

ARTICLE 12
EXTENDED LEAVES OF ABSENCE

12-6 An administrator returning from leave of absence shall notify the School District prior to April of the school year which precedes the school year in which they intend to return. Benefits to which administrators were entitled at the time their leave of absence commenced, including unused accumulated sick leave, shall be restored to those administrators granted leave pursuant to this Article upon their return. An administrator shall be assigned to the same salary range, step, and length of contract held at the time said leave commenced and to the same position, if the position is available. If the same position is not available, the administrator shall be assigned to another position that is at the same range, step, and length of contract that is available at the time of return. If no such position is available, the administrator becomes eligible for an available administrative position at the next lower range at an equivalent or shorter individual contract that is available at the time of return. This process will be repeated until the returning administrator is reassigned to the available position. If no position is available at the time of return, the School District shall offer the administrative employee the first administrative position that becomes available within the next two years from the date of intended return or until the two- (2) year period has elapsed. If the administrator is assigned to a lower position than was held at the time the leave of absence was granted, the administrator shall be eligible for two (2) years from the date of intended return to be assigned to an available position at the level previously held prior to the leave of absence. It is intended that an administrator returning from a leave of absence will only be eligible for available positions and is not eligible for a position being filled by another administrator.

A written recall notice shall be sent by certified mail, return receipt requested, offering the administrator the available position. The notice shall be sent to the administrator's last known address on file with the School District's Human Resources Division. The administrator must, in writing, within ten (10) school days of receipt, accept or reject the offer to return to work. The administrator will have twenty (20) school days from the date of acceptance to return to duty. The recall right for the administrator shall continue for two (2) years from the date of intended return, subject to the notification requirements. However, if before the end of the two- (2) year period an administrator refuses an available School District position, the administrator's return rights are terminated. Further, the School District is not obligated to recall an administrator in the event that the administrator fails to comply with any provision of this Article.

A position is "available" under this section only if the returning administrator meets the required licensing and minimum qualifications for the position and the position is vacant.

In the event a reduction in force occurs which results in the layoff or reassignment of administrators, administrators on leave of absence will be assigned by the District to vacant administrative positions only after administrators who have been subject to layoff or reassignment as a result of a reduction in force have been reassigned to an administrative position. Employees on Military Leave are exempt from this provision.

12-7 An administrator granted adoption leave or leave to care for a sick member of the administrator's immediate family may request at any time reassignment to active status in writing to the Human Resources Division. The Human Resources Division will return the administrator to active status when a vacancy occurs for which the administrator is qualified in accordance with the provisions of Article 12-6.

ARTICLE 15 WORK DAY

15-6 Administrative compensatory time may be approved by the supervisor for an administrator who performs work outside and beyond the regular workday, as well as, when the administrator is not otherwise under contract. Compensatory time may not be granted for work completed prior to the request from the supervising administrator unless an emergency or unforeseen event occurs. Except as provided in 15-6-1 through 15-6-7, there is no requirement on the part of the supervisor to approve compensatory time, except as provided for in this Article. The approval of compensatory time will, however, not be unreasonably withheld and will be consistently administered throughout the School District.

Supervisors shall offer administrative compensatory time for the following:

- 15-6-1 Work that exceeds the normal workday or when the administrator is not under contract, and, is a direct result of an emergency or unforeseen event or an exceptional workload.
- 15-6-2 Supervision of student trips occurring on the weekend when there is a requirement that the administrator attend. Generally, this does not apply to senior high assistant principals and deans who already receive additional compensation in the form of the activity stipend.
- 15-6-3 Recruiting activities for the School District, which requires travel or performance of work activities on the weekend.
- 15-6-4 Professional conferences when administrators are required by their supervisors to attend on a weekend or outside the school day.
- 15-6-5 Supervision of middle school home basketball games which are held outside of the regular school day. Middle school principals may grant a maximum of two (2) hours of compensatory time to each of two administrators assigned to supervise each home game. Compensatory time will be granted to the deans and assistant principals only.
- 15-6-6 Supervision of middle school away basketball games which are held outside the regular school day. Middle school principals may grant a maximum of two (2) hours of compensatory time to one administrator assigned to supervise each away game. Compensatory time will be granted to the deans and assistant principals only.
- 15-6-7 Staffing, finalizing annual reports, and other responsibilities that are conducted during July. Principals on eleven- (11) month contracts shall be provided up to four (4) days of compensatory time in July to accomplish these various responsibilities, or, at the discretion of the principal, shall be provided up to four (4) days of pay based on the principal's daily rate of pay. Payment will be made on the August 25 check.
- 15-6-8 Assistant principals assigned to two schools shall receive sixteen (16) hours of compensatory time. These compensatory hours shall be credited in June. Such assignments of less than a contract year shall be prorated and do not establish nor should they be construed to establish any property rights, nor any expectation of continuation.

