

Senate Bill 511 (SB511): Incentives for Newly Hired Teachers 2016-2017 Fact Sheet

2015-2016 new hires please click [HERE](#)

What is SB511?

Nevada's 78th Legislative Session approved Senate Bill 511 (SB511), which provides in part financial incentives to licensed teachers hired during the 2015-2016 and 2016-2017 school years and who meet certain criteria. In order to receive the incentive for the 2016-2017 school year, eligible teachers must complete qualifying professional development as designated by Clark County School District. SB511 was effective July 1, 2015.

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 2015-16 school year; and
- Are employed full-time to teach in a school that:
 - Is a Title I, Tier I or II, 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 2016-17 school year?

Teachers newly hired in 2016-17 and working in a SB 511 school will be paid a hiring incentive of:

- \$5,000 if they begin working for us on or before August 29, 2016 (the first day of school).
 - \$2,500 of the \$5,000 stipend will be paid on the September 25 paycheck.
 - The remaining \$2,500 will be paid on the February 25 paycheck.
- \$4,500 if they begin working after August 29, but before October 1, 2016.
 - \$2,000 of the \$4,500 stipend will be paid on the October 25 paycheck.
 - The other \$2,500 will be paid on the February 25 paycheck.
- \$4,000 if they begin working after September 30, but before November 1, 2016.
 - \$1,500 of the \$4,000 stipend will be paid on the November 25 paycheck.
 - The other \$2,500 will be paid on the February 25 paycheck.
- \$3,500 if they begin working after October 31, but before December 1, 2016.
 - \$1000 of the \$3,500 stipend will be paid on the December 25 paycheck.
 - The other \$2,500 will be paid on the February 25 paycheck.
- \$3,000 if they begin working after November 30, but before January 1, 2017.
 - \$500 of the \$3,000 stipend will be paid on the December 25 paycheck, if possible.
 - The other \$2,500 will be paid on the February 25 paycheck.
- \$2,500 if they begin working after December 31, but before February 1, 2017, to be paid on the March 25 paycheck.
- \$2,000 if they begin working after January 31, but before March 1, 2017, to be paid on the April 25 paycheck.
- \$1,500 if they begin working after February 29, but before April 1, 2017, to be paid on the May 25 paycheck.
- \$1,000 if they begin working after March 31, but before May 1, 2017, to be paid on the May 25 paycheck.
- Teachers who are surplus in the fall due to a decline in enrollment must select another identified SB 511 school at the surplus meeting in order to continue to receive the incentive.

Clark County School District
Human Resources Unit

What schools qualify for the incentive?

- The 2016-2017 schools are identified on the pages following this fact sheet.

How many hours of professional development are required?

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

- Experienced, but new to CCSD teachers (starting before November 1, 2016) are required to complete thirty (30) hours of professional development.
 - Previous teaching must be full-time, contracted experience and verified by our Employee Contracts and Compensation Department.
- Beginning teachers (starting before November 1, 2016) 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.
- Teachers that start teaching after October 31, 2016 will be required to complete a pro-rated number of hours.

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. Teachers starting after October 31, 2016 will have a pro-rated number of hours.

- 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 (Article 26-8).
- For the 2016-17 school year, newly hired teachers must complete at a minimum, the following number of hours:
 - 15 hours by January 30, 2017
 - 15 hours by June 30, 2017
- The incentive will be stopped if the professional development requirement is not met in January and/or June. Additionally, the District's Payroll Department may deduct previously distributed payments from future paychecks.

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 SB 511 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 NEPF;
- Current teaching assignment/content area;
- Directives listed on the NEPF;
- Specific categories that are identified on the *CCSD/CCEA Professional Growth System Reference Guide*.
 - Professional Development Activities
 - Online Professional Development
 - Professional Learning Communities
 - Mentoring

Conversely, professional development hours cannot be counted if they fall into one or more of the following:

- Occur during the contracted work day;
- Pathlore Assigned Curriculum (e.g. CCSD required trainings, Infinite Campus for Teachers, and Test Security Training); and/or
- University/college coursework.

2016-17 SB 511 Schools

LOCATION CODE	SCHOOL NAME
272	ADAMS ES
425	ADCOCK ES
359	BAILEY ES
547	BAILEY MS
524	BECKLEY ES
515	BELL ES
900	BENNETT ES
452	BONANZA HS
413	BOOKER ES
252	BOWLER JOSEPH ES
332	BRIDGER MS
433	BRINLEY MS
302	BROOKMAN ES
934	BROWN MS
539	BRUNER ES
250	BUNKER ES
877	BURK ACAD PREP CENTER
931	BURKHOLDER MS
325	CAHLAN ES
239	CAMBEIRO ES
537	CANNON JHS
578	CANYON SPRINGS HS
279	CARL ES
315	CARSON ES
533	CASHMAN MS
554	CHAPARRAL HS
454	CHEYENNE HS

