

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 and committee members. My name is Marie Neisess, and I am the president of the Clark County Education Association. CCEA represents more than 18,000 licensed professionals in the Clark County School District. We engage and promote bipartisan advocacy for the advancement of educational policy in Clark County and the State of Nevada.

CCEA vehemently supports SB224 and asks for the members of this committee to support this bill. Thank you, Senator Dallas Harris, for sponsoring this bill in addition to listening and addressing our concerns.

CCEA and the Nevada Legislature previously worked hard to pass AB469 to ensure that every stakeholder had a voice in the functioning of their schools. However, due to ambiguity in the language of AB469, we have seen many issues arise after principals refused placement of qualified licensed teachers, many of who were predominantly women and predominantly minorities, without reason. Rather than allowing an effective teacher to fill a vacancy, pursuant to Nevada law, many principals opted to leave positions open indefinitely, sacrificing students' education and sentencing them to a subpar education by long-term substitutes. Last year, a 50-year-old African American teacher, upon medical release from her physician to return to work, was denied placement by the same principal who granted her medical leave despite being rated an effective teacher. Ultimately the teacher was awarded a settlement because of employment discrimination. Teachers on medical leave or temporary leave have been denied placement even though there is a **significant teacher shortage** and in some cases replaced by a non-licensed student teacher. Students are ultimately affected negatively because they do not have access to a qualified and effective teacher.

SB224 works to clarify current language in statute to specifically identify that the authority of principals cannot be construed to affect, impair or mandate a change to any policies, procedures or practices which relate to mandatory subjects of bargaining. Surplus, transfers, reassignments, reductions in force, placements after leaves, licensure, and placements after demotion cannot be unilaterally decided upon if there is a collective bargaining agreement in place.

Since the enactment of AB469, there has been an imbalance of power and an inclination to ignore collective bargaining agreements. You will hear today that SB224 will prevent principals from finding the right people to teach their students. However, of the 22 cases we have recently dealt with, all 22 teachers were experienced, qualified, licensed, and effective female educators. Many were older and at a higher pay scale. Additionally, several minority educators were denied placement per their rights under the contract. The principals filled those positions with substitutes, unlicensed student teachers, or even have

gone so far as to leave those positions unfilled to add to the over 500 vacancies. It is irresponsible to say that all these highly qualified individuals were not suitable for their school. All students have the right to be taught by an effective, qualified licensed teacher.

Respectfully,

A handwritten signature in purple ink that reads "Marie Neisess". The signature is written in a cursive style.

Marie Neisess, President  
Clark County Education Association