



CCEA member & Assemblyman Reuben D'Silva at our April 1st Meeting

Why Jara Has To Go

The lifespan for a school superintendent in a large urban school district is just three years. Jara has had five years now in CCSD to prove himself, and from the very beginning, he's said to judge him not by his rhetoric, but by his record. Well, after five years, it's clear as day that his record is one of abject failure. Over 30,000 students have left CCSD since Jara's hiring.

Student proficiency rates at every grade level are lower than ever. Our education outcomes are among the worst in the nation. Our graduates are not college or career ready. Our schools aren't safe. We have the largest class sizes and caseloads in the country with no end in sight. We have a vacancy crisis and educators are fleeing not only the district, but the profession altogether. There is no accountability in his administration. Educators, parents and the community are fed up.

In a recent survey of CCEA members, 75% said they had "no confidence" in Superintendent Jara, and a poll of the community showed that 71% of likely voters—and 75% of parents—want him to be fired.

Enough is enough. Despite the best efforts of front line educators, with Jara as the Superintendent, CCSD will continue on its downward path. Students will lose and educators will leave the profession. Jara's time is up- he should resign or be fired by the Trustees.



Jara presents to the Nevada Legislature on March 31st

What We Have Fought For

This fight has been years in the making. It's no secret that Nevada's public schools have been chronically underfunded for decades, and we have never had a contract negotiated before the start of the school year. CCEA has been engaged cycle after cycle, supporting candidates who we can work with and building relationships in Carson City to ensure we get the legislative outcomes we need.

The 2023 Nevada Legislative Session has now concluded, and contract negotiations with CCSD are underway. Our fight is one for the dignity, the respect, and the contract that educators deserve. We've been successful so far, but the fight is far from over.

Let us be clear: when it comes to negotiating this contract, if and when CCSD comes to the table demanding concessions from us, the CCEA negotiating team will unequivocally reject them. There is no basis for the district to come to the table demanding concessions.

NOTE: The demands listed are just some of the key economic issues that CCEA's negotiation team has proposed. There are other issues as well.

We are also proposing that any educator who does not want to receive any economic adjustment when a new contract is negotiated can waive their right to receive one. We are proposing this so that any educator who doesn't like what was negotiated can refuse to take the increases.

Nevada Politics and a Track Record of Success

CCEA knows that nothing in Nevada politics happens overnight. To be successful, you have to play the long game. You have to build relationships. You have to be focused on the issues and overcome blind partisanship. You have to be engaged in elections and have the foresight to back candidates who will work with you once elected. You have to be engaged in the legislative process. In summary, you have to use every avenue available to get things done.

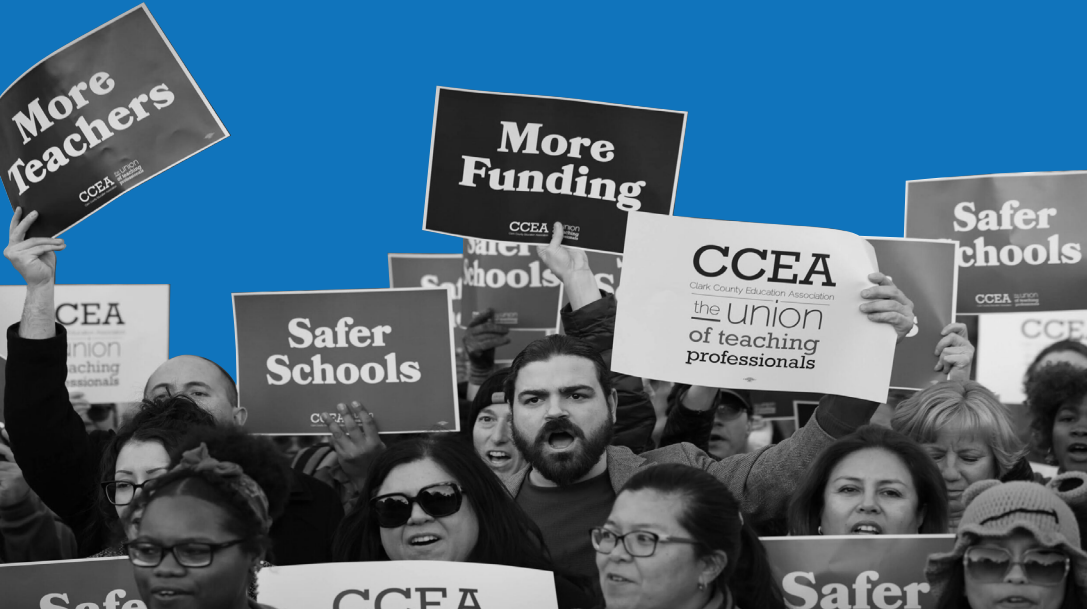
Over the past several election and legislative cycles, that's exactly what CCEA has done in order to advance our agenda, to better public education in Nevada, and advocate for our educators in Clark County.

We've stayed focused on the issues that matter most. We've built relationships with and endorsed lawmakers and elected officials in both parties. We've mobilized our members during elections and legislative sessions. We've advanced ballot initiatives and directly engaged the community about our priorities as an organization.

