

We are providing an update regarding the status of the negotiations with all bargaining units which will provide pay increases to all employees of the Clark County School District (CCSD or the District). The implementation of committed dollars by the Governor and Nevada State Legislature has been a top priority of the Board of School Trustees and CCSD administration, and internally had been a goal to go into effect by the start of the school year.

CCSD participated in a negotiation session Wednesday, August 14, 2019, with the Clark County Education Association (CCEA). During this session, CCSD proposed a two-year agreement that would provide additional compensation to all licensed employees based on the additional biennial funding approved by the Nevada Legislature in June. This offer includes:

- 3% increase in pay in 2019-2020
- step increases for all eligible employees in both 2019-2020 and 2020-2021
- 4% increase in the CCSD contribution to the medical plan in both 2019-2020 and 2020-2021.

The District is prepared to submit this offer to the Board of School Trustees at the August 22, 2019 meeting.

The CCSD team has also been meeting with the Clark County Association of School Administrators and Professional-Technical Employees (CCASAPE) and the Education Support Employees Association (ESEA) and has provided a verbal financial offer to both bargaining units that matches the above mentioned CCEA proposal. In addition, the CCSD negotiation team has been meeting with the Police Officers Association of the Clark County School District (POA) and the Police Administrators Association of the Clark County School District Police Department (PAA). The District has verbally discussed the same financial proposal with both the POA and PAA.

CCSD is prepared to move forward immediately with the pay increases promised. The District will further provide a written proposal with the same financial aspects offered to CCEA for CCASAPE, ESEA, POA and PAA for approval at the next scheduled negotiating session.

This is the most significant increase in compensation and benefits proposed for our employees by the District in over a decade. It is the hope of CCSD that all bargaining units will accept this financial proposal and allow the District to provide the additional financial compensation to all of our employees that was funded during the legislative session and promised to our employees.