15-15 Administrators may teach P.D.E. courses or perform other District related assignments outside the normal work day and on weekends. Administrators who voluntarily teach these

classes or perform other District related assignments will be compensated at the rate agreed to by the District and CCASAP.

ARTICLE 17
HOLIDAYS

17-1 Administrators covered by this Agreement shall be granted holiday leave as listed below:

Independence Day (12-month administrators only)

Labor Day

Nevada Day

Veteran's Day

Thanksgiving Day (two day holiday)

Winter Break (two day holiday)

New Year's Day

Martin Luther King Jr.'s Birthday

President's Day

Spring Break (one day holiday)

Memorial Day

Additional holiday leave will be granted in accordance with the annual calendar adopted by the Trustees.

17-2 All administrators covered by this Agreement shall be granted six (6) personal leave days in addition to the above holidays. Requests made under this Article will be processed in the same manner as vacation requests. Personal leave must be used during the contract year it is allocated. Personal leave may not be utilized during a supplemental contract.

17-3 Administrators covered by this Agreement shall be granted holidays in addition to the above, as determined by the Trustees.

ARTICLE 20
PROFESSIONAL COMPENSATION

20-1 Longevity Steps

- 20-1-1 An administrator completing ten (10) years of service in the School District will receive an additional one thousand three hundred dollars (\$1,300) for which PERS contributions will be made.

If the administrator begins his/her tenth year at the beginning of the contract year, the \$1,300 is provided in monthly increments of \$108.33 (\$54.17 per pay period) effective with the first month of the contract year.

If the administrator begins his/her tenth year within the contract year but prior to February 1, and the effective date of the appointment is at the beginning of the contract year, the administrator receives the \$1,300 in monthly increments of \$108.33 (\$54.17 per pay period) effective with the first month of the contract year. If the administrator begins his/her tenth year within the contract year and prior to February 1, but the effective date of the appointment is after the beginning of the contract year, the administrator receives monthly increments of \$108.33 (\$54.17 per pay period) effective with the first pay period as an administrator. If the administrator, regardless of the date of the administrative appointment, begins his/her tenth year within the contract year on or after February 1, the administrator receives the \$1,300 in monthly increments beginning with the first month of the subsequent contract year.

The \$1,300 is in addition to the base salary and all other stipends in effect.

The \$1,300 stipend is provided in subsequent years but is discontinued when the administrator begins his/her fifteenth year and becomes eligible for the \$1,800 stipend.

- 20-1-2 An administrator completing fifteen (15) years of service in the School District will receive an additional one thousand eight hundred dollars (\$1,800) for which PERS contributions will be made.

If the administrator begins his/her fifteenth year at the beginning of the contract year, the \$1,800 is provided in monthly increments of \$150.00 (\$75.00 per pay period) effective with the first month of the contract year.

If the administrator begins his/her fifteenth year within the contract year but prior to February 1, and the effective date of the appointment is at the beginning of the contract year, the administrator receives the \$1,800 in monthly increments of \$150.00 (\$75.00 per pay period) effective with the first month of the contract year. If the administrator begins his/her fifteenth year within the contract year and prior to February 1, but the effective date of the appointment is after the beginning of the contract year, the administrator receives monthly increments of \$150.00 (\$75.00 per pay period) effective with the first pay period as an administrator. If the administrator, regardless of the date of the administrative appointment, begins his/her fifteenth year within the contract year on or after February 1, the administrator receives the \$1,800 in monthly increments beginning with the first month of the subsequent contract year.

The \$1,800 is in addition to the base salary and all other stipends in effect.

The \$1,800 stipend is provided in subsequent years but is discontinued when the administrator begins his/her twentieth year and becomes eligible for the \$2,300 stipend.

- 20-1-3 An administrator completing twenty (20) years of service in the School District will receive an additional two thousand three hundred dollars (\$2,300) for which PERS contributions will be made.