2016-17 SB 511 Schools

LOCATION CODE	SCHOOL NAME
453	CIMARRON-MEMORIAL HS
551	CLARK HS
254	CORTEZ ES
540	CORTNEY JHS
310	COX CLYDE ES
305	COZINE ES
317	CRAIG ES
275	CRAM MS
211	CRESTWOOD ES
416	CULLEY ES
560	CUNNINGHAM ES
271	DAILEY ES
215	DEARING ES
327	DECKER ES
577	DEL SOL HS
562	DESERT PINES HS
550	DESERT ROSE HS
361	DESKIN ES
255	DETWILER ES
442	DIAZ ES
375	DICKENS ES
529	DISKIN ES
520	DONDERO ES
484	DUNCAN ES
222	EARL IRA ES
510	EARL MARION ES
409	EAST CAREER & TECH ACAD

2016-17 SB 511 Schools

LOCATION CODE	SCHOOL NAME
320	EDWARDS ES
368	EISENBERG ES
352	ELDORADO HS
253	ELIZONDO ES
525	FERRON ES
400	FINDLAY MS
410	FITZGERALD ES
370	FONG ES
231	FREMONT MS
229	FRENCH ES
419	FYFE ES
925	GALLOWAY ES
431	GARSDIE JHS
432	GIBSON MS
427	GILBERT ES
878	GLOBAL COMMUNITY HS
237	GOLDFARB ES
914	GOODSPRINGS ES
224	GRAGSON ES
429	GRAY ES
412	GRIFFITH ES
434	GUINN MS
247	GUY ES
522	HANCOCK ES
527	HARMON ES
307	HARNEY MS
528	HARRIS ES

2016-17 SB 511 Schools

LOCATION CODE	SCHOOL NAME
350	HAYDEN ES
270	HERR ES
312	HERRON ES
213	HEWETSON ES
406	HICKEY ES
463	HILL ES
910	HINMAN ES
411	HOGGARD ES
338	HOLLINGSWORTH ES
611	HUGHES MS
342	HUMMEL ES
915	INDIAN SPRINGS ES
303	IVERSON ES
464	JACOBSON ES
407	JEFFERS ES
435	JOHNSON MS
469	JOHNSTON CARROLL MS
561	JYDSTRUP ES
371	KAHRE ES
372	KATZ ES
658	KELLER ES
243	KELLER MS
521	KELLY ES
420	KIM ES
212	KING ML JR ES
532	KNUDSON MS
516	LAKE ES

2016-17 SB 511 Schools

LOCATION CODE	SCHOOL NAME
251	LAS VEGAS HS
946	LAUGHLIN MS/HS
544	LAWRENCE JHS
316	LINCOLN ES
223	LONG ES
430	LOWMAN ES
227	LUNDY ES
365	LUNT ES
226	LYNCH ES
546	MACK MS
324	MACKEY ES
314	MANCH ES
232	MARTIN MS
208	MARTINEZ ES
319	MCCALL ES
911	MCCAWE ES
363	MCMILLAN ES
414	MCWILLIAMS ES
225	MENDOZA ES
848	MILEY ACHIEVEMENT CTR ELEM
847	MILEY ACHIEVEMENT CTR SEC
304	MILLER SANDY MAGNET ES
245	MOJAVE HS
530	MOLASKY JHS
276	MONACO MS
258	MOORE ES
217	MOUNTAIN VIEW ES

2016-17 SB 511 Schools

LOCATION CODE	SCHOOL NAME
335	O'CALLAGHAN MS
534	ORR MS
514	PARADISE ES
214	PARK ES
362	PARSON ES
381	PERKINS DR CLAUDE ES
341	PETERSEN ES
424	PITTMAN ES
339	PRIEST ES
351	RANCHO HS
417	RED ROCK ES
360	REED ES
919	REID ES
334	ROBISON MS
326	RONNOW ES
426	RONZONE ES
358	ROUNDY ES
523	ROWE ES
221	RUNDLE ES
926	SANDY VALLEY ES
935	SANDY VALLEY MS/HS
538	SAWYER MS
444	SCOTT ES
545	SEDWAY MS
922	SEWELL ES
379	SMALLEY ES
259	SMITH HAL ES

2016-17 SB 511 Schools

LOCATION CODE	SCHOOL NAME
415	SMITH HELEN ES
331	SMITH JD MS
205	SNYDER ES
311	SQUIRES ES
313	STANFORD ES
811	STEWART HELEN J
219	SUNRISE ACRES ES
446	SUNRISE MOUNTAIN HS
336	SWAINSTON MS
345	TARTAN ES
328	TATE ES
918	TAYLOR ROBERT ES
403	THIRIOT ES
517	THOMAS ES
903	THORPE ES
329	TOBLER ES
519	TOMIYASU ES
921	TREEM ES
421	TWIN LAKES ES
512	ULLOM ES
552	VALLEY HS
812	VARIETY SCHOOL ES
826	VARIETY SCHOOL SEC
518	VEGAS VERDES ES
449	VETERANS TRIBUTE CTA
923	VIRGIN VALLEY ES
333	VON TOBEL MS

2016-17 SB 511 Schools

LOCATION CODE	SCHOOL NAME
526	WARD GENE ES
418	WARREN ES
423	WASDEN ES
283	WATSON ES
228	WENGERT ES
384	WEST PREP ES
242	WEST PREP MS/HS
451	WESTERN HS
938	WHITE MS
924	WHITNEY ES
233	WILHELM ES
321	WILLIAMS TOM ES
513	WILLIAMS WENDELL ES
236	WOLFE EVA ES
535	WOODBURY MS
364	WOOLLEY ES
462	WYNN ES