

MASTER CONTRACT

BY AND BETWEEN THE

**NYE COUNTY SUPPORT
STAFF
ORGANIZATION (NCSO)**

**P. O. BOX #1340
PAHRUMP, NEVADA 89041**

AND THE

**NYE COUNTY
SCHOOL DISTRICT**

**484 S. West St
Pahrump, NV 89048
2019-2021**

**NCSSO MASTER CONTRACT
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DEFINITIONS

1. The term “Agreement” refers to the name of this document being the “Master Contract” between the Nye County School District and the Nye County Support Staff Organization.
2. “Employees” as used in this Agreement shall refer to all bargaining unit personnel on the salary schedule(s). Sections in the contract referring to a particular job family shall apply only to that family.
3. “Chapter 288” as used in this Agreement shall refer to Chapter 288 of the Nevada Revised Statutes, also known as the Local Government Employee Management Relations Act.
4. “Organization” as used in this Agreement shall mean the Nye County Support Staff Organization and is the entity known as the Employee Organization in Chapter 288 of the Nevada Revised Statutes. “Organization” as used in this Agreement shall include authorized officers, representatives, and agents. References herein to and by “Organization” as such, reserves the right to act hereunder by committee or designee(s).
5. “School District” as used in this Agreement shall mean the Nye County School District.
6. “Superintendent” as used in this Agreement shall mean the Superintendent of Schools of the Nye County School District.
7. “LGEMRB” means the local Government Employee-Management Relations Board as provided by Chapter 288 of the Nevada Revised Statutes.
8. “School Trustees” as used in this Agreement shall mean the Board of Trustees of the Nye County School District and is the entity known as the Local Government Employer in Chapter 288 of the Nevada Revised Statutes. “School Trustees” as used in this Agreement shall include authorized officers, representatives, and agents. References herein to “School Board” reserves the right to act hereunder by committee or designee(s).
9. “Bargaining Unit” as used in this Agreement is those job families that are represented by the NCSO.
10. “Bargaining Unit Member” means any person, excluding substitutes, who is working in any job family that is represented by the NCSO.
11. “Attendance Area” shall be the community in Nye County where a school or work site is located. Those specific attendance areas shall be: Pahrump, Tonopah, Round Mountain, Beatty, Amargosa Valley, Gabbs, and Duckwater. Except as referred to in Appendix D.
12. “Work Location” shall be individual schools and other departments within a specific Attendance Area designated by the District as a place where employees are hired or assigned to report to work.
13. To “provide notice to the Organization” shall mean notice to an Organization officer or an identified Organization Representative.
14. Experience is defined as knowledge gained working as an Employee in a particular job classification for a period of at least one (1) calendar year.
15. “Days” shall mean calendar days exclusive of Saturdays, Sundays, District 12 month holiday schedule, storm days, and employee non-work days.
16. Bargaining Unit Seniority is defined as the employee’s unbroken, continuous service, regardless of particular job classification.
17. Job Classification Seniority is defined as the employee having the longest term of service while the employee is working within a particular job classification.

ARTICLE I-RECOGNITION

1-1

The Board of Trustees recognizes the Nye County Support Staff Organization/NSEA/NEA, as the exclusive representatives for all non-substitute Bus Drivers, Bus Aides, School Secretaries, Clerical Aides, Health Aides, Para-professionals, Custodians, Day Site Maintenance/Custodians, Educational and Certified Occupational Therapists Assistants (COTA), Computer Technicians, Library Aides, Campus Monitors, Educational Interpreters and Licensed Practical Nurses (LPN).

1-2

The Articles in this Agreement shall apply to all members of the bargaining unit with the exception of where a specific Employee group is identified.

ARTICLE II-DUES DEDUCTION

2-1

Upon appropriate written authorization from the Employee, the School District shall make monthly Organization dues deductions and any uniformly applied Organizational assessment to its members from the salary of the Employee and shall make appropriate remittance to the Nye County Support Staff Organization. This dues deduction will be made in sixteen (16) equal installments in the school year. Any Employee desiring to have the District discontinue dues/assessments deductions he/she has authorized, must notify the Nye County Support Staff Organization in writing, by certified mail, return receipt requested and the Nye County School District, in writing, by certified mail, return receipt requested. This action must occur during the period July 1 through July 15, for that work year's dues. The mailing addresses are those listed on the cover page of this Agreement.

No later than September 15 of each year the Organization will provide the School District with a list of Employees who have voluntarily authorized the District to deduct the Organization's dues or a uniformly applied assessment to Organization members and the amount to be withheld.

2-2

Upon emailed or written authorization to the District Payroll Department from the Employee/vendor, the District may deduct from the salary of that Employee and make appropriate remittance for annuities, banking institutions, and insurance.

2-3

Upon termination or resignation of an Employee, the remaining amount of dues for the Organization in 2-2 above will be deducted from the Employee's final paycheck. Upon taking a leave of absence, the amount of dues for that month shall be deducted from the Employee's final check.

2-4

The District agrees not to honor any check-off authorization or dues deduction authorizations executed by any Employee in the bargaining unit in favor of any other labor Organization representing Employees for purposes of negotiations in accordance with NRS 288.

2-5

The District shall provide the same monthly report (as it sends to the NSEA) of all dues deductions to the Organization.

2-6

The Organization will indemnify, defend, and hold the District harmless against any claims or against any suits instituted against the District in good faith under the provisions of this Article.

2-7

All legally required deductions have priority over Organization dues.

ARTICLE III-ORGANIZATION RIGHTS

3-1

The Organization may use the District's In-house mail (Fleet) and email system to communicate with members of the bargaining unit. The system shall not be used to distribute political campaign and/or defamatory materials.

3-2

The Employer agrees that the individual Employee will have full freedom of association, self-Organization, and the designation of representatives of their own choosing in negotiating terms and conditions of their employment, and that they will be free from interference, restraint or coercion by the Employer, or its agents, in the carrying out of said activities.

3-3

Union membership shall be at the sole discretion of the Employee.

3-4

In November of each year during the term of the contract, the Organization shall furnish the Employer, in writing, with the names of its current officers and business agents or representatives.

3-5

The Organization agrees that it will not place notices any place within the District properties, with exception of NCSD designated space for Organization bulletin boards. The NCSD shall provide distinct, reasonable, and equitable space with other bargaining unit locals for the posting of union notices.

3-6

Representatives of the Organization may conduct Organization business at the work sites before and after the work day. The conduct of such business shall be such as not to interfere with the individual Employee's duties.

3-7

Upon one (1) week written notification from the Organization President to the immediate supervisor, a total of one hundred and sixty (160) hours inclusive may be granted to Organization members each year for the purpose of attending Organization meetings, conferences, delegate assemblies, trainings, and conventions. Two (2) day notice may be given for the use of this time for other unscheduled union business. Employees taking Organization Leave will be paid the difference between their hourly rate and the hourly rate of a substitute. Additional leave may be granted as Leave Without Pay. The Organization shall reimburse the District for the cost of a substitute Employee when individuals are granted leave without pay.

ARTICLE IV-MAINTENANCE OF STANDARDS

4-1

Conditions and benefits of employment of Employees shall be maintained during the term of this Agreement at no less than the level in effect at the time the Organization was recognized as the representative for this bargaining unit, unless modified by a specific provision of this Agreement.

ARTICLE V-GRIEVANCE AND ARBITRATION PROCEDURE

5-1

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to problems, which may arise affecting Employees. Both parties agree that these proceedings will be kept as informal as may be appropriate at any level of the procedure.

5-2

Definitions:

1. Grievance – A grievance shall be defined as any controversy, complaint, misunderstanding, or dispute arising between the parties as to the meaning or application of the specific terms of this Agreement.
2. Grievant – A Grievant is the Employee or Employees, or Organization making the complaint.

5-3

Informal Procedure:

A grievance should first be discussed with the Grievant's immediate supervisor. If the grievance cannot be resolved in this manner, the matter may be submitted to the formal grievance procedure.

5-4

Formal Procedure:

Step 1. Immediate Supervisor Level

If the grievance is to be submitted to this formal procedure, the grievant and/or the Organization shall submit in writing and sign such grievance to the immediate supervisor of the grievant. A grievance shall be submitted within ten (10) days after the event(s) or condition(s) on which the grievance is based or within ten (10) days of when the events should have been known.

The immediate supervisor shall meet with the grievant and a representative of the Organization and shall respond in writing to the grievant, the Organization, and the Superintendent within seven (7) days of the receipt of the grievance. In the event a grievance does not pertain to the immediate supervisor, the grievance may be filed at Step 2.

Step 2. Superintendent Level

If the answer of the immediate supervisor does not satisfactorily resolve the grievance, the grievant and/or the Organization may, within seven (7) days after the receipt of the written answer from the immediate supervisor, submit the grievance to the Superintendent, or his/her designee, in writing, including the answer of the immediate supervisor. The Superintendent, or his/her designee, shall hear the grievant and/or the Organization and shall submit a written answer of the grievance to the grievant and the Organization within seven (7) days after receipt of the written grievance.

Step 3. Grievance Mediation

If the aggrieved party is not satisfied with the disposition of the Grievance in Step 2, then the aggrieved party shall present the Grievance to Mediation within seven (7) workdays after the Superintendent's response in Step 2.

Procedure for Grievance Mediation:

1. The Superintendent must respond to a Grievance request for Mediation within seven (7) workdays.
2. A Mediator will be obtained from the Federal Mediation and Conciliation Service.
3. The Mediator shall confer with the Superintendent or his Designee and the Organization, and hold a hearing promptly. Nothing said or done by the parties during the mediation hearing can be used against them during the arbitration proceedings.
4. If no solution is reached to the satisfaction of both parties, the Grievance and all information in Steps 1 and 2 shall be submitted to Step 4.

In the event a grievance is appealed to arbitration as provided in this section, the Chairman of the Board or designated representation shall meet with the President of the Association or designated representative within five (5) days and shall jointly select as arbitrator a person who is recognized as experienced, impartial and competent. If the parties are unable to reach Agreement at this meeting, either party may request the American Arbitration Association to furnish an arbitrator under its Voluntary Labor Arbitration Rules.

The decision and award in writing of the arbitrator on the merits of any grievance adjudicated within the arbitrator's jurisdiction and authority as specified in this Agreement shall be final and binding on the grievant, the Organization and the Board.

The cost of such services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, and the cost of any hearing room, will be borne equally by the Board and the Organization. All other expenses will be paid by the party incurring them.

Step 4. Binding Arbitration

Any grievance that has been deemed meritorious by the Organization may be appealed to arbitration by the Organization within fifteen (15) calendar days of the Board's response by serving a written notice of its intention to appeal on the Board. Winter and Spring breaks excluded.

