

Senate Bill 511 (SB511): Incentives for Newly Hired Teachers Fact Sheet

What is SB511?

Nevada's 78th Legislative Session approved Senate Bill 511 (SB511), which provides in part financial incentives to newly hired licensed teachers who meet certain criteria for a period of two years beginning with the 2015-16 school year. In order to receive the incentive, eligible teachers must complete qualifying professional development as designated by Clark County School District throughout the two years. SB511 is effective July 1, 2015. **The following summarizes the plan submitted to the Nevada State Board of Education; we anticipate approval, but it has not yet been finalized.**

What criteria must be met in order to receive the incentive?

The incentive is available to licensed teachers who:

- Were not employed by the District as a teacher during the 2014-15 school year; and
- Are employed full-time to teach in a school that:
 - Is a Title I school as defined in NRS 385.3467; or
 - Received one of the two lowest possible ratings indicating underperformance; and
- Are deemed "teacher of record" and have a roster of students assigned to them; and
- Are not retired teachers hired under the "Critical Labor Shortage" (CLS) provision.

How much is the incentive and how will it be paid for the 2015-16 school year?

- For the 2015-16 school year, newly hired teachers meeting the above criteria will be paid an incentive of up to \$5,000 if they begin teaching for CCSD by August 31, 2015, assuming the plan is approved by the Board of Education.
- Those qualifying for the incentive who start teaching after August 31, 2015, will be paid a pro-rated amount.
- The stipend shall be paid in \$250 installments on the 10th and 25th of each month beginning the month following the official start date.
- Teachers who are surplus in the fall due to a decline in enrollment must select another at-risk school at the surplus meeting in order to continue to receive the incentive.

What about incentives for the 2016-17 school year?

- For the 2016-17 school year, newly hired teachers meeting the above criteria will be paid an incentive commensurate with the above parameters, assuming the plan is approved.
- During the 2016-17 school year, teachers who received the incentive throughout the 2015-16 school year who continue to teach for CCSD at the same at-risk school in which they were hired, and who were rated as "effective" or "highly effective" in the 2015-16 school year will receive a \$1500 "retention bonus" paid on the second paycheck of November 2016
- Teachers who are surplus in the fall or spring due to a decline in enrollment must select another at-risk school at the surplus meeting in order to continue to receive the incentive.

What schools qualify for the incentive?

- The anticipated schools are identified on Attachment A.
- CCSD requested consideration to also provide incentives at the schools highlighted in yellow. **We do not know if there is flexibility within the law to include these schools, but will update this information as it becomes available.** Because these schools are unrated in the Nevada School Performance Framework (NSPF) and they cannot be federally designated Title I schools, they aren't specifically mentioned in the law.

**Senate Bill 511 (SB511)
Fact Sheet**

How many hours of professional development are required?

The number of required hours varies based upon previous teaching experience.

- Experienced, but new to CCSD teachers are required to complete thirty (30) hours of professional development.
 - Previous teaching must be full-time, contracted experience and verified by our Contracts and Compensation Department.
- Beginning teachers are required to complete a total of sixty (60) hours of professional development, which is fifteen (15) more than the forty-five (45) hours currently required to complete the Beginning Teacher Onboarding Program.

Is there a deadline for which the professional development hours must be completed?

Yes, there are deadlines for the minimum number of hours to be completed along with a corresponding timeline in order to continue to receive the incentive.

- Experienced, but new to CCSD teachers must complete thirty (30) hours within the first year of employment.
- Beginning teachers must complete thirty (30) of the required hours within the first year of employment. The remaining thirty (30) hours would need to be completed in the second year of employment for further step movement on the salary scale, per the current bargaining agreement provisions.
- For the 2015-16 school year, newly hired teachers must complete at a minimum, the following number of hours:
 - 10 hours by December 31
 - 10 hours by March 31
 - 10 hours by June 30

What types of professional development qualify?

Overall, the hours must incorporate content designed to support teachers in meeting the needs of students specifically in at-risk schools. To that end, the professional development taken, provided by the at-risk school or provided centrally, must align to one or more of the following:

- Strategies which will assist in the achievement of that site's school improvement plan;
- Strategies which will assist in meeting the needs of that site's student population;
- High-leverage principles identified on the Nevada Educator's Performance Framework (NEPF);
- Current teaching assignment/content area;
- Directives listed on the NEPF.