If the administrator begins his/her twentieth year at the beginning of the contract year, the \$2,300 is provided in monthly increments of \$191.67 (\$95.83 per pay period) effective with the first month of the contract year.

If the administrator begins his/her twentieth year within the contract year but prior to February 1, and the effective date of the appointment is at the beginning of the contract year, the administrator receives the \$2,300 in monthly increments of \$191.67 (\$95.83 per pay period) effective with the first month of the contract year. If the administrator begins his/her twentieth year within the contract year and prior to February 1, but the effective date of the appointment is after the beginning of the contract year, the administrator receives monthly increments of \$191.67 (\$95.83 per pay period) effective with the first pay period as an administrator. If the administrator, regardless of the date of the administrative appointment, begins his/her twentieth year within the contract year on or after February 1, the administrator receives the \$2,300 in monthly increments beginning with the first month of the subsequent contract year.

The \$2,300 is in addition to the base salary and all other stipends in effect.

The \$2,300 stipend is provided in subsequent years but is discontinued when the administrator begins his/her twenty-fifth year and becomes eligible for the \$2,800 stipend.

- 20-1-4 An administrator completing twenty-five (25) years of service in the School District will receive an additional two thousand eight hundred dollars (\$2,800) for which PERS contributions will be made.

If the administrator begins his/her twenty-fifth year at the beginning of the contract year, the \$2,800 is provided in monthly increments of \$233.33 (\$116.67 per pay period) effective with the first month of the contract year.

If the administrator begins his/her twenty-fifth year within the contract year but prior to February 1, and the effective date of appointment is at the beginning of the contract year, the administrator receives the \$2,800 in monthly increments of \$233.33 (\$116.67 per pay period) effective with the first month of the contract year. If the administrator begins his/her twenty-fifth year within the contract year and prior to February 1, but the effective date of appointment is after the beginning of the contract year, the administrator receives monthly increments of \$233.33 (\$116.67 per pay period) effective with the first pay period as an administrator. If the administrator, regardless of the date of the administrative appointment, begins his/her twenty-fifth year within the contract year on or after February 1, the administrator receives the \$2,800 in monthly increments beginning with the first month of the subsequent contract year.

The \$2,800 is in addition to the base salary and all other stipends in effect.

The \$2,800 stipend is provided in subsequent years but is discontinued when the administrator begins his/her thirtieth year and becomes eligible for the \$4,000 stipend.

- 20-1-5 An administrator completing thirty (30) years of service in the School District will receive an additional four thousand dollars (\$4,000) for which PERS contributions will be made.

If the administrator begins his/her thirtieth year at the beginning of the contract year, the \$4,000 is provided in monthly increments of \$333.33 (\$166.67 per pay period) effective with the first month of the contract year.

If the administrator begins his/her thirtieth year within the contract year but prior to February 1, and the effective date of appointment is at the beginning of the contract year, the administrator receives the \$4,000 in monthly increments of \$333.33 (\$166.67 per pay period) effective with the first month of the contract year. If the administrator begins his/her thirtieth year within the contract year and prior to February 1, but the effective date of appointment is after the beginning of the contract year, the administrator receives monthly increments of \$333.33 (\$166.67 per pay period) effective with the first pay period as an administrator. If the administrator, regardless of the date of the administrative appointment, begins his/her thirtieth year within the contract year on or after February 1, the administrator receives the \$4,000 in monthly increments beginning with the first month of the subsequent contract year.

The \$4,000 is in addition to the base salary and all other stipends in effect.

The \$4,000 stipend is provided in the subsequent years of employment as an administrator of the School District.

- 20-2 A principal who is assigned to a year-round school shall receive an additional stipend of three thousand dollars (\$3,000) for which PERS contributions will be made. Assignments of less than a full contract year shall be prorated.

When a principal is assigned to open a new year-round school, the stipend shall be paid throughout the transition.

The Memorandum of Understanding, jointly agreed to by CCSD and CCASAP, outlines the transition of year-round school principals working twelve (12) months to a contract year in which they will work eleven (11) months.

- 20-3 The principals of Spring Mountain School, Boulder City High School, Indian Springs High School, Laughlin High School, Moapa Valley High School, Virgin Valley High School, and Sandy Valley High School shall receive a student activity stipend of two thousand dollars (\$2,000) for which PERS contributions will be made. There is no entitlement to this stipend when a principal is transferred out of these schools. Assignments of less than a full contract year shall be prorated.

