

Public Hearing On and Possible Approval of the Amendment to the 2021-2023 Negotiated Agreement
between the Clark County School District and the Education Support Employees Association
Regarding Correction to Pay Matrix Language

Nevada Revised Statute (NRS) 288.153 requires that any new, extended, or modified collective bargaining agreement between a local government employer, and an employee organization be approved by the governing body of the local government employer at a public hearing, and that the Chief Executive Officer of the local government shall report to the local government the fiscal impact of the agreement.

A tentative Amendment has been reached regarding the 2021-2023 Negotiated Agreement between Clark County School District (CCSD) with the Education Support Employees Association (ESEA). The Amendment to the Negotiated Agreement provides in Article 19-4, 19-4-2, and 19-4-3 corrections to the language of the pay matrix.

ESEA and CCSD drafted an Amendment to the previous 2021-2023 Negotiated Agreement approved by the Board of Trustees on November 18, 2021. The new Amendment modifies the language contained in Articles 19-4, 19-4-2, and 19-4-3 and eliminates the previous column of the pay matrix designated at A1. Employees hired on or after July 1, 2022, will be placed at B1 of the pay matrix. The terms of this agreement will be effective prospectively from the date of approval and signature. There are no additional costs associated with entering into the Amendment to the 2021-2023 Negotiated Agreement.

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the Amendment to the 2021-2023 Negotiated Agreement between the Clark County School District and the Education Support Employees Association regarding correction to pay matrix language.

**AMENDMENT TO NEGOTIATED AGREEMENT BETWEEN
CLARK COUNTY SCHOOL DISTRICT and EDUCATION SUPPORT EMPLOYEES
ASSOCIATION**

REGARDING CORRECTION TO PAY MATRIX LANGUAGE

This Amendment to Negotiated Agreement (“Agreement”) is made between and entered into by the Clark County School District (“CCSD” or the “District”) and the Education Support Employees Association (“ESEA”), individually referred to as a “Party” or collectively referred to as the “Parties.”

WHEREAS, CCSD and ESEA are parties to a collectively bargained Negotiated Agreement dated November 18, 2021 (“Negotiated Agreement”);

WHEREAS, ESEA is the recognized, exclusive bargaining agent for the bargaining unit consisting of all education support professionals employed by CCSD (hereinafter the “Bargaining Unit” and “Employees,” or “Employee” in the singular);

WHEREAS, the Parties seek by this Amendment to correct certain language in the Negotiated Agreement related to pay the pay matrix as set forth in Section 19-4:

NOW THEREFORE, the Parties agree to the following:

1. The Parties agree to modify delete Section 19-4 in the Negotiated Agreement in its entirety and substitute the following language:

“19-4 Effective the pay period that includes July 1, 2022 a New Pay Matrix becomes effective and is attached hereto as Appendix B. The previous Column A1 is eliminated.

19-4-1 The single, double and triple asterisks appended to current step columns G1, H1 and I1 of the Pay Matrix will be deleted, and there will no longer be five-year waiting periods between any consecutive steps. Eligible Employees who have been delayed at steps F, G or H will advance one step effective the commencement of the pay period that includes their anniversary date.

19-4-2 Any Employee on Column A1 on June 30, 2022 will be moved to B1 effective the commencement of the pay period including July 1, 2022 and upon completion of new hire or promoted probation will move to C1, if applicable.

19-4-3 Employees hired on or after July 1, 2022 will be placed at B1; remain at that step for one (1) year and establish an anniversary date for future step increase.

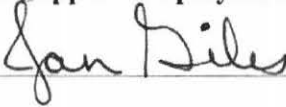
19-4-4 Employees who are promoted or reclassified will be moved to the step on the new wage range consistent with Regulation-4293.

19-4-5 Upon completion of promotional probation, an Employee will advance one (1) step and establish a new step anniversary date, if applicable.

19-4-6 Employees who are voluntarily or involuntarily demoted or are placed in a lower wage range due to elimination of their position will be placed at a step in the new wage range consistent with Regulation-4293.”

2. Except as modified herein, the remainder of the Negotiated Agreement shall remain in full force and effect.


Education Support Employees Association



Jan Giles
President

3-8-22

Date

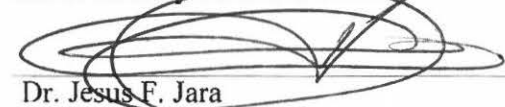


Brian Lee
Executive Director

3-8-22

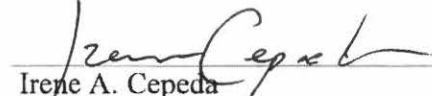
Date

Clark County School District



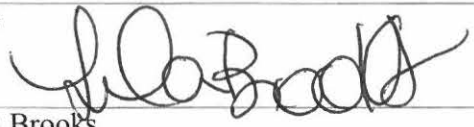
Dr. Jesus F. Jara
Superintendent of Schools

Date



Irene A. Cepeda
Board of Trustees, President

Date



Lola Brooks
Board of Trustees, Clerk

4/1/22

Date

CLARK COUNTY SCHOOL DISTRICT
 SUPPORT PERSONNEL PAY GRADES AND HOURLY RATES
 Updated Schedule Effective July 1, 2022

Pay Grade	Fiscal Year 2023							
	B1	C1	D1	E1	F1	G1	H1	I1
40	12.07	12.67	13.32	13.97	14.66	15.38	16.18	16.98
41	12.67	13.32	13.97	14.66	15.38	16.18	16.98	17.84
42	13.32	13.97	14.66	15.38	16.18	16.98	17.84	18.72
43	13.97	14.66	15.38	16.18	16.98	17.84	18.72	19.65
44	14.66	15.38	16.18	16.98	17.84	18.72	19.65	20.63
45	15.38	16.18	16.98	17.84	18.72	19.65	20.63	21.67
46	16.18	16.98	17.84	18.72	19.65	20.63	21.67	22.74
47	16.98	17.84	18.72	19.65	20.63	21.67	22.74	23.88
48	17.84	18.72	19.65	20.63	21.67	22.74	23.88	25.08
49	18.72	19.65	20.63	21.67	22.74	23.88	25.08	26.33
50	19.65	20.63	21.67	22.74	23.88	25.08	26.33	27.67
51	20.63	21.67	22.74	23.88	25.08	26.33	27.67	29.04
52	21.67	22.74	23.88	25.08	26.33	27.67	29.04	30.51
53	22.74	23.88	25.08	26.33	27.67	29.04	30.51	32.00
54	23.88	25.08	26.33	27.67	29.04	30.51	32.00	33.61
55	25.08	26.33	27.67	29.04	30.51	32.00	33.61	35.28
56	26.33	27.67	29.04	30.51	32.00	33.61	35.28	37.07
57	27.67	29.04	30.51	32.00	33.61	35.28	37.07	38.93
58	29.04	30.51	32.00	33.61	35.28	37.07	38.93	40.86
59	30.51	32.00	33.61	35.28	37.07	38.93	40.86	42.91
60	32.00	33.61	35.28	37.07	38.93	40.86	42.91	45.04
61	33.61	35.28	37.07	38.93	40.86	42.91	45.04	47.29
62	35.28	37.07	38.93	40.86	42.91	45.04	47.29	49.65
63	37.07	38.93	40.86	42.91	45.04	47.29	49.65	52.13
64	38.93	40.86	42.91	45.04	47.29	49.65	52.13	54.74
65	40.86	42.91	45.04	47.29	49.65	52.13	54.74	57.47