

MINUTES

EDUCATION COMMITTEE
MARCH 28, 1977

Members Present: Chairman Vergiels
Mrs. Gomes
Mr. Goodman
Mr. Horn
Mr. Kissam
Mr. Rhoads
Mr. Schofield

Guests Present: List misplaced

Chairman Vergiels called the meeting to order in room 214 at 3:05 with all members present or expected.

AB 494 - Lonie Chaney, Assemblyman from District # 7, explained he introduced this legislation at the request of a constituent who had been expected to testify on its behalf. He explained his constituent feels that only qualified personnel should be assigned to remedial reading and that they should work with small groups.

Richard Wright, Washoe County School District, stated his District's opposition to the bill because it feels the State Department already has authority to do everything the bill suggests and it objects, philosophically, to mandating teacher-student ratios as being too confining.

James P. Costa, deputy superintendent of the State Department, read a prepared statement, Exhibit A, substantiating what Mr. Wright had said: that the requirements suggested in AB 494 are already in force through current certification regulations and objecting to legislating a particular limit, thus removing the flexibility required to vary the learning program to meet the needs of the individual student.

Dr. Vernon C. Rowley, Director of Research and Development, Carson City School District, read a prepared statement, Exhibit B, enumerating the qualifications for reading teacher certification and pointing out that every elementary school teacher must also be a remedial reading teacher but that mandating these requirements would cause problems for these teachers. He also objected to mandating teacher-student ratios as an intrusion on the rights of the autonomy of the local school board and creating rather than solving problems.

AB 495 - Mr. Chaney, sponsor of this bill also, submitted a prepared statement, Exhibit C, and commented on the high rate of

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unplanned pregnancies among teenage girls, high dropout rates among these girls and their need for education in preventive measures and family planning.

A member of the League of Women Voters testified that the organization supports sex education in schools and availability of health care for all, citing statistics of unwanted pregnancies and prevalence of venereal disease among teenage girls and the need for education to prevent these; however, the League took no position on Family Planning centers in high schools if similar services are available in the community. Her statement is Exhibit D.

Mr. Wright stated it has been Washoe County's experience that this is an area better left to families though the District does teach health in middle and senior high schools. He further questioned whether the proposed bill raises jurisdictional questions: (1) line 7, Does the County Board of Health (which is appointed) have power to place employees in schools, on school property, without the approval of the Board of Trustees (which is elected)? and (2) line 11, Does "counseling and assistance" mean instruction; if so, this means certificated employees as required by NRS 391.100, Subsection 2.

Mr. Costa read his prepared statement, Exhibit E, giving statistics of courses in family development, parenthood, personal health and care throughout the state, contending that the goals of this proposed legislation are already being carried on throughout the state; therefore, it is unnecessary legislation. His statement suggested the second section is expensive and duplicative of services already available in other agencies.

Throughout the testimony there was discussion of the responsibility of the family being assumed by the school, the consequences of large numbers of unwanted children, what is taught in the schools. Mr. Goodman was concerned about what is taught in middle schools. Mrs. Gomes and Mr. Kissam asked whether the actual intent was to prescribe contraceptive desives. Mr. Kissam asked whether parents would have to give permission. Mr. Costa pointed out that all schools receive a Comprehensive Health Plan with suggested guidelines for use and development by teachers in areas of need by particular classes. In his personal experience, his boys were taught basic sex education in middle school. Mr. Chaney said his feeling was that when there is a problem, something must be done about it, that is the intent of his bill; it would provide information only not a dispensing center, that students could be referred to health agencies. Mr. Goodman commented if this type of program isn't provided, society is doomed to have the problem repeated over and over again.

AB 502 - Joyce Woodhouse, Nevada State Education Association, supported AB 502 as eagerly sought after by Nevada's teachers. She suggested it should be passed as (1) a bonus for faithful teachers; (2) would prevent abuse by those who might take time off rather than lose the benefit; and (3) might encourage personnel to retire, thus permitting school districts to hire new teachers at lower salaries, thereby saving them money.

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Mr. Rhoads asked what other employees get this benefit and Ms. Woodhouse replied county employees and fire fighters, but NRS 391 restricts teachers from getting this benefit.