Senior high school assistant principals and senior high school deans who are routinely assigned more than 20 hours of work a month beyond their eight- (8) hour work day shall be eligible for an additional stipend of two thousand dollars (\$2,000) for which PERS contributions will be made. There is no entitlement to this stipend when an administrator no longer serves as a senior high school assistant principal or senior high school dean. Assignments of less than a full contract year shall be prorated.

- 20-4 A principal who is assigned to a Prime 6 school shall receive an additional stipend of two thousand dollars (\$2,000) for which PERS contributions will be made. There is no entitlement to this stipend when a principal is transferred out of a Prime 6 school. Assignments of less than a full contract year shall be prorated. Principals appointed to Prime 6 schools after July 1, 2008, will not be eligible for the two thousand dollar (\$2,000) stipend.
- 20-5 Administrators holding a doctorate degree from an accredited institution and valid for Nevada certification will receive an increase in their base salary of \$1,500 for which PERS contributions will be made. Assignments of less than a full contract year shall be prorated. This amount was previously subject to the 1.5% reduction for 2011-2012 and 2012-2013. The District agrees to contribute \$3,000 to restore the doctoral amount to \$1,500 for eligible administrators.
- 20-7 A principal who is assigned to a school operating on a double session or a flexible double session schedule shall receive an additional stipend of two thousand dollars (\$2,000) for which PERS contributions will be made. There is no entitlement to the stipend when a school is no longer on double sessions or when the principal is transferred from the double session school. Assignments of less than a full contract year shall be prorated.
- Principals of separate schools which are sharing the same campus are not eligible for the stipend unless the separate schools are on a double session or a flexible double session schedule.
- A principal who is assigned to two sites, one of which is a rural site, shall receive an additional stipend of three thousand dollars (\$3,000) for which PERS contributions will be made. There is no entitlement to the stipend when a principal is no longer assigned to two sites, one of which is a rural site. Assignments of less than a full contract year shall be prorated.
- 20-8 For the 2013-2014 contract year and beyond, the compensation for administrators covered by this Agreement shall be as follows:
- Eligible administrators will receive annual step and longevity increases as provided by the contract. Step and longevity advancements will become effective on July 1, 2013, for 12-month administrators and on August 1, 2013, for 10- and 11-month administrators.
 - The .375% held in abeyance by the District as a result of the 2011-2013 negotiations will be restored to the salary schedule effective July 1, 2013, for 12-month administrators and on August 1, 2013, for 10- and 11-month administrators.
 - The salary schedule in effect 2011-2012 and 2012-2013 will be increased by one percent (1%) effective on July 1, 2013, for 12-month administrators and on August 1, 2013, for 10- and 11-month administrators.
 - The salary schedule in effect for 2011-2012 and 2012-2013 will be increased by 2%. This salary increase will become effective on July 1, 2013, for 12-month administrators and on August 1, 2013, for 10- and 11-month administrators.
 - The salary schedule in effect for 2011-2012 and 2012-2013 will be reduced by 1% on July 1, 2013, for all administrators to cover the employee share of the 2% PERS increase.
 - It is understood that all salary increases will be provided retroactively to the effective dates identified in the Agreement between the District and CCASAP.
- 20-9 The salary schedule for the 2014-2015 contract year will be determined through negotiations.

20-11 Classification and Reclassification

Classification is the placement of an administrator or professional-technical employee on the Administrative or Professional-technical Salary Schedules respectively.

Reclassification is the movement of an existing administrator or professional-technical employee on the Administrative or Professional-technical Salary Schedule based on significant changes in the duties and responsibilities from the duties and responsibilities of the position as identified in the job description for which the administrator or professional-technical employee was initially hired.

20-11-1 Classification Committee

- A. The following administrators or professional-technical employees will serve on the Classification Committee:
 - (1) Chief Human Resources Officer, Human Resources Division
 - (2) Executive Director, Clark County Association of School Administrators and Professional-technical Employees
 - (3) Two School-based Administrators
 - (4) One Non School-based Administrator
 - (5) One Non School-based Professional-technical Employee
- B. The Chief Human Resources Officer, Human Resources Division, and the Executive Director, Clark County Association of School Administrators and Professional-technical Employees, will be permanent members of the committee. The remaining four members will serve until replaced by mutual agreement of the School District and the Association.