More specific parameters are as follows:

- Professional development during the contracted workday, CCSD assigned curriculum (required videos), and university/college coursework may not be used toward the required hours of professional development.
- Professional development may include, but is not limited to:
 - School-based professional development before or after the contracted day
 - Professional development facilitated by CCSD divisions, units and/or departments (i.e. Equity & Diversity, Student Services, Instructional Design and Professional Development)
 - Professional Development Education (PDE) courses
 - Safe and respectful learning environment professional development
 - Conferences with a certification of completion
 - MOOC (Major Open Online Course) with a certificate of completion

**Attachment A
CCSD: SB 511 Designated Schools**

CCSD	School	2013-2014 NSPF Star Rating	2015-16 Title I
239	Cambeiro ES	1	Tier 1
321	Williams (Tom) ES	1	Tier 1
341	Petersen ES	1	Tier 1
410	Fitzgerald ES	1	Tier 1
430	Lowman ES	1	Tier 1
521	Kelly ES	1	Tier 1
919	Reid ES	1	Tier 1
205	Snyder ES	2	Tier 1
215	Dearing ES	2	Tier 1
217	Mountain View ES	2	Tier 1
219	Sunrise Acres ES	2	Tier 1
221	Rundle ES	2	Tier 1
222	Earl (Ira) ES	2	Tier 1
223	Long ES	2	Tier 1
224	Gragson ES	2	Tier 1
250	Bunker ES	2	Tier 1
254	Cortez ES	2	Tier 1
258	Moore ES	2	Tier 1
259	Smith (Hal) ES	2	Tier 1
270	Herr ES	2	Tier 1
311	Squires ES	2	Tier 1
313	Stanford ES	2	Tier 1
314	Manch ES	2	Tier 1
317	Craig ES	2	Tier 1
319	McCall ES	2	Tier 1
320	Edwards ES	2	Tier 1
328	Tate ES	2	Tier 1
338	Hollingsworth ES	2	Tier 1
360	Reed ES	2	Tier 1
364	Woolley ES	2	Tier 1
365	Lunt ES	2	Tier 1
370	Fong ES	2	Tier 1
381	Perkins (Dr. Claude G.) ES	2	Tier 1
384	West Prep ES	2	Tier 1
406	Hickey ES	2	Tier 1
407	Jeffers ES	2	Tier 1
413	Booker ES	2	Tier 1
414	McWilliams ES	2	Tier 1
417	Red Rock ES	2	Tier 1
418	Warren ES	2	Tier 1
419	Fyfe ES	2	Tier 1
424	Pittman ES	2	Tier 1
442	Diaz ES	2	Tier 1
462	Wynn ES	2	Tier 1
513	Williams (Wendell) ES	2	Tier 1
514	Paradise ES	2	Tier 1
516	Lake ES	2	Tier 1
517	Thomas ES	2	Tier 1
518	Vegas Verdes ES	2	Tier 1
523	Rowe ES	2	Tier 1
528	Harris ES	2	Tier 1

**Attachment A
CCSD: SB 511 Designated Schools**

CCSD	School	2013-2014 NSPF Star Rating	2015-16 Title I
900	Bennett ES	2	Tier 1
924	Whitney ES	2	Tier 1
208	Martinez ES	3	Tier 1
211	Crestwood ES	3	Tier 1
212	King (Martin Luther Jr) ES	3	Tier 1
213	Hewetson ES	3	Tier 1
214	Park ES	3	Tier 1
225	Mendoza ES	3	Tier 1
226	Lynch ES	3	Tier 1
228	Wengert ES	3	Tier 1
233	Wilhelm ES	3	Tier 1
252	Bowler (Joseph Sr) ES	3	Tier 1
253	Elizondo ES	3	Tier 1
255	Detwiler ES	3	Tier 1
271	Dailey ES	3	Tier 1
310	Cox (Clyde) ES	3	Tier 1
312	Herron ES	3	Tier 1
315	Carson ES	3	Tier 1
316	Lincoln ES	3	Tier 1
326	Ronnow ES	3	Tier 1
359	Bailey (Sister) ES	3	Tier 1
363	McMillan ES	3	Tier 1
403	Thiriot ES	3	Tier 1
412	Griffith ES	3	Tier 1
416	Culley ES	3	Tier 1
421	Twin Lakes ES	3	Tier 1
425	Adcock ES	3	Tier 1
426	Ronzzone ES	3	Tier 1
512	Ullom ES	3	Tier 1
515	Bell ES	3	Tier 1
520	Dondero ES	3	Tier 1
522	Hancock ES	3	Tier 1
524	Beckley ES	3	Tier 1
526	Ward (Gene) ES	3	Tier 1
527	Harmon ES	3	Tier 1
529	Diskin ES	3	Tier 1
560	Cunningham ES	3	Tier 1
658	Keller ES	3	Tier 1
918	Taylor (Robert) ES	3	Tier 1
325	Cahlan ES	4	Tier 1
358	Roundy ES	4	Tier 1
525	Ferron ES	4	Tier 1
910	Hinman ES	5	Tier 1
914	Goodsprings ES	Not Rated	Tier 1
276	Monaco MS	2	Tier 1
331	Smith (J.D.) MS	2	Tier 1
334	Robison MS	2	Tier 1
431	Garside JHS	2	Tier 1
534	Orr MS	2	Tier 1
546	Mack (Jerome) MS	2	Tier 1
547	Bailey MS	2	Tier 1

