

Clark County School District

Contract Elements of Salaried Employees

While the Clark County School District (CCSD) pays many employees on an hourly basis, many other employees are contracted on a salary basis. This document compares contractual terms of salaried employees in various positions.

Salaried employees fall into several general categories, as follows:

- **Licensed** employees have a contract that is negotiated with the District by their union, the Clark County Education Association (CCEA). A licensed employee may be a classroom teacher, school counselor, school nurse, speech pathologist, or other specialist who holds a license. CCSD employs 18,211 licensed personnel.
- CCSD also employs 1,337 **administrators and professional-technical** employees. An administrator may be a school principal, assistant principal, or dean; an associate superintendent or academic manager who supervises schools or operational departments; or may work in an operational division or department such as Facilities, Human Resources, Payroll, Budget, Curriculum and Professional Development, or Transportation. A professional-technical employee may be an accountant, an engineer, an auditor, or some other uniquely qualified professional. Salaries and benefits for these employees are negotiated by a union, the Clark County Association of School Administrators and Professional-technical Employees (CCASAPE).
- CCSD also employs (by law) one **superintendent** who may, according to Board policy, appoint a number of **confidential** employees to assist in managing the District. There are currently five **confidential** employees -- **the Chief Financial Officer, the Chief Human Resources Officer, the Deputy Superintendent of Instruction, the Deputy Superintendent of Student Support Services, and the District's General Counsel**. The superintendent and his confidential employees cannot be represented by CCASAPE because they comprise the team that represents the Board and taxpayers in contract negotiations for each of the employee groups. They have the right to bargain with the Board on their contracts.

Clark County School District – Contract Elements of Salaried Employees (continued)

The following chart compares the current negotiated benefits available to employees in each of these employee groups.

Negotiated Benefit	Licensed Personnel (18,211)	Administrators (1,337)	Confidential Employees (5)	Superintendent (1)
Mileage reimbursement for use of personal vehicle on District business (IRS rate)	Yes	Yes	Yes	Vehicle provided
Mandatory assignment 40-plus miles from home (one way), \$2,000 stipend	No	Yes	No	No
Remote school stipend	Yes	No	No	No
District-covered cost of TB test and vaccinations	Yes	Yes	Yes	Yes
15 days sick leave annually; may accrue	Yes	Yes	Yes	Yes
Work day – compensatory time (“comp time”) up to 160 hours (20 days) for supervisor-directed evening and/or weekend work	No	Yes	No	No

Clark County School District – Contract Elements of Salaried Employees (continued)

Negotiated Benefit	Licensed Personnel (18,211)	Administrators (1,337)	Confidential Employees (5)	Superintendent (1)
Work year – actual days worked	184 school days (adjusted in year-round schools)	12 mo. = 248 days 11 mo. = 226 days 10 mo. = 204 days	247 days (1 furlough day) On call 24/7 without comp time	248 days On call 24/7 without comp time
Additional days of service at employee’s daily rate of pay	Yes (identified employees)	No	No	No
Holidays in accordance with contract	Yes	Yes	Yes	Yes
Vacation – 2 days per month for each assigned month; may accrue up to 85 days for pay-off at end of service	No Vacation is not accrued since the contract is for 184 days.	Yes If over 85 days accrued, may sell back up to 5 unused days each July.	Yes 5 additional days per year in lieu of comp time, may sell back up to 10 days per year. If over 85 days accrued, may sell back up to 5 unused days each July.	Yes 15 additional days per year (10 days vacation in lieu of 4% salary increase, 2010). May sell back up to 10 days per year. If over 85 days accrued, may sell back up to 5 unused days each July.

Clark County School District – Contract Elements of Salaried Employees (continued)

Negotiated Benefit	Licensed Personnel (18,211)	Administrators (1,337)	Confidential Employees (5)	Superintendent (1)
Longevity stipend	Yes 10-15 yrs. = \$500 16-20 yrs. = \$550 21-25 yrs. = \$800 26+ yrs. = \$1,100	Yes 10 yrs. = \$1,300 15 yrs. = \$1,800 20 yrs. = \$2,300 25 yrs. = \$2,800 30+ yrs. = \$4,000	Yes 10 yrs. = \$1,300 15 yrs. = \$1,800 20 yrs. = \$2,300 25 yrs. = \$2,800 30 yrs. = \$4,000	No
Doctorate stipend = \$1,500	Yes	Yes	Yes	No
Year-round school stipend = \$3,000	Yes Paid daily rate for extra days over 184	Yes	No	No
Salary protection for some administrative positions	NA	Yes (identified for specific positions)	No	No
Small rural high school stipend = \$2,000	No	Yes (principals only)	No	No
High school assistant principal/dean stipend = \$2,000	NA	Yes	No	No
Prime 6 stipend	Yes Additional pay for teachers due to longer instructional day	Yes Principals hired prior to July 2008 received \$2,000 stipend	No	No

Clark County School District – Contract Elements of Salaried Employees (continued)