20-11-2 Creation of New Positions

- A. The superintendent, deputy superintendents, associate superintendents, or assistant superintendents will submit a request for classification for a proposed new administrative or professional-technical position and a duties and responsibilities questionnaire for the new position to the Chief Human Resources Officer, Human Resources Division.
- B. The questionnaire will be analyzed and points assigned by the Human Resources Division using the approved criteria which may include market factors.
- C. The Classification Committee will be convened to review the analysis and the points assigned by the Human Resources Division. The Classification Committee will seek clarification for the position as needed.
- D. The final calculation of the Classification Committee will be submitted to the Superintendent. The Superintendent will determine if the position will be submitted to the Business and Finance Services Division for inclusion in the budget process.
- E. The Superintendent's recommendation will be submitted to the Business and Finance Services Division.

- F. The position will be implemented in the next school year. Positions requiring an immediate creation can be created with the approval of the Superintendent.
- G. There is no appeal of the Classification Committee's final calculation, other than verification of its accuracy.

20-11-3 Requested Review of Existing Non Site-based Positions

- A. The superintendent, deputy superintendents, associate superintendents, or assistant superintendents of the relevant position may request a review of salary-range placement of an existing position.
- B. The procedure for requesting salary-range placement review is as follows:
 - (1) The superintendent, deputy superintendents, associate superintendents, or assistant superintendents sends a written request for the review with a rationale for the request and the position questionnaire to the Human Resources Division.
 - (2) All position incumbents will be asked to submit the position description questionnaire.
 - (3) The questionnaires will be analyzed and points will be assigned by the Human Resources Division using the approved criteria which may include market factors.
 - (4) The Classification Committee will be convened to review the analysis, and, if appropriate, recommend revisions.
 - (5) The final calculation of the Classification Committee will be submitted to the Superintendent. The Superintendent will determine if the salary-range placement change will be submitted to the Business and Finance Services Division for inclusion in the budget process.
 - (6) The Superintendent's recommendation will be submitted to the Business and Finance Services Division.
 - (7) The salary-range placement change will be implemented in the next school year. The administrator's salary placement will result in a one step increase.
 - (8) There is no appeal of the Classification Committee's final calculation, other than verification of its accuracy.
- C. The superintendent may override the Committee's recommendations only by one of the following:
 - (1) Submitting in writing to the Committee an explanation of the factual circumstances warranting a change in the Committee's recommendations; or
 - (2) Establishing actual evidence of the inability to locate a qualified candidate after a regularly conducted personnel search; or
 - (3) Approval by the Board of School Trustees.

20-11-4 Annual Review of Non Site-based Positions

- A. During the month of April each year, the superintendent, deputy superintendents, associate superintendents, or assistant superintendents will review the administrative and professional-technical positions within his/her area of responsibility and certify that the positions remain essentially the same.
- B. If the review of the position by the superintendent, deputy superintendents, associate superintendents, or assistant superintendents reveals that the position has changed significantly, a new job description must be developed and both the old job description and the new job description will be submitted to the Human Resources Division by May 1.
 - (1) The new job description will be analyzed and points will be assigned by the Human Resources Division using the approved criteria which may include market factors.
 - (2) In June, the Classification Committee will be convened to review the analysis of the new job description, and, if appropriate, recommend revisions.
 - (3) If the results of the point system place the administrator higher than his/her current salary-range placement, the administrator will be moved to the appropriate salary-range placement effective the first day of the contract year for that administrator. The administrator's salary placement will result in a one step increase.
 - (4) If the results of the point system place the administrator lower than his/her current salary-range placement, the administrator will be grandfathered in the position at the current salary-range placement. When the position is vacated, it will be advertised at the appropriate salary-range placement.

20-12 Compensation Methodology

Nevada Revised Statute requires the implementation of a program of performance pay and enhanced compensation for school based administrators commencing with the 2015-2016 school year.

The existing compensation methodology for administrators outlined in 20-11 in this Agreement will remain in effect until the new compensation system is developed and agreed upon by the parties.

20-13 A principal who is recognized as a Nationally Board Certified Principal shall receive an additional 5% of base salary for which PERS contributions will be made.