**Attachment A
CCSD: SB 511 Designated Schools**

CCSD	School	2013-2014 NSPF Star Rating	2015-16 Title I
231	Fremont MS	3	Tier 1
232	Martin MS	3	Tier 1
243	Keller (Duane) MS	3	Tier 1
332	Bridger MS	3	Tier 1
333	Von Tobel MS	3	Tier 1
335	O'Callaghan MS	3	Tier 1
336	Swainston MS	3	Tier 1
432	Gibson (Robert) MS	3	Tier 1
433	Brinley MS	3	Tier 1
535	Woodbury MS	3	Tier 1
537	Cannon JHS	3	Tier 1
540	Cortney JHS	3	Tier 1
545	Sedway MS	3	Tier 1
434	Guinn MS	4	Tier 1
451	Western HS	2	Tier 1
242	West Prep Sec	1	Tier 1
384	West Prep ES	2	Tier 1
339	Priest ES	1	Tier 2
229	French ES	2	Tier 2
329	Tobler ES	2	Tier 2
362	Parson ES	2	Tier 2
444	Scott ES	2	Tier 2
903	Thorpe ES	2	Tier 2
921	Treem ES	2	Tier 2
237	Goldfarb ES	3	Tier 2
247	Guy ES	3	Tier 2
272	Adams ES	3	Tier 2
283	Watson ES	3	Tier 2
303	Iverson ES	3	Tier 2
304	Miller (Sandy) ES	3	Tier 2
305	Cozine ES	3	Tier 2
327	Decker ES	3	Tier 2
345	Tartan ES	3	Tier 2
350	Hayden ES	3	Tier 2
372	Katz ES	3	Tier 2
375	Dickens ES	3	Tier 2
423	Wasden ES	3	Tier 2
429	Gray ES	3	Tier 2
464	Jacobson ES	3	Tier 2
484	Duncan ES	3	Tier 2
519	Tomiyasu ES	3	Tier 2
539	Bruner ES	3	Tier 2
561	Jydstrup ES	3	Tier 2
911	McCaw ES	3	Tier 2
923	Virgin Valley ES	3	Tier 2
926	Sandy Valley ES	3	Tier 2
324	Mackey ES	4	Tier 2
415	Smith (Helen) ES	4	Tier 2
427	Gilbert ES	4	Tier 2
411	Hoggard ES	5	Tier 2
922	Sewell ES	5	Tier 2
307	Harney MS	3	Tier 2

**Attachment A
CCSD: SB 511 Designated Schools**

CCSD	School	2013-2014 NSPF Star Rating	2015-16 Title I
400	Findlay MS	3	Tier 2
469	Johnston MS	3	Tier 2
530	Molasky JHS	3	Tier 2
538	Sawyer MS	3	Tier 2
435	Johnson JHS	4	Tier 2
532	Knudson MS	4	Tier 2
533	Cashman MS	4	Tier 2
611	Hughes MS	4	Tier 2
245	Mojave HS	2	Tier 2
352	Eldorado HS	2	Tier 2
446	Sunrise Mountain HS	2	Tier 2
454	Cheyenne HS	2	Tier 2
552	Valley HS	2	Tier 2
554	Chaparral HS	2	Tier 2
562	Desert Pines HS	2	Tier 2
577	Del Sol HS	2	Tier 2
578	Canyon Springs HS	2	Tier 2
351	Rancho HS	3	Tier 2
551	Clark HS	3	Tier 2
409	East CTA	5	Tier 2
878	Global Community HS	Not Rated	Tier 2
946	Laughlin JR/SR HS	1	Tier 2
236	Wolfe (Eva) ES	2	Tier 3
279	Carl ES	2	Tier 3
342	Hummel ES	2	Tier 3
915	Indian Springs ES	2	Tier 3
925	Galloway ES	2	Tier 3
550	Desert Rose HS	1	Tier 3
453	Cimarron-Memorial HS	3	Tier 3
877	Burk Horizon SW HS	1	Tier 3
935	Sandy Valley JR/SR HS	1	Tier 3
227	Lundy ES	2	
379	Smalley ES	2	
	We request consideration to also provide incentive bonuses to the schools highlighted in yellow. They are unrated in the NSPF and cannot be federally designated Title I schools. However, their free and reduced lunch rates (FRL) are consistent with other Title I schools.		
			FRL Rate
220	Biltmore Continuation HS	Not Rated	81.16%
437	Morris Behavior JR/SR HS	Not Rated	81.90%
439	Peterson Behavior JR/SR HS	Not Rated	69.05%
440	Cowan Behavior JR/SR HS	Not Rated	65.38%
720	Southwest Behavior JR/SR HS	Not Rated	60.92%
773	Jeffrey Behavior JR/SR HS	Not Rated	89.47%
792	South Continuation Jr/Sr HS	Not Rated	72.22%

Attachment A
CCSD: SB 511 Designated Schools

CCSD	School	2013-2014 NSPF Star Rating	2015-16 Title I
815	Morris Sunset East HS	Not Rated	59.38%
880	Washington Continuation JHS	Not Rated	97.37%
888	Cowan Sunset SE HS	Not Rated	65.38%
511	Miller (John) School	Not Rated	42.86%
811	Stewart School	Not Rated	73.98%
812/826	Variety School	Not Rated	58.62%.78.22%
847/848	Miley Achievement Center Sec	Not Rated	82.4%/77.60%