5-5 RIGHTS AND RESPONSIBILITIES OF THE GRIEVANT, ORGANIZATION, AND THE BOARD

1. No reprisals shall be taken either by the grievant, Organization, or the Board, or the Board's agents against any participant in the grievance procedure by reason of such participation.
2. A grievant may be represented at any step of the grievance procedure only by Organization representative.

3. When a grievant is not represented by the Organization at Step 1, 2, or 3, the Organization shall have the right and reasonable opportunity to be present at any meeting between the grievant, the immediate supervisor, the Superintendent and/or the Board after the submission of the written signed grievance form.
4. Except for the decision resulting from arbitration or settlement, all documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel file.
5. Failure by the grievant to comply with the time lines in this Article shall be deemed to be a denial of the grievance. Failure by the appropriate supervisor to comply with the time lines in this Article, absent a mutually agreed upon time extension, shall result in the grievance being deemed in favor of the grievant.

5-6

It is expressly understood that grievances may be processed through the grievance procedures only until another form of appeal outside the grievance procedure is utilized, e.g., filing a claim with the Government Relations Board, hiring a private attorney, etc. At this point, the grievance shall be deemed null and void.

ARTICLE VI-EMPLOYEE RIGHTS

6-1

An Employee may restrain a pupil when it is essential for self-defense or for the protection of other persons or property or to quell a disturbance threatening physical injury.

6-2

The Superintendent shall maintain, for official school District purposes, one personnel file for each Employee. This file shall be kept under conditions that insure its integrity and safe keeping.

6-3

In the event an Employee is charged with civil or criminal charges and cleared of said charges, there shall be no documentation or reference to it in the Employee's personnel file.

6-4

See Article VII for the handling of negative material in an Employee's personnel file and/or site file.

6-5

An Employee shall be given a copy of all material prior to its being placed in the personnel file and shall date and sign the material prior to its placement in the file. The Employee shall have the right to examine his/her personnel file. Anonymous, unattributed or inappropriate material shall not be placed in the file. In addition, the Employee may, within a ten (10) day period, submit a written response to any material placed in his/her personnel file. This written response shall then be attached to the appropriate file material and placed in the file.

6-6

In a specific personnel action no use may be made of any material which has not been properly placed in the official personnel file with the exception of a verbal warning. Such verbal warning may be used only by the issuing supervisor as a step of progressive discipline in accordance with Article VII.

6-7

If a School District Employee is charged criminally with assault or battery-related crimes as a result of an act while on duty and enforcing school policy to maintain a peaceful and safe environment, the Employee shall be entitled to reasonable defense costs by the Nye County School District. If a Court finds the Employee's conduct wanton or malicious, the Employee or former Employee shall be liable to the District for the amount of defense costs expended by the District.

6-8

In all instances where there is contact between administrators and a parent regarding a complaint or problem with a child and an Employee, the Employee involved shall be notified within ten (10) days of the nature of the complaint/problem and any proposed action to be taken.

6-9

Any observation that results in a negative written evaluation or direction for change shall be called to the Employee's attention in writing within ten (10) days after the observation or the discovery that results in a negative evaluation or direction for change.

6-10

Whenever an Employee is called before an administrator concerning any matter which may have an adverse effect on continuation in position or employment, and he/she is subject to an investigatory interview, the Employee and the Organization shall receive prior notice of the reason for such meeting or interview. The Employee shall be entitled to have a representative of the Organization present for advice and representation, during such meeting or interview. If necessary, the notice may be verbal. However, if the Superintendent has reason to believe that cause exists for the dismissal of an Employee and he/she is of the opinion that the immediate suspension of the Employee is necessary in the best interest of the students of the district, the Superintendent may suspend the Employee without pay, without notice.

6-11

Whenever a substitute or temporary employee is in a position, either newly created or not currently held by a regular employee, after forty five (45) calendar days (excluding all federal holidays, winter and spring breaks), the District, at its option, must either eliminate the position (and notify the Organization within five (5) days), or post and fill it, pursuant to article 9-12.

1. The District must notify the Organization within five (5) days of all newly created positions. The notice shall include start date, amount of hours, location and job classification.

ARTICLE VII-CORRECTIVE DISCIPLINE

7-1

Corrective and disciplinary action is designed to provide a fair and structured way for Employees to improve their job performances and/or behaviors which do not meet the standards or demands of their positions, and to provide a system for fair and equitable treatment of all Employees.

- a. Just Cause - No Employee shall be disciplined, suspended, adversely evaluated, transferred, dismissed, terminated or otherwise deprived of any employment advantage without just cause.
- b. Upon written request, the District and/or immediate supervisors shall remove and destroy all negative material in an Employee's personnel and/or site files once its life span has expired, as long as it stands alone and does not become a part of any other action.

7-1-1

The District shall, through a corrective discipline system, give Employees an opportunity to improve their job performances and/or behaviors which do not meet the standards or demands of their positions. The goal of the corrective discipline system is to correct or improve unsatisfactory performance/behavior, and the measures utilized shall be commensurate with the deficiency to be corrected.

7-1-2

If disciplinary action is deemed necessary, the following steps shall be taken:

- a. Verbal Warning:
A verbal warning is given to the Employee for the first occurrence of a minor offense. It is administered by the Employee's immediate supervisor. No documentation of a verbal warning is to be placed in the Employee's personnel file held in Human Resources unless it becomes a part of another action. (Refer to Article 6-6). Documentation of Verbal Warnings will shall be held in a supervisor's file at the site level. Verbal warnings have a life span of one calendar year (365 days), as long as it stands alone and does not become a part of any other action. It must then be removed and destroyed in its entirety.

He/She may not pursue the verbal warning under Article V.

- b. Written Reprimand 1:
A written reprimand is given to the Employee in the instance of a more serious offense or after repeated instances of minor offenses. The supervisor shall cite any policy, procedure, or law which may pertain to the offense. This reprimand has a life span of one calendar year (365 days), as long as it stands alone and does not become a part of any other action. It must also advise the Employee that it can be used against him/her at a future time as a step of progressive discipline and will be placed in his/her personnel file. The Employee must read and sign acknowledgment of the reprimand. He/She may pursue the matter under Article V.

c. Written Reprimand 2:

This level of discipline is given to an Employee who has repeatedly committed minor offenses, an additional serious or related offense as committed in a Written Reprimand 1, or a major offense for which this level of action is warranted. The required information is the same as in section b. If appropriate, the Written Reprimand 1 document may be attached and becomes a part of this action. It must also advise the Employee that it can be used against him/her at a future time as a step of progressive discipline and shall be placed in his/her personnel file. The Employee must read and sign acknowledgment of this reprimand. He/She may pursue this matter under Article V. The penalty for a Written Reprimand 2 may be suspension for a period of one (1) to twenty (20) work days without pay.

This reprimand has a life span as follows as long as it stands alone and does not become part of any other action:

WR2 without suspension one calendar year (365 days)

WR2 with 1-10 days suspension two calendar years (730 days)

WR2 with 11-20 days suspension three calendar years (1095 days)

d. Termination:

An Employee who fails to correct unsatisfactory performance/behavior as a result of previous steps in the progressive discipline procedure shall be terminated. An Employee may also be placed on suspension pending termination. A decision to suspend pending termination is made based upon the reasons for the termination and is generally utilized when an Employee is suspected of gross misconduct, or when his/her continued presence during the investigation period would be a disruption to normal District business.

ARTICLE VIII-SAFETY

8-1

An Employee, believing any working condition is unsafe, shall immediately notify his/her immediate Supervisor.

8-2

Should the Supervisor conclude that the working condition is safe, and the Employee insists to the contrary, the Employee shall continue to work until the matter can be resolved by the District and the Organization through the grievance procedure. All grievances pertaining to this section shall start at Step 2.

ARTICLE IX-SENIORITY, REDUCTION IN FORCE, RECALL

9-1

Employees shall attain seniority in their respective job classification, effective their date of hire onto that list. When employees have identical hire dates, seniority shall be determined by:

- a. The electronic drawing of lots by the affected members.

The seniority date of an employee who returns to employment within a previous job classification where the employee previously holds seniority shall be adjusted to accurately reflect the total seniority in that job classification except as it pertains to 9-2-2.

An Employee with a work year of less than twelve (12) months shall not be considered to have suffered a break in service during the months, which are not included in the Employee's work year.

An employee on the recall list shall not be considered to have suffered a break in service.

9-2

The seniority lists shall be maintained on a shared Google Folder that can be accessed by NCSSO President, Vice President, and Secretary at all times. Copies of the lists shall be provided to site secretaries to be posted at each work site no later than September 30th and March 1st of each year.

9-2-1

The lists shall be for groups listed under Article I- Recognition; 1-1.

9-2-2

Seniority may be terminated and the District/Employee relationship shall be severed by the following conditions:

1. Termination;
2. Recall list of more than three (3) years;
3. Resignation.

9-3

Reduction in Force (RIF) shall mean the discontinuance of employment, or reduction in hours resulting in the loss of health insurance benefits, of an Employee for bona fide financial or program reasons.

9-4

In the event it becomes necessary to lay off Employees for any reason, Employees shall be laid off according to the Reduction in Force language in Appendix C.

9-5

The Organization and any Employee who is to be RIF'd, shall be given thirty days' notice.

If the position is terminated because the student is no longer serviced by the District, a thirty day notice will be given, effective at the time the District is notified of the student's last day of attendance.

9-6

The School District agrees to meet and confer with the Organization prior to a RIF, and shall make available to the Organization all relevant information upon request.

9-7

The School District shall establish a recall list of laid off Employees. An Employee who has been laid off shall be placed on a recall list and shall be sent position vacancy announcements via email in the bargaining unit. For this purpose, it shall be the Employee's responsibility to keep the District advised of his/her current email address.

9-7-1

A laid off Employee may remain on the recall list for a period of three (3) years from their date of separation.

9-8

RIF'd Employees shall be recalled in order of job classification seniority, by attendance area, to vacant positions in their job classification., Prior to recall of RIF'd Employees, all vacant positions shall be subject to the provisions of Article 9-11. RIF'd Employees shall also be offered vacant positions in their job classification in other attendance areas; however, if a position is declined, Employee will not lose any right(s) to be recalled for future positions in his/her attendance area. If a RIF'd Employee declines to fill a vacant position in his/her job classification and attendance area that has equal or more hours that the RIF'd Employee was displaced from, said Employee loses all right to be recalled.

9-9

Employees RIF'd prior to February 1st shall retain the right to transfer into a created or vacated position for which he/she is qualified for the remainder of the current school year. Employees RIF'd on or after February 1st will retain the right to transfer for the duration of the upcoming school year.

9-10

RIF'd Employees re-employed shall retain their seniority, wage step and all other benefits accumulated prior to layoff.

9-11 VOLUNTARY TRANSFER

When the Nye County School District declares that a vacancy exists or that a new position has been created within the NCSO bargaining unit, bargaining unit members may apply for transfer to the vacancy or new position. Posting of said job openings will be for five (5) work days, in all attendance areas.

