MASTER AGREEMENT

between

CHURCHILL COUNTY EDUCATION ASSOCIATION

and the

CHURCHILL COUNTY SCHOOL DISTRICT

2026 - 2027

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WHEREAS CLAUSE:

This agreement is made and entered into by and between the Churchill County School District in the City of Fallon, County of Churchill, State of Nevada, and the Churchill County Education Association, this 26th day of January 2022.

WHEREAS, the Churchill County Board of Education in the City of Fallon, County of Churchill, State of Nevada and the Churchill County Education Association, the parties to this agreement, recognize and declare that providing the highest standards of education for the children of the District is their mutual aim and that the character of such education depends on the quality and morale of the teaching staff, and,

WHEREAS, the Board of Trustees is the duly elected governing body of the District, with powers as delegated by the laws of the State of Nevada, to formulate programs and policies for the operation of the District to be directed through their designated representative, the Superintendent of Schools, and,

WHEREAS, the members of the teaching profession are qualified to assist in the improvement of educational standards, and,

WHEREAS, a free and open exchange of views is desirable and necessary by and between the parties hereto in their efforts to negotiate in good faith with respect to wages, hours, and conditions of employment in accordance with Nevada Revised Statutes, and,

WHEREAS, the members of the teaching staff in the District have the right to join, or not to join, any organization for their professional or economic improvement:

NOW, THEREFORE, IT IS AGREED:

ARTICLE I- DEFINITIONS

1-1 The term Chapter 288 as used in this agreement shall refer to Chapter 288 of the Nevada Revised Statutes and subsequent revisions, also known as the Local Government Employee-Management Relations Act.

1-2 The term "Teacher" as used in this agreement shall refer to all licensed staff members eligible for membership in the Churchill County Education Association. All licensed teachers are entitled to all rights and benefits afforded under this agreement except where stated. *(2015)*

1-3 The term "School Trustees" or "Board" as used in this agreement shall mean the Board of School Trustees of the Churchill County School District and is the entity known as the Local Government Employer in Chapter 288, Nevada Revised Statutes.

1-4 The term "Association" as used in this agreement shall mean the Churchill County Education Association, and is the entity known as the Employee Organization in Chapter 288, Section 6.

1-5 The term "School District" or "District" as used in this agreement shall mean the Churchill County School District.

1-6 The term "Superintendent" as used in this agreement shall mean the Superintendent of Schools of the Churchill County School District or a designated representative.

1-7 The term "School Trustee" and "Association" shall include authorized officers, representatives, and agents. Despite references herein to School Trustee and Association as such, each reserves the right to act by committee or designated representatives.

1-8 The term "School Year" shall be defined in accordance with NRS 388.080 (1) which states"... the public school year commences on the first day of July and ends the last day of June."

1-9 The term "Contracted School Year" as used in this agreement shall mean the period of time of the first contracted day in the fall to the last contracted day in the spring.

1-10 The term "EMRB" as used in this agreement shall mean the Local Government Employee-Management Relations Board, as provided in Chapter 288, Nevada Revised Statutes.

1-11 The term "Agreement" refers to the name of this document being the "Master Contract" between the Churchill County School District and the Churchill County Education Association.

1-12 The term "Day" as used in this Agreement shall mean a working school day unless expressly declared to be calendar days.

1-13 The term "Immediate Family" as used in this Agreement shall mean the employee's parents, spouse, children, brothers, sisters, grandparents, great-grandparents, uncles, aunts, nephews, nieces, grandchildren, great-grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandfather-in-law, grandmother-in-law, great-grandfather-in-law, great-grandmother-in-law, uncle-in-law, aunt-in-law, brother-in-law, sister-in-law, nephew-in-law, niece-in-law, granddaughter-in-law, grandson-in-law, great-grandson-in-law, great-granddaughter-in-law, step-parents, step-children, foster parents, and foster children.

1-14 "Seniority" will be defined as district seniority, as noted in Article 17-2-5. *(2025)*

1-15 The term position will refer to any licensed job opening in Churchill County and will be filled by a regular contract. *(2014)*

ARTICLE II - RECOGNITION

2-1 The School Trustees have recognized the Association as the exclusive representative, for all collective bargaining purposes set forth in NRS 288, of all licensed personnel as defined in Article I, 1-2 and has received: (a) a copy of its constitution and bylaws, (b) a roster of its officers and representatives, (c) a pledge not to strike as required in NRS 288.160, and (d) a list of Association members certified by the Association. However, the Association shall not include the following: the Superintendent, other licensed members of the Administrative Staff, Assistant Superintendents, Principals, and Vice-Principals.

2-2 All rights and privileges granted to the Association under the terms and provisions of this Agreement shall be for use of the Association subject to the exceptions of Chapter 288, Section 9, Subsection 2, or as amended, which states: "The recognition of an employee organization for negotiations, pursuant to this chapter does not preclude any local government employee who is not a member of that employee organization from acting for himself or herself with respect to any condition of his or her employment, but any action taken on a request or in adjustment of a grievance shall be consistent with the terms of an applicable negotiations agreement, if any."

2-3 The Association recognizes that it represents all members in the bargaining unit, with respect to the Master Agreement only, and has the same obligation to provide representation as relates to the Master Agreement without discrimination as to whether they are members of the Association.

ARTICLE III-NEGOTIATIONS

3-1 Place of Meeting:

All meetings will be held in a conference room at the Administration Building at 690 South Maine Street, Fallon, Nevada, or at such other locations as maybe mutually agreed upon.

3-2 Meetings will be held by mutual consent. If meetings are held during school hours, no member of either team shall be subject to a salary deduction because of attendance at such negotiating meetings. *(2015)*

3-3 Records:

Each party shall have the right to record all sessions in any manner appropriate. *(2011)*

3-4 Open vs. Closed Sessions:

All sessions shall be closed except by mutual agreement to the contrary.

3-5 News Releases:

News Releases shall be issued concerning negotiations by mutual decision of the parties. If an impasse is reached, this restriction shall not apply.

3-6 Agenda:

A tentative agenda will be discussed at the close of each meeting. Items will not be considered for discussion other than those listed unless by mutual agreement of the negotiating panels.

3-7 Caucuses:

Either party may call a caucus at any time.

3-8 Reports to Superiors:

Both the Churchill County School District negotiating team and the Churchill County Education Association negotiating team retain the right-to report progress of negotiations to the licensed personnel of the school district and to the Board of School Trustees.

3-9 Panels:

Each negotiating team or panel may consist of people of their own choosing, with names added or deleted at any time. *(2022)*

3-10 Consultants:

A consultant is not considered a part of or representing the negotiating panel and shall be consulted during negotiations only with respect to facts, information, and specific points when called upon. Whenever possible, a negotiating panel using the services of a consultant shall give the other party such advance notification as is possible of the attendance of a consultant at the next scheduled meeting and the reason for said consultant's presence.

3-11 Chairperson:

Each negotiating panel shall designate its chairperson at the first or initial meeting of the negotiating process. However, anyone may speak.

3-12 Tentative Agreement:

Both parties shall sign each tentatively "agreed to" item. Signing will be done by the chairman of each respective team and signature by the chairman will represent panel support of the article tentatively agreed to.

3-13 Notices:

All correspondence pertaining to negotiations shall be sent to the following:
CCSD - Chief Negotiator
CCEA- Chief Negotiator *(2011)*

3-14 Presentation of Proposals:

The initial meeting will be set to establish a procedure for the presentation of proposals by both parties and ground rules.

3-15 Money Proposals:

Any proposal, which will involve the allocation of monies, must include an estimate of the cost, based upon the best information available at the time of making the proposal.

3-16 Withdrawal of Item(s):

Either party may, at any time, withdraw an item from its list of items to be negotiated, provided said item is not on the other party's list of items to be negotiated. *(2011)*

3-17 Impasse:

In case of impasse in the course of negotiations concerning amendments to this agreement, the article or provisions at issue may be submitted to fact finding in the manner provided for in NRS 288. *(2018)*

3-18 Management Rights:

Churchill County School District shall negotiate in good faith through one or more representatives of its own choosing concerning the mandatory subjects of bargaining set forth in NRS 288.150 with the designated representatives of the Churchill County Education Association. If either party so requests, agreements reached must be reduced to writing. *(2015)*

3-19 Churchill County School District is entitled to take whatever actions may be necessary to carry out its responsibilities in situations of emergency such as a riot, military action, natural disaster or civil disorder. Those actions may include the suspension of any collective bargaining agreement for the duration of the emergency. Any action taken under the provisions of this subsection must not be construed as a failure to negotiate in good faith. *(2011)*

3-20 It is the ultimate right and responsibility of Churchill County School District to manage its operation in the most efficient manner consistent with the best interests of all its citizens, its taxpayers and its employees. *(2011)*

ARTICLE IV - MEDIATION AND FACTFINDING

4-1 All provisions of Chapter 288, Nevada Revised Statutes, are made a part of this Agreement by reference.

ARTICLE V - GRIEVANCE

5-1 Definitions

5-1-1 A grievance is defined as any dispute which arises regarding the interpretation, application, or alleged violation of any of the provisions in this agreement and/or school trustees' policies insofar as such policies and the application thereof affect teachers with respect to all matters covered by this agreement and all matters with respect to which there is mandatory bargaining under the provisions of NRS 288. The adoption or amendment of policies by the school trustees is in no way subject to the provisions of Article V.

5-1-2 An "aggrieved person" is a teacher, a group of teachers, or the Association, asserting a grievance.

5-1-3 A "party in interest" is any person or persons, with reference to his or her contract, who takes action or against whom action is taken in order to resolve the complaint.

5-1-4 The term "appropriate supervisor" shall be the supervisor where the problem arises. *(1994)*

5-1-5 The term "immediate supervisor" shall be the principal, director, or program supervisor. *(1994)*

5-2 Purpose

5-2-1 The purpose of this article is to provide a clearly outlined procedure whereby teachers may secure a full hearing and resolution of their grievances under this agreement. *(1994)*

5-2-2 In such cases where teachers have more than one principal, supervisor, or director, that teacher shall be notified in writing of the name of their immediate 'supervisor within the first week of their school year. *(1994)*

5-3 Informal Discussion

5-3-1 Both parties encourage employees covered by this agreement to resolve their problems with their appropriate supervisors whenever possible. The provisions of this article are not intended to preclude a teacher with a potential grievance from informally discussing the problem with their appropriate supervisor prior to filing a formal grievance, although such discussions are not a part of the formal grievance procedure. *(1994)*

5-3-2 If a teacher requests an informal discussion with his/her appropriate supervisor concerning the subject matter of a potential grievance, such informal discussions will be held as soon as reasonably possible. *(1994)*

5-3-3 It is understood and agreed that all aspects of such informal discussions, if any, which take place shall have no bearing or precedential effect on the resolution of that grievance or any similar grievance filed in accordance with this article.

5-3-4 Both parties may agree to extend the time lines of 5-4-1-1 in order to pursue a possible solution to a pending problem at the informal level. If a time line extension has been initiated, the time line countdown will begin again when either party notifies the other that the informal process is over. This will be done in writing and will include the number of days counted as of the date of the agreement to extend the time line. However, the time lines for filing, as described in this article, are not circumvented in any way by any attempt to schedule such informal discussion(s).•

5-4 Procedure

5-4-1 Level One - Immediate Supervisor

5-4-1-1 A grievance as defined, must be filed in writing; include a listing of terms or provisions of this agreement and/or School Trustees' policy under which the dispute arose; describe exactly how the agreement has been breached; and must be filed not later than fifteen (15) days after the teacher or the Association first knew (or should have known) of the act or condition upon which the grievance is based.