When Mr. Goodman asked why it wasn't included in the NSEA legislative negotiating package, Ms. Woodhouse reiterated that the NSEA can negotiate under NRS 288, but is restricted by 391, therefore, the organization wants to delete the restriction, making it "permissive legislation".

Chairman Vergiels suggested it could be a negotiating item but only if the school districts agreed to it. He asked Robert Petroni, legal counsel for Clark County School District, for his opinion on what "the board shall prescribe."

Mr. Petroni stated he would tell his board they must prescribe some sort of use of those things listed, like sick leave, sabbaticals, etc., that it is mandatory the board come up with something.

Ken Hougen, president of Nevada Classified School Employees Association, supported AB 502 as needed permissive legislation enabling people to collect items negotiated. He gave a recent example where the benefit was negotiated but the Attorney General ruled against it.

Jack Kennedy, a member of the Washoe County School District personnel and labor negotiating staff, opposed AB 502 as (1) another stripping of authority from the elected school board and (2) cited fiscal impact. He gave as an example that last year Washoe utilized over \$300,000 for sick leave. If this were negotiated, it could cost an additional \$251,000 - \$352,000 per year, not including administrators or certificated personnel. He contradicted the use of "permissive" by NSEA and Classified employees, that it would be "permissive in a mandatory sense of negotiations," that when permissive and mandatory clash, it usually ends up in the hands of an arbitrator which could be nothing or 150%.

Chairman Vergiels suggested it just not be put in the negotiations list but Mr. Kennedy persisted that the NSEA and Classified employees define permissive as allowing the board to pay for services not rendered which presently is denied by law.

A discussion followed on determining exactly what the bill says, permissive vs. mandatory, rewarding teachers who accumulate sick leave, whether unused sick leave should be a bonus at retirement, who has it, what it costs, whether sick leave is "second vacation" or insurance against illness.

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Marvin Waite of the Nevada Association of School Administrators said the bill's permissive nature is such that it shouldn't be a detriment to any county or district, any could use it or not as they wished. Contrary to what Mr. Kennedy said, it stated it cannot be negotiated under present law because it is expressly forbidden. He suggested looking at it from the view that the teacher who stays in her classroom saves the district the cost of a substitute and provides better education. He stated that when his district permitted use of some sick leave for personnel business, accumulation doubled. Their budget last year was \$1,080,000 for substitutes. For the 40 teachers who retire yearly, this would only amount to \$173,000 per year, on a non-accumulative basis, so the district would be saving money. He called permissive legislation good legislation.

Mr. Rowley cited his district's concern with the possibility that binding arbitration could result in an arbitrator's mandate and supported Mr. Kennedy's contention that sick leave is insurance and is not calculated to be needed by every employee and then estimated costs in his district on a yearly basis. He concluded that his district would not oppose legislation which would permit trustees to make payments for unused sick leave upon death or retirement of an employee, but would strongly oppose making payment for unused sick leave an item for negotiations. His remarks are included as Exhibit G.

Mr. Petroni gave background information about a negotiated "buy-out" provision in Humboldt County which was denied in an informal opinion from the Attorney General's office. He further stated that although the State School Board Association split in voting against this proposed legislation at their November meeting, Clark County supported it and therefore, he supports it. He suggested it ought to be permissive, that "may" should be substituted for "shall" so local board would still have the authority. He stated that Clark County had 24,000 hours of absenteeism and spent over \$1,000,000 for substitutes and it is hoped this bill would be an incentive to encourage teachers to come regularly. In reply to Mr. Rhoads's question, Mr. Petroni stated a teacher now is entitled to an accumulation of 150 days, 15/year and administrators and classified employees are also covered.

Following a one minute recess, there was a report on the status of various bills.

AB 389 - Mr. Schofield moved "Do Pass and Re-refer to Ways & Means," noting that the bill has educational value but also a financial impact. Mr. Goodman seconded. Mr. Rhoads voted the only "no."

AB 409 - Mr. Horn moved to "Indefinitely Postpone." Mr. Schofield seconded. Mr. Rhoads and Mr. Goodman voted "no."

AB 446 - Waiting for amendments.

AB 371 - In subcommittee.

AB 346 - Messrs Fox, Petroni and Ms. Woodhouse are working in subcommittee.

AB 502 - Mr. Rhoads asked that no action be taken until he has opportunity to check certain facts.