Voluntary transfers shall be granted on the following criteria and scoring rubric:

Interview Questions	Evaluations	Job Classification Seniority
<p>A total of 10 questions shall be utilized.</p> <p>Each question shall use a Likert scale of 1-6 and be scored 1=lowest & 6=highest</p>	<p>Immediate previous two years' satisfactory= 1 point</p> <p>Immediate previous four years' satisfactory=2 points</p>	<p>Less than one year= 0 points</p> <p>1 year=1 point</p> <p>2-4 years=2 points</p> <p>5-9 years=3 points</p> <p>10+ years=4 points</p>
<p>No multiplier will be utilized. If interview committee is used, committee scores will be averaged for one combined score.</p>	<p>Final score multiplier of 5 on rubric</p>	<p>Final score multiplier of 5 on rubric</p>

Job Classification Seniority shall be used if the combined score of one or more applicants is equal. Should the District or its agents deny a request for transfer, it shall, within seven (7) working days, provide the Employee and the Organization a written statement of its decision. The Organization shall receive all rubric scores upon written request. With principal/supervisor approval, in-district interviews during scheduled work hours shall not require the use of personal leave.

- a. All appropriate information pertaining to any positions that voluntary transfer applicants may transfer into will be made available prior to interview by applicant's request to Human Resources with respect to FERPA and HIPAA guidelines.
- b. All voluntary transfers are final. An Employee who accepts a voluntary transfer within the same job classification will be ineligible for transfer consideration within the same job classification for the remainder of the school year, except in cases where the scheduled hours in the new position would increase by at least one (1) hour or increase benefits. This does not apply to District-initiated transfers or layoffs.
- c. Employees transferring from clerical aide position to secretary position shall suffer no reduction in hourly compensation.

9-12 INVOLUNTARY TRANSFER

An involuntary transfer shall be made only in the case of an emergency or to prevent undue disruption of the operation of the District. The District shall notify, in writing, the affected Employee and the Organization of the specific reasons for such transfer at the time of notification of transfer. If the Employee objects to such transfer for the reason given, the dispute may be resolved through the grievance procedure beginning with Step 2.

If the dispute is ultimately resolved in favor of the transfer, or, the Organization does not process the grievance through arbitration, the Employee will, if he/she requests, be released by the District from his/her employment. An involuntary transfer shall not result in the loss of

compensation, seniority, or fringe benefits. Reasonable moving expenses necessitated by an involuntary transfer shall be borne by the District.

This Article excludes bargaining unit members as covered in Article 18-25.

ARTICLE X-STRIKES

10-1

The parties agree to comply with Nevada Revised Statutes 288 with regards to strike.

ARTICLE XI-NONDISCRIMINATION

11-1

The parties agree to comply with Nevada Revised Statutes 288.270 with regards to nondiscrimination.

ARTICLE XII-COMPENSATION

12-1

Effective July 1, 2019, the salary schedule shall be increased by three percent (3.0%) with reduction equal to 0.625% for PERS for the 2019-2020 school year, pursuant to NRS 286.

- a. Effective July 1, 2019, the NCSO Bargaining Unit members shall be placed on the appropriate salary schedule step position as applicable for the 2019-2020 school year and paid retroactive to the NCSO Bargaining Unit members.
- b. Effective July 1, 2020, the salary schedule shall be increased by two percent (2.0%) for the 2020-2021 school year.
- c. Effective July 1, 2020, the NCSO Bargaining Unit members shall be placed on the appropriate salary schedule step position as applicable for the 2020-2021 school year.
- d. Effective July 1, 2019, the salary schedule shall reflect a Grade 19 Extra-Curricular Activity Trips hourly and Grade 19A Extra-Curricular Activity Trips mileage. Actual salary amounts will be determined based on negotiations.

12-2

The District shall pay the full contribution to PERS for all eligible Employees.

12-3

The School District shall make every reasonable effort to equitably distribute opportunities for overtime work among qualified Employees in the affected classification(s).

- a. An Employee working more than eight (8) hours in any day shall be compensated for such time over eight hours at one and one-half (1-1/2) times the Employee's rate of pay.
- b. In the computation of eligibility for overtime pay, any hours paid for but not worked which are included in the regular work schedule, shall be counted.
- c. Employees who "substitute" for the District outside their current job classification during their normal work day will be compensated at their normal rate of pay. Employees may be offered "substitute" or additional work outside their current job classification or the normal work day or year, if they voluntarily accept this offer they will be compensated at the District approved pay for substitute or additional work.

12-4

It is the intent of the School District to complete Personnel Action Forms as soon as possible. However, Personnel Action Forms will be completed in no more than ten (10) working days. The Nye County School District will provide the Nye County Support Staff Organization a copy of any/all Personnel Action Form which involves Bargaining Unit Positions.

12-5

Within one (1) month of the beginning of the school year or the hiring date of an Employee, Employees will be able to deduct through a payroll deduction plan a specified salary amount from their net salary payment each pay period (twice per month) during their traditional work year calendar. This deducted amount will be withdrawn in two (2) equal payments during the summer months. The decision once made by the Employee to withhold funds will be final and not subject to further adjustment for the remainder of the school year unless the Employee leaves the employment of the District or there is not enough money to cover the deduction.

12-6

For continued employment, the district shall pay the full cost for each member of the bargaining unit who is required by law or the school district to pass a fingerprint background check for the duration of the 2019-2021 contract.

12-7 MANDATORY TRAINING/CERTIFICATION

For any District required mandatory training(s)/meetings, or certification(s) not offered during their scheduled work day, Employees will be paid their regular hourly rate and shall receive transportation costs if such training/meeting, or certification(s) is outside the employee's attendance area and not provided by the District. Voluntary training(s)/meeting(s), or certifications occurring outside the work day, will be at the Employee's expense. The NCSD will not pay for licenses, or certifications for new hires that are a 'condition of employment'; however, subsequent renewals shall follow 12-7.

ARTICLE XIII-LEAVES

13-1 SICK LEAVE

- a. The District shall grant Employees, who work four (4) hours or more per day fulfilling assigned duties, sick leave.
- b. It is understood that Employees in the YRE programs shall accrue sick leave like traditional program Employees except when off track.
- c. Eligible Employees shall accumulate sick leave at the following rates:
 - Four (4) hour Employees, 5 hours per month, YRE 5 hours per 20 work days
 - Five (5) hour Employees, 6.25 hours per month, YRE 6.25 hours per 20 work days
 - Six (6) hour Employees, 7.5 hours per month, YRE 7.5 hours per 20 work days
 - Seven (7) hour Employees, 8.75 hours per month, YRE 8.75 hours per 20 work days
 - Eight (8) hour Employees, 10.00 hours per month, YRE 10 hours per 20 work days
 - Partial months shall be pro-rated
 - Nine (9) month 11.25 days per year
 - Ten (10) month 12.50 days per year
 - Eleven (11) month 13.75 days per year
 - Twelve (12) month 15.00 day per year

Sick leave may be accumulated up to 180 days.

- d. The School District shall provide a written statement for every Bargaining Unit Member with the first paycheck of the school year indicating the total accumulated sick leave credited.
- e. Each Employee shall provide written proof of the necessity of sick leave, if such proof is required by the Superintendent or their designee. The proof shall be submitted in one of the following forms:
 1. Physician documentation.
 2. Co-Pay or Payment Receipt.
 3. Signed written statement from the Employee stating the necessity for the sick leave absence is for personal illness or accident, disability, maternity/childbirth, personal medical appointments, quarantine or communicable disease; or as provided by the Master Contract Article 13-1.i and Article 13-2. This statement may be written in any form on an 8 1/2" x 11" paper stock.
- f. The Employee must notify his/her Immediate Supervisor when sick leave is required. Such notice should be given on the preceding day, if possible. In an emergency, notification shall be made as soon as possible.
- g. No sick leave benefits will be earned if an Employee is off work without pay or on SIIS.
- h. After ten (10) years of service, and upon termination of employment, a Bargaining Unit Member will receive a lump sum payment for all hours of accumulated, unused sick leave,

up to 720 hour's maximum; at the rate of 25% of his/her current hourly wages times the number of hours accumulated.

- i. A Bargaining Unit Member may use up to eighty (80) hours of accrued sick leave hours each year for the necessary care of ill or disabled immediate family members or anyone living in the same household. Other serious family illness shall be allowed with the recommendation of the supervisor and the approval of the Superintendent.

13-1-1 FITNESS FOR DUTY / RETURN TO WORK

1. When an Employee's absence from work begins with a document from a Physician/Doctor stating the Employee is unable to work, the Employee must have a document from a Physician/Doctor stating the Employee is fit for duty and can return to work.
2. When an Employee's absence from work begins by the District requiring proof of the Employee's fitness for duty, the District will pay for the Physician/Doctor appointment. The Physician/Doctor will be of the District's choice. If the Physician/Doctor chosen by the District is outside the community the Employee works, mileage expense shall be reimbursed at the GSA rate per mile at the time of the Physician/Doctor appointment.
3. If the District's chosen Physician/Doctor requires additional appointment(s) to determine the Employee's fitness for duty, the District shall pay the costs of the appointment and reimburse mileage as in number 2 above.
 - a. If the Physician/Doctor determines the Employee is fit for duty and the Employee has no sick leave time remaining, the District will reimburse the Employee for the lost time at their regular rate of pay.
 - b. If the Physician/Doctor determines the Employee is not fit for duty, the District will not reimburse the Employee for the use of sick leave or pay due to lost time from work.

13-2 BEREAVEMENT LEAVE

With the approval of the Superintendent, the Employee may use a reasonable amount of sick days in the event of death in the immediate family. This includes mother, father, sister, brother, children, spouse and grandparents.

13-3 PERSONAL LEAVE

The District will grant Employees, who work four (4) or more hours per day fulfilling assigned duties, personal days.

- a. At the beginning of each fiscal year eligible nine (9) month, ten (10) month and eleven (11) month Employees will be credited with two (2) personal days of leave at full pay. Unused personal days will be allowed to accumulate up to a total of three (3).
- b. At the beginning of each fiscal year, each twelve (12) month employee will be credited with three (3) personal days of leave at full pay. Unused personal days will be allowed to accumulate up to a total of five (5) days.

13-4 JURY AND WITNESS LEAVE

- a. Any Employee receiving notice of jury duty, and/or court/witness services involving the school district shall submit a copy of the notice to his/her immediate supervisor promptly. Employees are expected to work as much of their regularly scheduled workday as jury duties permits. Employees who are released from jury duty must report back to the worksite unless there is less than one hour left in their workday. If an employee serves jury duty outside of their regularly scheduled work hours, hours served are deducted from that work day and jury leave applied. Second (2nd) or third (3rd) shift employees who are required to report to jury duty and/or court/witness services will not be required to work eight hours prior to reporting. If the employee's service lasts four hours or more, including time going and returning from court, the employee will not be required to work between 5:00 pm of the day of the jury duty and/or court/witness services and 3:00 am the following day. (NRS 6.190 and Policy 6238)
- b. Employees appearing for jury duty, and/or court/witness services involving the school district shall receive their regular pay for the period of absence caused by the jury duty and/or court/witness services and monies received for jury duty and/or court/witness services shall be remitted to the District.
- c. Any per diem or transportation allowance shall be retained by the Employee.