5-4-1-2 The written grievance must first be presented to the affected teacher's immediate supervisor or designee. *(1994)*

5-4-1-3 The above condition(s) do not prevent the party in interest from first discussing the issue with his or her appropriate supervisor or immediate supervisor with the object of resolving the issue informally. However, the time lines for filing, as described in this article, are not circumvented in any way by any attempt to schedule such informal discussion(s). *(1994)*

5-4-1-4 Within ten (10) school days after the receipt of a grievance, the immediate supervisor, or designee, shall meet with the aggrieved person(s) and a representative of his/her own choosing for the purpose of discussing the merits of the grievance. It is expected that a meeting related to a grievance will be attended by the aggrieved person(s). At any meeting where the aggrieved person(s) cannot attend, the District will be notified in advance. *(1994)*

5-4-1-5 The immediate supervisor or designee shall forward to the aggrieved person(s) within ten (10) days after the meeting referred to in sub-paragraph 5-4-1-4 above, a written response to the grievance. *(1994)*

5-4-2 Level Two - Superintendent of Schools

5-4-2-1 In the event the grievance is not resolved at step one, the aggrieved person(s) may submit the unresolved written grievance to the Superintendent, or designee, no later than ten (10) days after receiving the written reply at Level One.

5-4-2-2 If the grievance is not filed within the time limit (ten days), the grievance is withdrawn.

5-4-2-3 The Superintendent or designee shall meet with the aggrieved person(s) and/or a representative of his/her own choosing within ten (10) days after receiving the grievance. It is expected that a meeting related to a grievance will be attended by the aggrieved person(s). At any meeting where the aggrieved person(s) cannot attend, the District will be notified in advance.

5-4-2-4 The Superintendent or designee shall forward to the aggrieved person(s) within ten (10) days after the meeting referred to in subparagraph 5-4-2-3 above, a written response to the grievance.

5-4-2-5 A written grievance may initially be filed at Level II when the actions of the Superintendent are being grieved. *(2005)*

5-4-3 Level Three - Board of School Trustees

5-4-3-1 In the event the grievance is not resolved in Level Two, the aggrieved person(s) may submit the unresolved written grievance to the Board of School Trustees no later than ten (10) days after receiving the written reply from the Superintendent.

5-4-3-2 If the grievance is not filed within the time limit, ten (10) days, the grievance is withdrawn.

5-4-3-3 The Board of School Trustees shall meet with the aggrieved person(s) and a representative of his/her own choosing at the next regularly scheduled board meeting to hear the case of the grievance. It is expected that a meeting related to a grievance will be attended by the aggrieved person(s). At any meeting where the aggrieved person(s) cannot attend, the District will be notified in advance.

5-4-3-4 The Board shall forward its written response to the grievance within twenty (20) school days after the meeting referred to above.

5-4-4 Level Four-Arbitration

5-4-4-1 In the event a grievance is not settled in Level Three, the Association or the individual teacher, if such individual teacher is asserting his or her rights under NRS 288.140.2, and a representative of his/her own choosing may, not later than ten (10) days after receipt of the written reply from the Board of School Trustees, request arbitration in accordance with the provisions set forth below. A written request for arbitration shall be made by delivery to the Superintendent or designee of intent to arbitrate. In the event that such action is being taken by a teacher acting as an individual, a copy of such request shall be delivered at the same time to the Association.

5-4-4-2 Within five (5) days after written notice of submission to arbitration, the Superintendent and the Association or the individual teacher as provided for in the preceding section shall agree upon a mutually acceptable arbitrator who is experienced, impartial, disinterested, and of recognized competence. If within thirty (30) days the parties are unable to agree on an arbitrator, a request for a list of seven (7) arbitrators shall be made to the American Arbitration Association (AAA) or the Federal Mediation and Conciliation Service (FMCS) by either party. Within ten (I 0) days after receipt of the list from AAA or FMCS, the parties shall select an arbitrator from the list by alternately striking one name until the name of one arbitrator remains who shall be the one to hear the dispute in question. The Association shall strike the first name. The parties have a mutual obligation to promptly acknowledge and provide notice of receipt of correspondence from AAA or FMCS and/or the arbitrator.

5-4-4-2-1 A hearing with the selected arbitrator shall be scheduled on the matter complained of, at which time each of the parties in interest may present evidence, examine and cross-examine witnesses, and submit legal arguments in support of their respective contentions. In the event of a teacher acting as an individual, the Association shall be entitled to be present at the hearing and to submit written arguments if the Association contends that the Association's rights under NRS 288.033.2 or 288.140.2 are involved. The arbitrator may make such further inquiry or investigation as he or she deems necessary and, unless extended by mutual agreement, shall issue his or her report within thirty (30) days from the final hearing day or submission of briefs, whichever is later.

5-4-4-2-2 Unless such rules are in conflict with this agreement or any provision of NRS 288, the arbitrator and the arbitration proceedings shall be governed by the labor arbitration rules of the American Arbitration Association or the Federal Mediation and Conciliation Service, whichever entity's arbitrator list has been utilized in the selection of the arbitrator.

5-4-4-3 All hearings held by the arbitrator shall be closed sessions, and no news releases shall be made concerning the progress of the hearings. At the beginning of the arbitration hearing, that arbitrator will first determine if the question is grievable. The arbitrator's decision shall be submitted in writing to the aggrieved, the Board of School Trustees and the Association only, and shall set forth his or her findings of fact, reasoning, and decisions on the issues submitted. The arbitrator's decision shall be final and binding on all parties to this agreement and shall be in accordance with the terms and conditions of this agreement. The arbitrator shall not have the authority to alter or amend in any way the provisions of this agreement. *(2007)*

5-4-4-4 Arbitration awards that involve retroactivity of pay shall not be made retroactive more than thirty (30) days prior to the date of filing of the grievance and in no event shall the District be liable for more than forty (40) teacher days of retroactivity.

5-4-4-5 The expenses of arbitration shall be shared equally by the School District and the Association and/or the individual teachers involved; however, if demand for arbitration is made and not further pursued then administrative fees shall be paid by the one making the demand.

5-5 Expedited Arbitration

5-5-1 By mutual agreement of the parties, the arbitration may be held under the Expedited Labor Arbitration Rules of the American Arbitration Association. Notice of such option shall accompany the Demand for Arbitration. There shall be no stenographic record of the proceeding. There shall be no post hearing briefs. The award of the arbitrator shall be rendered promptly, and unless otherwise agreed by the parties, no later than seven (7) days from the close of the hearing. The arbitrator's award shall be in writing, and the opinion shall be in summary form. *(2004)*

5-5-2 Panel of Arbitrators
The parties shall request a list of twenty-seven (27) arbitrators from the American Arbitration Association. The parties shall use the alternate strike method and reduce the list to nine (9) arbitrators. The Association shall strike the first name.

These nine (9) arbitrators shall be listed alphabetically and shall be the panel of arbitrators to hear grievances that arise under this Agreement.

5-5-3 Prompt Submission/Appointment of Arbitrator
The parties agree to arbitrate the dispute within sixty (60) days after the demand for arbitration has been submitted. The parties shall promptly appoint an arbitrator from the panel by submitting a calendar of available dates to the arbitrators on the panel using the following method.

5-5-3-1 After selection of the panel and when the need for an arbitrator first arises, the parties shall commence the appointment process starting at the top of the alphabetical list. Each time the need for an arbitrator arises thereafter, the parties shall utilize the alphabetical list and commence the appointment process with the arbitrator following the last arbitrator appointed.

5-5-3-2 If the next arbitrator on the alphabetical list cannot hear the dispute within sixty (60) days, the parties shall contact the next arbitrator on the alphabetical list until one is selected who is able to serve within sixty (60) days.

5-5-4 Alteration of Panel
At the conclusion of each school year, each party shall be entitled to strike one (I) arbitrator from the panel. Any such strike will not divest an arbitrator from jurisdiction over a matter already appointed. Stricken arbitrators will be replaced by striking from a list of seven (7) arbitrators provided by the American Arbitration Association, with the Association striking first.

5-6 Miscellaneous

5-6-1 Any party of interest may be represented at any level of the formal grievance procedure by a person or persons of his or her own choosing. It is expected that a meeting related to a grievance will be attended by the aggrieved person(s). At any meeting where the aggrieved person(s) cannot attend, the District will be notified in advance.

5-6-2 No reprisals of any kind shall be taken by either party against any party in interest, any school representative or any other representative or any other participant in the grievance procedure by reason of such participation.

5-6-3 Written or printed matter dealing with the processing of a grievance will be placed in a separate grievance file, which chronicles each step in the grievance process and its outcome. When a grievance is resolved, all written and printed materials acquired during the processing will be maintained in the same file by Human Resources for the District as an historical record of the proceedings.

5-6-4 If, in the judgment of the Association, and after notification in writing to all immediate supervisors of all involved, a grievance affects a group or class of teachers from more than one school, the Association shall submit such grievance in writing to the Superintendent or designee directly and the processing of such grievance shall begin at Level Two.

5-6-5 Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and an effort shall be made to expedite the process. The time limits specified may be extended or decreased by mutual agreement. *(2010)*

5-6-6 If meetings and hearings are called during school hours, no teachers and/or designated representatives shall be subject to a salary deduction because of attending such meetings and/or hearings.

5-6-7 All expenses incurred by either party in the preparation or presentation of its case are to be borne solely by the party incurring such expenses.

5-6-8 If written notice of a grievance is not filed at each level of the grievance procedure within the time limit specified, the grievance will be conclusively deemed to have been withdrawn without prejudice.

ARTICLE VI- USE OF FACILITIES

6-1 The Association may use school mailboxes, bulletin boards, e-mail and inter-school mail service for organizational material, provided that all such material is clearly identified and the Association accepts the responsibility for such material. Copies of all such material shall be given to the building principal and the assistant superintendent. *(1999)*

6-2 Individual teachers may use the school mail services when such use is necessary and in good taste.

6-3 The Association may use school buildings for Association meetings on regular school days when arrangements have been made with and permission obtained from the principal of the building. Such meetings shall not conflict with any regular or special educational activities and where such use shall not involve additional or extra custodial services and/or other unusual expense to the District. Use of the building on other than school days requires the approval of the Superintendent in addition to the school principal. Any added expense resulting from Association use of buildings shall be paid by the Association.

6-4 The Association may, at the discretion of the building principal or administrator, use the office machines belonging to the School District. The Association will provide the costs of necessary repairs in the event there is damage to school machines by the Association. The Association will provide its own materials and supplies.

6-5 Teachers shall not engage in Association business during student contact time. *(2005)*

ARTICLE VII-TEACHERS' HOURS

7-1 Licensed Staff on *5* day work weeks shall be required to work at the school premises a regular workday of seven (7) hours, not including the lunch period. Licensed staff on 4 day work weeks shall be required to work at the school premises a regular workday of 8.5 hours, not including the lunch period. CCEA Bargaining Unit Members on a modified calendar, other than the standard 4 or *5* day work week, will have their daily hours multiplied into yearly hours, then equally distributed into the number of work days in that modified calendar, so as to ensure that each work day has an equal amount of work hours. Excluding all creative calendar days outside of the standard working days.

(2023)

Current teachers' hours shall not be altered for the purpose of creating a less-than-full-time position without going through the negotiations process. *(1995)*

A. The daily starting and departure time for teachers shall be set in each school by the principal in accordance with duty schedules or when students are present and supervision is necessary. Any teacher required to perform a duty prior to the regular school day will be allowed an early departure time that same day so the length of the workday is consistent with a regular day in Article 7-1.

