

March 24, 2021

Nevada Senate Committee on Education
C/O Chair Senator Moises Denis
401 S Carson Street
Carson City, NV 89701

**Re: Public Comment for March 24, 2021: Revises provisions relating to large school districts.
(BDR 34-214)**

Thank you, Mr. Chairman, my name is Jim Frazee. I am a classroom teacher in Clark County and I also have the honor of being the Vice President of Clark County Education Association. Today, I am asking you to support SB 224.

Several sessions ago CCEA fought to give educational stakeholders a voice in their schools with the landmark legislation AB469. But as often happens, the implementation of this law has been quite different than what was intended. SB224 clarifies the language to ensure that mandatory bargaining, as defined by statute, is not impaired or ignored.

Every year, hundreds of educators transfer between the 360 buildings in CCSD as the needs of the school change. This process is known as surplus. However, we have seen principals claim a power to supersede contractual law to refuse placement, without reason, to qualified, licensed and effective teachers; an option AB469 never intended to give principals.

Sadly, this was not a one-time incident. Over the last year alone principals in CCSD refused to place 22 qualified, licensed, and effective evaluated educators to instead let these positions go unfilled. All 22 of these qualified educators were women, with over half of them being educators of color. In one instance, one educator was denied reentry into her building on return from maternity leave. The matter had to be resolved through litigation.

Every year large school districts spend millions of dollars to recruit and retain licensed, qualified, and effective educators. Educators will not come to or stay in CCSD if they do not feel they will be treated fairly. School districts must be able to ensure employees that there are safeguards in place to protect them when circumstances beyond their control force good educators out, in lieu of long-term substitutes and the sacrifice of academic needs. It is not a secret that our school districts cannot find or replace qualified experienced educators once they leave, for that reason we must ensure this behavior stops and contractual agreements are abided by. School districts must be allowed to establish procedures, in agreement with their bargaining units to provide fair and equably treatment for their employees. For these reasons, I humbly ask you to support SB 224.

Respectfully,

Jim Frazee, Vice President
Clark County Education Association