13-5 PARENTING LEAVE

An unpaid leave of absence up to one year shall be granted to any Employee for the purpose of caring for a newly born or adopted child. Such leave shall be requested as early in advance as practicable.

13-6 ANNUAL LEAVE

Annual leave is granted to qualifying employees, who work 260 days per year, eight hours per day. Annual leave is earned at the rate of 6.66 hours per month for the first year of employment. Thereafter, employees earn at the rate of 10 hours per month. (Policy 6231)

13-7 UNPAID *MEDICAL* LEAVE

A Bargaining Unit Member who runs out of sick leave shall be granted an unpaid leave of absence for the duration of the illness or disability. An unpaid leave of absence may be granted for those eligible pursuant to Article 13-1-i. Other serious family illness shall be allowed with the recommendation of the supervisor and approval of the Superintendent.

13-7-1

The position of a bargaining unit member granted an unpaid leave of absence shall be filled with a substitute until the return, the retirement, or the resignation of the employee on leave of absence.

13-8 SICK LEAVE BANK

Under this Negotiated Agreement all Employees of this bargaining unit who have been employed by NCS D no less than one (1) year will be allowed to join and participate in the Sick Leave Bank.

The Sick Leave Bank is to assist Employees who have long term personal illness, injury or disabilities and have exhausted their sick leave accumulations. Before a request for time from the Sick Leave Bank will be considered, an Employee must be off work for 7 contiguous working days or more due to a long term personal illness, injury, or disability.

1. The enrollment period for the Sick Leave Bank will be between the first day of the new school year and October 15th or between January 15th and February 15th of the same school year. An Employee that has enrolled in the Sick Leave Bank will continue their membership in the bank from year to year.

Enrollment forms can be secured from any NCSO representative or Sick Leave Bank Committee member or the Nye County School District office.

An Employee may end participation in the Sick Leave Bank only with a written withdrawal request submitted to the NCSO and the NCSD in the same manner as outlined in Article 2-1 starting third sentence first paragraph at the addresses list on the cover page of this Master Agreement and will not result in reimbursement of the time contributed to the Sick Leave Bank.

- a. Then a Sick Leave Bank Member is no longer employed by the District they will be removed from the Sick Leave Bank immediately. If the Employee resumes employment they must, using the Sick Leave Bank request form, re-enroll with in thirty (30) calendar days of re-hire or wait until open enrollment.
2. Days from the Sick Leave Bank may be granted to any Employee who has joined the Sick Leave Bank and has met the above criteria.
 3. When an Employee joins the Sick Leave Bank, the minimum contribution shall be one (1) day with a maximum of ten (10) days. All members will be assessed at least one (1) annually as needed. Employees already enrolled may use enrollment form to donate more days than required if they elect to do so.
 4. The maximum cumulative number of days which any one person can be granted from the Sick Leave Bank during one school year is twenty (20) days. The maximum cumulative number of days which any one person can be granted from the Sick Leave Bank during their period of employment with the NCSD is forty-five (45) days.
 5. Employees who are members of the Sick Leave Bank may be granted sick leave upon written request to the Sick Leave Bank Committee Chairman. If an inquiry about Sick Leave Bank time is made of payroll, that department shall refer the Employee to the current Sick Leave Bank Committee Chairman.
 - a. The Sick Leave Bank Committee must receive appropriate proof of medical need provided by the applicant for benefits. Including but not limited to a doctor's statement or excuse detailing the amount of days off work needed. The written request by the Sick Leave Bank member needs to contain their contact information including a mailing address, telephone number, and any emergency contact person. This request must include the number of days the member is asking to be granted and any other information the member feels necessary.

- b. Any communication from the Sick Leave Bank Committee about time granted or denied will be made only with the Sick Leave Bank member or emergency contact person stated in their written request and the Payroll Department as necessary.
6. The Sick Leave Bank Committee will consist of four Organization members appointed by the Organization President, one HR representative and one Finance representative. The Sick Leave Bank Committee shall develop and prepare criteria to determine the amount of sick leave, if any, is to be granted.
7. The maximum number of sick leave hours, allowed in this bank, per school year, shall be one-thousand, six-hundred (1,600). If the number of hours falls below four-hundred (400), the Sick Leave Bank Committee may assess each member one (1) additional day based on their hourly assignment.

In the event that an additional assessment of the membership would need to be made to try and bring the Sick Leave Bank back up to the maximum number of days allowed. Every member participating in the sick leave bank will be assessed.

Time granted by the Sick Leave Bank Committee will be repaid at the time the Employee has accrued more sick leave hours. The Sick Leave Bank takes precedent over leave usage. The repayment will be equivalent to one day per grant and will be deducted immediately by payroll. Each grant will be considered individually and will have its own deduction and will be deducted accordingly. More than one grant could cause more than one deduction in a school year.

13-9 SICK LEAVE SELL BACK

Each employee who uses three (3) or fewer sick leave days in the preceding year July 1 – June 30th, may sell back the equivalent of five (5) days of their preceding year's schedule of unused sick leave at the rate of 70% of that employees hourly step wage, not to exceed \$90 a day.

Each employee who uses five (5) or fewer sick leave days in the preceding year July 1 – June 30th, may sell back up to three (3) days of their preceding year's schedule of unused sick leave at the rate of 60% of that employees step wage, not to exceed \$70 a day.

Employees, who elect to take part in the sell back of unused sick leave for the prior school year, must notify NCS D no later than June 30th of the current school year and must select a payout for July 31st or Jan 15th of the next calendar year.

To participate, the employee must have a remaining balance of no less than 5 days in their sick leave balance after the sell back is completed.

13-10 ABSENCES/DISCIPLINE

An Employee's absence for three (3) work days without notification/approval to/of the immediate supervising administrator or designated representative shall be grounds for discipline, up to and including dismissal.

ARTICLE XIV-HOLIDAYS

14-1

The School Board or its designee, and the Association Presidents of NCCTA & NCSO or their designee, shall cooperatively formulate a variety of plans for the integration of winter or spring break vacations into the school calendar by March 15, of the prior year. Support Staff shall vote for the plan they prefer by March 1st.

The counting of the ballots shall be done by the School Board, or its designee, and the Association Presidents or their designees. The response of the majority of both Organizations participating in the vote shall determine the winter and spring vacations. The School Board shall reserve the right to determine all other aspects of the school calendar.

14-2

All full-time Bargaining Unit Members shall receive paid holidays which occur during the Employee's work year. Full-time for the use of this Article only shall be eight hours or more per day. For nine (9) month Employees, the holidays are: Labor Day, Veterans Day, Thanksgiving Day, Christmas Day, New Years Day, Martin Luther King Day, Presidents Day, and Memorial Day. For twelve (12) month Employees add 4th of July to the nine (9) month list.

- a. 12 month secretaries, computer technicians and custodians normally work 260 days per year. They shall back out of that 260 days per year the Nye County School District Office Holidays and Vacation Days calendar for the 2003/2004 school year – 17 days, leaving 243 days. Additionally, they would back out the 9 Federal holidays which are recognized during their work year, leaving 234 scheduled actual workdays. Additionally, 12-month employees may use their annual leave from the 234 days and be compensated. Their 12 month salaries shall be left the same.
- b. 8-hour clerical aides will continue to receive compensation as they have in the past and shall not adjust their 185 day schedule for the 2003/2004 work year.

ARTICLE XV-HEALTH INSURANCE

15-1

1. Any Employee who works thirty (30) hours per week fulfilling assigned duties shall be provided health benefits during his/her work year, within the terms and conditions of the present Nye County School District's group health insurance plan. All costs medical, dental, and vision for eligible Employees only will be paid for by the District. Nye County School District will pay twelve (12) months of insurance premiums for all nine (9) month and ten (10) month Employees working six (6) or more hours per day in accordance with the existing Health Insurance Plan and past District practices.
2. On or before August 1, an advisory only Insurance Review Committee will meet for the purpose of reviewing the present health insurance plan terms and conditions for the possibility of change. All affected employees must be notified of any agreed to change or notice of no change each year in accordance with federal requirements.
3. In the development of a self-insurance fund, the Nye County School District, its Board of Trustees, the NCCTA and the NCSO recognize the need to stabilize the expenses from the general fund in the provision of health insurance. To that end, the parties agree to the following:
 1. The Associations and Organization Presidents shall have access to all information provided to the District by the plan administrators.
 2. Monthly premiums for Employees (paid by the District) and for dependents (paid by the Employee) must be placed in the Health Insurance Claim Fund on a timely basis.
 3. All interest income earned off monies in the Insurance Funds must be placed back in the respective Insurance Fund.
 4. With the exception of payment of benefits and fees, ordinary and usual expenses associated with the operation of the self-insurance program, no funds shall be removed from the Claim Fund.
 5. A required reserve fund will be based on an actuarial audit of expected claims. Any excess over claims made plus any interest earned will continue to accrue to the reserve fund. When the required reserve fund reaches 125% of the expected claims amount, the insurance committee shall make a recommendation to the Board of Trustee and the Association's Executive Board for possible improvements in the self-insurance plan.
 6. Re-insurance (stop loss) will be maintained to provide an aggregate cap in an amount not to be less than 125% of the then current fiscal year expected claims. At no time will this aggregate cap insurance be eliminated.
 7. Re-insurance (stop loss) will be maintained to provide an individual cap at the amount as approved by the Joint Health Insurance Committee upon renewal of the Health Plan each year. This amount of the individual stop loss insurance may be changed upon recommendation of the insurance committee with Agreement of both parties. At no time will this individual cap insurance be eliminated.
 8. Once the self-insurance plan is established (equal to or better than the current plan), its level of benefits becomes the minimum that must be maintained. Changes in the terms and conditions of the present Nye County School District's Health Self-Insurance Plan, including but not limited to premiums, plan

administrator, carrier, benefits and features, shall only be made with the mutual consent of 1) the Nye County School District Board of Trustees; and 2) the Joint Health Insurance Committee of the NCCTA Board of Directors and the NCSSO Board of Directors. Membership on the Joint Health Insurance Committee will be proportional between NCCTA and NCSSO based on the number of Employees represented by each union who are covered by the group health insurance plan. In the event the parties are unable to reach Agreement on the changes, the parties shall seek the assistance of an FMCS mediator.