AB 494 - Mr. Kissam moved to "Indefinitely Postpone." Mr. Schofield seconded. Mr. Goodman voted the only "no."

AB 495 - Following a discussion about local fiscal impact, whether schools are really doing this job, whether the legislature is stepping in and mandating too much, whether there is time for subcommittee action or amendments, Mr. Goodman moved "Do Pass" and Mr. Kissam seconded. The vote was split 3 - 3 and the chair voted with the positive action. Mr. Horn stated his intention to issue a minority report. Mr. Schofield requested that the minutes reflect his feeling that there had not been ample testimony and a "do pass" showed lack of care on the part of the committee. Mr. Schofield moved to rescind the action of "Do Pass" on AB 495. Mr. Horn seconded and the committee unanimously approved. Mr. Schofield moved to pass AB 495 out of committee without recommendation. Mr. Goodman seconded. Mr. Horn cast the only "no" vote.

AB 525 - Mrs. Gomes asked that because of the press of time this bill be re-referred without a hearing. Mrs. Gomes moved to re-refer AB 525 to Ways & Means. Mr. Rhoads seconded and the committee unanimously approved.

Mr. Vergiels announced the committee will hear AB 526 and 546 Monday, April 4.

The meeting adjourned at 5:07 p.m.

Respectfully submitted

David M. Knapp

Assembly Attache

STATEMENT OF
THE DEPARTMENT OF EDUCATION
TO THE
ASSEMBLY COMMITTEE ON EDUCATION

Monday, March 28, 1977
Room 214, 3:00 P.M.

A. B. 494 -- Establishes qualifications for teachers of remedial reading and limits pupil-teacher ratio in remedial reading classes.

A. B. 494 proposes to amend Chapter 389 of the Nevada Revised Statutes, which chapter deals with Courses of Study; not personnel. NRS Chapter 391, specifically Sections 391.010-391.050, authorizes the State Board of Education to establish requirements for teachers' certificates and grant them. Accordingly, the State Board has adopted Nevada Teacher Certification Requirements, the current edition effective since September 1, 1974. In the section entitled "Reading Teacher Endorsements", page 10, the State Board specifically requires that "a certificate endorsed for teaching remedial reading or for supervising reading programs (reading specialist) is required for performance of these services in the public schools."

The requirements of Subsection 1 of A. B. 494 are already in force through current certification regulations.

The desire of the sponsors to limit remedial reading classes to not more than 15 pupils for each teacher is undoubtedly well-intentioned. Most attempts to limit class size do spring from a desire to improve learning opportunities. Limiting class size for singular purposes, however, has some drawbacks. In this case, it first assumes that remedial reading is best taught in set-aside, specifically established classrooms each with a teacher. This is not always true. Children can learn equally well within their regular classrooms with some special teachers coming in on a regular basis to assist in an individualized reading program. Or, a school may have a reading resource center where children work on a one-to-one basis with a teacher, a specialist, or a specially prepared teacher's aide. There are any number of techniques that may work better with some pupils than with others. To do what A. B. 494 proposes would be to deny the school district the wide range of available teaching options to meet best the needs of the individual pupil.

A second drawback is the problem inherent in legislating any kind of limit. It not only forces people into a universal

A. B. 494

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mode, but it's difficult to enforce, no penalties are levied for non-compliance, and it's difficult to change once it becomes a law.

The Department and the Board can not support A. B. 494 for these reasons, in spite of the apparent good intentions of the sponsors.

JPC:maj
3-28-77

March 28, 1977

Comments re: Assembly Bill 494

The Reading Teacher Endorsement requires:

1. A bachelor's degree and valid certificate for elementary or secondary teaching
2. A minimum of 12 semester hours preparation in separate or integrated courses covering each of the following areas:
 - a. Reading skills and abilities
 - b. Diagnosis and remedial teaching
 - c. Organization of the reading program
 - d. Materials in reading skills
 - e. Application of Reading Skills
 - f. Clinical or laboratory practicum in reading


The distribution of reading abilities in most elementary school classrooms makes it necessary that virtually every elementary school teacher teach remedial reading to some students.

The requirement of a certificate as a reading specialist or an endorsement as a reading teacher may very well be desirable, but it is very questionable as to whether it should be mandated.

