

Potential Licensed Educators Strike

Background Information

On Friday, August 23, 2019, the Clark County School District (CCSD), in a negotiation session with the Clark County Education Association (CCEA), proposed a two-year agreement that would provide additional compensation to all licensed educators based on the additional biennial funding approved by the Nevada Legislature in June 2019. The offer included a three percent (3%) increase in pay effective 2019-2020, step increases for all eligible licensed educators in both 2019-2020 and 2020-2021, and a four percent (4%) increase in CCSD's contribution to each licensed educators health insurance costs. The proposal amounts to approximately \$69 million in additional compensation and benefits for licensed educators. In addition, an offer was made for a one-time payment equal to the column movement increase to all employees that qualify under the Professional Growth System (if the District can find the funds and if the parties commit to replace the System). CCEA has rejected the proposal and called for a strike to commence on September 10, 2019, unless there is a change in CCSD's offer. CCSD has offered to move to mediation with CCEA regarding this matter to provide additional options in an effort to resolve these issues.

Frequently Asked Questions

1. Is a licensed educator strike legal in the State of Nevada?

Answer: No, as prescribed in Nevada Revised Statutes (NRS) 288.230, a strike against a local government employer, which includes CCSD, is illegal. In addition, Article 23 of the Negotiated Agreement between CCSD and CCEA affirms an agreement not to strike, stop work, or cause a slowdown of the operations of CCSD.

2. Is a licensed educator participating in a strike on unapproved (Absent Without Leave) leave?

Answer: Yes, if a licensed educator participates in a strike, the absence on the strike day(s) will be unapproved (Absent Without Leave) and without pay.

3. Can CCEA choose arbitration proceedings with CCSD in lieu of a licensed educator strike?

Answer: Yes, CCEA can choose arbitration proceedings in lieu of a licensed educator strike. A negotiation dispute may be submitted to an arbitrator subject to certain requirements under NRS.

4. If a licensed educator participates in a strike, can the licensed educator be disciplined?

Answer: Yes, as prescribed in NRS 288.230, a strike against a local government employer, which includes CCSD, is illegal; therefore, a licensed educator who participates in a strike may be disciplined.

5. If a licensed educator participates in a strike, can it negatively impact the licensed educator's evaluation?

Answer: Yes, as prescribed in NRS 288.230, a strike against a local government employer, which includes CCSD, is illegal; therefore, the evaluation of a licensed educator who participates in a strike may be negatively impacted.

6. Can a licensed educator engage in efforts to promote a strike during the contractual workday?

Answer: No, as prescribed in NRS 288.230, a strike against a local government employer, which includes CCSD, is illegal; therefore, a licensed educator cannot engage in efforts to promote a strike during the contractual workday.

7. If a licensed educator feels uncomfortable due to other licensed educators pressuring them to participate in a strike, can the licensed educator share this information?

Answer: Yes, if a licensed educator feels uncomfortable due to other licensed educators pressuring them to participate in a strike, the licensed educator may share this information with their direct supervisor.

8. If a licensed educator participates in a strike, will it affect their seniority in CCSD?

Answer: No, if a licensed educator participates in a strike, their seniority in CCSD will not be impacted.

9. If a licensed educator participates in a strike, is there an impact to their Nevada Public Employee Retirement System benefits?

Answer: Yes, if a licensed educator is on an unapproved day off (Absent Without Leave), there will be a reduction in their Nevada Public Employee Retirement System earned service credit.

10. If a licensed educator participates in a strike, is there an impact to his/her benefits, including health insurance?

Answer: Yes, if a licensed educator is on an unapproved day off (Absent Without Leave) and has dependents, the licensed educator will need to make arrangement with the Teachers' Health Trust to pay the amount normally deducted from his/her salary for contributions.

11. If a licensed educator participates in a strike, is there an impact to a preparation period buyout and/or stipend, including but not limited to Zoom, Victory, and the eight Innovative Middle Schools?

Answer: Yes, if a licensed educator is on an unapproved day off (Absent Without Leave), there may be an impact to the licensed educator receiving compensation from a preparation period buyout and/or stipend, including but not limited to Zoom, Victory, and the eight Innovative Middle Schools.

12. Can a licensed educator utilize CCSD resources related to a strike?

Answer: No, all CCSD resources are to be utilized to support our students and the work of the school district. Therefore, any use of email, phone, copiers, or any other resources, is prohibited and use could result in discipline.

13. Can a licensed educator participate in the strike during the school day and return to work for their extracurricular activities position (advisor, coach, tutor, etc.)?

Answer: No, if a licensed educator is on an unapproved day off (Absent Without Leave), they may not return to school to advise, coach or support extra-curricular activities.

###