9. Dependent premiums are determined annually at 100% of expected claims for that class.
10. The District's cost of Employee's premium will be calculated annually at 100% of the expected claims plus administrative and re-insurance costs plus an additional amount up to 25% of the expected claims to reach the required reserve.
11. The Joint Health Insurance committee, consisting of 1) the Chief Operating Officer, the HR Director, and other management representatives as assigned by the Superintendent of Schools; 2) representatives of the NCCTA and NCSSO; and 3) a representative of the NCSD Board of Trustees, or their designees, shall:
 - a. Review the actuarial soundness of the program
 - b. Review the benefits and features of the program
 - c. Review premium requirements
 - d. Evaluate the plan administrator
 - e. Review the re-insurance
 - f. Evaluate and review any other factors that may affect the insurance carriers
 - g. Annually solicit bids, both from plan administrators and health insurance carriers.
 - h. Provide information and make recommendations on all of the above to the Board of School Trustees and the Joint Health Insurance Committee.
12. Each Committee member, at his/her option may have a consultant attend any meeting of the committee.
13. Disputes over the interpretation of this Agreement are subject to the Grievance Procedure in the parties' Master Contracts

15-2

Members of the bargaining unit shall pay all costs for dependent coverage.

ARTICLE XVI-WORK DAY

16-1

The normal work week shall be Monday through Friday. Employees working more than four (4) hours per day will be granted a consecutive thirty (30) minute duty-free break, upon request.

16-1-1

Four-day school week program, refer to Appendix D.

16-2

Call Back – Any Employee called back in to work One (1) hour and One (1) minute or more before or after the consistent and specific scheduled starting and ending hours in an Employee's workday, shall be compensated a minimum of two (2) hours worked, at their regular step wage. This applies to all job classifications unless otherwise negotiated in this agreement. Overtime shall be paid when applicable.

16-2-1

Work hours shall be consistent and specific as it pertains to an Employee's job classification and any school day, Monday through Friday. There shall be no split shifts unless consistent with the specific job classification.

16-3

It shall be the responsibility of the Employer to inform all Employees of the rules and policies, and regulations of the District.

Changes to the existing rules, policies, and regulations shall be noticed to the Organization thirty (30) calendar days prior to the implementation of any change except when there are apparent safety or emergency circumstances.

16-4

It shall be the duty of the Employees to observe the rules and policies of the District, including, but not limited to, the School Bus Drivers Training Manual of the Nevada Department of Education and the Nye County School Bus Drivers Handbook.

16-5

The Employer shall adhere to the policies it has set and see that they are carried out in a fair, equitable, and consistent manner.

16-6

Library Aides shall work 180 days.

16-7

Non-exempt employees must be paid for all hours worked in a workweek. In general, compensable hours worked include all time an employee is on duty or at a prescribed place of work.

ARTICLE XVII-DISTRICT RIGHTS

17-1 RETENTION OF DISTRICT PREROGATIVES

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the Board of Trustees of the Nye County School District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion, to the following:

- to direct its Employees;
- to hire, promote, classify, transfer, assign, retain, suspend, demote, discharge, or to take disciplinary action against any Employee;
- to determine appropriate staffing levels, work performance standards, content of the work day, and workload factors;
- to relieve any Employee from duty because of lack of work, lack of money, or for any other legitimate reason;
- to manage its governmental operations efficiently;
- to establish the methods and means by which its operations are to be conducted;
- to take whatever actions may be necessary to carry out its responsibilities in situations of emergency.

17-2

The employer's failure to exercise any prerogative or function hereby reserved by it, or the employer's exercise of any such prerogative or function in a particular manner shall not be considered a waiver of the employer's right's reserved herein or preclude it from exercising the same in some other manner not to conflict with the provisions of this Agreement. Notice requirements set forth in this Agreement shall not be deemed as a limitation on the employer's right to exercise its prerogative.

ARTICLE XVIII-BUS DRIVER(S)

18-1 JOB DESCRIPTION

The scope of the Bus Drivers Job Description regarding their performances and behavior includes information found in the Nye County School District Policy Manual, Nye County School Administrative regulations, Nevada Department of Education School Bus Drivers Training manual, and the Nye County School Bus Drivers Handbook.

18-2 DISCIPLINE

Article 7-1 is a progressive discipline plan for all items of duties and responsibilities in the aforementioned Nye County Bus Drivers Job Description, Nye County School District Policy Manual, Administrative Regulations, Nevada Department of Education School Bus Training Manual, and Nye County School District Drivers Manual. The following discipline plan addresses specific offenses and subsequent maximum penalties for first occurrences and may fall outside of the discipline path in Article 7-1. Should additional similar offenses occur, Article 7-1 will be followed.

OFFENSE	MAXIMUM PENALTY/ FIRST OCCURRENCE
Speeding (cited) / loaded	Written Reprimand I and one (1) day suspension w/o pay-After adjudication.
Speeding (cited) / unloaded	Verbal Warning
Unauthorized stops (loaded / emergencies are excluded)	Written Reprimand I and up to one (1) day suspension w/o pay
Unauthorized stops (unloaded / bathroom / soda / phone use excluded and emergencies are excluded)	Verbal Warning
Preventable accidents (i.e., backing or roll-aways)-Off-site	Written Reprimand I and up to two (2) day suspension w/o pay
Preventable accidents (i.e., backing or roll-aways)-On-site	Verbal Warning and up to one (1) day suspension w/o pay
Preventable accidents with severe damage	Written Reprimand I and five (5) day suspension w/o pay
Driving a District vehicle under the influence of alcohol or stupefying drugs	Termination
Failure to have eye supervision with easy access to bus during loading/unloading of students	Verbal Warning and up to two (2) day suspension w/o pay
Unapproved use of District vehicles	Written Reprimand I and up to two (2) day suspension w/o pay
Running out of fuel (Excluding mechanical failure)	Verbal Warning and up to one (1) day suspension w/o pay
Failure to clean buses, including failure to clean windows and mirrors (when time is allocated)	Verbal Warning
Allow any object to obstruct access to an exit	Without Incident: Written Reprimand I up to ten (10) day suspension w/o pay With Incident: Written Reprimand II up to twenty (20) day suspension, up to and including termination

Bus accident where student and/or other parties are injured	Suspension w/pay from driving until investigation is completed. Written Reprimand II up to twenty (20) day suspension, up to and including termination
Failure to follow pre-safety trip log	Written Reprimand I
Failure to winterize bus	Verbal Warning and up to one (1) day suspension w/o pay

18-3 SAFETY

In order to insure safety while transporting students, the District shall establish and maintain a disciplinary procedure to control unruly behavior by students on District Buses.

18-4 SCHEDULES

Schedules will be developed at the beginning of each sport activity season to include all known trips for that season. The schedules shall consist of the date, place, and time of the sport/activity.

18-5 ITINERARIES

An itinerary shall be developed for each sport activity/field trip and assigned in conjunction with Appendix C and/or D, no later than forty-eight (48) hours and no sooner than five (5) working days (extended holidays excluded) prior to its departure.

All field trips, and sport/activity runs will be marked clearly, with time and date by the Transportation Director or designee as soon as is reasonable, in order of physically receiving itinerary in the Transportation office. A list of students that will be transported shall be furnished to the Driver prior to the sport/field trip departure. This list shall consist of:

- Student's Name, Parent or guardian, and phone number

The itinerary shall consist of the date, of departure, destination, time of departure, return time, any stop that is anticipated, how long the stop will be, coaches, and numbers of students/chaperons. The name and telephone number of the Driver's supervisor shall be included in the itinerary for all sport activity/field trip runs. The itinerary shall take into consideration the time taken for the pre-trip and fueling, as well as the time to clean the bus after the sport activity/field trip run. Example:

- PRE-TRIP 30 min., FUELING 15 min., STAND-BY 15 min., CLEAN-UP 30 min.

18-6 DUTY LIMIT

An Employee shall not be on duty for more than fifteen (15) hours during a twenty-four (24) hour period. An Employee shall not drive more than ten (10) hours during any fifteen (15) hour duty.

18-6-1 EXCEPTIONS TO TIME RESTRICTION

Should a Driver believe that a trip may exceed the required time restrictions listed above in 18-6, s/he shall notify a supervisor to discuss the circumstances of the possible violation and determine if the circumstances fall under one or more of the "exceptions" allowed. If the supervisor determines that the circumstances fall within the exceptions allowed then the driver will continue with the trip. If the supervisor determines that the circumstances do not fit the exceptions allowed, the supervisor will arrange a relief/rescue driver to finish the trip.

18-7 RADIOS

Radios will be provided within the available service area.

18-8 ASSIGNMENT EXCHANGE

Assigned sport/activity/field trip Drivers may mutually exchange assignments by notifying their supervisor. If the Drivers exchange trips they shall remain in the regular spots on the official rotation list.

18-9 DRIVER RELIEF

In the event there is a need for a Driver to be called out on an sport/activity/field trip to relieve another Driver that has or will be going over on time according to the Negotiated Agreement, State or Federal law, the Driver that goes out to meet the other Driver will not be charged with a trip and shall remain in the rotation as per Appendix B.

18-10 SPORTS ACTIVITIES

Qualified Bus Drivers then qualified Employees of the bargaining unit shall have first right of refusal for all sports activity runs that include more than twelve (12) students. Any sport shall constitute a sport activity run. An athletic contest shall be defined as any athletic contest involving two (2) or more schools/contestants. Selection of qualified Employees for specific sports activity runs shall be through a rotation list, as described in Appendix D of this Agreement. The rotation list will only be changed through negotiations. The Nye County School District reserves the right to transport up to twelve (12) students in vehicles other than a school bus at any time with no limitation on the number of trips for the purpose of any sport activity or athletic contest. The Nye County School District reserves the right to transport more than twelve (12) students in carriers other than a Nye County School Bus for the purpose of any sport activity or athletic contest up to twenty (20) times each school year. The District will notify the Organization in writing of its intent to implement this provision of the Article, not less than five (5) working days before the trip departs.

18-11 FIELD TRIP ROTATION

Field trips shall be serviced through a rotation list as indicated in Appendix B. More than twelve (12) students constitute a field trip.

18-12 FIELD TRIPS

Qualified Bus Drivers then qualified Employees of the bargaining unit shall have the first right of refusal for all field trips that include more than twelve (12) students. The Nye County School District reserves the right to transport up to twelve (12) students in vehicles other than a school bus at any time with no limitation on the number of trips for the purpose of any field trip. The Nye County School District reserves the right to transport more than twelve (12) students in carriers other than a Nye County School Bus for the purpose of fieldtrips. This right will be limited to up to twenty (20) field trips each school year. This excludes out-of-state trips. The Nye County School District will notify the Organization in writing of its intent to implement the other carrier's portion of this article for trips of more than twelve (12) students, not less than five (5) working days before the trip departs.

18-13 OUT-OF-TOWN TRIPS

All out of town field/sport activity runs/trips shall be compensated in accordance with salary schedule. In addition, each Driver will be paid for each hour during the down time, not including normal night time sleep, during each twenty-four (24) hour period.