It is even more questionable to place a legislatively mandated limit on the size of a remedial reading class. This is another intrusion upon the autonomy of the local Board of School Trustees. In addition, such a limit may create some inequities that may very well be more damaging than the circumstances the bill purports to correct.

Example: Suppose a small elementary school had ~~16~~ or ~~17~~ students who qualified for a particular remedial reading program. Under this bill, there are two alternatives (1) the class is limited to ~~15~~ students, so one or two students are prohibited from obtaining this needed instruction, or (2) two classes (with the additional expense of teacher and classroom facilities) must be established-- each with only 7 or 8 students.

We see no real need for this bill to receive serious legislative consideration.


Dr. Vernon C. Rowley, Director
Research and Development
Carson City School District

RE: FAMILY PLANNING IN H.S.

THIS IS NOT A CONCERN THAT AFFECTS EVERYBODY IN NEVADA - RIGHT AWAY - ANY MATURE, RESPONSIBLE ADULT WHO VISITS A HIGH SCHOOL OR JR. HIGH SCHOOL CAMPUS DURING THOSE HOURS THAT VISITORS ARE NOT USUALLY EXPECTED, (IT REALLY DOESN'T MATTER AN AWFUL LOT) JUST VISIT AND START NOTICING WHAT THE STUDENTS ARE DOING WHILE YOU ARE STILL IN THE PARKING LOT. YOU CAN BEGIN FROM THIS POINT TO UNDERSTAND THEIR FAMILY PLANNING NEEDS.

AS MUCH AS SOME OF US HATE TO HAVE TO ADMIT IT, WE HAVE AN EPIDEMIC OF UNINTENDED, TEENAGE PREGNANCIES IN THE UNITED STATES, AND THUS REGRETTABLY IN NEVADA. BEFORE YOU GET TURNED OFF - LET ME FILL YOU IN ON A FEW BASIC FACTS ABOUT ADOLESCENT SEXUALITY, PREGNANCY AND CHILDBEARING.

CLOSE TO 13 MILLION OF THE 60 MILLION WOMEN WHO BECAME PREGNANT IN 1975, BECAME PARENTS BEFORE THEY BECAME ADULTS.

ABOUT 10% OF U.S. TEENAGERS GET PREGNANT AND 6% GIVE BIRTH EVERY YEAR.

OF THE 21 MILLION YOUNG PEOPLE IN THE UNITED STATES BETWEEN 15 AND 19 YEARS OLD, MORE THAN HALF ARE ESTIMATED TO HAVE HAD SEXUAL INTERCOURSE. IN ADDITION, ONE-FIFTH OF THE EIGHT MILLION 13 AND 14 YEAR OLD BOYS AND GIRLS ARE BELIEVED TO HAVE HAD INTERCOURSE. ADOLESCENT SEXUAL ACTIVITY HAS BEEN TRADITIONALLY PORTRAYED AS PRINCIPALLY AFFECTING MINORITIES, AND THE POOR, BUT RECENT EVIDENCE SUGGESTS THAT TEENAGERS FROM HIGHER INCOME AND NON-MINORITY GROUPS ARE INVOLVED IN SEXUAL INTERCOURSE AT EARLIER AGES, LEADING TO HIGHER RATES OF SEXUAL ACTIVITY AND GREATER RISK OF UNWANTED PREGNANCY FOR ALL TEENAGERS.

I HAVE SO MANY FACTS AND FIGURES WHICH COULD BE UNFOLDED TO YOU AT THIS TIME THAT I MUST BREAK AWAY BECAUSE OF LACK OF TIME TO PROVIDE YOU WITH ALL OF THE FACTS. BUT, BASED ON THESE FACTS ALONE, IT WOULD

BE RIDICULOUS TO ASK WHY SHOULD FAMILY PLANNING BE TAUGHT AND EXECUTED IN THE SCHOOLS THAT TEENAGERS ATTEND.

SEXUAL ACTIVITY, IGNORANCE, AND INACCESSABILITY ARE THE MAIN REASONS FOR NON-USE OF CONTRACEPTIVES. THESE ARE THE TWO MOST SIGNIFICANT FACTORS IN DETERMINING WHETHER A TEENAGER WILL BECOME PRE-MARITALLY PREGNANT. THAT IS WHY HIGH SCHOOLS SHOULD HAVE FAMILY PLANNING CENTERS WHICH PROVIDE COURSES IN FAMILY PLANNING, INCLUDING METHODS OF BIRTH CONTROL, AND PREVENTION OF V.D. *Page 25 Book*

THERE ARE VOLUMES OF INFORMATION WHICH HAS BEEN PUBLISHED ON THE SUBJECT, AND IT ALL POINTS TO THE FACT THAT WE MUST DO MORE THAN HIDE OUR HEADS IN THE SAND REGARDING TEENAGE SEXUALITY.