**ARTICLE 21
HEALTH AND WELFARE BENEFITS AND TRUST**

21-1-8 Eligibility and qualifications to participate in the Trust's benefit plans shall be as determined in the sole discretion of the Trust, except that the following classes of employees and retirees shall be eligible to participate in the Trust's benefit plans:

21-1-8-1 All Covered Employees;

21-1-8-2 All retired Covered Employees who elect to participate in the Trust's benefit plans upon retirement provided that they are receiving a Nevada PERS pension at that time;

21-1-8-3 The District Superintendent and members of the District's Board of Trustees;

21-1-8-4 The retired District Superintendent provided he or she is a participant in the Trust's benefit plans upon retirement and provided that he or she is receiving a Nevada PERS pension at that time;

21-1-8-5 All retired Covered Employees who are eligible for Medicare Part A and Part B and elect to participate in the Trust's Medicare Advantage Plan. They must be receiving a Nevada PERS pension and must be living in the State of Nevada.

21-2 Health Benefits

21-2-1 The District agrees to contribute to the Trust the following amounts for Covered Employees participating in the Trust's health benefits:

July 1, 2004:	\$501.17
Jan. 1, 2006:	\$538.99
July 1, 2006:	\$552.77
July 1, 2007:	\$608.36
July 1, 2008:	\$670.62
July 1, 2009:	\$670.62
July 1, 2010:	\$670.62
July 1, 2011:	\$670.62
July 1, 2012:	\$670.62
July 1, 2013:	\$670.62

CCASAPe has requested through negotiations that the negotiated employee health benefit contribution identified in Article 21-2-1 of the contract be increased. As determined through negotiations, the District agrees to hold the request for additional health benefit money in abeyance until a decision is made on the creation of a district-wide health benefit plan that will enable each employee group to receive medical benefits under the umbrella of a single health care provider. In the event that a district-wide health benefit plan is implemented by November 1, 2013, CCASAPe will withdraw its request for additional health benefit money. If a district-wide health benefit plan is not established, the District and CCASAPe agree that negotiations regarding the health benefit contribution for administrators and professional-technical employees may be reopened.

The foregoing amounts include the required monthly contribution for the \$50,000 life insurance policy and the long term disability benefits described in Article 21-3.

If the School District requests that negotiations be reopened under Article 21-1-4 for the purpose of adding benefits, the School District will provide any additional contributions to provide the increased benefit.

- 21-2-2 Any Covered Employee who is otherwise eligible for the Trust's health benefits but who instead elects to participate in a different District or employee association health plan may have the CCASAPE-negotiated contribution set forth in Article 21-2-1 paid by the District to that plan. Only the portion of the contribution required for coverage in the other plan, for the Covered Employee and his or her dependents, may be paid to such other plan. Any excess amount shall be paid to the Trust.

21-5 Retiree Health Reimbursement

- 21-5-1 In 2013-2014, the District shall contribute to the Trust the sum of \$6.67 per month on behalf of each Covered Employee for purposes of a retiree health reimbursement benefit to assist eligible retirees with the costs of health coverage.
- 21-5-2 The required contribution set forth in Article 21-5-1 shall be automatically increased in the same percentage as any general salary increases that result from future negotiations beginning with the 2014-2015 contract year.

21-6 Unused Sick Leave

- 21-6-1 In 2013-2014, the District shall contribute the sum of \$7.65 per month on behalf of each Covered Employee for purposes of a retiree unused sick leave reimbursement plan for eligible retirees.
- 21-6-2 The required contribution set forth in Article 21-6-1 shall be automatically increased in the same percentage as any general salary increases that result from future negotiations beginning with the 2014-2015 contract year.

ARTICLE 22
PUBLIC EMPLOYEES RETIREMENT SYSTEM

22-1 Continuing the provision begun with the Agreement for school year 1975-76, the School District will pay, beginning with the first day of contracted school years 1987-89, the standard employee and employer contribution to social security and Medicare as required, as well as, the employee and employer contribution to the Public Employees Retirement System for a total of 25.75% for school years 2013-2014 and 2014-2015 for each administrator covered by this Agreement.

It is understood that half of the PERS contribution is paid with School District funds and half is paid on behalf of the employee with employee funds agreed upon in previous and current collective bargaining agreements.