Represented employees of the NCSO bargaining unit whose primary job classification is other than that of "School Bus Driver" and periodically (outside of an established rotation list as described in "Appendix B) drive a school bus for the purpose of performing "out of town" field/sport activity runs/trips on a day they are normally scheduled to work their primary job will be allowed to collect their regular hourly wage for the "standby/down time" in lieu of the amount listed for up to eight (8) hours. Total hours for driving (compensated by the per mile rate) and said "stand-by/down time or other hours worked cannot exceed fifteen (15) hours for any day.

Examples: driving 8 + regular work 3 + standby 4 = 15
driving 8 + regular work 0 + standby 7 = 15
driving 4 + regular work 3 + standby 5 = 12
driving 6 + regular work 0 + standby 8 = 14

Compensation for field/sport activity bus Drivers will be increased by the same percentage and at the same time as the negotiated wage increase for the NCSO Bargaining Unit Members as shown on the salary schedule (Appendix B).

It is understood that Article 18-13 shall determine compensation for all field trip/sport activity runs.

Payment for field/sport activity trip sheet, along with associated travel claims submitted to Transportation between the 1st and 15th, will be paid with the end of the month payroll. Payments for trips submitted to Transportation between the 16th and the end of the month, will be paid with the 15th of the next month payroll.

18-14 IN-TOWN TRIPS

In-town field trips shall be paid at the Driver's normal hourly rate. If a field trip Driver rejects any field trip three (3) times in rotation, he or she will be removed from the field trip rotation list for the remainder of the school year. Drivers that are on an approved leave with a leave form submitted 72 hours prior to the proposed trip will not be charged a refusal but will be considered "not available". The Nye County School District will not be obligated to contact or offer any Driver that is on a proposed leave as stated above

18-15 TRIP REFUSAL

If an activity trip Driver rejects any trip three (3) times in rotation during a particular activity or sports (season), he/she will be removed from the activity trip rotation for the remainder of that particular sport season. Drivers that are on an approved leave with a leave form submitted 72 hours prior to the proposed trip will not be charged a refusal but will be considered "not available". The Nye County School District will not be obligated to contact or offer any Driver that is on a proposed leave as stated above. It is understood that if a Driver refuses an activity trip because of verified Organization business, death in the family, or hospitalization, that refusal will not be counted.

18-16 MEETING COMPENSATION

Required disciplinary/parent conferences will be held either thirty (30) minutes pre or post Drivers scheduled run. Any disciplinary/parent conferences will be compensated at the Driver's regular hourly rate. Disciplinary/parent conferences are ones held in person at a school site between parent(s), Driver, site administrator and transportation representative (if available). Disciplinary/parent conferences exclude telephone contact/conference between parent(s) and Driver.

18-17 LODGING

Single lodging accommodations will be pre-arranged by the District for the Drivers during all overnight field trips or sport/activity runs. All such accommodations will be at District's expense. Drivers will be reimbursed according to current U.S. General Services Administration (GSA) rates for the particular area of travel per District policy for all field trips, and or sport/activity runs in excess of eight (8) hours. Reimbursement for expenses shall be made in accordance with salary schedule.

18-18 RIF/RECALL

Laid off Bus Drivers shall have priority status for relief Bus Driver work which becomes available. A laid off Employee does not lose this priority status if a paid assignment is declined.

18-19

For each member of the bargaining unit that is required by law or the School District to maintain a Commercial Driver's License (CDL), the District will pay for the initial Medical Examiner's Certificate, not to exceed \$100.00. After five (5) years of service to the Nye County School District, The District will pay the cost of the Medical Examiner's Certificate, not to exceed \$100.00.

18-20 LICENSE EXAM

The District shall pay the cost for one renewal license exam required for Bus Drivers.

18-21 WORK DAYS

The hours in the work day for Bus Drivers will be that of their regularly scheduled run as bid at the beginning of the school year or whenever the route may be rebid.

Should the regular report time of a Driver or Aide be adjusted to accommodate scheduled parent/teacher conferences (up to four (4) per school year), which causes the requirement for the Driver or Aide to have a three (3) tier (AM-Mid-PM) in lieu of the "normal" two (2) tier (AM-PM) report time schedule, the employee will be compensated an additional one (1) hour of regular pay (with overtime if applicable) in addition to their regularly scheduled hours for that day. Any additional work day adjustments that create a three (3) tier report time day (adding a MID report time) will be considered "call back" pursuant to Article #16-2. If the employee does not work all three segments, then they will be compensated for the actual time worked for the day.

18-22 BIDDING WITH BUS AIDE

A procedure for bidding on bus runs, that has a bus aide assigned, will be established based on seniority by attendance area, with the most senior bus aide bidding first. This is to occur prior to the opening of each school year. The bidding is to reoccur if:

1. A new run is to be added where an aide is assigned,
2. The length of any run, where an aide is assigned, changes more than one hour,
3. The number of days in a run changes where an aide is assigned.

Additionally, Nye County School District reserves the right to reassign bus aides, within their attendance area, if hours are equal. This reassignment shall not be for disciplinary purposes.

18-22-1 BIDDING UNDER 5-DAY SCHEDULE

Bus Drivers and Bus Aides who bid routes which do not include a full five day schedule (i.e. Early Childhood Routes), will be given a priority status on those days (Monday through Friday), during the school year in which they are not regularly scheduled to work. Any additional hours worked under this provision will not be considered an extension of the employee's normal bid hours.

The Priority is based upon the following:

1. Assignments will be offered for needs that only include single day openings (routes assigned for multiple consecutive days will not be considered).
2. A rotation list by seniority will be created at the beginning of the school year (bid day).
3. Employees must give notice that they wish to be added or deleted from the list. Employees subsequently added to the list during the school year will be added to the bottom of the list regardless of seniority. Employee may only go off and back on the rotation list twice (2X) during the school year.
4. Employees may turn down offers of work more than 2 days (i.e. Monday or Tuesday for a Friday route without any consequences). They will however not be asked again until the rotation list is exhausted.
5. If Employees turn down an offer of work less than 2 days (i.e. Wednesday or Thursday for a Friday route), the District will not be obligated to offer them a route again for that week regardless of availability.
6. The Employee may turn down offers of work as indicated in item #5 up to three (3) times throughout the school year without consequence. The fourth (4th) "turn down of additional work" will result in the Employee being removed from the rotation list for the remainder of the school year.

Specific routes being offered to an employee is the District's prerogative.

18-23-PAY PERIOD

Bus Drivers will be paid one (1) hour per week, up to two (2) times per pay period, at their regular hourly rate for sweeping out the inside of the bus, keeping front windshield and back windows clean, keeping mirrors clean, and fueling the bus. Bus Drivers who are required (due to fuel tank capacity and miles driven) to fuel their regular assigned bus more than prescribed above will be compensated at their regular hourly rate for ½ hour for each fueling requirement.

18-24 RULES/POLICIES

It will be the duty of the Employees to observe the rules and policies of the District, including, but not limited to, the School Bus Drivers Training Manual of the Nevada Department of Education, and the Nye County School Bus Drivers Handbook.

18-25 BIDDING

A procedure for bidding on bus runs will be established based on seniority by attendance area, with the most senior Driver bidding first. This is to occur prior to the opening of each school year. The Bus Drivers in each attendance area will be advised as to the hours of each run prior to the beginning of the bidding procedure. Except in cases of emergency, Drivers must attend the bidding meeting. Should a Driver not attend the meeting, at the conclusion of the bidding process the District has the authority to assign routes to Drivers who failed to attend. In said cases it is the responsibility of the Driver to inform the Transportation Director or his designee of their route preference and the reason for the emergency. Drivers who fail to attend bidding or inform the Transportation Director of their preference shall be RIF'd, with no displacement rights pursuant to Appendix C, should there be no open routes available. Additionally, Nye County School District reserves the right to reassign Drivers, within their attendance area, if hours are equal. This reassignment shall not be done for disciplinary purposes.

For the Pahrump Transportation Area Employees hired prior to July 1, 2003, the seniority list as posted for the Pahrump Transportation Employees as of July 1, 2003 will be used for all Pahrump Transportation issues (bidding/rebidding etc.).

18-26 REBIDDING

There shall be re-bidding if:

- a. A new run is added;
- b. The length of a run changes one (1) hour or more;
- c. The number of days of a run changes;
- d. The position is opened by a resignation;
- e. The time of a run increases resulting in the awarding of benefits.

When re-bidding is done for any of the aforementioned reasons the run/runs that shall be re-bid are only the one/ones that have been changed or added. All Drivers in the attendance area shall receive a seventy-two (72) hour written notice of the re-bidding.

If no current regular Driver in the attendance area takes an open route, that job will be posted county wide for ten (10) workdays for transfer.

The notice shall consist of:

- (1) the time and place where the re-bidding will take place;
- (2) the affected route/routes;
- (3) the reason for the re-bidding;
- (4) the number of hours in the affected route/routes.

The re-bidding will start with the most senior Driver and continue down the seniority list until the new or changed route/routes have been accepted by a Driver.

If a Driver that currently has a route takes the new or changed route/routes, then his/her route shall be re-bid in the same manner before any other bidding can be done. Any necessary subsequent re-bidding will occur during the same meeting.

18-27 TRIP CANCELLATION

When an Employee elects to give up his or her regular run for a scheduled trip run and that trip run is canceled, with less than 24 hours' notice, the Employee will receive pay for his or her

regular run. If the trip is canceled with at least 24 hours' notice, the Employee will be expected to drive the regular route to receive that pay.

18-28 TRAINING FOR CONTACTING PARENTS

The Nye County School District shall provide training on how to handle unruly parents/guardian, for when a bus Driver is required by District Policy to contact parents/guardian concerning discipline problems on his/her bus.

18-29 AUDITING

Auditing of bus runs shall follow the criteria below:

- a. Should either the School District or NCSO believe the workday of a Driver is incorrect, upon request by either party an audit will be scheduled.
- b. The audit will be conducted by a representative of the School District and a representative of the NCSO.
- c. In the event the audit is requested by the School District, the District shall pay the regular compensation for the NCSO representative.
- d. In the event the audit is requested by the NCSO, the NCSO shall use union leave to provide the regular compensation for the NCSO representative.

18-30

For the 2007-2008 and 2008-2009 school years the Nye County School District is adding and reconfiguring "regular" bus routes to the Pahrump attendance area. To operate the bus transportation system in the most efficient manner (per Article 17-1 and 17-2), the existing 2006-2007 routes will be modified. It is anticipated that for 2007-2008 this will impact the daily hours of many of the routes, six (6) routes will reduce their time to below six (6) hours per day. Six (6) "regular" bus Drivers (per seniority) whose bid route for the 2007-2008 is less than six (6) hours per day, will be offered additional work on a daily or weekly basis to bring them to a thirty hour (30) weekly work status. These routes will be "time" tracked during the third (3rd) week of school to determine if the projected run time is correct. Any adjustment (increase or decrease) in hours will modify or eliminate the additional work assignment for the affected Driver.