   A. Teachers, as necessary, may be required to report earlier and/or remain longer to attend general faculty meetings and special meetings when called by the Superintendent or the building administrator. Mandatory meetings, workshops, programs, committee meetings, open houses, educational fairs, parent engagement nights and other school-sponsored activities during which they have responsibilities outside the workday shall not exceed thirty (30) hours for the 2021-2022 school year, and shall not exceed one hour per school month starting August 2022. *(2022)*

   B. The responsibility of the teacher to be available for contact with parents is recognized as a teacher's professional responsibility and shall be encouraged by the Association. Teachers are expected to be available to parents and students for consultation before and/or after the first and/or last regularly scheduled class or preparation period. Professional time for this purpose will be set by administration. To accomplish this professional responsibility, start times will allow for a minimum 15 minute interval between teacher and student start time to facilitate student, parent, and teacher contacts. *(2022)*

   C. The School Board recognizes that the primary responsibility of the teacher is to teach and shall organize the school day to insure that end. The building administrator will be responsible for the duty schedule at their school. The administrator will make every reasonable effort to schedule no more than four (4) hours of non-instructional duty for teachers during a school month. *(2022)*

A duty is defined as a period of non-instructional time, when a teacher is

supervising students other than their own on a regularly scheduled basis. At their own discretion, teachers may do non-paid, extra-curricular activities that place them in a student supervisory position during the non-instructional day without being considered a duty. *(1997)*

A teacher wishing to deviate from the scheduled monthly hours shall meet with the building administrator prior to the development of the duty schedule. Any deviation from these monthly hours must equal the average monthly hours of non- instructional duties per school year. No teacher shall be assigned a permanent duty without their consent. *(2017)*

Building administrators shall make every reasonable effort to reduce the duty schedules to equalize the non-instructional duties of teachers. A tentative duty schedule will be in place on the first day of school. A duty schedule showing duties for the entire year will be in place by the end of the first full month of school. Unforeseen circumstances may necessitate a duty schedule change after the first month, in which case every effort will be made to equalize new duties with those prior to the change. *(2017)*

Teachers assigned to more than one site:

1. Shall have the same amount of combined duty as teachers at those sites.

2. Shall not be required to return to a site for the sole purpose of a duty. *(1996)*

D. The building administrator shall have the authority to permit divergence by teachers from the regular school day.

E. All teachers shall have during the teacher work day a daily period of time which shall be duty-free, student-free and meeting free unless agreeable by the teacher, in addition to his/her lunch period, for planning and preparation.

Secondary teachers shall have at least one class period worth of time per day for planning. All teachers teaching on a block schedule shall have one block period worth of time, which shall be duty-free and student-free, in addition to his/her lunch period for planning and preparation during each class cycle. The term "class cycle" is the cycle of all class periods meeting once.

Elementary teachers shall have at least 40 consecutive minutes per day. Teachers who work less than full time will have an uninterrupted, duty-free preparation period equal to the percentage time employed, times (x) regular prep time of forty (40) minutes; i.e. 4.5 hours= 64% x 40 = 25 minutes.

All preparation time is to be uninterrupted, without interval or break. Licensed staff not assigned to teach daily in a regular classroom setting may choose to schedule an equivalent amount of preparation time over the course of the work day in smaller portions of time. *(2025)*

Teachers who regularly teach without the benefit of a preparation period shall be paid on the basis of fourteen percent (14%) of their current step of the Licensed Salary Schedule. Teachers are under no obligation to teach without a preparation period and do so voluntarily. Contracts for teaching an extra period without the benefit of a preparation period may be renewed annually by mutual consent. The Parties acknowledge that Teachers working their preparation period have a professional obligation to be well-prepared to teach. Such preparation shall be directed by the Teacher and may take place outside of contract hours and outside of school buildings. *(2025)*

Teachers may volunteer to cover the class of another teacher who is unable to be in attendance due to an emergency, or due to unforeseen circumstances beyond the teacher's control, or to attend a parent or professional conference during their preparation period. All teachers who are made to cover for another teacher or receive students from another class due to sub shortages will also be paid for coverage. Every effort will be made to not pull specialists to cover other teachers. For elementary staff, pay will be $50 per day and $30 per half day. If specialists are pulled, it is a change of duty, not open for a sub rate. For anything less than half day, there will be no compensation. If students from one class are split into multiple classes, the amount will be split among the teachers who took in those students. For secondary staff, pay will be $30 per class period or $50 for a block class period for subbing during their planning period only, not to exceed $50 a day.
**Specialist refers to Special Education Teachers, Speech Therapists, and Occupational Therapists. *(2022)*

7-2 Teachers shall have a duty-free lunch period of not less than thirty (30) minutes without interruption, if the employment time overlaps the scheduled lunch period, except when weather and emergencies make it necessary to alter a teacher's assignment and/or special events as determined by the building administrator. *(1995)*

7-3 When a teacher's class is in the charge of another licensed teacher, the regular teacher may leave the classroom and use that time for a preparation period, or for other educational purposes.

7-4 Travel time of any teacher assigned to teach at more than one (1) site shall be given at least, but not limited to, ten (10) minutes at each site plus transportation department-verified travel time. This time required to travel during the normal school day shall be considered as part of such teacher's teaching day. Mileage and/or gasoline allotments determined by the District will be granted to such teachers when using their own vehicles. *(1996)*

ARTICLE VIII- LEAVES, ABSENCES, AND VACATIONS

8-1 Sick Leave and Disability Benefits

8-1-1 Each full-time teacher shall be credited with fifteen (15) days of sick leave at the beginning of each school year, such leave to be cumulative to a maximum of 182 days. Teachers who begin service later in the school year will be credited with a prorated number of days of sick leave for the balance of that school year, on a basis on one and one-half (1½) days of sick leave for each school month of service to be performed during that year. *(1999)*

8-1-2 Teachers contracted for half-day teaching duties shall receive fifty (50%) percent of the sick leave benefits granted to full time teachers.

8-1-3 In the event a teacher does not complete the number of days of service required by the teaching contract, and terminates his or her employment with the District, the number of used but unearned sick leave days will be deducted from the final pay of the terminating teacher is computed. *(2019)*

8-1-4 A teacher who is unable to teach because of personal illness or disability and who is forced to resign will be given equal consideration with all other applicants at such time as a vacancy occurs for which he or she is qualified.

8-1-5 A teacher may be required to take sick leave if it is determined, based upon reasonable medical information, to be in the best interest of the teacher or his or her students.

8-1-6 In cases of extended absence, or when a pattern of chronic or repeated absences occur, the Superintendent or principal may require the teacher to furnish written verification from an attending physician attesting to an illness or medical disability for which sick leave is being taken.

Unused Sick Leave Payment for Departing Teachers Eligibility: Teachers leaving the employment of the District may be eligible for payment of unused sick leave if they:

1. Notify the District in writing on or before the last day of school of their intent to terminate their employment.
2. Have not been dismissed pursuant to NRS 391.

Payment Structure: Eligible teachers will be paid for their unused sick leave based on their years of service under this bargaining unit while employed with Churchill County School District, according to the following rates:

1. 10-20 years of service: 50% of the daily substitute teacher rate per day of unused sick leave
2. 20 + years of service: 65% of the daily substitute teacher rate per day of unused sick leave

The maximum number of unused sick leave days eligible for this payment is 182 days.

The maximum aggregate sick leave payments available yearly under this contract is $70,000. If the demand in any one-year is in excess of the amounts available, the $70,000 will be prorated to reflect years of service as indicated in numbers 1 and 2 above. However, the minimum amount any individual will receive will be $40.00 for each day of unused sick leave. *(2025)*

Retirement Buy-Out Option: A teacher, with up to 182 days of sick leave, may request that their unused sick leave payment be used as part of a retirement buy-out, provided they meet the above eligibility criteria. Notification of this request must be made according to policy and the District must have elected to offer buy-outs in the relevant year. *(2024)*

Teachers leaving the employment of the District due to Reduction in Force shall be paid $50.00 per day to a maximum of 182 days for each day of unused sick leave at their written request. *(2018)*

8-1-7 Sick Leave Bank

A. Under this agreement, licensed employees covered by this contract shall become members of the sick leave bank by contributing one (1) sick leave day for the establishment and operation of the bank. The assessment of the sick leave bank will not occur unless a licensed employee has more than twenty (20) days of accumulated sick leave. The maximum days accumulated in the bank will be no more than 800 days, at which time assessment will cease. When the balance decreases to 500 days, assessment will commence at the beginning of the next school year. Teachers shall be notified by the last payroll day of their school year if an assessment will take place. Teachers that have accumulated more than 182 days of sick leave (Article 8-1-1) shall have the option of converting all days over 182 to PERS or donating them to the sick leave bank the last working day of their school year. This bank is to assist employees or employees with immediate family members requiring care for a long-term illness or disabilities, or are under a physician's care with written documentation stating they are unable to attend work and so have exhausted their sick leave accumulation. Sick leave bank days shall not be used for elective surgery, personal business, extended family illness or maternity leave.

(2026)

B. The maximum number of days which may be granted from the Bank at any one time shall be thirty (30) days. Additional days may be granted only after additional application and review. The maximum cumulative number of days which any one person can be granted from the bank during his/her period of employment with the Churchill County School District, is ninety (90) days. Persons who have used the bank must, upon leaving the district, reimburse the bank those borrowed sick leave days, even if those days will exceed the cap, before being paid for unused sick leave as afforded in Article 8-1-8.

(2026)

C. Sick leave days may be transferred from any licensed employee who has more than 20 days accumulated sick leave to the sick leave account of any other licensed employee who has been deemed eligible for assistance by the Sick Leave Bank Committee. The balance in the sick leave account of the donating employee must not fall below 20 as a result of the donation. The maximum cumulative number of days, which any one person can be granted by other employees is thirty (30) days. This can occur only after the person has exhausted the ninety (90) day maximum benefit outlined in 8-1-2-B. Unused donated days will be returned to the donating employee. (2026)

D. Application for benefits from the sick leave bank shall be made to the Sick Leave Bank Committee. The Committee shall be made up of two members appointed every two years by the Churchill County Education Association President and one member appointed by the Superintendent. The applications shall be reviewed and discussed at a Sick Leave Bank Committee meeting. The committee shall decide if the application meets the criteria, as developed by a joint committee of District and Association representatives, to receive benefits. The decision of the Committee shall be final. *(2026)*

E. A statement of participation in the sick leave bank will be included in the yearly sick leave accounting update given by the District to each participating employee.

F. When the total number of days in the sick leave bank is reduced to ninety (90) days or less, the Sick Leave Bank Committee will inform the bank membership that a special assessment of one sick leave day per member will be made to reimburse the bank.

8-1-8 Teachers are encouraged to schedule routine appointments during non-working hours. Sick leave shall be used only for the following reasons:

A. Personal health

a. For medical, dental, or optical examinations or treatments, or for incapacitation due to physical or mental illness, injury, preventive care or diagnosis, pregnancy, or childbirth, including maternity leave as described in 8-6.

b. For health purposes if you are a victim of domestic violence, sexual assault, or stalking.

B. Family health

a. As described in 8-3 or to attend to a family member receiving medical, dental, or optical examinations or treatments.

C. Public health

a. For significant exposure to a communicable disease that could jeopardize the health of others, or for public health emergencies.

(2024)

8-2 Bereavement Leave

8-2-1 Teachers will be granted leave of absence of not more than ten (10) consecutive working days with pay, per occasion, to be deducted from sick leave for bereavement in the immediate family. An extension of this leave of not more than

ten (10) consecutive working days shall be deducted from sick leave, upon notification to the superintendent. Teachers who have exhausted their sick leave may request an unpaid extension. *(2018)*

8-2-2 Teachers will be granted leave of absence of not more than five (5) working days, per year, when the situation is not covered in Article 8-2-1. The teacher shall indicate whether this leave shall be deducted from sick leave or be unpaid leave. *(2018)*

8-3 Family Illness

8-3-1 The District will grant leave of absence with pay, to be deducted from accumulated sick leave to any teacher unavoidably absent because of illness or injury to the teacher's own children or immediate family. *(1999)*

In the event of illness or medical complications, which may arise due to or following the birth or adoption of the new child, leave will be granted as provided in the above paragraph. The Superintendent has the option of requesting verification by the attending physician. *(1999)*

8-3-2 The Superintendent may grant additional unpaid leave for family illness beyond that set forth in Article 8-3-1. *(2018)*

8-4 Professional Development and Educational Improvement Leave

8-4-1 With the approval of the Superintendent, leaves may be granted for the purpose of attending professional meetings, conferences, educational seminars, serving on committees, conventions, school visitations, and community services. The Superintendent has the option of granting these leaves at no deduction in salary, or at salary deduction limited to the substitute teachers' pay scale depending upon the value of the attendance to the District. If, in the opinion of the Superintendent, such attendance is not of value to the District, leave may be granted with full deduction in pay. At the discretion of the Superintendent, per diem, and/or travel may be provided by the School District.