LEAGUE OF WOMEN VOTERS
STATEMENT ON AB495

The League of Women Voters supports AB495. Through educating all Nevada teenagers it is hoped that unwanted pregnancies and venereal disease may be prevented.

Many studies have shown that the majority of teenage girls have very minimal knowledge of preventing pregnancy and the continuing increase in V.D. in teenagers is adequate testimony to the teens lack of knowledge in preventing V.D.

V.D. can be easily treated once detected, but pregnancy cannot be so easily dismissed. Babies of young teens are two to three times more likely to die in the first year of life than babies born to women in their early twenties. These babies have a greater chance of prematurity and low birthweight. The death rate from complications of pregnancy, birth and delivery is 60% higher for women who become pregnant before they are 15, the rate for 15-19 year olds is 13% greater than those mothers in their early twenties.

Beyond health problems the teenage mother faces a life of narrowed choices. She is more likely to drop out of high school, therefore having less chance at higher education, few vocational choices, and a greater chance to marry out of necessity. The jobs open to her will be low paying, leaving her very little to care for her child.

The League of Women Voters supports sex education in the schools and the availability of health care for all persons. However, we have no specific position on providing Family Planning centers in the high school if the services are available in the community.

This bill is not a cure-all, but it can be a start, a very important first step towards helping our teenagers grow into respectable young adults with the knowledge they need to live in this world today.

TEEN-AGE V.D. IN NEVADA

| <u>i. Under 10 years of age</u> | <u>Gonorrhea</u> | <u>Syphilis</u> |
|-----------------------------------|------------------|-----------------|
| 1972 | 2 | -0- |
| 1974 | 1 | -0- |
| 1975 | 2 | -0- |
| 1976 | 2 | -0- |
| | | |
| <u>2. 10 to 14 year age group</u> | | |
| 1967 | -0- | -0- |
| 1968 | 4 | -0- |
| 1969 | 11 | 1 |
| 1970 | 10 | 2 |
| 1971 | 7 | -0- |
| 1972 | 7 | -0- |
| 1973 | 40 | -0- |
| 1974 | 23 | -0- |
| 1975 | 21 | -0- |
| 1976 | 25 | -0- |
| | | |
| <u>3. 15 to 19 year age group</u> | | |
| 1967 | 136 | 2 |
| 1968 | 182 | 2 |
| 1969 | 370 | 5 |
| 1970 | 382 | 28 |
| 1971 | 374 | 20 |
| 1972 | 416 | 11 |
| 1973 | 625 | 7 |
| 1974 | 881 | 8 |
| 1975 | 926 | 7 |
| 1976 | 779 | 3 |
| | | |
| <u>4. Total (all age groups)</u> | | |
| 1967 | 635 | 22 |
| 1968 | 949 | 38 |
| 1969 | 1330 | 42 |
| 1970 | 1686 | 158 |
| 1971 | 1865 | 113 |
| 1972 | 1969 | 79 |
| 1973 | 3029 | 68 |
| 1974 | 4173 | 56 |
| 1975 | 4540 | 45 |
| 1976 | 3844 | 35 |

1975

| | |
|------|---------------------------------------|
| 8848 | Total Births In Nevada |
| 958 | Births to Unwed Mothers |
| 31 | Mothers Were Under Age of 14 |
| 1807 | Terminations of Pregnancy by Abortion |

WME/lm
3/25/77

STATEMENT OF
THE DEPARTMENT OF EDUCATION
TO THE
ASSEMBLY COMMITTEE ON EDUCATION

Monday, March 28, 1977
Room 214, 3:00 P.M.

- A. B. 495 -- Requires that courses in family planning be given at certain levels in public schools and requires establishment of family planning centers at high schools.

