

Gaining Independence

Resulting in more power and bigger achievements



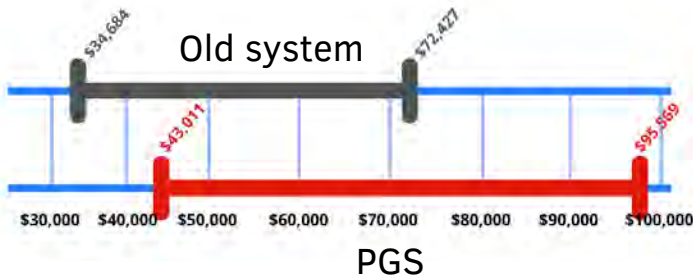
Overview

For years, CCEA has continued to be a local and state force as the only union delivering for educators in Clark County. In 2018, CCEA saw that disaffiliation from NSEA and becoming independent, was critical and since, CCEA has continued to make gains each year in all areas that support and benefit educators. CCEA is the largest educator union in the State and the largest independent teacher union in the country, we have 100% local control and that makes a difference.



In order to ensure CCEA continues to deliver for educators, we know it all starts in Carson City. The legislative gains CCEA makes each year in Carson City, then lead to collective bargaining gains for educators. Because of these legislative and collective bargaining gains, CCEA was able to create the PGS.

Legislative wins> Collective bargaining wins> Educator benefits



Creation of the PGS

Since the Professional Growth System (PGS) was established, nearly 12,000 educators have received column advancements on average of \$5,500 each, a **65% increase** from the previous salary schedule. Additionally, the starting salary for educators is now \$43,011, which is **24% higher** than before the PGS was implemented. The ending salary for educators is now \$95,569, which is **32% higher** than before.

Before the PGS, 8,000 educators were frozen at the bottom of the salary table. Meaning, unless the educator invested an average of \$10,000 to move on the salary table, their salary would not increase. NOW, with an automatic step increase each year, educators who are at the bottom of a column move directly to the adjacent column at step F, allowing for continuous annual advancements.


Prior to the PGS, the average salary advancement was \$1,700. This means that educators who invested, on average, \$10,000 for a salary advancement would be rewarded with a \$1,700 raise. NOW, educators can invest very little money in earning contact units and can increase their annual salary by \$5,681, which is **OVER THREE TIMES** the amount of money in your pocket.

“ *Having a Professional Growth System is important because it gives educators like me the opportunity to transform our teaching practices while also earning a column increase. CCEA provided me resources, time, and amazing support to help make sure I reached all of my goals and expectations. After this cycle I feel much more prepared to start working towards my next one!* ”
-G. Griego

VICTORIES

2018

- CCEA led in getting the first democratic governor elected in 20 years, who ran on a platform of education aimed at increasing educator salaries and adequately funding our schools.
- Arbitration award for salary step, securing a \$1,351 step increase for all educators and a \$50 per month increase in healthcare contributions from the school district.
- Secured a three year contract worth \$68 million. The contract included the district honoring \$5,403 column advancements to all eligible educators.



By a vote of 91%, CCEA represented educators overwhelmingly approved a new three-year contract with CCSD.



CCEA and CCSD Reach \$68 MILLION Deal for Educators

2019

- CCEA was the driving force in the passing of the historic funding plan, the Pupil Centered Funding Plan (PCFP), based on the needs of the students, creating weights to equitably support the learning of all students.
- Supported the passing of AB309, achieving a 3% salary increase across the board for educators, support staff and administrators, as well as allowing for an increase in sales tax to raise revenue directly for pre-k and adult education.
- Settled economic reopener for the 2019-2020 and 2020-2021 school years.
- Secured, at the time, the richest contract in CCEA history worth \$135 million, resulting in:
 - 3% increase across the salary schedule- result of AB309 passing (average salary increase of \$1,976)
 - Step increases for the 2019-2020 and 2020-2021 school years (salary increase of \$1,380 for each year)
 - \$5,530 column advancements for all eligible educators for both the 2019-2020 and 2020-2021 school years
 - \$23.54 per month increase in healthcare premium contributions for the first year; \$24.48 per month increase in healthcare premium contributions for the second year from the district



2020

- During a global pandemic, CCEA collected over 400,000 signatures to pass two ballot initiatives, forcing state legislators to fund education. The first ballot initiative increasing gaming tax, the second to increase the local school support tax.