8-5 Personal Leave

8-5-1 Licensed staff will receive two (2) personal leave days at no salary reduction.

Licensed staff will be entitled to two (2) additional personal leave days to be converted from sick leave.

Starting in 2024-25, licensed staff can earn one (1) additional personal leave day if using four (4) or less sick leave days during the previous school year (beginning in 2023-24) and licensed staff who use one (1) or fewer sick leave days during the previous school year (beginning in 2023-24) will earn two (2) additional personal leave days. *(2023)*

Personal leave will be granted only in one-half (1/2) day or full day blocks of time.

Except in cases of emergency, one day's advance notice of intent to use such leave will be given. *(2022)*

If a licensed staff has any personal leave remaining at year end, he/she will automatically receive payment from the District of $150.00 per day with the last payroll for the year. *(2023)*

Teachers who work one-half (91 days) of the contracted year or less shall be granted four one-half(½) days of personal or business leave at no salary deduction. The half(½) days may be combined. This paragraph also applies to those teachers who work less than full-time but will have those days applied at the appropriate prorated percent of the day worked. *(2022)*

Personal leave may not be granted during the first and last week of school and/or the day before or after any scheduled vacation.

8-6 Maternity Leave

8-6-1 A teacher who is pregnant during the school year may use accumulated sick leave in the manner provided in article 8-1. The teacher may take a total of twelve (I 2) weeks of maternity leave for childbirth or newly adopted child immediately following the birth or adoption. After exhausting accumulated sick leave the employee may take the remainder of twelve (12) weeks maternity leave for childbirth or newly adopted child as unpaid leave. This leave will apply only to the mother and/or father of the new child. *(2018)*

8-6-2 If a teacher is unable to continue performance of her teaching duties after maternity leave, she may apply for a leave of absence following the extended leave of absence terms within this agreement.

8-6-3 The Superintendent may require written medical assurance that the pregnant teacher is safely able to continue her classroom duties.

8-6-4 Upon re-employment following maternity leave, the teacher shall be credited with all unused sick leave accumulated prior to the commencement of her leave of absence.

8-6-5 Except as otherwise specified in this section, maternity leave shall be administered in the same manner as any other leave of absence, and the general provisions hereinafter set forth for extended leaves of absence, not inconsistent with this section, are incorporated herein by reference.

8-6-6 A female teacher may use accumulated sick leave for illness or disability caused by pregnancy and/or childbirth.

Six (6) weeks of accumulated sick leave may be used for the care of a newly adopted child. The Superintendent may grant additional day(s) for the care of the newborn child or a newly adopted child; the same shall be deducted from the

accumulated sick leave.

(1999)

8-7 Extended Leaves of Absence

8-7-1 Upon written application to the Board of Trustees, a teacher who has been employed by the district for two (2) full years may ask for a leave of absence without pay for a period of time not to exceed one (I) school year. Leave may be granted for such good and sufficient reasons which the Board feels appropriate, including, but not limited to, the following: (1) health reasons and (2) programs related to professional improvement and educational development. Leave may not be taken so that an employee can take another position within or outside of the District. *(2018)*

8-7-2 A teacher granted an extended leave of absence must file written notice with the Superintendent on or before March 1st of the year following commencement of such leave stating whether or not the teacher plans to return to classroom duties with the District. Failure to give notice will result in forfeiture of the teacher's right of re-employment as hereinafter provided.

8-7-3 At the discretion of the Board of Trustees, a leave of absence may be extended for an additional period of one (1) year, provided the teacher on leave makes written application for such extension on or before March 1st of the year in which the initial leave of absence is effective.

8-7-4 A teacher granted a leave of absence will be guaranteed re-employment the following year subject to the provisions of Article 8-7-2 above. The teacher will return to duty at the position on the salary scale immediately higher than the step applicable at the beginning of such leave, provided the teacher has taught the major portion of the school year at the time the leave commenced. Compensation will also be made for any applicable advanced training received during such leave. While assurance cannot be given that the teacher will return to the same building, grade, or position, an effort shall be made to do so, or to place the teacher in a comparable assignment. Teachers on leave of absence will retain all unused sick leave upon their re-employment with the District.

8-7-5 Unless found to be contrary to law, teachers on leave of absence from the District may, at their option, be considered as members of the teaching staff for insurance purposes upon the teacher paying the full amount of all insurance premiums required.

8-8 Military Leave

8-8-1 Military leave will be granted as provided by applicable statutes.

8-9 Jury Duty or District Witness Leave

8-9-1 Leave shall be granted, with no deduction in pay for any licensed employee required

to be absent from assigned duties by reason of his/her appearance as a juror in a court of law or a witness for the District. Leave in this category shall be limited to those instances in which the employee's attendance is compelled by a duly issued court summons or subpoena. Employee must provide document to site administrator, supervisor or appropriate designee.

8-9-2 Jury duty leave will initially be deducted from personal leave. Confirmation of attendance at jury duty must be submitted to the district. Once confirmation is received, the leave balance will be reinstated. If confirmation is not submitted, personal leave will be used for the absence. For an employee that received a jury summons and was required to report for jury duty for the selection process, but were not selected to serve will submit their jury summons notification to have the personal leave reinstated. *(2024)*

8-9-3 The leave provisions of paragraph 8-9-1 shall not apply to a teacher when making a voluntary appearance in court proceedings. In all instances of voluntary court appearance, personal leave must be used. *(2019)*

8-10 Association Representatives

8-10-1 The Association will reimburse all costs to the District for all Association leave described within the remainder of this article (Article 8-10, 8-11, 8-12 & 8-13) at the full daily rate including benefits of the teacher on leave. The teacher on leave will receive his or her normal pay for the days he or she is on leave, including PERS retirement credit. *(2018)*

8-10-2 The Superintendent shall grant, upon written request of the President of the Association, five (5) days leave at full cost reimbursement during this term of office, for services to be rendered to the Association and its members. Additional leave for Association purposes may be granted upon application to, and approval of the Superintendent at full cost reimbursement. *(2018)*

8-10-3 The President of the Association will be allowed to visit any school within the District while on leave or at any other time that does not interfere with his or her professional duties as a teacher. If such visitations occur during school hours, the president shall make prior arrangements with, and have the approval of, the principal of his or her own school and the principal of the school to be visited, which approval shall not be unreasonably withheld.

8-10-4 The Association shall be allowed fifteen (15) days of leave at full cost reimbursement each year to be used by teachers who are officers or agents or representatives of the Association other than the President. Leave may be taken for the following reasons but not limited to: attending conventions, Delegate Assembly, Association meetings, either local, state, or national, or meetings with legal counsel.

The principal will be notified no less than twenty-four (24) hours prior to the commencement of such leave whenever possible. *(2018)*

8-11 Leave Time for Nevada State Education Association (NSEA) Officers is as follows:

8-11-1 Leave for NSEA President

The District shall allow full-time release for any member of the local Association elected to serve as President of the NSEA, not to exceed two terms or four years. At the end of his/her presidency or four years, whichever occurs first, the teacher will return to the District in a position comparable to the one formerly held before the leave,

The NSEA will reimburse the District for the total amount of the salary and fringe benefits, which include the total PERS contribution, workers' compensation insurance, Medicare and health insurance package. *(2018)*

Failure of the employee to return at the end of his/her presidency or four years, whichever occurs first, will be considered as a resignation from the District.

The employee must notify the District of intent to return by May I of each year on leave.

8-11-2 For President, twenty-five (25) days of leave at full cost reimbursement. *(2018)*

8-11-3 For Past President, fifteen (15) days of leave deduction at full cost reimbursement. *(2018)*

8-12 Leave Time for Uniserv Council of Nevada (UCN) Officers and Director is as follows:

8-12-1 For President, UCN or NSEA Director ten (I 0) days of leave at full cost reimbursement. *(2018)*

8-12-2 For Past President, five (5) days of leave at full cost reimbursement. *(2018)*

8-12-3 Additional days of leave may be granted, where the NSEA or UCN official can justify the need, at full cost reimbursement. *(2018)*

8-13 Mediation, Fact-finding, and Related Hearings

8-13-1 Leave at full cost reimbursement shall be granted for teachers who are attending hearings and/or meetings as may be required in accordance with NRS 288. This is to include mediation and fact-finding, as well as meetings and/or hearings with the EMRB.

ARTICLE IX- DUES DEDUCTION

9-1 The School District agrees to deduct from the salaries of its teachers political contributions and dues for CCEA, NSEA, and NEA, by monthly deductions in one sum as the teachers individually authorize the School District to deduct, and to transmit the monies promptly to the Churchill County Education Association. Teacher authorizations will be in writing on forms provided by the Association.

9-2 The Association will certify to the School District in writing the current rate of membership dues. The School District will be notified of any changes in the rate of membership dues thirty (30) days prior to the effective date of such change.

9-3 Deductions referred to in Section 9-1 above will be made in equal installments once each month during the year. The School District will not be required to honor for any month's deduction any authorizations that are delivered to it later than the fifteenth (I 5^{th}) of the month.

9-4 No later than October fifteenth (15^{th}) of each year the Association will provide the School District with a current list of membership. The Association will notify the School District monthly of any changes in said list.

9-5 Any teacher desiring to have the School District discontinue the dues deductions he or she has previously authorized must notify the School District and the Association in writing between July 1 and July 15 for the school year's dues. If notification is received after July 15^{th}, the dues will be deducted for that year in accordance with the dues authorization card which states, "1 understand that if! terminate my membership in the United Teaching Profession after July 15 of any year, the balance of my dues for that year will be deducted from my payroll check(s)."

9-6 Upon termination of any teacher, the remaining amounts of dues for the Association in Section 9-1 above will be deducted from the final check in accordance with the dues authorization card. If the amount due the Association is greater than the amount the teacher has earned, the Superintendent and the President of the Association will determine the amount to be paid on a meet and confer basis.

9-7 The School District will honor the continuing membership concept as authorized by the dues authorization cards which state: "I hereby authorize continued deduction of my United Teaching Profession dues from my payroll check as established by local, state, and national education associations and according to policy, rule, regulation or negotiated contract within my school district. I reserve the right to revoke this authorization by written notice to my school district and local association before July 15^{th} of any school year." The Association shall provide the School District with an updated listing of memberships on July 15 so that proper deductions might be made.

9-8 The Association agrees to hold the District harmless for any actions taken by the District in reliance upon information furnished by the Association with respect to dues check off authorizations.

ARTICLE X- TEACHER PROTECTION

10-1 The District will defend its teaching personnel in any civil litigation or other damage claim arising from the teacher's conduct within the course and scope of his or her employment with the District. The extent of such legal assistance is that available in connection with liability insurance, which is and shall be maintained by the District for that purpose.

10-2 No written criticism concerning a teacher shall become a part of the teacher's personnel file without the teacher first having been presented a signed and dated copy thereof and given the opportunity to discuss the matter with his or her principal or supervisor. The teacher shall acknowledge receipt of the written document without agreeing to the contents thereof. The teacher shall have the right to answer any material file. His or her answer shall be submitted to the District Human Resources Office which shall attach the answer to the related material in the file and send verification to the teacher that the material has been attached and filed. The teacher's answer shall be forwarded along with the related document to inquiring authorities. Nothing in this section prevents a teacher's principal administrator from keeping site notes regarding the teacher. These site files shall be maintained solely for the administrator's own personal use in preparing evaluations, observations, etc. and shall not be part of the teacher's official personnel file.