Beginning in the 2008-2009 school year, in the Pahrump attendance area, the "School District" and "Organization" agreed that no less than ten (10) regular routes (non-special education or early childhood) will be designated as thirty (30) hour or more per week (same number as 2007-2008 school year). The routes that have actual run times of less than thirty (30) hours per week will be posted for bid as "Routes with Additional Duties".

Additional duties will be determined by the District, they may include but not be limited to cleaning windows, sweeping, vacuuming or fueling of any District vehicle (other than their regularly assigned bus). Additional duties will not include any time spent on "Activity, Sports or Field" trips, or any duties normally included in a driver's daily tasks. Any non-scheduled, additional time required for a driver to complete their normal daily run and duties will be handled according to past practice and be accounted for separately from this provision.

Drivers who bid one of the "Routes with Additional Duties" must perform the duties with no exception. Additional daily work time will be accumulated on a weekly basis (5days x.25 = 1.25 hours per week). The District will be as flexible as possible in creating a schedule that is acceptable to the Driver, Organization and the District.

ARTICLE XIX-OFFICE STAFF

19-1 WORK DAY SCHOOL SECRETARIES

The hours in a work day for school secretaries shall be eight (8) hours excluding a thirty (30)-minute duty-free lunch. School secretaries shall have two (2) ten (10)-minute breaks, one (1) in the morning and one (1) in the afternoon at Employee's discretion and Principal's approval.

19-2 WORK DAY CLERICAL AIDES

The hours in a work day for school clerical aides will be those assigned excluding a thirty (30)-minute duty-free lunch. School Clerical aides who work eight (8) hours shall have two (2) ten (10)-minute breaks, one (1) in the morning and one (1) in the afternoon at Employee's discretion and Principal's approval.

19-3 WORK YEAR

School secretaries shall work two-hundred twenty (220) days or two-hundred eight (208) days per year, based on assignment. One hundred eighty-three (183) days will be the same as teachers and the remaining days will be distributed before, during, and after the school year, when school is not in session, at the discretion of the building principal. Any other days necessary for secretaries to work will be compensated at their normal daily rate of pay.

Clerical aides will work one hundred eighty-five (185) days. One hundred eighty-three (183) days will be the same as teachers and the remaining days will be distributed before, during, and after the school year, when school is not in session, at the discretion of the building principal. Any other days necessary for clerical aides to work will be compensated at their normal hourly rate of pay.

19-4 SALARY

Secretaries and Clerical Aides shall have their salaries paid over twelve months.

ARTICLE XX-CUSTODIANS

20-1 CALENDAR OF EVENTS

All custodial personnel shall be given a calendar of known events “for their attendance area” at the beginning of the student’s school year. This list of events shall consist of all known sports activities and other extra-curricular activities where there is a need for custodial personnel present. The calendar may be updated monthly “if necessary”.

Custodians will be given a two (2) work day notice of any and all events/activities where a custodian is needed for set-up/cleanup except during their regular scheduled hours. Employees who do set-up/cleanup beyond their regular working hours will be compensated at the rate of 1 ½ (one and one half) times their normal hourly rate. All overtime hours must be approved by the Supervisor of Maintenance & Operations.

Set-up/cleanup will be offered to custodial Employees of the bargaining unit at the work location where the event/activity is being held. If no custodial Employee accepts the extra duty at their work location then the District shall offer the extra duty to custodial Employees in that attendance area, who have agreed to be placed on an alternate extra duty list. If no Employee accepts the extra-duty, then the District may make other arrangements.

20-2 TESTING

Day Site Maintenance/Custodian Testing:

- a. Day Site Maintenance/Custodians will be defined as any Custodian who has a reporting time to start before 10am during the scheduled school year.
- b. Day Site Maintenance/Custodians will be required to pass a test facilitated by the District. This test shall be pass or fail. Once an employee has passed this test, the passing score will not expire.
- c. The District will offer this test to District employees at their request. An appointment to test must be scheduled at least 5 days prior to testing and retesting will be available 45 calendar days after the previous test was administered. Employees must take this test on their own time. Personal leave time may be used, if available.
- d. Night Custodian will be defined as any Custodian who has a report time to start on or after 10am during the scheduled school year the days school is in session. Night Custodians must pass the test before they may be considered for a Day Custodian position.

ARTICLE XXI-PARAPROFESSIONALS

21-1 DAYS OF WORK

The number of days in the work year of Paraprofessionals shall be no less than 180 days.

21-2 QUALIFICATIONS

A. Paraprofessionals are required to meet the requirements of the Every Student Succeeds Act (ESSA) of 2015 (ESSA Sections 111, 1112). Paraprofessionals shall:

1. Have a secondary school diploma or its recognized equivalent, and
2. Select one of the three options below in order to satisfy the requirements of ESSA:
 - a. Completion of at least 2 years of study (48 credits) at an institution of higher education; or
 - b. Obtain an Associate's (or higher) degree; or
 - c. Pass a formal assessment measuring one's knowledge of and ability to assist classroom teachers in reading, writing, and mathematics.
3. If a paraprofessional has been determined by another school District or by the Nevada Department of Education as meeting the requirements of ESSA, NCSD will accept such findings.

ARTICLE XXII-TECHNOLOGY AND DATA TECHNICIANS

22-1 SAFETY

Employees and employer recognize that Technology and Data Technicians are required to work in a wide variety of work locations and conditions throughout the District. An Employee shall have the right to refuse to expose him/herself to immediate danger created by an unsafe working condition when such danger threatens substantial bodily harm. The Employee shall give notice of the condition to his/her supervisor and shall be subject to assignment to another work location or duty while the condition is being investigated and/or corrected.

22-2 SCHEDULING OF WORK

The District and Organization acknowledge that much of the work required of Technology technicians must occur outside the normal working day. The Technology Supervisor shall determine weekly work assignment hours based upon work orders received and pending projects with input from Technology technicians. Technology technicians shall work a minimum of forty (40) hours per week.

22-3 PROFESSIONAL DEVELOPMENT

Recognizing that the implementation of new technology changes may create training requirements for the Technology and Data technicians, the District shall determine that if new or greater skills are required than are already possessed by the affected technicians under the present methods of operation, then such members shall, at the reasonable expense of the District, be given a reasonable period of time to acquire skills/certifications necessitated by the method of operation or technology. The District, in requiring the new skills shall pay for the training.

Technology and Data technicians may attend a workshop, conference or seminar related to his/her work assignment during his/her regular work hours provided the following conditions are met:

- a. Approval of supervisor,
- b. Coverage of work assignment without additional cost being incurred (e.g., substitute, compensatory time);
- c. Documentation provided to validate attendance.

22-4 DISTRICT VEHICLES

At each work site (North/South Nye County), the Nye County School District shall provide transportation for Technology technicians, when necessary, following the NCSD policy regarding use of District vehicles and/or personal vehicles.

22-5 TECHNOLOGY AND DATA TECHNICIAN RIGHTS AND PROTECTION

In the exercise of the powers, rights, authority, duties, and responsibilities by the District; the adoption of policies, rules, regulations and practices in furtherance thereof; and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of the State of Nevada and the Constitution and Laws of the United States.

The District reserves the right to take any reasonable necessary action in the event of an emergency, which is defined as a situation or occurrence of a serious nature which develops

suddenly or unexpectedly and results in a relatively temporary change in circumstances and demands immediate action. Technology and Data technicians may encounter work assignments that could expose him/her to confidential material or sensitive information and should not be unreasonably held responsible or liable for any unauthorized or illegal use of technology committed by other parties.

ARTICLE XXIII-SAVINGS CLAUSE

23-1

The parties agree that in the event any provision of this Agreement is held by legislation or a court of competent jurisdiction to be contravention of any such laws, they shall enter into immediate negotiations thereon. The remainder of the Agreement shall remain in full force and effect.

ARTICLE XXIV-DURATION

24-1

This Agreement shall be effective as of the date of ratification by both the NCSO and the Nye County School District Board of Trustees and shall remain in effect thru the 30th day of June 2021, as per NRS 288.

24-2

In the event a successor Agreement is not agreed upon before the termination date of this Agreement, all provisions of this Agreement will remain in full effect, until such a successor Agreement is negotiated and ratified by both parties.

24-3

This Agreement is Signed this 6th Day of February, 2020.

IN WITNESS THEREOF
For the Nye County Support
Staff Organization

Cheryl Tule
PRESIDENT (NCSO)

David McEachern
VICE PRESIDENT (NCSO)

J. Stator
NSEA UNISERV DIRECTOR

For the Board of Trustees
Nye County School District

Fay LaPorte
PRESIDENT (NCSO BOT)

Steve Hagg
CLERK (NCSO BOT)

Shirley Schmitt
NCSO CHAIRMAN (HR DIRECTOR)