2021

- CCEA led in the historic PCFP (passed in 2019) being funded. PCFP creates a more equitable system for funding, ensuring Clark County receives their fair share.
- CCEA was the driving force on the passing of AB495, the mining tax bill, creating a tax dedicated to directly funding K-12 education.
- Secured a two year contract worth \$205 million, the largest contract in CCEA history. Resulting in:
 - 3% increase across the salary schedule (average salary increase of \$2,018).
 - Step increases for the 2021-2022 and 2022-2023 school years (salary increase of \$1,421 for each year).
 - \$5,681 column advancements for all eligible educators for both the 2021-2022 and 2022-2023 school years.
 - 40% increase in extra duty pay from \$22 to \$31.50.
 - \$42 per month increase in healthcare premium contributions for the first year; \$25 per month increase in healthcare premium contributions for the second year from the district.
 - The district investing an additional \$15 million toward healthcare.
 - 4 “add on” days for SPED educators who meet IEP compliance.
 - Differentiated salary schedule for OLPs (salary increase of either \$2,841 or \$5,681, depending upon placement).
- Secured \$10,000 nurse COVID incentive.
- Increased school psychologist entry compensation by 2 columns, and secured all currently employed school psychologists to receive \$5,530 column advancement.
- Nevada Supreme Court Victory over NSEA, stemming from the 2018 disaffiliation, resulting in the return of \$4.1 million in dues money back to members.
- Secured districtwide summer school program for all educators who participated in teaching summer school to receive their contracted rate of pay, plus an additional \$750 for educators who did ESY along with summer school.



'Monumental compromise:' Mining tax bill would fund schools

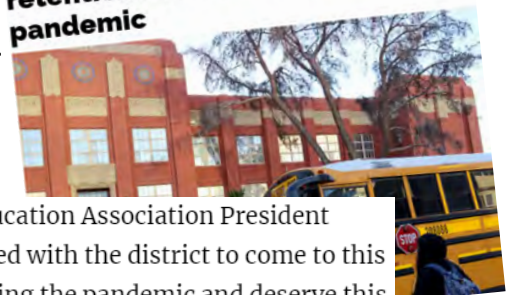



State Supreme Court backs Clark County teachers union in dues dispute

2022

- CCEA pushed to secure the \$2,000 retention bonus.

CCSD to pay employees \$2K retention bonuses amid pandemic



In a statement to the Review-Journal, Clark County Education Association President Marie Neisess said: “CCEA is appreciative to have worked with the district to come to this agreement. Educators have continued to work hard during the pandemic and deserve this extra bonus for their dedication to serving our students.”

When You Need Us, We're There

Not only does CCEA understand the importance of fighting in Carson City and at the bargaining table for educators, but also being there when you need us. Since the 2018 disaffiliation, CCEA has:

- Attended over 2,300 investigatory meetings with members.
- Closed 120 grievances with a positive result on subjects including: initial placement, removal of discipline, changing poor evaluation scores and wages for unpaid time.
- Reduced or removed over 40 suspensions.
- Established staffing procedures for the COVID-19 reopening that enabled hundreds of at-risk educators to remain virtual.



Professional Support

In addition to the creation and implementation of the PGS, CCEA also provides support in a variety of ways that assist educators in earning additional salary increases and ensuring their voices are heard.

Other Licensed Professional Rep Council

The creation of the Other Licensed Professionals (OLP) Rep Council five years ago helped lead the way for a breakthrough in the salary schedule. Beginning in the 2022-23 SY, the differentiated salary schedule will award OLPs with a salary increase of either \$2,841 or \$5,681, depending upon placement.

The OLP Council continues to work hard to make strides in their profession and has:

- Been at the forefront of passing a number of bills that work to establish plans to reduce OLP caseloads.
- Led in the successful \$10,000 Nurse COVID bonus (2021).
- Led in the successful School Psychologist MOA (2021) that increased entry pay by over \$10,000 and secured \$5,530 column advancement.