(2010)

10-3 Each teacher shall be given a signed and dated copy of each evaluation. The teacher shall have the same right to reply as in Article 10-2 above. Nothing in this article prevents the retention of teacher evaluations in the teacher's official personnel file maintained by District Human Resources. *(2010)*

10-4 A teacher may restrain a student when it is essential for self-defense or for the protection of the student, or for the protection of persons or property. The teacher shall immediately file with the principal a written report of the incident.

10-4-1 Refer to District Policy and Administrative Regulation 5135 for specifics of student discipline procedures.

At the request of either party, a review shall be undertaken by administrators and teachers.

10-5 No teacher shall be discharged, dismissed, or discriminated against because of any responsible activity with or on behalf of the Association.

10-6 Teachers shall have the right to review and receive copies of all materials in their personnel file except where the District is entitled by law to maintain the confidentiality of such materials. The teacher shall provide advance notice to the District of their intent to review and receive copies of their personnel file. Teachers may be required to reimburse the District for all materials furnished pursuant to this paragraph.

10-7 No teacher shall be disciplined, suspended, reduced in rank or compensation, adversely evaluated in a manner which could affect the teacher's employment or lead to dismissal or non-renewal, transferred, dismissed, non-renewed, terminated, or otherwise deprived of any professional advantage without just cause.

The Board of Trustees and their designees agree to follow a policy of progressive discipline, which minimally includes a verbal warning, reprimand, suspension, with termination or dismissal only as a final and last resort. The Churchill County School District reserves the right to use any of the above-mentioned disciplinary steps as appropriate. An employee is not entitled to a lesser disciplinary step before a more severe step is utilized if the severity of the infraction warrants a more severe step. *(20II)*

If a teacher has a reasonable belief that discipline or other adverse consequences may result that teacher shall be entitled to have a representative of the Association present during any appearance before the Board or its designee concerning any matter. The teacher has the obligation to notify the Board or its designee when such representation is needed or desired.

The teacher shall be given prior written notice of the reasons for such a meeting at least two (2) full working days in advance. The teacher shall be advised of the right to a representative. *(2022)*

All rules and regulations governing employees' conduct shall be interpreted and applied uniformly throughout the District.

Any dispute which arises pursuant to this section shall follow standard grievance procedures as outlined in Article 5-4 Level One Grievance. *(1999)*

NOTE: See the District Policy #4138 for information on complaints against teachers.

10-8

10-8-1 Each principal shall develop and communicate to the faculty emergency procedures which shall include a method of rapidly communicating a need for assistance in emergency situations when a potential for physical harm is evident, or when immediate assistance is required. Emergency procedures will also include methods for providing rapid assistance in emergency situations when a potential for physical harm to the teacher is evident. The provisions of Article 10-8-1 shall be implemented prior to the first day of student attendance, and shall be included in faculty handbooks. *(1994)*

10-8-2 When a teacher becomes aware of an actual or potential danger, or of an emergency situation, the teacher shall immediately report such danger or emergency to the teacher's immediate supervisor or designee. The supervisor shall immediately investigate and take appropriate action. *(1994)*

10-8-3 Any teacher involved in an assault, battery or physical injury within the scope of his/her employment shall immediately make a written report of the circumstances thereof. He/she shall make supplemental written reports, attaching copies of any information, complaints, and/or police reports served in connection with such assault or battery within five (5) days after he/she has been served therewith, and report the final disposition of any such proceeding. All reports referred to above shall be made to the teacher's principal or immediate supervisor. *(2001)*

10-8-4 In the interest of teacher safety, the board shall cooperate with law enforcement agencies. Supervisors shall request assistance from law enforcement agencies when warranted. *(1994)*

10-8-5 In a civil proceeding, the superintendent and the school district's legal counsel shall, upon request, give advice and counsel to the employee involved in the assault and battery. However, the school district's legal counsel shall not be obligated to officially represent the teacher in the civil proceedings. *(1994)*

10-8-6 If the teacher wishes to file a criminal complaint, the superintendent or his/her designee and the administrator in charge of the school or department shall assist and cooperate with an assaulted employee in making his/her criminal complaint against either an adult or juvenile offender. However, this shall not be construed as obligating the superintendent or any other official representative of the school district to participate as a complaining party with the assaulted employee. The school district reaffirms its policy to do everything possible in support of a teacher who is assaulted while acting within the scope of his/her employment in accordance with school district policies and directions, especially when attempting to maintain order in a school. *(1994)*

10-8-7 Principals shall make every effort to notify teachers who have direct contact with students at a building site of any past incidents and/or potential problems relevant to violent students. This shall include but not be limited to students with disabilities. *(1994)*

10-8-8 Teachers involved with students with disabilities that exhibit violent and/or uncontrolled abusive behaviors shall be protected. *(1994)*

ARTICLE XI-TEACHER FACILITIES

11-1 The parties recognize that the availability of functional school facilities for both the student and teacher is desirable to ensure the high quality of education and that is the goal of both teachers and the Board of Trustees. It is further recognized that facilities should be designed to meet the needs of the educational program and provide safety and comfort for the pupils, teachers, and the general public.

11-2 The Administration and the teachers should cooperate to improve existing school and staff facilities within the limits of available resources.

11-3 The Administration and the teachers shall continue to review existing facilities with the purpose of this review to be the insurance of recommendations to the Board of Trustees in their considerations of future priorities for renovations, replacements or remodeling.

ARTICLE XII - CONTRACT YEAR

12-1 The amount shown on the teachers' salary schedule shall represent the amount of salary to be paid to teachers for a contract year of one hundred eighty-two (182) days for returning teachers and one hundred eighty-three (183) days for teachers new to the district as follows: *(1995)*

A. During the contract year, days may be scheduled for teacher work time and professional development. All staff members shall be present at building activities during those days.

B. One day before the beginning of each semester shall be available for teachers to work in their classrooms.

C. New hire licensed staff report one day prior to returning licensed staff.

D. At least two days each semester shall be minimum days for use as teacher-parent conference days.
All additional days contracted between a teacher and the School District will be prorated and paid for in addition to the 182/183 days. Pay for days beyond the 182/183 days and deductions for unexcused days will be prorated on the basis of 1/182 - 1/183 of the contract salary. *(2022)*

12-2 The Superintendent shall establish a district-wide calendar committee with equal representation from all three associations. The committee will develop two or more tentative calendars that will be available for all district staff to vote on. The results of the vote will be presented to the Board of Trustees no later than the first board meeting in February. The Board has the final approval on the calendar. *(2017)*

ARTICLE XIII- INFORMATIONAL MATERIAL FLOW

13-1 The School District shall make all relevant public information available to the Association within a reasonable time after it is requested. If the District has public documents containing the information requested by the Association, duplicate copies will be provided at the expense of the Association. In the event public documents containing the requested information are not available, the District shall permit reasonable access to their files so that the Association may itself obtain the information requested.

13-2 The information referred to in Section 13-1 shall include relevant materials on file relating to the financial affairs of the District, including documents pertaining to the establishment of each year's budget.

13-3 The Association shall make available to the District all information relevant to negotiations.

13-4 It shall be the sole responsibility of the Association to avail itself of the opportunity to obtain the information referred to in this article.

13-5 A duly authorized representative of the Association shall be required to acknowledge, in writing the receipt of any file materials furnished to the Association pursuant to the article.

13-6 The district office will send school board agendas and packets, proposed and approved policy changes, vacancy notices, and other appropriate documents and links to the current CCEA president's school issued email address. *(2022)*

ARTICLE XIV - CLASS SIZE STANDARDS

14-1 The School District, realizing the importance of class size for effective instruction, shall try to maintain the teacher load, whenever and wherever possible within the limits of the instructional area.

ARTICLE XV - SALARY SCHEDULE FOR SPECIAL CONTRACT SERVICES

Listed below are the number of units assigned for each activity agreed upon by the District and the Association

ASSIGNMENTS	STEP A	STEPB
Academic Team	6	7
Advanced Placement Teacher	$500 per semester	
Athletic Director	9	12
Athletic Director, Assistant	6	9
Athletic Director, Middle School	6	9
Athletic Trainer (3 position - Fall, Winter, Spring)	3	4
Auditorium Manager/Facilitator	2	3
Band, Head	8	9
Band, Assistant	2	3
Band, Summer	8	10
Baseball, Head	9	10
Baseball, Assistant	7	8
Baseball, J.V.	7	8
Basketball, Head Boys	11	12
Basketball, Assistant Boys	8	9
Basketball, J.V. Boys	8	9
Basketball, 9th Boys	7	8
Basketball, 8th Boys	6	7
Basketball, 7th Boys	5	6
Basketball, Head Girl	11	12
Basketball, Assistant Girls	8	9
Basketball, J.V. Girls	8	9
Basketball, 9th Girls	7	8
Basketball, 8th Girls	6	7
Basketball, 7th Girls	5	6
Block F, High School	2	3
Cheerleaders, High School	8	9
Cheerleaders Assistant, High School	6	7
Choir	4	5
Class Advisor - Freshman, High School	2	3
Class Advisor - Sophomore, High School	2	3
Class Advisor - Junior, High School	2	3
Class Advisor - Senior, High School	2	3
Cross Country, Head	6	7
Cross Country, Middle School	5	6
Culinary	6	7
Dance Team	7	8
E-Sports	6	7
FBLA, Head	5	6
FFA, Head	6	7
FFA, Assistant	3	4

ASSIGNMENTS	STEP A	STEPB
Flag Corps	5	6
Football, Head	11	12
Football, Assistant (up to 3 contracts)	8	9
Football, J.V.	8	9
Football, Assistant	7	8
Football, 9m	7	8
Football, Assistant	5	6
Forensics	6	7
Golf, Boys	6	7
Golf, Girls	6	7
Graduation Coordinator (up to 2 contracts)	2	3
HOSA Advisor High School	5	6
Intramurals, Boys High School	3	4
Intramurals, Boys Middle School	3	4
Intramurals, Girls High School	3	4
Intramurals, Girls Middle School	3	4
Intramurals, Elementary	1	2
Journalism, High School	2	3
Journalism, Middle School	2	3
Middle School Activities	2	3
National Honor Society, High School	2	3
National Honor Society, Middle School	1	2
Pep Club, High School	2	3
Pep Club, Middle School	1	2
Rifle Team	5	6
Robotics	6	7
Secondary Department Chairperson (CTE, Electives, English, Math, Social Studies, Science, Special Ed)	2	3
Skills USA, Head	5	6
Skills USA, Asst.	4	5
Soccer, Head Boys	9	10
Soccer, J.V.	7	8
Soccer, Head Girls	9	10
Soccer, Girls J.V.	7	8
Softball, Head	9	10
Softball, Assistant	7	8
Softball, J.V.	7	8
Student Council, High School	4	5
Student Council, Middle School	2	3
Swimming, Head Coach	6	7
Swimming, Assistant Coach	5	6
Tennis, Head Boys	6	7

ASSIGNMENTS	STEP A	STEPB
Tennis, Head Girls	6	7
Theater Production	6	7
Drama Thespian Society	5	6
Track, Head Boys	9	10
Track, Assistant Boys (up to 2 contracts)	7	8
Track, Head Girls	9	10
Track, Assistant Girls (up to 2 contracts)	7	8
Track, 8th Grade Boys	6	7
Track, 7th Grade Boys	5	6
Track, 6th Boys	5	6
Track, 8th Grade Girls	6	7
Track, 7th Grade Girls	5	6
Track, 6th Girls	5	6
Volleyball, Head	11	12
Volleyball, J.V.	8	9
Volleyball, 9th Girls	7	8
Volleyball, 8th Girls	6	7
Volleyball, 7th Girls	5	6
Wrestling, Head	10	11
Wrestling, J.V.	8	9
Wrestling, Middle School	7	8
Wrestling, Assistant	5	6
Yearbook, High School	6	7
Yearbook, Middle School	2	3

(2024)

COMPENSATION

1. The value of each unit shall be 1% of the Certified Salary Schedule Base.
2. STEP A: Years 1, 2, 3 of experience in this school district.
   STEP B: Beginning of the 4th year of experience in this school district. *(2019)*
3. Experience in the district in one activity will be counted for placement for the same activity on a different level.
4. No outside-the-district experience will be counted for placement on this schedule.
5. Special Contract Services will be paid after the end of each season for athletics and in December and June for year-round stipends provided contracts are signed and returned. *(2022)*

PROCEDURES

1. The District retains the right to decide whether to fill or not to fill each of these positions on an annual basis.
2. If the District determines a need for additional positions, negotiations with the Association will begin immediately to determine the value to be applied to each step.