Negotiated Benefit	Licensed Personnel (18,211)	Administrators (1,337)	Confidential Employees (5)	Superintendent (1)
Administrative training stipends, up to \$1,000 for each program	NA	Yes	No	No
Double session principal stipend = \$2,000	NA	Yes	No	No
Principal with 2 sites if 1 is rural stipend = \$3,000	NA	Yes	No	No
Responsibility pay, up to 10%	Yes (small schools with staff of 1-4 employees)	Yes	No	No
Salary table with automatic step increases	Yes Licensed employees receive annual step increases for 13 years	Yes Administrative employees receive annual step increases for 6 years	Yes Step increases same as other administrative employees	No, salary negotiated

Clark County School District – Contract Elements of Salaried Employees (continued)

Negotiated Benefit	Licensed Personnel (18,211)	Administrators (1,337)	Confidential Employees (5)	Superintendent (1)
Salary and benefits annual adjustment	2005-06 = 2% increase 2006-07 = 4% increase 2007-08 = 2% increase 2008-09 = 4% increase 2009-10 = 0% increase	2005-06 = 2% increase 2006-07 = 4% increase 2007-08 = 2% increase 2008-09 = 4% increase 2009-10 = 0% increase	2005-06 = 2% increase 2006-07 = 4% increase 2007-08 = 2% increase 2008-09 = 4% increase 2009-10 = 0% increase	2005-06 = \$290,000 2006-07 = 4% increase 2007-08 = 2% increase 2008-09 = 0% increase (additional vacation days increased from 5 to 15) 2009-10 = voluntary 10% decrease (current salary \$276,932)
Taxable expense allocation = \$660 per month	No	No	No	Yes
Reimbursement for annual physical (\$3,000 maximum)	No	No	No	Yes
Personal leave days	Yes 2 or 4 days, depending on how much sick leave was used during prior year	Yes 5 days	Yes 5 days	Yes 5 days
1 universal flex day from sick leave	Yes	Yes	Yes	No
Health insurance	Yes \$538.87 monthly District contribution for each employee	Yes \$670.62 monthly District contribution for each employee	Yes \$670.62 monthly District contribution for each employee	Yes \$670.62 monthly District contribution

Clark County School District – Contract Elements of Salaried Employees (continued)

Negotiated Benefit	Licensed Personnel (18,211)	Administrators (1,337)	Confidential Employees (5)	Superintendent (1)
Life insurance and long-term disability	No	Yes	Yes	Yes
Public Employees Retirement System	Yes District contributes 21.5% of salary	Yes District contributes 21.0% of salary; employee contributes 0.5% of salary (salary table adjusted July 2009)	Yes District contributes 21.5% of salary (0.5% in exchange for salary lost through 1 furlough day)	Yes District contributes 21.0% of salary; superintendent contributes 0.5% of salary. District purchases 2 additional years of PERS credit over 5 years of service.
Termination	As per NRS and/or contract protections	As per NRS and/or contract protections	As per NRS and/or contract protections	90-day termination clause
Preparation period	Yes Daily period in secondary; 250 minutes per week in elementary	No	No	No

Clark County School District – Contract Elements of Salaried Employees (continued)

Negotiated Benefit	Licensed Personnel (18,211)	Administrators (1,337)	Confidential Employees (5)	Superintendent (1)
Extra pay for instructional service (continuing ed, teaching summer school, prep period buyout, etc.)	Yes \$22-\$30 per hour or daily rate of pay per contract Special education teachers receive hourly rate for summer school	NA	NA	NA
Extended day extracurricular pay	Yes (identified employees)	No	No	No
Pay-for-performance at empowerment schools	Yes	Yes Principals also receive an additional 5 % salary increment	No	No
Unused sick leave reimbursement	Yes Sell-back determined by union agreement on an annual basis	Yes District contributes \$7.50 monthly to the CCASAPE Health & Welfare Trust. Sell-back determined by Trust on annual basis.	Yes District contributes \$7.50 monthly to the CCASAPE Health & Welfare Trust. Sell-back determined by Trust on annual basis.	Yes District contributes \$7.50 monthly to the CCASAPE Health & Welfare Trust. Sell-back determined by Trust on annual basis.
Retiree health coverage	No	Yes District contributes \$6.54 monthly to the CCASAPE Health & Welfare Trust to assist retirees with the cost of health coverage	Yes District contributes \$6.54 monthly to the CCASAPE Health & Welfare Trust to assist retirees with the cost of health coverage	Yes District contributes \$6.54 monthly to the CCASAPE Health & Welfare Trust to assist retirees with the cost of health coverage

Clark County School District – Contract Elements of Salaried Employees (continued)

Negotiated Benefit	Licensed Personnel (18,211)	Administrators (1,337)	Confidential Employees (5)	Superintendent (1)
Other Benefits	<p>Yes</p> <p>District purchases up to 1 year PERS credit if employee has 100 days of unused sick leave, minimum 15 years of service in the District, and is in 29th year of employment</p>	<p>Yes</p> <p>Salary protection to keep principals at the higher rate of pay when a year-round school converts to a 9-month calendar, unless principal can be moved to a school with comparable range in salary</p> <p>Salary protection to keep principals at the higher rate of pay when there is a change in school size or program classification, unless principal can be moved to a school with comparable range in salary</p>	<p>Yes</p> <p>1 day paid for every 5 days unused sick leave accrued (only eligible at separation or retirement); this benefit is similar to that held by all administrators until it sunset in July 2009</p>	<p>Yes</p> <p>Compensated for up to 60 days accumulated sick leave upon separation</p>