

**MEMORANDUM OF AGREEMENT BETWEEN THE
CLARK COUNTY SCHOOL DISTRICT AND THE CLARK COUNTY EDUCATION
ASSOCIATION REGARDING DISBURSEMENT OF FUNDS FROM SENATE BILL 231**

This Memorandum of Agreement (Agreement) is entered into between the Clark County School District (District) and the Clark County Education Association (CCEA), collectively referred to as the Parties.

The Parties agree as follows:

1. In their 2023–2025 collective bargaining agreement, the District and CCEA have agreed to provide licensed bargaining unit employees with supplemental pay to be funded from the Senate Bill (SB 231) monies to be received from the State. The primary intent of these benefits is to help fill hard-to-fill and special education (SPED) positions and replace the 1.875% increase in the employee portion of the Public Employee Retirement System (PERS) contribution.

2. The Parties recognize that the actual cost of the supplemental pays for hard-to-fill and SPED positions is difficult to project given the variable employee population and may be more than the amount of the SB 231 funds the District receives from the State for CCEA.

3. The Parties agree to monitor the actual cost of the supplemental pays for the incremental 1.875%, hard-to-fill and SPED positions during the 2024–2025 school year by reviewing the reporting requirements the District is obligated to submit to Department of Education under the provisions of SB 231.

4. To address the uncertainty over the costing of the supplemental pays for hard-to-fill and SPED positions, for the 2024–2025 school year, the parties agree that the District’s funding obligation for these SB 231 funded supplemental pays shall be limited to the amount of the SB 231 monies the District receives from the State for CCEA. The Parties agree the incremental 1.875% pay will continue through June 30, 2025, and will be considered in the calculation of the full exhaustion of SB 231 allocated funds. Unless the State provides the District with additional monies to specifically fund these supplemental pays in full, once the SB 231 funds received from the State are exhausted, the District shall cease any future payments of the SB 231 funded additional pays for hard-to-fill and SPED positions for the remainder of the 2024–2025 school year.

5. Nothing within this Agreement supersedes the terms and conditions in Article 41 of the 2023–2025 Collective Bargaining Agreement between CCSD and CCEA.

6. The Parties agree that only the positions listed on Attachment A are eligible to receive the supplemental funding for the hard-to-fill and SPED positions.

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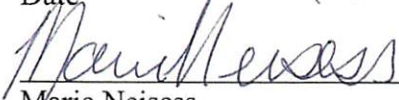
CLARK COUNTY EDUCATION
ASSOCIATION



John Vellardita
Executive Director

3/28/24

Date




Marie Neisess
President-CCEA

3/28/24

Date

CLARK COUNTY SCHOOL DISTRICT



Dr. Brenda Larsen-Mitchell
Interim Superintendent of Schools

3/28/24

Date



Evelyn Garcia-Morales
Board of Trustees, President

3/28/24

Date



Lisa Guzman
Board of Trustees, Clerk

3/28/2024

Date

ATTACHMENT A

I. SB 231 Funding - TITLE 1 SCHOOLS WITH 5% OR MORE VACANCIES AS OF May 31, 2024

A. Qualifying Positions - only these positions that are located within a school.

NOTE - these positions qualify regardless of funding source, as the increase is covered by SB 231 funds

- Teacher;
- Learning Strategist;
- Librarian;
- Language Learning Strategist;
- Magnet Program Strategist;
- Magnet Recruiting Coordinator;
- Project Facilitator;
- School Mental Health Professional;
- Social Worker;
- Instructional Facilitator;
- Theme Coordinator; and
- Counselor

II. SB 231 Funding – SPECIAL EDUCATION

B. Qualifying Positions - only these positions that are located within a school*

NOTE - these positions qualify regardless of funding source, as the increase is covered by SB 231 funds

Description	Human Resources (HR) Title	HR Coding
Self-Contained and Resource Room	ECSE Autism-KIDS (KIDS)	C6041
	AUTISM	C6040
	Functional Life Skills (FLS)	C6320
	Life Skills (LIF)	C6330
	PACE/POST	C6100P
	SDC	C6072
	SDC-ED	C6095
	SDC-LD	C6075
	SLD	C6070
	STAR	C6090
	SPCH & LANG IMPAIR	C6110
	DHH Classroom Teacher	C6010

General Resource Room	GEN RR HS	C6051
	GEN RR MS	C6052
	GEN RR ELEM	C6050
	Gen RR School Based	C6055
Early Childhood Pre-Kindergarten	ECSE-CO-NVR	C6030N
	ECSE-Co-Title	C6030T
Special School Adapted Physical Education & Adapted Physical Ed	ADAPT PHYS ED	C6000
Deaf and Hard of Hearing Itinerant Teachers of the Deaf	Teacher of the Deaf (TOD)	C6010
Early Childhood Special Education	EAR CHLDHD SP ED (ECSE)	C6030
	EARLY CHILD INCLU (ECI)	C6032
	ECI/ECSE	C6033
	ECSE-CO-CDC	C6030C
	SPCH/LANG ECSE	C6111
Vision Teacher, Teacher of the Visually Impaired Audiology Special Education Specialist Vision Teacher, Orientation and Mobility Specialist Homebound Special Education teacher Homebound Teacher Homebound Teacher, Online Teacher	Teacher of the Visually Impair	C6120
	AUDIOLOGY K-12	C8190
	ORIENT/MOBIL SPEC	C8300
	HOMEBOUND SDY	C8162
	HOMEBOUND SDY	C8163
	HOMEBOUND SDY	C8164
	FAC SP ED	C8130
Special Education Instructional Facilitator (SEIF)**		

* If any of the personnel under the Special Education SB 231 qualifying positions work in a Title 1 school with 5% or more vacancies (SB 231 Title 1 schools) as determined in accordance with the Collective Bargaining Agreement, they will receive both the \$5,000 for Special Education and \$5,000 for Hard-to-Fill.

** If a SEIF works in more than one school, all schools in which the SEIF works must be on the SB 231 Title 1 schools list to qualify for the additional \$5,000 for Hard-to-Fill.

NOTE - If any licensed personnel leave a qualifying position or qualifying school, their additional pay will cease at that time.