CCEA held a special leader meeting regarding the tentative agreement on recruitment and retention Wednesday, June 1, 2022. These are my notes.

Some History for Context

In 2008 we were in a recession. There was a special legislative session one year later in which lawmakers cut a billion dollars from education statewide. At that time, CCSD was demanding concessions to the point where CCEA had to take them to arbitration multiple times. During that period, when there was no money at the state level, the only thing CCEA was able to do was secure steps or column movements (old salary schedule, college credits only). There was no bump in the base salary during this time. It's necessary to note that during this time CCEA was still affiliated with NSEA, not fully independent or in control of all its own resources. From 2010 to 2012, CCEA successfully took the District to arbitration multiple times. In 2014 and 2015 educators received step raises. In the old salary schedule the district had the option of eliminating Column G which they did, limiting veterans to somewhere around $74,000 base salary. In the 2015 legislative session, then governor Brian Sandoval worked with CCEA to pass a very significant commerce tax and help restore K12 funding. This is the point where the salary schedule was changed from college credits only, over to a professional growth model - the PGS. With that transition, CCEA was able to negotiate the base starting salary from about $34,000 to about $41,000, as well as creating a lot of new roads for veterans to reach a salary cap of $91,000. In 2017 to 2018, the Union took the District to arbitration again, and then court when they would not honor the arbitrator's decision. This was done at great cost (about $1.5 million total), and CCEA beat a step raise freeze as well as a refusal to fund health insurance. At this time, our affiliation with NSEA did not help us at all, as NSEA was only concerned with taking most of our resources IE 70% of members' dues money. As the NEA state affiliate, NSEA was supposed to pay the legal fees and provide support, but never did. We disaffiliated from NSEA in 2018 and became fully independent. From that point forward, we have received step and column increases, multiple cost of living adjustments, multiple bonuses, and the list goes on. Decisions and strategy are made on our terms and in our interests.

Executive Director's Update

If you look at our last contract, negotiated for the 2021-22 and 2022-23 school years, it was worth about $210 million dollars and included a 3% living adjustment, two guaranteed step and column raises, differentiated raises for other licensed personnel, additional paid days for SPED, greatly increased extra-duty pay, secured additional funding for THT to ensure long-term stability… *all of that* is still in place! In addition to that standing agreement, $36 million of federal one-time relief money was secured by CCEA for two $1,000 retention bonuses. That's the same type of money being used for the newly announced retention bonuses. It is a one-time pot of money added into AB 495 - "the mining bill" - passed in the 2021 legislative session ahead of the 2021-22 school year. That is the bill CCEA engineered to get new revenue into K12 via a tax on mining. These are two different sources of money in one big bill. The additional $200 million that the state received from the federal government to be used by school districts, is the far more restrictive and limited money within AB 495, and that is the money used for the tentatively agreed $5,000 retention bonuses. Since the legislative session ended in 2021, CCEA has been advocating for CCSD to access that money. This money was not designed to move employee base salaries. It is a limited amount of money, and it is federal dollars which have guidelines and restrictions. It can only be spent in specific ways. This is one-time money, and when it will run out eventually. The guidelines are very clear. The federal relief money cannot be used on the base salary for any employee. The federal funds that cannot be applied toward increasing base salaries *are not* being used to increase the starting pay - that's the other money generated by the mining bill (AB 495). That being said, retention bonuses do fall under this money. If this agreement is adopted by the Trustees, there are still processes that need to be followed by the State before these funds can even be dispersed.

The next thing CCEA tried to do with CCSD was figure out ways to use this one-time money and other permanent money from their general funds for recruitment and retention. There was a survey done to see if the

CCSD salary was competitive in the Western US. Very similar to the assessment done back in 2015, CCSD's starting salary of $43,000 is no longer competitive, and thus requires a very significant increase to attract educators to improve the critical amount of vacancies heading into the 2022-23 school year.

