have the experience, outreach, and commitment to represent the other licensed personnel groups. Please vote for me for Seat OLP.

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GR COMMITTEE

The affairs of GR Committee shall be governed and managed by a five (5) member Committee, all of whom shall be contributors to CCEA GR Committee and shall consist of the following:

- a. The Vice President of CCEA;
- b. Four (4) members elected by a plurality and at-large by and i) from CCEA GR Committee contributors.
- c. There shall be three (3) ex-officio members, one (1) CCEA President; two (2) shall be the CCEA Executive Director or designee and three (3) a member of the CCEA Executive Board, appointed by the CCEA President

COUNCIL DUTIES

- a. The Committee shall meet at least one (1) time during odd numbered years and a minimum of three (3) times or more as needed during even numbered years to conduct business.
- b. The Committee shall act upon their recommendation for endorsements by informing the CCEA Executive Board of the recommendations.
- c. The Committee shall review recommendations and rationale for endorsements(s) and shall share recommendations directly to the CCEA Executive Board.
- d. The elected Committee members at their discretion may create subcommittees. Subcommittees may include: one (1) Nevada Senate and Assembly, two (2) Nevada Constitutional Offices, three (3) Clark County School District (CCSD) Board of Trustees and four (4) local offices including County, City, Municipalities and Judges. If the committee elects to create subcommittees, the Chair has the authority to create a subcommittee of six (6) additional members who contribute to the GR Committee Fund to carry out the work of that subcommittee. The subcommittees chair will be in charge of organizing a schedule, carry out interview including candidate communications, and coordinating with the whole Committee on recommendations.
- e. The Committee authorizes the Chairperson to use a phone polling system to obtain the Committee's votes only in an emergency situation or if a quorum cannot be present for recommended endorsements and the expenditure of GR Committee funds. The issue and voting results must be ratified by the Committee at its next meeting.
- f. The Committee shall develop a questionnaire with input from the Executive Director.
- g. The Committee shall establish procedures for the disbursement of its funds. All recommendations go to the CCEA Executive Board for approval and disbursement.
- h. The Committee may hold an Annual Meeting of all GR Council contributors for the purpose of providing an account of its activities.
- i. The Committee shall provide a written report establishing candidate support.
- j. The Committee shall submit an annual accounting of all contributions to endorsed candidates to the CCEA Executive Board, Contributors and Members.
- k. The Committee shall adopt such Policies and Operating Procedures as it deems necessary for the effective performance of its duties

GR COMMITTEE

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Jay Fair



My name is Jay Fair and I am asking for your vote for the CCEA Government Relations Committee. I have been

an educator and active in the union for my entire professional career. I have a desire to serve my community in as many avenues as possible.

I was recently appointed to serve as a member of the Nevada Department of Education's Commission on Professional Standards. My work on this Commission will allow me to speak more directly with those seeking an endorsement about the impact that the legislation that is passed or will be passed.

If elected to the GR Committee, I will responsibly unite educators for effective citizenship with persons who are friends of education for the state legislature, educational and local offices. I look forward to serving on this committee to accomplish the work of CCEA.

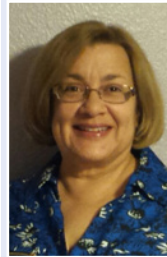
Michael Jahn



Hello, my name is Michael Jahn and I am running for a seat on the Government Relations Committee.

If we have learned anything from twenty straight years of Republican governors, it's that blind allegiance to one party is unwise. I will work to maintain good relationships with politicians that believe in our issues and oppose those that stand against us; regardless of their political party. For too long teachers have been beholden to one party and that party has taken us for granted. Those days are over. Moving forward, politics needs to be about building relationships around our issues and on our terms. Now that we have thrown off the shackles of a dying state organization, we are positioned to become THE powerhouse in the State of Nevada on the issue of education. I would appreciate your vote to help build on the successes of our recent past. Thank you.

Wanda Keith



Good evening, My name is Wanda Keith. I am running to be a member of the GR

committee. This position is very important to the success of our educational system. It is crucial to our union to form relationships that are beneficial to our cause. We must be very careful about who we give our union resources to.

I understand how important it is to screen candidates and policies which can make or break our organization. I am experienced, dedicated, and determined to represent the union effectively and efficiently.

Paul Kleemann



Too many times laws are passed that negatively impact our classrooms. This trend needs to stop! Too

long has Las Vegas been disproportionately impacted by politicians disconnected from education. Educators are the experts and we deserve to have a committee that will support us and deliver our message on education to Nevada's elected leaders.

The Government Relations committee is on the forefront of bringing issues from the classrooms to the dockets of Carson City. It is time that we build a committee that will educate legislators and hold them accountable for their decisions that divest in Nevada's education. Education is a non-partisan issue and during my involvement with CCEA we have been focused on the issues at hand, not party lines. I am Paul Kleemann and I WILL be the educator to grow this committee and push for legislators to be held accountable for their impact on educators.

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All active members will receive an email to their personal/work email with a link to cast their vote. Voting will not be accessible until 4:00 PM on Friday March 20th.

Members who need assistance or access to electronic voting may visit the CCEA office on Friday, March 20, 2020 from 4:00pm – 7:00pm or on Saturday, March 21, 2020 from 8:00am – 1:00pm.

All eligible voters in line at the CCEA office at the close of these voting times will be allowed to vote. Directions below:

1. Click link
2. Enter your CCSD Email as your username
3. Enter the password provided to you in your email
4. Welcome page will indicate that Voting Begins
5. View the explanation of Roles and Responsibilities
6. Vote for the candidates of your choice
7. Review your voting choices
8. Click done to cast your vote

MEMBERS OF THE ELECTION COMMITTEE WILL REVIEW AND VERIFY THE RESULTS OF THE ELECTION AT THE CCEA OFFICE ON SUNDAY, MARCH 22, 2020.

THE CHAIRPERSON OF THE ELECTION COMMITTEE OR DESIGNEE WILL ANNOUNCE THE RESULTS OF THE ELECTIONS AS SOON AS THE RESULTS ARE CERTIFIED. CANDIDATES FOR CCEA OFFICERS, EXECUTIVE BOARD, AND GOVERNMENT RELATIONS COMMITTEE WILL BE NOTIFIED BY PHONE AND/OR EMAIL.

RESULTS OF THE ELECTIONS WILL BE PRESENTED TO THE CCEA ARC FOR RATIFICATION ON TUESDAY, MARCH 24 2020. ONCE RATIFIED, THEY WILL BE POSTED ON THE CCEA WEBSITE.

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