The State Department of Education can report that in the first semester of the 1976-77 school year, 32 high schools in 11 school districts conducted classes in Family Living, Family Relations, Child Development, Independent Living, and other such courses. The common feature of each of these courses is the inclusion of teaching units dealing with human development, parenthood, establishing values, goals and priorities, and personal health and care. All of these were taught in Consumer and Homemaking classes which under the Federal Vocational Education Act requires parenting education.

Additionally all high schools have been provided with the Department of Education guide on Comprehensive Health Education for Secondary Schools. The guide includes a section on Human and Family Development designed to lead to a knowledge of physiological and psychsexual facts of reproduction and the health concerns of venereal disease. It suggests activities to help students develop positive attitudes and practices that can lead to an understanding of one's self, a mature adulthood and a happy family life. This section is intended to help satisfy the student's need to understand the biological person, but not to the exclusion of learning the meaning of character and value judgments as they relate to personal behavior, self-discipline, and emotional control.

Besides the curriculum already being offered by the schools, most secondary schools today have nurses, social workers, counselors and psychologists on the staff to help students work out their problems and satisfy their need for more information.

We feel that this is a positive approach which is consistent with the general goals of education and feasible within the authority vested in the schools by the public. The instructional part of A. B. 495 is, therefore, already accomplished.

A. B. 495

March 28, 1977

As far as Section 2 is concerned, establishing and maintaining a family planning center in public high schools will be extremely expensive and duplicative of services already available in other agencies.

The Department can not support A. B. 495.

JPC:maj
3-28-77

TESTIMONY BEFORE ASSEMBLY EDUCATION COMMITTEE

Assembly Bill 502

March 28, 1977

Chairman Vergiels and committee members: I am Joyce Woodhouse, representing Nevada's teachers through the Nevada State Education Association.

The NSEA strongly and enthusiastically supports Assembly Bill 502. As chairperson of NSEA's Governmental Affairs Committee I must report to you the overwhelming desire of this state's teachers to see this legislation passed. We conducted open hearings throughout the state in determining what our people wanted in the 1977 Legislative Program. This issue - payment for unused sick leave upon retirement or termination was brought forth time and time again. I also understand that teachers are not the only school district personnel interested in AB 502. You will be hearing from them today.

AB 502 principally does this: By the removal of language on page 1, lines 508 which states that employees shall be paid only for services rendered, provisions is thus made for the subsequent ability of school boards of trustees to prescribe regulations or negotiate with its employees concerning this sick leave benefit as indicated on page 1, lines 18-19.

We believe AB 502 should be passed for these reasons:

1. It is a benefit which we, as employees, feel we have the right to achieve. For those teachers who accumulate many days of leave due to good health and the desire to teach their students, they deserve this "bonus"--a real"pat on the back".
2. On the negative side, if there is such a thing as personnel abusing sick leave - using up the days accumulated, sick or not - because they lose the benefit when their career is ended; this act would circumvent this practice.
3. If AB 502 is passed, possibly personnel would be encouraged to retire and would receive this monetary benefit. The school district could realize a savings. For example teachers would retire out at a \$17,200 salary; the district could hire a new teacher at a \$8,600 salary.
4. Since school districts operate out of a budget from which salaries instructional supplies, buildings and their maintenance, utilities, etc. must come; we realize that these areas must mesh with this added expense. Therefore, we propose the ability for school districts to negotiate from the pot of money this benefit. In

Joyce Woodhouse testimony - page 2

NRS 288.150 provisions does exist for negotiability of sick leave. For those personnel who do not negotiate, the district would set a policy.

5. Precedent has been set. Last session the legislature provided this benefit for county employees. Also, firefighters enjoy this benefit. Presently because of the language in NRS 391 which we ask you to delete on page 1, lines 5-8, school district personnel are denied this opportunity. We have been denied in many numerous legal opinions because of the language I have indicated.

In conclusion, we urge your "do pass" recommendation on AB 502. It is truly good legislation for many people.

Thank you for your time and attention.

March 28, 1977

Comments re: AB 502

The major concern we have with AB 502 is the provision for negotiation pursuant to the Local Government Employee-Management Relations Act with respect to payment for unused sick leave. Although local government employers could generally hold firm in rejecting this provision during the negotiations process, there is always the possibility of binding arbitration which could conceivably result in an arbitrator's mandate in this regard.