Let's talk about this agreement and what it means on the salary schedule. On the front end, all educators on Column 1 Steps A through E will be moved to Step F ($51,100). The permanent, cyclical money in CCSD's budget, which is increasing due to the mining bill revenue tax, is what will be used to raise the starting salary and deliver any difference in a smaller bonus. What this means is if you move from step A to F you have an increase of over $7,000 – no bonus after that. If you move from step E to F, you only have an increase of $1,420 and will then get a bonus difference of about $3,500 for retention.

The bonus will be dispersed in two payments, one at the beginning of the school year and one at the end. In addition to this, there has been a ninth column added to the salary schedule, and the top pay is now just over $101,000.

Another thing the District agreed to was removing the opt-in requirement on the PGS system. There were many educators that accumulated contact units (CUs) but did not opt-in and were thus unable to get their column movement. The District has agreed to eliminate this requirement moving forward, and also retroactive back to 2019. Educators who this affects are encouraged to submit their work for CUs!

Spring surplus (involuntary transfer) will not be happening next school year. This is an attempt to maintain as much staff stability within each school given the ongoing staffing issues.

A number of people experienced using all their sick days within the last two years. The sick leave pool is virtually out of sick days. Contributions to the sick leave pool can now be increased up to five (5) days annually. The District has extended this to the end of June. Later this month, an arbitration concerning CCEA's grievance over the forced use of sick leave for COVID quarantine is expected to reach a decision.

There is a provision in our contract that educators entering their 29th year, with at least 15 years of service with CCSD, and possessing 100 sick days, can elect to buy out their 30th year for PERS. In our contract, the District has always had the option to eliminate that at any time in a contract year. They told CCEA they could not afford to lose educators during this ongoing staffing crisis and agreed to suspend the ability instead of eliminating it completely. For anybody that just completed year 29 and could be eligible for the one year early buyout, they can still get that. For those that are going into the new school year (around 100 educators) they will also qualify for this buyout.

Effective July 1, 2023, however, there will be a suspension, but not an elimination for two years. This suspension ends July 30, 2025. CCEA got a commitment from the District to discuss in near-future negotiations (next year) addressing how to get more flexibility for educators that don't want to wait the 29 years, but may want to cash out sick leave before then.

Another part of this agreement has to do with the health insurance and specifically the high deductible plan. CCEA asked the District to contribute money into a Health Savings Account (HSA), a provision passed under the Affordable Care Act many years ago. This money is not taxed. The District has agreed to seed HSA money for educators on the high deductible plan in the amount of $500 for individual employees or $1,000 for employees that have families covered by their plan.

Vice President's Message

Jim Frazee, the Vice President of CCEA, thanked building leaders for participating in tonight's call. He asked that if anyone had any questions that were not addressed to please contact him (jfrazee@ccea-nv.org) or CCEA at (702) 733-3063.

Questions and answers

- *Do all employees get the 5k retention bonus?* Employees making over $50,100 will be eligible for the full $5,000 retention bonus.
- *Does that mean if an educator is at Column VIII step J they will be able to move another column or step?* Correct, CCEA successfully secured an additional column and now the top salary is over $101,000.
- *Will we still be getting our steps this year?* Yes, steps will be applied before the provisions of this MOA.
- *For educators not enrolled in a high deductible plan how can they do so to access this money?* Open enrollment is around the corner. This is when you would do it.
- *Are the add on days for SPED staff on the agreement for the upcoming school year?* Nothing has changed, they are still there.
- *What are we doing for safety?* JV had a conversation with our Superintendent and the State Superintendent today about the safety issues. CCEA has asked for an update and report on all things promised, and how they are going in schools. We've also asked what additional resources that state can provide.
- *Why is the bonus broken up into two increments?* The school district is breaking the bonus into two payments in order to ensure educators stay the entrie year.
- *When will we know more about ELAD endorsements for Title 1 schools?* We should have more information soon. The District is putting together a process for reimbursement. More on this later when we have progress.

That's it.
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