ARTICLE 26
REDUCTION IN FORCE

- 26-2-5 Whenever possible, a thirty- (30) day written notification will be given to administrators who are laid off as a result of a reduction in force. Administrators who are reduced in force when no other administrative position is available, and who were previously employed by the School District in a teaching position, will be placed in a teaching position in accordance with their certification, qualifications, and seniority in the School District. An administrator, who because of reduction in force is placed in a teaching position, will retain all previous administrative seniority.

A professional-technical employee who was previously employed by the School District as a support staff employee who is reduced in force when no other professional-technical position is available will be placed in a support staff position in accordance with the professional-technical employee's seniority in the School District and qualifications, as determined by Human Resources. The professional-technical employee will be placed in a support staff position that is at the same pay grade and months as the position held when the professional-technical employee was a support staff employee for the School District. If no position is available based on seniority and qualifications that is equal to the position held when the professional-technical employee was a support staff employee, then the professional-technical employee will be placed in a support staff position at the next highest pay grade and months possible based on seniority and qualifications, as determined by Human Resources. The professional-technical employee has no entitlement to a support staff position with a higher pay grade than the support staff position previously held by the professional-technical employee. A professional-technical employee, who because of a reduction in force is placed in a support staff position, will retain all previous administrative seniority.

A professional-technical employee who is identified for reduction in force and who subsequently receives notice from the District that placement in a support staff position in accord with the Agreement has occurred, has the option at the time of placement in the support staff position, to decline the placement. If the professional-technical employee exercises this option, the District will notify the professional-technical employee that no support staff position is available and the professional-technical employee will be reduced in force from the District. The professional-technical employee will retain the two year right to recall provisions outlined in Article 26 of the Agreement.

ARTICLE 30
ADMINISTRATORS' CONTRACT OF EMPLOYMENT

30-1 This Agreement when ratified by both parties shall be incorporated by reference and become a part of the administrators' contract of employment for the 2013-2015 contracted school years.

ARTICLE 32
TERM OF AGREEMENT

- 32-1 This Agreement, when ratified by both parties, shall become effective at the beginning of the 2013-2014 school year and shall remain in effect until the beginning of the 2015-2016 school year, and shall continue from year to year thereafter, unless either of the parties gives written notice to the other for the 2015-2016 school year in accordance with the provisions of NRS 288 of a desire to change, amend, or modify the Agreement.
- 32-2 After ratification, this Agreement revokes and supersedes all prior agreements, including so-called side agreements.
- 32-3 At the request of either party, the 2013-2015 contract may be reopened to negotiate any financial or monetary compensation. Changes approved by the Board of School Trustees and the Association's Representative Council shall become a part of this Agreement.
- 32-4 This Agreement shall immediately terminate in the event recognition is withdrawn and sustained after all avenues of appeal have been exhausted in accordance with NRS 288.

CLARK COUNTY SCHOOL DISTRICT
2013-2014 ADMINISTRATIVE AND PROFESSIONAL-TECHNICAL SALARY SCHEDULE
MONTHLY SALARIES (12-MONTH) PLUS \$1,500 FOR DOCTORATE

Range	A	A1	B	B1	C	C1	D	D1	E	E1	F	F1	G*	G1*
52	10,098	10,223	10,608	10,733	11,140	11,265	11,699	11,824	12,284	12,409	12,897	13,022	13,543	13,668
51	9,617	9,742	10,098	10,223	10,608	10,733	11,140	11,265	11,699	11,824	12,284	12,409	12,897	13,022
50	9,166	9,291	9,617	9,742	10,098	10,223	10,608	10,733	11,140	11,265	11,699	11,824	12,284	12,409
49	8,730	8,855	9,166	9,291	9,617	9,742	10,098	10,223	10,608	10,733	11,140	11,265	11,699	11,824
48	8,312	8,437	8,730	8,855	9,166	9,291	9,617	9,742	10,098	10,223	10,608	10,733	11,140	11,265
47	7,917	8,042	8,312	8,437	8,730	8,855	9,166	9,291	9,617	9,742	10,098	10,223	10,608	10,733
46	7,540	7,665	7,917	8,042	8,312	8,437	8,730	8,855	9,166	9,291	9,617	9,742	10,098	10,223
45	7,191	7,316	7,540	7,665	7,917	8,042	8,312	8,437	8,730	8,855	9,166	9,291	9,617	9,742
44	6,849	6,974	7,191	7,316	7,540	7,665	7,917	8,042	8,312	8,437	8,730	8,855	9,166	9,291
43	6,519	6,644	6,849	6,974	7,191	7,316	7,540	7,665	7,917	8,042	8,312	8,437	8,730	8,855
42	6,205	6,330	6,519	6,644	6,849	6,974	7,191	7,316	7,540	7,665	7,917	8,042	8,312	8,437
41	5,913	6,038	6,205	6,330	6,519	6,644	6,849	6,974	7,191	7,316	7,540	7,665	7,917	8,042
40	5,626	5,751	5,913	6,038	6,205	6,330	6,519	6,644	6,849	6,974	7,191	7,316	7,540	7,665
39	5,361	5,486	5,626	5,751	5,913	6,038	6,205	6,330	6,519	6,644	6,849	6,974	7,191	7,316
38	5,112	5,237	5,361	5,486	5,626	5,751	5,913	6,038	6,205	6,330	6,519	6,644	6,849	6,974
37	4,861	4,986	5,112	5,237	5,361	5,486	5,626	5,751	5,913	6,038	6,205	6,330	6,519	6,644
36	4,636	4,761	4,861	4,986	5,112	5,237	5,361	5,486	5,626	5,751	5,913	6,038	6,205	6,330