National Board

During the last five years, CCEA has supported over 896 members with the successful completion of NBCT. Upon completion, educators gain a column advancement of \$5,681 AND a 5% annual salary increase.



School Organizational Team

CCEA led the way on passing AB469, the school organizational bill, that created the SOTs. These teams give educators a voice at their schools around budgeting issues, student achievement plans and how to use resources.



Microcredentials

CCEA created its Microcredential program to make professional learning both convenient and relevant. Specifically important during the pandemic, all Microcredentials are available online and on demand ensuring that educators can continue to learn and move along the salary schedule.

- Nearly 1,800 members have utilized CCEA's Microcredentials to earn a salary advancement.
- CCEA has issued 15,000 FREE contact units to members, saving members up to \$800 in no cost professional development.



"As I worked my way through the Microcredentials, I knew that I had the support and guidance from CCEA to assist with any questions or concerns I had moving forward."
-K. Derflinger

Governance

CCEA President and Vice President along with 12 other rank and file members make up the CCEA Executive Board. The Executive Board is responsible for developing CCEA's mission and vision as well as implementing objectives that win for members. Critical to winning is engaging in member mobilization during Legislative Sessions and contract fights. Building leaders, known as Association Representatives, help mobilize and engage members in these efforts.

In the past two Legislative Sessions and two contract struggles, over 10,000 CCEA members engaged in some way or another in CCEA's significant wins. Members mobilizing and taking action to have their voices heard and their interests met, is the difference. The strength of CCEA is its membership. There is power in numbers and our record shows that.

Interested in getting involved? Email ots@ccea-nv.org



CCEA



Independence Timeline

2016

PGS Creation
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Independence!

2018

Local Control

\$50/ month increase in healthcare premium contributions

Column advancements

\$68M contract

Step increases

3% salary increase + increase in sales tax directly towards pre-k, adult education

Passing of AB309



2019



SB543: The PCFP passes



\$135M Contract

3% salary increase

Column advancements

Step increases

Increase in healthcare premium contributions

Passed IP 1: increase gaming tax

Collected 400,000 signatures to pass 2 ballot initiative petitions (IP)



2020

Passed IP 2: increase local school support tax



PCFP (2019) gets funded

Led in passing AB495

2021

\$205M Contract

3% salary increase

Increase in extra duty pay

Districtwide summer school program paid at contracted rate

\$750 for educators who taught ESY + summer school

Step increases

Increase in healthcare premium contributions

\$10k nurse COVID incentive

Column advancements

Differentiated salary schedule for OLPS

School Psych MOA

4 "add on" days for compliant IEPs

\$2000 retention bonus

NV Supreme Court victory over NSEA \$4.1M

2022



CCEA's "Resume"

ACHIEVEMENTS SINCE INDEPENDENCE



ACCOMPLISHMENTS

2018

- Led in getting the first democratic Nevada governor elected in 20 years, who ran on a platform aimed at increasing educator salaries & funding our schools.
- Secured three year contract worth \$68 million that included; step increases, column advancements and \$50 increase in healthcare premium contributions from CCSD.

2019

- Driving force in the passing of the historic funding plan (PCFP) based on the needs of the students, creating weights to equitably support the learning of all students.
- Supported the passage of AB309, achieving a 3% salary increase across the board & allowing for an increase in sales tax to raise revenue directly for pre-k & adult education.
- Settled economic reopener for 2019-20 & 2020-21 school years (contract worth \$135 million) that included: 3% salary increase, step increases, column advancements and 4% increase in healthcare premium contributions from CCSD.

2020

- Collected over 400,000 signatures to pass two ballot initiatives, forcing state legislators to fund education. The first to increase gaming tax, the second to increase local school support tax.

2021

- Led in the PCFP (2019) being funded, creating a more equitable system for funding ensuring Clark County receives their fair share.
- Succeeded in the passing of AB495, the mining tax bill, creating a tax dedicated to directly funding K-12 education.
- Secured two year contract worth \$205 million that included: 3% salary increase, step increases, column advancements, increase in extra duty pay, "add on" days for SPED educators with compliant IEPs, differentiated salary schedule, increase in healthcare premium contributions both years, \$15 million investment in healthcare.
- Nevada Supreme Court victory over NSEA, stemming from 2018 disaffiliation, resulting in the return of \$4.1 million in dues money back to members.
- Secured districtwide summer school program for all educators who taught summer school to receive their contracted rate of pay, plus additional \$750 for educators who also taught ESY AND summer school.