OUR DEMANDS

CCEA's advocacy in Carson City led to significant funding for CCSD. Accordingly, CCEA believes the district has the funding to meet our following demands:

- A 10% salary adjustment the 1st year & an 8% salary adjustment in the 2nd year for all educators
- An additional \$5,000 salary increase for all educators in Title 1 schools w/ high vacancies & hard to fill positions
- An additional 5% salary adjustment for all SPED educators
- Salary adjustments as a result of compaction issues for all educators affected when the starting salary was adjusted to \$50K
- A sick leave buy back proposal
- An increase to 1½ times your salary for all hours worked after contract time
- A salary adjustment for coaches
- An increase in health insurance premiums to match administrators' levels and an increase in contributions for employees with dependents
- An adjustment to the PGS salary schedule to add new columns & assign educational attainment levels to columns
- Address class sizes & caseloads





CCEA members in Carson City for our 2023 Lobby Day on March 13th



CCEA members attending our April 1st Meeting at the Westgate

AB175—It’s no secret that one of the biggest issues we’re facing in CCSD is a dysfunctional School Board of Trustees, who—as one lawmaker put it—act more like they’re on Desperate Housewives than the professionals focused on student outcomes that we need them to be. Together with the Chair of Assembly Education, Shannon Bilbray-Axelrod, and Republican Assemblyman Toby Yurek, we passed Assembly Bill 175, which will add four non-voting appointed trustees to the CCSD school board who will provide necessary expertise and keep our elected trustees focused on student achievement. These appointments will be made by the Clark County Commission and each of the three large municipalities—Las Vegas, North Las Vegas, and Henderson—and CCEA is already engaged with those respective stakeholders to ensure the right people are appointed to these new positions.

AB428—Nevada is at the center of a nationwide educator shortage. To put it into perspective, we are projected to need 14,000 new educators over the next decade in Clark County alone. We simply won’t be able to overcome that gap unless we start actively producing the next generation of home-grown educators right here in Nevada. That’s why we worked with Assembly Revenue Chair, Shea Backus, to pass Assembly Bill 428, to create a Nevada Teacher Pipeline. Under this legislation, we are going to link K-12 with higher education as a model for workforce development. In CCSD, all 49 high schools will be required to implement full-time Teacher Academy CTE programs with the opportunity for students to intern and earn dual credits. Upon successful completion, those students will automatically be enrolled in an NSHE institution to pursue teaching. Finally, once they’ve graduated and worked for three years in a Nevada public school district, they will have their tuition fully abated.

AB285 and **AB330**—The rise in school violence that we’ve seen in recent years has been unprecedented. Our schools are not safe, and our educators and students alike don’t feel safe on our CCSD campuses. CCEA worked with Assemblywoman Angie Taylor—who we heavily supported in 2022—to move her Assembly Bill 285, and directly with Governor Lombardo to move his Assembly Bill 330. Together, these bills—passed in concert by the legislature—rework and improve upon previously passed restorative justice legislation and will ensure that every bus, every classroom, and every campus is safe for our students and staff by mandating districts to implement a progressive discipline plan that holds students accountable. Importantly for CCEA members, these bills implement a policy of zero tolerance for violent student behavior, including possession of deadly weapons, and empower educators to remove violent or disruptive students from their classrooms.

SB292—We’ve seen a rise in toxic school climates across CCSD, where unaccountable principals are brought in, and, as a result of their failed leadership, educators and staff flee and student performance plummets. That’s why we worked with Sen. Julie Pazina, who we heavily backed in 2022, to pass Senate Bill 292. Along with reinstating a three year probationary period for principals, SB292 also puts consequences in place for principals who are responsible for creating these toxic school climates. Under this legislation, after one year of more than 50% staff turnover and a drop in academic rating, the Area Superintendent is required to provide mentorship to those principals. After the second year, if these issues continue, those principals would be subject to removal.

SB282—After four years of the school district reorganization, we also sought to strengthen SOTs and address the issue of principals not spending their allocated budgets on improving student outcomes, passing over licensed educators in favor of hiring subs to fill vacancies, and hoarding so-called carryover dollars in perpetuity. Working with Sen. Rochelle Nguyen, we passed Senate Bill 282, which gives SOTs voting authority over school budgets and plans of operation and more say over the selection of a new principal in the case of a vacancy; puts guardrails in place around carryover dollars, requiring principals to spend 95% of these funds within 24 months on improving student achievement; and requires the selection of staff to be in compliance with our collective bargaining agreements.



Carson City Accomplishments

In most legislative sessions, it’s all about the money, and ensuring we get as much into education as we can is our focus until the very end—but in 2023, that dynamic was fundamentally different. Even before the 2023 Legislative Session began, it was clear that leaders in both parties were committed to using Nevada’s historic budget surplus to fund education. In his State of the State address in January, Governor Lombardo made a commitment to add \$2.1 billion plus to the education budget, and Democratic Leadership quickly followed up by committing an additional \$250 million on top of that for educator raises.

The confidence this gave us that we’d have a historic education budget and money for salary increases allowed CCEA to pursue an ambitious and aggressive policy-based legislative agenda. Along with his commitment to funding education, Governor Lombardo also said that with investment must come accountability, and we agreed! Thus, increasing accountability at every level of our education delivery system emerged as a key policy theme in Carson City, and CCEA was very successful moving a number of bills to accomplish that goal.

THOSE WHO OPPOSED

While our organization has been laser focused on achieving the outcomes that educators and our students deserve, the same can’t be said of other educational organizations in Nevada. CCEA had a constant presence in Carson City, working with our allies in both parties and the governor to advance the funding that we need—but others have, at best, been asleep at the wheel, and at worst, actively opposed to the legislation we’ve been moving.

Assembly Bill 503, the historic \$12 billion education budget, and Senate Bill 231, Senate Majority Leader Nicole Cannizzaro’s legislation to earmark \$250 million for educator salary increases are complete game changers for Nevada public education. We’ve never seen funding like this before in the history of our state, and CCEA’s advocacy was absolutely critical to getting them passed. CCSD, NSEA, NEA-SN, the principals and support staff unions, and charter schools, however, all either opposed or failed to advocate for additional funding for K-12 and specific funding for educators’ raises. We cannot forget the role these organizations played. They did not help advance funding for education or educators. As in previous legislative sessions CCEA has been the sole organization helping to acquire additional funding for our students and educators.