F → G Movement Methodology / 2013-2014 and 2014-2015 Contract Years:

*Eligibility for this step requires that the administrator has been on any Step F for four years, is beginning his/her 18th year in the School District during the contract year, and the adjusted hire date and the effective date of the administrative appointment is prior to February 1. If the adjusted hire date is February 1 or after, the administrator will be placed on Step G at the beginning of the subsequent year.

F → G Movement Methodology / July 1, 2015

Effective July 1, 2015, for 12-month administrators and on August 1, 2015, for 10- and 11-month administrators, administrators who have completed 4 years on any Step F and who are beginning their 15th year of overall service in the School District will move to Step G.

Effective July 1, 2015, for 12-month administrators and August 1, 2015, for 10- and 11-month administrators, administrators who have completed two or three years on any Step F and who are beginning their 15th year of overall service in the School District will move to Half Step F2.

F → G Movement Methodology / July 1, 2016

Effective July 1, 2016, 10-, 11-, or 12-month administrators placed on Half Step F2 during the previous contract year will move to Step G.

Effective July 1, 2016, for 12-month administrators and on August 1, 2016, for 10- and 11-month administrators, administrators who have completed two years on any Step F and who are

CLARK COUNTY SCHOOL DISTRICT
2013-2014 ADMINISTRATIVE AND PROFESSIONAL-TECHNICAL SALARY SCHEDULE
MONTHLY SALARIES (12-MONTH) PLUS \$1,500 FOR DOCTORATE

beginning their 15th year of overall service in the School District will move to Step G. Half-step placement will no longer be utilized effective July 1, 2016.

An employee who is placed on the Administrative and Professional-technical Salary Schedule prior to February 1 will advance to the next step at the beginning of each contract year providing the employee is satisfactorily performing the responsibilities of the position as determined by the annual evaluation.

Employees who receive their initial appointment to the Administrative and Professional-technical Salary Schedule on or after February 1 will continue on the same step for the following school

An administrator who is assigned to a different range at any time during the year is entitled to the normal step increase in the subsequent year.

Administrators completing the following years of School District service will be eligible for longevity compensation for which PERS contributions will be made. 10 Years - \$1,300; 15 Years - \$1,800; 20 Years - \$2,300; 25 Years - \$2,800; 30 Years - \$4,000.

A principal who is assigned either to a Prime 6 school, Spring Mountain High School, Boulder City High School, Indian Springs High School, Laughlin High School, Moapa Valley High School, Virgin Valley High School, or to a double session or flexible double session schedule shall receive an additional stipend of \$2,000 for which PERS contributions will be made. A \$2,000 stipend will be provided to eligible senior high school deans and assistant principals. A principal who is assigned to a year-round school shall receive an additional stipend of \$3,000 for which PERS contributions will be made.

For the 2013-2015 contract years, columns (A1, B1, C1, etc.) reflect monies earned by administrators and professional-technical employees who possess an eligible doctoral degree. The monies earned for a doctorate are paid as a part of base salary and are no longer paid as a stipend.

A principal who is recognized as a Nationally Board Certified Principal shall receive an additional 5% of base salary for which PERS contributions will be made.