ABOUT US

As the largest educator union in the State and the largest independent teacher union in the country, CCEA continues to be a local and state force as the only union delivering for educators in Clark County. We have 100% local control, and that makes a difference.

ADVOCACY & REPRESENTATION

Since becoming independent, CCEA has:

- Attended over 2300 investigatory meetings with members.
- Closed 120 grievances with a positive result.
- Had over 40 suspensions reduced or removed.
- Established staffing procedures following the COVID-19 reopening enabling hundreds of at-risk educators to remain virtual.

PROFESSIONAL SUPPORTS

- Creation of PGS (2016) with 1:1 support
- Microcredentials
- OLP Rep Council
- School Organization Teams (SOT)
- National Board Certification
- University Tuition Discounts

SOCIAL

@cceanv

WEBSITE

ccea-nv.org

PHONE

702-733-3063

CCSD EDUCATOR

Since gaining independence from NSEA, each year CCEA has continued to increase benefits each year for our educators. See the average salary increase receipt for educators below.

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2018

Three year contract	\$68,000,000
Arbitration award for salary step	\$1,351
Column Advancement	\$5,403
Increase in healthcare premium contribution	\$50/month

2019

Settled economic reopener	\$135,000,000
3% raise	\$1,976
Step increase	\$1,380
Column Advancement	\$5,530
Increase in healthcare premium contribution	
	(first year)\$23.54/month
	(second year)\$24.48/month

2021

Two year contract	\$205,000,000
3% raise	\$2,018
Step increase	\$1,421
Column Advancement	\$5,681
Increase in extra duty pay	\$31.50
Increase in healthcare premium contribution	
	(first year)\$42/month
	(second year)\$25/month

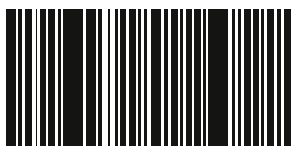
2022

COVID-19 retention bonus	\$2,000
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TOTAL SALARY INCREASE

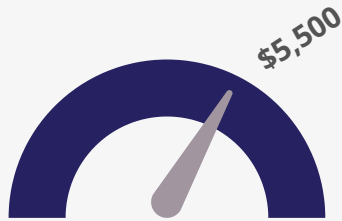
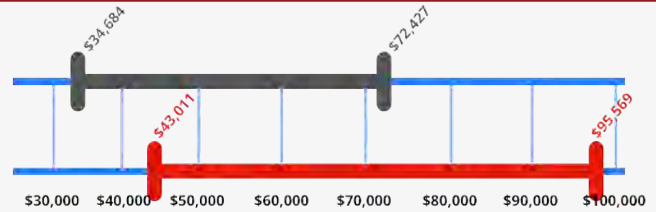
Average educator since 2018 (without a column advancement)	\$9,400
Average educator since 2018 (one column advancement)	\$15,000
Average educator since 2018 (multiple column advancements)	\$20,400



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CREATION OF THE PGS

Since the Professional Growth System (PGS) was established, the starting salary for educators is now \$43,011, which is **24% higher** than before the PGS was implemented. The ending salary for educators is now \$95,569, which is **32% higher** than before.



With the implementation of the PGS, nearly **12,000** educators have received column advancements on average of \$5,500 each, a **65% increase** from the previous salary schedule.

Before the PGS **8,000** educators were frozen at the bottom of the salary table. Meaning, unless the educator invested an average of \$10,000 to move on the salary table, their salary would not increase.