3. Any paid part-time positions, resulting from #1 or #2 above shall be posted by e-mail to all staff. *(2018)*

ARTICLE XVI- SALARY AND BENEFITS

16-1 The District agrees to pay any additional PERS contribution rate increases. This represents the employees' portion of the increase (per NRS 286.421) to the overall contribution rate.

A. $3,000 base Salary Increase:
   1. Licensed Special Education Teachers
   2. Counselors (with master's degree in counseling and a school counselor license endorsement)
   3. Speech and Language Pathologists
   4. Social Workers (with Nevada School Social Worker license)
   5. Occupational Therapists

B. Position Dependent 6% Salary Increase:
   1. Employees employed as a School Library Media Specialists who submit satisfactory evidence that they have received certification as a Professional School Library Media Specialist issued by the National Board for Professional Teaching Standards.
   2. Employees employed as a Speech and Language Pathologists who submit satisfactory evidence of licensure as a Speech Language Pathologist by the Speech-Language Pathology, Audiology, and Hearing Aid Dispensing Board and certification as being clinically competent in Speech-Language pathology by the American-Speech-Language-Hearing Association or successor organization. This is extended to include all Speech and Language Pathologists employed by the district prior to August of 2024.
   3. Teachers who submit satisfactory evidence that they have received certification by the National Board for Professional Teaching Standards.
   4. Employee employed as School Psychologists who submit satisfactory evidence that they have received national certification by the National Association of School Psychologists. (2026)

C. Other Increases:
   1. Licensed Special Education Teachers assigned to work in Highly Impacted Classrooms: $5,000 base salary increase.
   2. School Psychologist assigned to work as a School Psychologist (with a school psychologist license endorsement): 25% increase base salary increase.
   3. Steps 0-3 on all licensed salary schedules will receive base salary increases as outlined below:

      Step 0 - $4,349 increase
      Step 1 - $2,900 increase
      Step 2 - $1,450 increase
      Step 3 - $1,450 increase

      (2026)

D. For the 2026-2027 school year only, each eligible licensed employee covered by this agreement shall receive a one-time stipend to be paid on September 2026 payroll, calculated as follows:

   1. Employees working at .51 FTE or above (full-time, year-round as defined in Article 1-3 of this Agreement) shall receive One Thousand Dollars ($1000)

   2. Part-time employees working .5 FTE or below shall receive Five Hundred Dollars ($500.00).

To be eligible for the one-time stipend under this section, a licensed employee must:

1. Be a licensed employee covered by the bargaining unit as defined in Article I of this Agreement.
2. Be actively employed by the District as of the September 2026 payroll.
3. Not be on unpaid leave of absence or subject to pending termination as of the stipend payment date.

The one-time stipend shall be paid on September 2026 payroll and shall be included in the employee's regular payroll for that pay period as a separate line item clearly identified as "Stipend - 26-27 One Time."

The one-time stipend is expressly designated as a one-time bonus and is not eligible for inclusion in PERS (Public Employees' Retirement System) compensation for purposes of retirement contribution calculations under NRS 286. Neither the District nor the employee shall be required to make retirement contributions on the one-time stipend amount.

The one-time stipend shall be subject to all applicable federal and state income tax withholding, Social Security. Medicare, and other mandatory payroll deductions as required by law.

The parties expressly agree that the one-time stipend is a one-time payment applicable solely to the 2026-2027 school year and does not:

1. Constitute a modification to the salary schedule set forth in Appendix A of this Agreement or any employee's base salary or hourly rate.
2. Create any ongoing or recurring obligation of the District to pay similar stipends in future school years.
3. Establish a precedent for future negotiations or serve as a basis for any grievance, claim, or demand for similar payments in subsequent years.
4. Constitute compensation for purposes of calculating any other benefits, leave accruals, or payments under this Agreement except as expressly required by law.

The one-time stipend shall not be included in calculations for overtime pay, shift differentials, temporary assignment pay, longevity pay, or any other compensation provisions set forth in this Article **XXIII.** *(2026)*

**See Appendix A, B, C, and D Salary Schedules

16-2 Teachers who provide the District, no later than January 15th, written notification of their intent not to return the following year, will be awarded a one-time stipend of five hundred dollars ($500). Once the resignation has been submitted, it is binding on the employee and may not be rescinded. Payment of the bonus shall be made on the employee's final paycheck from the District. The employee must complete the current contract year. Those that receive an early retirement incentive (buyout) under Policy 4811 are excluded from this stipend.

(2022)

16-3 Teachers will be awarded all years of successful teaching experience outside of Nevada. Teachers transferring from a Nevada school *salary* placement must be in compliance with NRS 391.167. Placement cannot exceed the limits of the salary schedule at the start of their contract. This will be for all new hires for the 2023-2024 school year and beyond. *(2026)*

Business and Industry non-traditional licensed professionals in the areas of career and/or technical education are permitted to move horizontally on the licensed professional's salary schedule. Any credit earned after employment in the District can be applied to the salary schedule for column advancement if it meets the criteria for movement.

Business and Industry instructors' initial placement on the salary schedule will be determined by the district Human Resources Department. Initial Placement cannot exceed Column C Step 10. Human Resources will consider all relevant industry experience directly related to the licensure area, job specific training, education, including industry certifications or licenses, apprenticeship completion, and post secondary education and transcript coursework. Relevance is determined by licensure area. Training and certifications that are not relevant to the licensure area will not be included in placement decisions. The Superintendent must approve initial placement.

Instructors qualified to teach with a Business and Industry non-traditional license certificate must complete four (4) credits in any one or a combination of the three following areas of secondary education: curriculum and instruction, teaching methodology, career development and work-based learning, or career and technical student organization and management, before they can advance to the next column on the salary schedule. The criteria after initial placement for movement on the salary schedule shall be the same as for the licensed professionals holding university degrees.

In addition, all provisions attached to the employee's license must be removed prior to advancement to the next column on the salary schedule. (2026)

16-4 The Churchill County School District shall accept an undergraduate course as one full credit if:

A. The course is to be taken for meeting licensure requirements.

B. The course is taken in the area of the teacher's current assignment(s). *(1994)*

C. The course is part of an advanced degree program as noted on the institute's transcript. *(2000)*

D. The course is in the teacher's major or minor field of study. *(1994)*

E. General types of courses for all teachers in the areas of computer classes, foreign languages and sign languages. *(2000)*

All other undergraduate credits count 2/3 of a credit. Quarter hours are converted to semester hour units by multiplying quarter hour units by 2/3.

Graduate credit shall be considered as full credit.

In service credits sponsored by the District will not be applied to salary advancement if earned during the regular employee workday. In the event that funding is available for the training to have a stipend available to licensed staff to attend the event, staff can still request to use that training for salary advancement.

The District shall continue to offer in-service course credits during each school year at no cost to teachers. Approved Continuing Education Units (CEUs) will be accounted for as 15 contract hours will account for one (I) in-service credit on the salary schedule. All in-service credits certified by the Nevada State Department of Education shall be considered as full credit for advancement on the salary schedule. A maximum of thirty-five (35) in-service credits may be used for advancement on the salary schedule: An employee is eligible for a maximum of six (6) District paid in-service credits each school year.

Inservice and post-secondary credits not part of an advanced degree or program must be received within three (3) years of the date of completion *(2022)*

If any teacher feels that he/she wants to take a class that does not fit the above criteria, they may meet with the District accompanied by an association representative to discuss the possibility of getting credit. *(1994)*

16-5 The teacher assumes the responsibility of proper certification and should be fully acquainted with the State Requirements.

16-6 A transcript of credits earned and a statement of the number of years taught must be on file in the personnel office by September 15th to have credits earned and credited. All class work must be completed by August 31st. The District will accept official verification of the satisfactory completion of a class in the event transcripts have not yet been issued. Final verification must be by official transcript *(1995)*

16-7 Teachers granted a leave of absence during the school year will be granted a step increase in experience on the salary schedule upon resumption of duties provided the teacher had taught a major portion of the school year at the time leave was granted.

16-8 The District maintains workers' compensation insurance coverage for employees for work-related injuries, and liability protection for employees in the performance of their duties. Information concerning these coverage's is available at the business office of the District. (2000)

16-9 The District shall provide health, dental and vision insurance without premium cost to full time employees covered by the licensed bargaining unit. The District shall provide benefits in accordance with the current approved group benefit plan. If, during the term of this agreement, the District changes the health insurance carrier resulting in change in benefits, the parties agree to immediately reopen negotiations regarding this article. *(2010)*

Less than full time licensed employees will be given the option to purchase into the group insurance program at their sole cost via automatic payroll deduction. *(2010)*

For licensed employees hired for the 2017-2018 school year and beyond, the District shall provide health, dental, vision and life insurance without premium cost up to $1,050 per month for full time employees covered by the licensed bargaining unit. Any premium above the $1,050 will be paid by the employee through a payroll deduction.

(2022)

16-10 The District agrees to provide to all employees qualified to be members of this Association, the services necessary to offer them the benefits available from the Internal Revenue Act of 1978, Internal Revenue Code Section 125, as amended. The Association agrees that the District's only obligation is to make the deductions and corresponding contributions that are requested in writing by the qualified employees. The opportunity for election shall be made available to employees prior to the end of the school year.

(2019)

The Association agrees to hold the District and its employees harmless for any and all claims, demands, losses, liability, costs or expenses of any nature, to include attorney's fees arising from this benefit.

16-11 The following steps will be taken to establish the salary of a less-than-full-time licensed employee:

A. Appropriate placement on the licensed salary schedule.

B. Establish the percentage time employed by dividing the number of hours by the teacher work day (seven hours).

C. Multiply the percentage time employed by the appropriate placement, i.e. AO=$25,233; working 4.5 hours/7 = 64% x 25,233 = $16,149. *(1995)*

16-12 Churchill County School District and Churchill County Education Association agree that CCSD Policy 4811 relates to employee salary or wages or other forms of direct monetary compensation. Therefore, in accordance with NRS 288, any alterations made to the Policy will be done via the collective bargaining process. CCSD and CCEA also agree that all issues entailing mandatory subjects of bargaining that are brought before the board to be considered and/or approved for addition, alteration, or deletion to CCSD policy will be added, altered or deleted via the collective bargaining process. *(2016)*

The school board of trustees shall declare via a single action item to be voted on at a public meeting if policy 4811 will be offered or not in September of each year. The decision to offer a buyout is at the sole discretion of the board of trustees.

The District is responsible for directly notifying each member of the bargaining unit through district electronic mail communication. *(2023)*

I6-13 National Board Professional Teaching Standards Certification

Teachers who submit satisfactory evidence that they have received certification by the National Board of Professional Teaching Standards shall receive a six (6%) percent salary

increase. *(2004)*

Credit earned while pursuing National Board Certification will be accepted for movement on the salary schedule if it is acceptable graduate credit from an accredited college or university.

