

**MEMORANDUM OF AGREEMENT BETWEEN
CLARK COUNTY SCHOOL DISTRICT and EDUCATION SUPPORT EMPLOYEES
ASSOCIATION REGARDING INCREASE IN PAY AND TRAINING FOR TITLE I
SPECIALIZED PROGRAMS TEACHERS' ASSISTANTS III AND IV**

This Memorandum of 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, Specialized Programs Teachers' Assistants ("SPTAs"), including Title I SPTAs III and IV are part of the Bargaining Unit represented by ESEA;

WHEREAS, the Parties agree that proper training and compensation are vital to the success and retention of Employees and to accomplishing the goals of providing professional support to schools and to students;

WHEREAS, the Parties agree that proper training and retention are especially vital for Title I SPTAs III and IV working with students at Special Schools ("Subject SPTAs");

WHEREAS, the District intends to provide increased training and compensation for Title I SPTAs Grades III and IV District-wide, but first wishes to address immediate, operational and educational imperatives at its "Special Schools," defined herein as John F. Miller School, Miley Achievement Center, Variety School and Helen J. Stewart Special School; and,

WHEREAS, the Parties have agreed to an immediate, initial increase of one Pay Grade on the Pay Matrix incorporated into the Negotiated Agreement for the Subject SPTAs and a second increase of one Pay Grade for the Subject SPTAs upon completion of additional training.

NOW THEREFORE, the Parties agree to the following:

1. Subject SPTAs as of October 31, 2022 will, on that same date, be moved from Pay Grades 45 and 47 respectively of the current Pay Matrix to Pay Grades 46 and 48 respectively of the current Pay Matrix. The increase in their wage rate will be reflected on the Subject SPTAs' November 16, 2022, paycheck.
2. The Subject SPTAs will be required to attend and satisfactorily complete the professional learning schedule for special education support professionals ("PL") attached hereto as Exhibit A by no later than March 31, 2023.
3. Subject SPTAs will be compensated for the time they spend completing the PL and will be paid at their contracted daily rate of pay for any assigned additional Days required to complete the PL.

4. Upon commencement of each module of the PL, and upon completion of each module of the PL, Subject SPTAs will notify the Student Services Department by sending an email to SPED_ss_transcriptsubmission@nv.ccsd.net, copying their Immediate Supervisor, School Office Manager and School Principal.

5. Subject SPTAs who satisfactorily complete the PL will thereafter be moved from Pay Grades 46 and 48 respectively of the current Pay Matrix to Pay Grades 47 and 49 respectively of the current Pay Matrix, effective May 1, 2023. The increase in their wage rate will be reflected on the Subject SPTAs' May 17, 2023, paycheck. Those Subject SPTAs who do not satisfactorily complete the PL by March 31, 2023, for any reason, will not be moved to Pay Grades 47 and 49 respectively of the current Pay Matrix. Subject SPTAs will be given subsequent opportunities to complete the PL.

Education Support Employees Association



Jan Giles
President

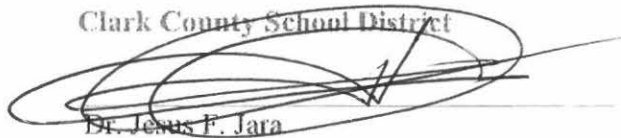
9-19-22
Date



Brian Lee
Executive Director

9-20-22
Date

Clark County School District



Dr. Jesus F. Jara
Superintendent of Schools President

10-24-27
Date



Irena A. Cepeda
Board of Trustees, President

10/14/22
Date



Lola Brooks
Board of Trustees, Clerk

10/13/22
Date