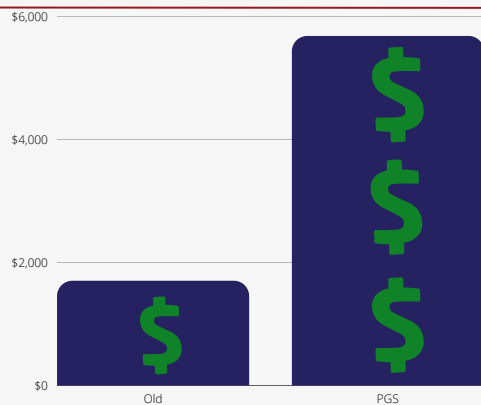
STEP	CLASS A B.A.	CLASS B B.A. + 16	CLASS C B.A. + 32	CLASS D M.A.	CLASS E M.A. + 16	CLASS F M.A. + 32
1	\$ 34,637	\$ 37,945	\$ 38,367	\$ 40,221	\$ 42,087	\$ 44,447
2	38,085	41,942	39,809	41,666	43,541	46,145
3	37,531	39,398	41,256	43,122	44,985	47,844
4	38,985	40,845	42,705	44,589	46,429	49,590
5	40,427	42,291	44,145	45,019	48,883	51,286
6	41,236	43,745	45,596	47,466	50,330	52,954
7	42,557	44,820	47,021	48,917	51,779	54,851
8	45,941	48,501	50,354	52,227	55,239	58,338
9		49,852	51,819	53,675	56,674	60,024
10		51,401	53,289	55,123	58,079	61,417
11		52,722	54,590	56,444	59,029	62,868
12					60,463	64,734
13					61,417	66,029
14					62,868	67,887
15					64,734	69,010
16					66,029	69,010

A red circle with a diagonal slash is drawn over the bottom portion of the table, and the word 'FROZEN' is written in blue below it.

Now, with an automatic step increase each year, educators who are at the bottom of a column move directly to the adjacent column, allowing for continuous annual advancements.

STEP	I	II	III	IV	V	VI	VII	VIII
A	43,011	48,694	54,376	60,058	65,740	71,421	77,103	82,785
B	44,433	50,115	55,796	61,478	67,160	72,842	78,523	84,206
C	45,851	51,535	57,217	62,898	68,579	74,262	79,943	85,626
D	47,273	52,954	58,637	64,318	70,001	75,683	81,365	87,046
E	48,694	54,376	60,058	65,740	71,421	77,103	82,785	88,467
F	50,115	55,796	61,478	67,160	72,842	78,523	84,206	89,887
G	51,535	57,217	62,898	68,579	74,262	79,943	85,626	91,307
H	52,954	58,637	64,318	70,001	75,683	81,365	87,046	92,728
I	54,376	60,058	65,740	71,421	77,103	82,785	88,467	94,148
J	55,796	61,478	67,160	72,842	78,523	84,206	89,887	95,569

A large green checkmark is drawn over the table.



Prior to the PGS, the average salary advancement was \$1,700. This means that educators who invest ~\$10,000 for a salary advancement would be rewarded with a \$1,700 raise. Now, educators can invest very little money in earning CUs to increase their salary by \$5,681, **OVER THREE TIMES** the amount of money in your pocket.

CCEA wants every member to successfully navigate the PGS and receive the column advancement(s) that you work so hard for. We offer exclusive member-only support to help you every step of the way.

MEMBER SUPPORT

- Monthly PGS Support Q&A Sessions
- PGS Support Google Classroom
- 1:1 Support
- Microcredential program to earn FREE CUs





WHEN YOU NEED US
We're There



Advocacy & Representation

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Since gaining independence, CCEA has:

- Attended over 2300 investigatory meetings with members
- Closed 120 grievances with a positive result
- Had over 40 suspensions reduced or removed
- Established staffing procedures following the COVID-19 reopening enabling hundreds of at-risk educators to remain virtual.

Member Representation & Protection include:

- ✓ Representation in investigatory meetings
- ✓ Assistance in grievance processing
- ✓ Assistance in responding to documents
- ✓ Legal access & representation

...and more!



PROFESSIONAL SUPPORT

OLP REP COUNCIL

The creation of the *Other Licensed Professionals (OLP) Rep Council* five years ago helped lead the way for a breakthrough in the salary schedule. Beginning in the 2022-23 SY, the differentiated salary schedule will award OLPs with a salary increase of either \$2,841 or \$5,681, depending upon placement.

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NATIONAL BOARD

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MICROCREDENTIALS

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- CCEA has issued 15,000 FREE contact units for our members, saving members up to \$800 in no cost professional development.



SCHOOL ORGANIZATIONAL TEAM (SOT)

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