Candidates accepted for National Board Certification study **will** be granted two (2) paid release days to be used for portfolio preparation, National Board workshops and forums to be coordinated and scheduled with the site administrator.

Candidates accepted for National Board Certification study may use school district equipment at the building site but said equipment may not be removed from the site. *(2001)*

16-14 Teacher incentives when offered under the State of Nevada's Incentives for Licensed Educational Personnel **will** be available for all eligible licensed staff. The District will apply for the funding and ensure that those qualified receive all benefits that are funded by the State. *(2022)*

16-15 All employees hired for the 2017-18 school year and beyond will be paid by the District's paperless direct deposit pay system. Each employee will designate a financial institution to receive the direct deposit. If no designation is made by the employee, pay will be direct deposited on a payroll debit card. *(2018)*

ARTICLE XVII- REDUCTION IN FORCE

17-1 The School District retains the right, without negotiations, to determine when a reduction in force is necessary, the number of individuals whose employment must be terminated, and which areas of instruction and/or school district operations within which such a reduction in the force will occur. The District will make reasonable effort to provide notification in writing to the affected teacher(s) and the Association, by April 15 of any year. Under no circumstances will the decision(s) or notification(s) be communicated later than required by NRS 391. The Association shall be given the opportunity to confer regarding proposed reductions prior to effectuation. *(2017)*

17-2 The Churchill County School District shall determine the proposed order in which the teaching staff shall be reduced, provided, however, that no teacher qualified to teach a particular assignment or grade level as evidenced by a current valid credential issued by the Nevada State Board of Education shall be replaced by another teacher not qualified for such assignment as prescribed above. The District shall not, through this provision, be required to accept teaching staff into the Alternative Route to Endorsement, Alternative Route to Licensure or the Options Program. *(2017)*

The board of trustees will use the following criteria in this order to make their determination:

17-2-1 The board of trustees will use the following criteria to make their determination: The decision to lay off a teacher must be based solely on the overall performance of the teacher under the statewide performance evaluation system adopted by the State Board of Education. When determining the manner in which to reduce the existing workforce, Churchill County School District must lay off a teacher whose overall performance has been determined to be:

(a) Ineffective, before laying off a teacher whose overall performance has been determined to be developing, effective or highly effective;

(b) Developing, before laying off a teacher whose overall performance has been determined to be effective or highly effective;

(c) Effective, before laying off a teacher whose overall performance has been determined to be highly effective. *(2017)*

17-2-2 If Churchill County School District determines that a further reduction in force beyond that made pursuant to Article 18-2-1 is necessary, Churchill County School District must lay off a teacher whose employment record includes:

(a) A criminal record that resulted in the suspension of the teacher; or

(b) Disciplinary action that resulted in the suspension of the teacher and that was uncontested or has been finally adjudicated;

before laying off a teacher whose employment record does not include such a record or disciplinary action. *(2017)*

17-2-3 Churchill County School District shall lay off teachers whose employment records include disciplinary actions that resulted in the suspension of the teacher in the order of severity of the disciplinary action, with those employees whose employment record includes more severe disciplinary action being laid off first. *(2017)*

17-2-4 If Churchill County School District determines that further reduction in teachers is necessary, the decision to lay off a teacher must be based on the following factors: *(2017)*

1. The type of degree attained by the teacher and whether the degree is in a subject area that is related to his or her position.

2. Whether the teacher is employed in a position which is hard to fill;

3. Whether the teacher has received a national board certification;

4. The type of licensure held by the teacher. *(2022)*

17-2-5 If, after consideration of the factors described in Articles 17-2-1 through 17-2-4, two or more teachers are similarly situated, Churchill County School District will give preference to the more senior teacher. *(2025)*

17-2-5-1 Seniority in the District shall mean the total number of years, or fractions thereof, that the teacher has been employed as a classroom teacher within the Churchill County School District, except that in case of a teacher who has voluntarily terminated and subsequently been rehired, seniority shall commence with the date of rehire. *(2017)*

17-2-5-2 In the event two or more teachers have the same semester seniority, seniority shall be determined by the actual date a teacher begins work. Drawing lots shall determine seniority between two teachers with the same starting date.

17-2-5-3 Teachers who are re-hired after an initial one-year contract shall be given credit for that first year on the seniority list. *(2005)*

17-3 District and Association officials will cooperate in updating a seniority list annually.

17-4 Teachers laid off due to reduction in force shall be considered on leave of absence for three (3) years from the date of lay off. A teacher thus laid off for more than three (3) years shall lose all seniority and recall rights. Each teacher on leave of absence due to reduction in force shall have the right to reinstatement in the reverse order in which they

were laid off at such time as there are openings for which the teachers are certified and qualified.

17-5 When vacancies occur during a time when any teacher(s) are on leave of absence due to reduction in force, the District shall notify all teachers who may be certified and qualified of the existence of such vacancies by certified mail, with copies of all such letters simultaneously furnished to the Association.

17-5-1 No new appointments, except on a substitute basis, shall be made for at least thirty days following such mailings; however, in the case of a vacancy occurring after July 15th, this time limit shall be reduced to seven (7) days following receipt of notification. Such certified mail shall be sent to the last address furnished by the teacher to the District. If undeliverable, the thirty (30) day waiting period shall not apply.

17-5-2 If a teacher who is notified of recall does not return for employment at the specified time, the District shall have no further obligation to that teacher, except that if the recalled teacher is unable to return due to a bona fide illness or emergency, the leave of absence provision shall be extended for a period not to exceed one (1) year.

ARTICLE XVIII- TRANSFER & REASSIGNMENT

18-1 Definitions

The term "vacancy" is any position previously held by a licensed employee or newly created by the Board.

The term "transfer" is the movement of a licensed employee from one work location to another work location at a different work site when there is a vacancy. *(1997)*

The term "reassignment" is the movement of a licensed employee from one grade level/subject area to a different grade level/subject area at the same work site when there is a vacancy.

18-2 Vacancies

The District shall not transfer a teacher involuntarily in order to create a vacancy.

The association shall be notified in writing of new or existing administrative or teaching position vacancies.

Advertisements for reassignments will be for at least two (2) working days. The District will accept transfer requests for posted vacancies, for at least three (3) working days.

If a vacancy occurs between August 1st and September 1st, the Board of School Trustees and the Administration reserve the right to waive the three day advertising requirement for each position becoming vacant should the Administration deem it necessary for the continuity of instruction. However, should such advertising period be waived, the administration will notify the President of the Churchill County Education Association of each incident by email and post such notice for each vacancy on the district website.

The District shall advertise all vacancies on the District website and email to all licensed staff through District email. It is the responsibility of the licensed employees to check the website and/or email and submit an internal application for any vacancies they wish to. apply for. *(2022)*

18-3 Voluntary Transfer or Reassignment

Requests for reassignment shall be made by email to the administrator on site and Human Resources. *(2025)*

Internal applications from currently employed licensed personnel will be accepted for transfer into any positions for which they are qualified. *(2022)*

If two or more licensed employees have requested a transfer or reassignment to the same position, the determination of which employee obtains the position will be based on

licensure, qualifications, and experience. All in-district applicants will be afforded the opportunity to interview. The district will interview initial transfer applicants prior to interviewing new applicants. A teacher who has unsuccessfully pursued a transfer may seek assistance in obtaining a future transfer by requesting a conference with the Human Resources Manager or request a meeting with the Superintendent. *(2025)*

Licensed employees returning from leave shall be accorded all rights provided under this section.

18-4 All in-district licensed applicants will be afforded the opportunity to apply for and interview for open Dean and Vice Principal positions if they are qualified and if the interview process is used. *(2022)*

18-5 Involuntary Transfer/Reassignment

Involuntary transfer/reassignments will only be made when there is a decrease or shift in student enrollment, staff attrition to effectuate a reduction in force, or a modification in program or facilities within the District. Involuntary transfers/reassignments, if made, will be announced but not occur until the last day of school in an effort to allow the affected teacher the opportunity to apply for any and all transfer/ reassignments. In the event that the affected teacher accepts the transfer/reassignment, the action can occur at that time. *(1998)*

Personnel affected by an involuntary transfer will be considered part of their current staff until the start of the next school year. *(1998)*

The District shall seek volunteers within appropriate affected areas for transfer/ reassignment. Lacking volunteers, the licensed employee with the least seniority in the appropriate affected area shall be transferred/reassigned. Licensed employees so transferred must be properly licensed for the new assignment.

When involuntary transfer is to take place, the principal and the licensed employee will cooperatively work together to allow sufficient preparation time.

Licensed employees returning from leave shall be accorded all rights provided under this section.

No teacher so transferred or reassigned shall suffer loss of salary or fringe *benefits.(1998)*

Teachers who are reassigned through an involuntary transfer in the spring of each contract year shall have the following right:

The right to return to the previously assigned school if a vacancy should occur for which the teacher is licensed, in the department from which the teacher was involuntarily transferred, no later than the fourth Friday of their first month of school. *(1998)*

ARTICLE XIX- GENERAL SAVINGS CLAUSE

19-1 Savings Clause

It is not the intent of either party hereto to violate any law of the State of Nevada or of the United States. The parties agree that in the event that any provision of this agreement is held by a court of competent jurisdiction to be in contravention of any such laws, they will enter into negotiation thereon at a time and date agreeable to both parties. The remainder of the agreement shall remain in full force and effect.

ARTICLE XX- RELOCATION

20-1 Definition

The term "relocation" shall mean the movement of personnel due to an entire school or schools being reorganized or closed.

20-2 **SCHOOL REORGANIZATION**

Transfers and Reassignments

In the event that Churchill County School District (CCSD) engages in school reorganization, teacher transfers and reassignments will be conducted in a fair, transparent, and consistent manner. The District will prioritize maintaining instructional continuity and honoring teacher preferences whenever feasible, while aligning staffing decisions with student and school needs.

20-2-1 Voluntary Transfers

Licensed staff may request a voluntary transfer to a different grade level or assignment based on experience, qualifications, and personal preference. Such requests will be considered in light of student needs, site-based staffing requirements, and the availability of open positions. The District will work to accommodate voluntary transfer requests in a timely manner.

20-2-2 Involuntary Reassignments

If involuntary reassignments are necessary due to restructuring or programmatic changes associated with school reorganization, the District will notify affected staff as early as possible. In making reassignments, the District will consider placement based on the following priorities in order:

20-2-2.1 Appropriate licensure/certification,

20-2-2.2 Teacher preference in order of district seniority (total continuous service in licensed positions within CCSD),

20-2-2.3 Relevant grade-level teaching experience (including out of district experience).

These paragraphs cover transfers and reassignments made in conjunction with school reorganizations. All other transfers and reassignments covered by Article 18.

(2025)

ARTICLE XXI - JOB SHARING

The District will allow two (2) teachers to share a job under the following conditions:

21-1 Teachers will be hired as shared position with separate contracts for each individual. All benefits, including but not limited to personal days, sick leave and retirement, will be prorated based on hours worked. Teachers required by the CCSD insurance plan to participate in said plan are responsible for paying one half of employee only insurance premium via automatic payroll deduction;

21-2 Both teachers are required to attend all staff training days, staff meetings, and will be included in duty schedule;

21-3 Teachers will advance on the seniority list each year;

21-4 The time split will be determined by the site administrator after consultation with the affected teachers;

21-5 Teachers must serve 2 years in shared position to move one step on salary schedule;

21-6 Positions to be allowed for job sharing will be at the sole discretion of the District;

21-7 Only 2 classrooms per school will be allowed for this program;

21-8 If one of the teachers is unable to fulfill obligation for shared contract the other teacher agrees to work remainder of obligation at full time; and

21-9 When the contract is fulfilled and neither teacher desires to participate in the program, the following process will be followed:

22-9-1 One of the teachers will volunteer to move to another position. If neither teacher volunteers, the least senior teacher will be force transferred.