APPENDIX A

NYE COUNTY SCHOOL DISTRICT - 2019-2020														Adopted:	1/29/20														
NCSSO														Effective:	7/1/19														
																												Increase:	3%
Steps																													
0	1	2	3	4	5	6	7	9	11	12	14	15	17																
Grade 2																													
15.19	16.28	17.34	18.39	19.46	20.52	21.56	22.63	23.69	24.77	25.83	25.83	26.91	27.93																
Grade 3																													
28,393	29,244	30,098	30,949	31,803	32,655	33,505																							
Grade 4																													
13.62	14.91	16.23	17.53	18.81	20.14	21.71	22.75	24.04																					
Grade 5																													
13.87	14.82	15.83	16.82	17.84	18.79	19.78	20.80	21.79																					
Grade 5A																													
16.63	17.81	19.02	20.19	21.40	22.57	23.74	24.95	26.15																					
Grade 5B																													
16.63	18.14	19.73	21.29	22.87	24.42	25.99	27.56	29.13																					
Grade 6																													
14.29	14.82	15.83	16.82	17.84	18.79	19.78	20.80	21.79	22.60																				
Grade 7																													
29,977	32,388	34,809	37,226	39,645	42,058	44,476	46,893	49,313	51,727	54,145	56,563																		
Grade 8																													
22.03	22.67	23.35	24.07	24.78	25.52	26.28	27.08	27.08	27.88	28.74																			
Grade 9																													
23.73	24.88	26.02	27.18	28.30	29.44	30.60	31.75	31.75	32.90	34.04																			
Grade 10																													
24,973	26,991	29,006	31,022	33,038	35,052	37,070	39,086	41,099	43,117	45,131	47,145																		
Grade 11																													
13.79	14.78	15.78	16.74	17.76	18.72	19.73	20.71	20.71	21.71	22.70																			
Grade 12																													
29,765	31,209	32,659	34,107	35,553	37,003	38,451	39,898	41,346	42,792	44,241																			
Grade 12A																													
30,940	32,383	33,834	35,280	36,728	38,179	39,626	41,074	42,521	43,968	45,416																			
Grade 14																													
31,954	33,791	35,597	37,460	39,299	41,130	42,967	44,803	46,637	48,475	50,309																			
Grade 14A																													
33,130	34,967	36,774	38,636	40,471	42,306	44,142	45,978	47,812	49,650	51,484																			
Grade 18																													
48,071	49,541	51,014	52,488	53,961	55,434	56,907	58,378	59,853	61,324																				
Grade 19																													
9.32																													
Grade 19A																													
0.42																													
Three years acceptable experience beginning at step 0 is allowed on this schedule within thirty (30) days from date of hire in job classification.																													
Grade 2	Bus Driver					Grade 9	Educational Interpreter - 183 days																						
Grade 3	Desktop Support Tech 260 days					Grade 10	Secretary 1 - 10 month-208 days																						
Grade 4	Clerical Aide-185 days & Health Aide-183 days					Grade 11	Campus Monitors																						
Grade 5	Library Aide-180 days					Grade 12	Custodian 3 (after 8/94) 260 days																						
Grade 5A	Paraprofessionals & COTA - 180 days					Grade 12A	Day Site Maintenance/Custodian (after 8/94) 260 days																						
Grade 5B	Paraprofessionals (before 8/94) - 180 days					Grade 14	Custodian 2 (before) 8/94 -260 days																						
Grade 6	Bus Aide-180 days					Grade 14A	Day Site Maintenance/Custodian (after 8/94) 260 days																						
Grade 7	Secretary 2-12 month 260 days					Grade 18	Technology/Technician-260 days																						
Grade 8	LPN - 183 days					Grade 19	Extra-Curricular Activity Trips Hourly																						
						Grade 19A	Extra-Curricular Activity Trips mileage																						
An employee who has reached the top of their particular grade on the above salary schedule prior to the 19/20 school year will be allowed 2% over that particular salary.																													

NYE COUNTY SCHOOL DISTRICT - 2020-2021

Adopted:	1/29/20
Effective:	7/1/20
Increase:	2%
NON-EXEMPT	

NCSO													
Steps													
0	1	2	3	4	5	6	7	9	11	12	14	15	17
Grade 2													
15.49	16.61	17.69	18.76	19.85	20.93	21.99	23.08	24.16	25.27	26.35	26.35	27.45	28.49
Grade 3													
28,961	29,829	30,700	31,568	32,439	33,308	34,175							
4.00													
13.89	15.21	16.55	17.88	19.19	20.54	22.14	23.21	24.52					
Grade 5													
14.15	15.12	16.15	17.16	18.20	19.17	20.18	21.22	22.23					
Grade 5A													
16.96	18.17	19.40	20.59	21.83	23.02	24.21	25.45	26.67					
Grade 5B													
16.96	18.50	20.12	21.72	23.33	24.91	26.51	28.11	29.71					
Grade 6													
14.58	15.12	16.15	17.16	18.20	19.17	20.18	21.22	22.23	23.05				
Grade 7													
30,577	33,036	35,505	37,971	40,438	42,899	45,366	47,831	50,299	52,762	55,228	57,694		
Grade 8													
22.47	23.12	23.82	24.55	25.28	26.03	26.81	27.62	27.62	28.44	29.31			
Grade 9													
24.20	25.38	26.54	27.72	28.87	30.03	31.21	32.39	32.39	33.56	34.72			
Grade 10													
25,472	27,531	29,586	31,642	33,699	35,753	37,811	39,868	41,921	43,979	46,034	48,088		
Grade 11													
14.07	15.08	16.10	17.07	18.12	19.09	20.12			22.14	23.15			
Grade 12													
30,360	31,833	33,312	34,789	36,264	37,743	39,220	40,696	42,173	43,648	45,126			
Grade 12A													
31,559	33,031	34,511	35,986	37,463	38,943	40,419	41,895	43,371	44,847	46,324			
32,593	34,467	36,309	38,209	40,085	41,953	43,826	45,699	47,570	49,445	51,315			
Grade 14A													
33,793	35,666	37,509	39,409	41,280	43,152	45,025	46,898	48,768	50,643	52,514			
Grade 18													
49,032	50,532	52,034	53,538	55,040	56,543	58,045	59,546	61,050	62,550				
Grade 19													
9.51													
Grade 19A													
0.43													

Three years acceptable experience upon verification allowed on this schedule within thirty (30) days from date of hire in job classification.

Grade 2	Bus Driver	Grade 9	Educational Interpreter - 183 days
Grade 3	Desktop Support Tech 260 days	Grade 10	Secretary 1 - 10 month-208 days
Grade 4	Clerical Aide-185 days & Health Aide-183 days	Grade 11	Campus Monitors
Grade 5	Library Aide-180 days	Grade 12	Custodian 3 (after 8/94) 260 days
Grade 5A	Paraprofessionals & COTA - 180 days	Grade 12A	Day Site Maintenance/Custodian (after 8/94) 260 days
Grade 5B	Paraprofessionals (before 8/94) - 180 days	Grade 14	Custodian 2 (before) 8/94 -260 days
Grade 6	Bus Aide-180 days	Grade 14A	Day Site Maintenance/Custodian (after 8/94) 260 days
Grade 7	Secretary 2-12 month 260 days	Grade 18	Technology Technician-260 days
Grade 8	LPN - 183 days	Grade 19	Extra-Curricular Activity Trips Hourly
		Grade 19A	Extra-Curricular Activity Trips mileage

An employee who has reached the top of their particular grade on the above salary schedule prior to the 20/21 school year will be allowed 2% over that particular salary.

APPENDIX A-1
FIELD/SPORT ACTIVITY BUS MILEAGE AND DOWN TIME
COMPENSATION

See Appendix A, Salary Schedule Grade 19 and 19A on page 49-50.

APPENDIX B

FIELD TRIP / SPORT and ACTIVITY RUNS

Regular Bus Drivers of the bargaining unit shall have the first right of refusal for all field trips, sport, and activity runs, based on a rotation list established by seniority in their attendance area, at the beginning of each new school year at bidding.

1. These lists shall be created and segregated by the following areas. Amargosa/Beatty, Duckwater, Gabbs, Pahrump, Round Mountain and Tonopah.
2. There shall be one (1) list for field trips and one (1) combined list for sports and activity runs in the Northern attendance areas.
3. Pahrump shall have two (2) lists for field trips (in-town and out of town) and one (1) list for sports/activity runs.
4. These lists shall be created at the beginning of each school year at bidding.
5. These lists shall be accessed in rotation (not starting at the top of the list each time it is accessed).
6. Only qualified Employees may be added to the lists during the year without mutual consent of the NCSO and NCSD. Those Employees qualified to drive bus being added to the list shall be placed on the bottom of the list and shall be skipped for their first trip.
7. Provisions to remove an Employee from the rotation list are listed in Article 18-11 and Article 18-12.

If a field trip/sports or activity run trip cannot be filled by the above methods then the District may assign a non-bargaining unit member qualified to drive bus for that attendance area until which time the list is no longer exhausted.

Exception to Articles 18-11 and 18-12.

When it is proven that accepting a field trip, sports or activity run, shall cause loss of wages to an Employee, the Employee in rotation by list, may refuse without consequence.

APPENDIX C

REDUCTION IN FORCE PROCEDURES

1. Attrition by resignation and retirement shall be utilized as the first means of Employee reduction within each affected job classification.
2. Reduction in force of current Employee(s) shall be by job classification seniority, with least senior Employee(s) reduced first at the affected attendance area and location.
3. Determine the job classification seniority of the Employee(s) in the affected locations in the affected attendance areas.
4. Identify the individual Employee(s) with the least job classification seniority in each location in the affected attendance areas where position(s) are being eliminated.
5. This/these Employee(s) have the right to a vacancy of equivalent hours within the affected attendance area. Should no vacancies be available, this/these Employees have the right to displace the least senior employee in that job classification in the affected attendance area who has equivalent hours/benefits. The least senior employee will then be placed on the Recall list, in their job classification or least senior within the affected attendance area. The subsequently displaced Employee will then have the right to displace the least senior Employee within their job classification within their attendance area.
6. If the Employee(s) whose position(s) is/are being eliminated refuses their right to displace, they will be placed on the recall list in their job classification as noted in Article 9-8.
7. RIF'd and/or displaced bargaining unit members shall have three (3) business days, from the time they are notified by e-mail or phone of their displacement options, to notify the district of their intent to either accept or decline positions offered.

APPENDIX D

4-DAY SCHOOL WEEK

- I. The District has negotiated over the impacts and effects of the decision to implement a 4-day school week at school sites.
 - a. No Employee or position of the recognized bargaining unit, employed in work sites implementing a 4-day school week, loses salary, hours of work, benefits or any other rights provided by the Master Contract solely due to the change to a 4-day school week.
 - b. An Employee working more than 40 hours in any normal work week shall be compensated at the rate of 1 and ½ times the Employee's current rate of pay.
- II. The hours in the workday for any returning bus driver as long as the 4-day school week is in place, will be determined by the needs of the routes. The total number of hours per week will be no less than the final approved PAR (Personnel Action Request) for the school year ending prior to the 4-day conversion.

The drivers will make up the difference between the four (4) day regular workday total of hours and the referenced previous weekly hours by one or both of the following methods:

- a. If they take a field/activity trip on a Friday or Saturday of any week they may be paid for the standby hours on the trip at their regular rate of pay in lieu of the standby rate listed in 20-4BD, up to the number of hours they are short. They may accumulate these un-worked hours on a calendar month basis. All hours must be worked by the last day of the current school year.
 - b. Drivers will perform other duties at the school site per the Principal's direction. These duties may include but not be limited to cleaning windows, sweeping, vacuuming, or fueling any District vehicle (not including their regularly assigned bus). This and any other assigned work will be done contiguously at the end of the morning route or contiguously prior to the afternoon route.
- III. For the purposes of a 4-day school week, all references in the Master Contract to calendar days shall not change. All other references to work days, leave days, and benefit related items in the Master Contract shall be converted from days to hours.
 - a. The normal workweek shall be Monday through Thursday. Employees working more than four (4) hours per day will be granted one (1) thirty (30) minute duty-free break, upon request.

- b. Eligible Employees shall be paid eight (8) hours for each recognized Holiday. These Employees will have the option to use Personal or Annual Leave for the balance of the ten (10) hour day, or they must make up the two (2) hours of lost time, within the same workweek of the Holiday.
- c. The District and the Organization will negotiate as soon as reasonably possible any oversights arising from the 4-day school week implementation in any school or attendance area.
- d. It will remain the sole discretion of the District for the length of the 4-day program in any school or attendance area.
- e. The language in this section supersedes any conflicting language in the Master Contract negotiated between the Organization and the District.