

## **Teacher Contract Arbitration Decision - What Does This Mean To Me?**

**An arbitrator has chosen CCSD's offer for a teacher contract. Does this mean I will have to pay back the salary increase I received this year?**

No. As part of this agreement, teachers will not have to pay back any of the salary they have received thus far for the current (2012-2013) school year. In these tough economic times we know our employees spend their salaries. The District asked the arbitrator not to require that teachers repay monies received.

However, teachers who received a raise when the school year started, due to automatic increases on the salary schedule, will revert back to the pay they received prior to the automatic pay raise for the remainder of the school year. This will not impact first-year teachers or veteran teachers who have fully advanced on the salary schedule scale.

**Why weren't we warned that the step increases and educational increments might be stopped?**

Both the District and the CCEA, which represents teachers in negotiations, had previously cautioned teachers that their pay could be frozen and no raises would be paid if the District prevailed in arbitration. Additionally, in an effort to be completely transparent about what both sides were discussing, negotiations were open to the public and there was extensive media coverage regarding both parties' proposals.

**Now that the District's proposal offer was accepted, what impact will this have on me?**

CCSD's proposal allows for hiring additional teachers at our most impacted schools. Additionally, teachers will receive an extra \$30 per month by eliminating union-imposed fees paid to the Retiree Health Trust, which maintains high reserves and is currently used by fewer than 200 people. Not only does the \$30 per month deduction stop immediately, but this item was negotiated retroactively and as a result teachers may receive up to a \$225 refund of their previous deductions as soon as the trust provides the funds to the District.

This decision brings teachers into alignment with all other bargaining groups who have foregone raises and shared the burden of a failing economy for years. It will also result in a savings of \$4.1 million to CCSD's budget and \$6 million back into the pockets of teachers.

**Will I lose my job?**

Not only will teachers keep their jobs, this decision will allow the District to fill some of the positions it was forced to leave vacant when the negotiations process began. The District's goal throughout this entire process has been to do what is best for students and placing teachers back into our most impacted schools helps fulfill that goal.

**I have student loans to pay and will now actually see a pay cut because of loans I took to pursue further education. It appears the District is now going back on its word to pay for education increments?**

While many proposals were exchanged between the District and the CCEA throughout the negotiations process, an agreement was not reached. When an agreement cannot be reached, in accordance with Nevada law, a neutral arbitrator reviews the offers put forth by both the District and CCEA before making a final, binding decision. It is hoped the District and CCEA will be able to reach an agreement for the next school year (2013-2014) and avoid a similar situation to the one we are faced with now.

**Have administrators received pay cuts?**

All administrators took a pay cut and agreed to a pay freeze. Additionally, support staff agreed to a pay freeze while the District and state were dealing with this difficult economy.

**When will additional teachers begin working at my school?**

While it has not yet been determined when schools in our hardest hit areas will begin receiving additional teachers, the goal is to have this additional help in place as soon as possible.

**Will class sizes be reduced now that the District proposal was chosen?**

CCSD's proposal adds teachers to classrooms in our hardest hit areas. Districtwide, average class sizes will not be reduced this year because returning pay to "pre-raise" levels half way through a school year does not provide enough savings to add a teacher to every school.

**How much money will the District save as a result of the arbitrator choosing the District's contract proposal?**

This decision will result in a savings of \$15.6 million, plus an additional \$23 million next year due to savings in roll up costs. While this money will not restore the \$550 million cut from the budget during the past six years, it supports the District's priority to put more teachers back into classrooms.

We will continue to work with our employee groups through this legislative session to highlight the need for a more balanced and equitable approach to funding public education.

**When will teachers see step increases or educational increments again?**

It is hoped the District and CCEA will be able to reach an agreement for the next school year (2013-2014) and avoid a similar situation to the one we are faced with now. The current agreement is valid through the remainder of the school year, which officially ends June 30, 2013.

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