22-9-2 The teacher to be force transferred will be placed in a vacant position in which they are highly qualified to teach. If no vacant position available, the teacher will be placed according to Article 18 - Reduction in Force.

ARTICLE XXII - TERM OF AGREEMENT

22-1 When ratified as hereinafter set forth, this agreement shall he effective and remain in full force and effect until July 1, 2026.

This agreement expires on June 30, 2026. If no successor agreement is effective prior to that date, the District will pay step and column increases for 2026-2027. All other articles of this agreement shall remain in full force and effect until a successor agreement is ratified by both the Association and the Board. *(2025)*

22-2 Either party shall give written notice to the other on or before January 1 of each year of its intention to reopen and negotiate certain provisions of this agreement. In the interim year, any two (2) articles in addition to the salary provisions (including the salary table) and the benefit provisions shall be negotiable. *(2019)*

22-3 This agreement shall not be binding upon either party until ratified by CCEA and the Board.

IN WITNESS THEREOF, the parties have hereunto set their hands this _____ day of August 2026.

Board of Trustees

President

Churchill County Education Association

President

Clerk

Not Applicable Position is Vacant
LK 9/28/26

Treasurer

Appendix A

CHURCHILL COUNTY SCHOOL DISTRICT
FISCAL YEAR 2026-2027 GENERAL LICENSED SALARY SCHEDULE

Step	A BA	B BA+15	C BA+30	D BA+45 MA	E BA+60 MA+15	F MA+32
0	$ 50,398	$ 52,211	$ 54,024	$ 55,837	$ 57,650	$ 59,463
1	$ 50,398	$ 52,211	$ 54,024	$ 55,837	$ 57,650	$ 59,463
2	$ 50,398	$ 52,211	$ 54,024	$ 55,837	$ 57,650	$ 59,463
3	$ 51,848	$ 53,661	$ 55,474	$ 57,287	$ 59,100	$ 60,913
4	$ 51,848	$ 53,661	$ 55,474	$ 57,287	$ 59,100	$ 60,913
5	$ 53,298	$ 55,111	$ 56,924	$ 58,737	$ 60,550	$ 62,363
6	$ 54,748	$ 56,561	$ 58,374	$ 60,187	$ 62,000	$ 63,813
7	$ 56,198	$ 58,011	$ 59,824	$ 61,637	$ 63,450	$ 65,263
8	$ 57,648	$ 59,461	$ 61,274	$ 63,087	$ 64,900	$ 66,713
9	$ 59,098	$ 60,911	$ 62,724	$ 64,537	$ 66,350	$ 68,163
10	$ 60,548	$ 62,361	$ 64,174	$ 65,987	$ 67,800	$ 69,613
11		$ 63,811	$ 65,624	$ 67,437	$ 69,250	$ 71,063
12			$ 67,074	$ 68,887	$ 70,700	$ 72,513
13			$ 68,524	$ 70,337	$ 72,150	$ 73,963
14				$ 71,787	$ 73,600	$ 75,413
15				$ 73,237	$ 75,050	$ 76,863
16				$ 74,687	$ 76,500	$ 78,313
17				$ 76,137	$ 77,950	$ 79,763
18				$ 77,587	$ 79,400	$ 81,213
19				$ 79,037	$ 80,850	$ 82,663
20				$ 80,487	$ 82,300	$ 84,113
21				$ 81,937	$ 83,750	$ 85,563
22				$ 83,387	$ 85,200	$ 87,013
23				$ 84,837	$ 86,650	$ 88,463
24				$ 86,287	$ 88,100	$ 89,913
25					$ 89,550	$ 91,363
26						$ 92,813

EDUCATION (TRAINING) INCREMENT	$1,813
EXPERIENCE INCREMENT	$1,450
DOCTORATE	$2,500

BOARD APPROVED: 09/15/26

Appendix B

CHURCHILL COUNTY SCHOOL DISTRICT
FISCAL YEAR 2026-2027 LICENSED SALARY SCHEDULE (+$3,000 BASE INCREASE)
SPECIAL EDUCATION, COUNSELORS, SPEECH & LANGUAGE PATHOLOGISTS
SOCIAL WORKERS, OCCUPATIONAL THERAPISTS

Step	A BA	B BA+15	C BA+30	D BA+45 MA	E BA+60 MA+15	F MA+32
0	$ 53,398	$ 55,211	$ 57,024	$ 58,837	$ 60,650	$ 62,463
1	$ 53,398	$ 55,211	$ 57,024	$ 58,837	$ 60,650	$ 62,463
2	$ 53,398	$ 55,211	$ 57,024	$ 58,837	$ 60,650	$ 62,463
3	$ 54,848	$ 56,661	$ 58,474	$ 60,287	$ 62,100	$ 63,913
4	$ 54,848	$ 56,661	$ 58,474	$ 60,287	$ 62,100	$ 63,913
5	$ 56,298	$ 58,111	$ 59,924	$ 61,737	$ 63,550	$ 65,363
6	$ 57,748	$ 59,561	$ 61,374	$ 63,187	$ 65,000	$ 66,813
7	$ 59,198	$ 61,011	$ 62,824	$ 64,637	$ 66,450	$ 68,263
8	$ 60,648	$ 62,461	$ 64,274	$ 66,087	$ 67,900	$ 69,713
9	$ 62,098	$ 63,911	$ 65,724	$ 67,537	$ 69,350	$ 71,163
10	$ 63,548	$ 65,361	$ 67,174	$ 68,987	$ 70,800	$ 72,613
11		$ 66,811	$ 68,624	$ 70,437	$ 72,250	$ 74,063
12			$ 70,074	$ 71,887	$ 73,700	$ 75,513
13			$ 71,524	$ 73,337	$ 75,150	$ 76,963
14				$ 74,787	$ 76,600	$ 78,413
15				$ 76,237	$ 78,050	$ 79,863
16				$ 77,687	$ 79,500	$ 81,313
17				$ 79,137	$ 80,950	$ 82,763
18				$ 80,587	$ 82,400	$ 84,213
19				$ 82,037	$ 83,850	$ 85,663
20				$ 83,487	$ 85,300	$ 87,113
21				$ 84,937	$ 86,750	$ 88,563
22				$ 86,387	$ 88,200	$ 90,013
23				$ 87,837	$ 89,650	$ 91,463
24				$ 89,287	$ 91,100	$ 92,913
25					$ 92,550	$ 94,363
26						$ 95,813

EDUCATION (TRAINING) INCREMENT	$1,813
EXPERIENCE INCREMENT	$1,450
DOCTORATE	$2,500

BOARD APPROVED: 09/15/26

Appendix C

CHURCHILL COUNTY SCHOOL DISTRICT
FISCAL YEAR 2026-2027 LICENSED SALARY SCHEDULE (+$5,000 BASE INCREASE) SPECIAL EDUCATION - HIGHLY IMPACTED

Step	A BA	B BA+15	C BA+30	D BA+45 MA	E BA+60 MA+15	F MA+32
0	$ 55,398	$ 57,211	$ 59,024	$ 60,837	$ 62,650	$ 64,463
1	$ 55,398	$ 57,211	$ 59,024	$ 60,837	$ 62,650	$ 64,463
2	$ 55,398	$ 57,211	$ 59,024	$ 60,837	$ 62,650	$ 64,463
3	$ 56,848	$ 58,661	$ 60,474	$ 62,287	$ 64,100	$ 65,913
4	$ 56,848	$ 58,661	$ 60,474	$ 62,287	$ 64,100	$ 65,913
5	$ 58,298	$ 60,111	$ 61,924	$ 63,737	$ 65,550	$ 67,363
6	$ 59,748	$ 61,561	$ 63,374	$ 65,187	$ 67,000	$ 68,813
7	$ 61,198	$ 63,011	$ 64,824	$ 66,637	$ 68,450	$ 70,263
8	$ 62,648	$ 64,461	$ 66,274	$ 68,087	$ 69,900	$ 71,713
9	$ 64,098	$ 65,911	$ 67,724	$ 69,537	$ 71,350	$ 73,163
10	$ 65,548	$ 67,361	$ 69,174	$ 70,987	$ 72,800	$ 74,613
11		$ 68,811	$ 70,624	$ 72,437	$ 74,250	$ 76,063
12			$ 72,074	$ 73,887	$ 75,700	$ 77,513
13			$ 73,524	$ 75,337	$ 77,150	$ 78,963
14				$ 76,787	$ 78,600	$ 80,413
15				$ 78,237	$ 80,050	$ 81,863
16				$ 79,687	$ 81,500	$ 83,313
17				$ 81,137	$ 82,950	$ 84,763
18				$ 82,587	$ 84,400	$ 86,213
19				$ 84,037	$ 85,850	$ 87,663
20				$ 85,487	$ 87,300	$ 89,113
21				$ 86,937	$ 88,750	$ 90,563
22				$ 88,387	$ 90,200	$ 92,013
23				$ 89,837	$ 91,650	$ 93,463
24				$ 91,287	$ 93,100	$ 94,913
25					$ 94,550	$ 96,363
26						$ 97,813

EDUCATION (TRAINING) INCREMENT	$1,813
EXPERIENCE INCREMENT	$1,450
DOCTORATE	$2,500

BOARD APPROVED: 09/15/26

Appendix D

CHURCHILL COUNTY SCHOOL DISTRICT
FISCAL YEAR 2026-2027 LICENSED SALARY SCHEDULE (+25% BASE INCREASE)
SCHOOL PSYCHOLOGIST

Step	A BA	B BA+15	C BA+30	D BA+45 MA	E BA+60 MA+15	F MA+32
0	$ 62,998	$ 65,264	$ 67,530	$ 69,796	$ 72,062	$ 74,328
1	$ 62,998	$ 65,264	$ 67,530	$ 69,796	$ 72,062	$ 74,328
2	$ 62,998	$ 65,264	$ 67,530	$ 69,796	$ 72,062	$ 74,328
3	$ 64,810	$ 67,076	$ 69,342	$ 71,608	$ 73,874	$ 76,140
4	$ 64,810	$ 67,076	$ 69,342	$ 71,608	$ 73,874	$ 76,140
5	$ 66,622	$ 68,888	$ 71,154	$ 73,420	$ 75,686	$ 77,952
6	$ 68,434	$ 70,700	$ 72,966	$ 75,232	$ 77,498	$ 79,764
7	$ 70,246	$ 72,512	$ 74,778	$ 77,044	$ 79,310	$ 81,576
8	$ 72,058	$ 74,324	$ 76,590	$ 78,856	$ 81,122	$ 83,388
9	$ 73,870	$ 76,136	$ 78,402	$ 80,668	$ 82,934	$ 85,200
10	$ 75,682	$ 77,948	$ 80,214	$ 82,480	$ 84,746	$ 87,012
11		$ 79,760	$ 82,026	$ 84,292	$ 86,558	$ 88,824
12			$ 83,838	$ 86,104	$ 88,370	$ 90,636
13			$ 85,650	$ 87,916	$ 90,182	$ 92,448
14				$ 89,728	$ 91,994	$ 94,260
15				$ 91,540	$ 93,806	$ 96,072
16				$ 93,352	$ 95,618	$ 97,884
17				$ 95,164	$ 97,430	$ 99,696
18				$ 96,976	$ 99,242	$ 101,508
19				$ 98,788	$ 101,054	$ 103,320
20				$ 100,600	$ 102,866	$ 105,132
21				$ 102,412	$ 104,678	$ 106,944
22				$ 104,224	$ 106,490	$ 108,756
23				$ 106,036	$ 108,302	$ 110,568
24				$ 107,848	$ 110,114	$ 112,380
25					$ 111,926	$ 114,192
26						$ 116,004

EDUCATION (TRAINING) INCREMENT	$2,266
EXPERIENCE INCREMENT	$1,812
DOCTORATE	$2,500

BOARD APPROVED: 09/15/2026