Sick leave is a special employee benefit which provides for continuation of salary during periods when the employee is ill and unable to work. In addition, a school district will make salary payments to the substitute who is employed during a teacher's absence on paid sick leave. The Carson City School District grants up to 15 days of sick leave per year which can be accumulated to a total of 180 days. The concept of such accumulation is to provide benefits to employees in the event of a major illness or injury. It serves much like an insurance policy in that it is not anticipated that every employee will have illness or injury of such catastrophic nature as to utilize all accrued sick leave.

Approximately 400 employees of the Carson City School District accumulate 15 days of sick leave annually for a total of approximately 6000 days of accumulated sick leave. These employees use an average of approximately 6 sick leave days per year for an accumulated total of 2400 paid sick leave days. Thus there would be approximately 3600 days of accumulated sick leave which would be eligible for payment each year. This would create a financial obligation of approximately \$250,000 in sick-leave payments at about \$70 per day average salary. In addition, there would be \$20,000 in employer contributions to the retirement system at the present 8% rate.

The Carson City School District would not oppose legislation which would permit Boards of School Trustees to make payments for unused sick leave upon the death or retirement of an employee, but would strongly oppose making payment for unused sick leave an item for negotiations.



Dr. Vernon C. Rowley, Director
Research and Development
Carson City School District

59TH NEVADA LEGISLATURE

EDUCATION
LEGISLATION ACTION

DATE 3/28/77

SUBJECT AB 389

MOTION:

Do Pass X Amend Indefinitely Postpone Reconsider

Moved By Mr. Schofield Seconded By Mr. Goodman

AMENDMENT:

Moved By Seconded By

AMENDMENT:

Moved BY Seconded By

| VOTE: | <u>MOTION</u> | | <u>AMEND</u> | | <u>AMEND</u> | |
|-----------|---------------|---------------|---------------|---------------|---------------|---------------|
| | <u>Yes</u> | <u>No</u> | <u>Yes</u> | <u>No</u> | <u>Yes</u> | <u>No</u> |
| GOMES | <u> X </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| GOODMAN | <u> X </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| HORN | <u> X </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| KISSAM | <u> X </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| RHOADS | <u> </u> | <u> X </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| SCHOFIELD | <u> X </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| VERGIELS | <u> X </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| TALLY: | <u> 6 </u> | <u> 1 </u> | | | | |

ORIGINAL MOTION: Passed Defeated Withdrawn

AMENDED & PASSED AMENDED & DEFEATED

AMENDED & PASSED AMENDED & DEFEATED

59TH NEVADA LEGISLATURE

EDUCATION
LEGISLATION ACTION

DATE 3/28/77

SUBJECT AB 409

MOTION:

Do Pass _____ Amend _____ Indefinitely Postpone X Reconsider _____

Moved By Mr. Horn Seconded By Mr. Schofield

AMENDMENT:

Moved By _____ Seconded By _____

AMENDMENT:

Moved BY _____ Seconded By _____

| VOTE: | <u>MOTION</u> | | <u>AMEND</u> | | <u>AMEND</u> | |
|-----------|---------------|---------------|---------------|---------------|---------------|---------------|
| | <u>Yes</u> | <u>No</u> | <u>Yes</u> | <u>No</u> | <u>Yes</u> | <u>No</u> |
| GOMES | <u>X</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| GOODMAN | <u> </u> | <u>X</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| HORN | <u>X</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| KISSAM | <u>X</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| RHOADS | <u> </u> | <u>X</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| SCHOFIELD | <u>X</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| VERGIELS | <u>X</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| TALLY: | 5 | 2 | | | | |

ORIGINAL MOTION: Passed X Defeated _____ Withdrawn _____

AMENDED & PASSED _____ AMENDED & DEFEATED _____

AMENDED & PASSED _____ AMENDED & DEFEATED _____

Attached to Minutes March 38, 1977

59TH NEVADA LEGISLATURE

EDUCATION
LEGISLATION ACTION

DATE 3/28/77

SUBJECT AB 494

MOTION:

Do Pass _____ Amend _____ Indefinitely Postpone x Reconsider _____

Moved By Mr. Kissam Seconded By Mr. Schofield

AMENDMENT:

Moved By _____ Seconded By _____

AMENDMENT:

Moved BY _____ Seconded By _____

| VOTE: | <u>MOTION</u> | | <u>AMEND</u> | | <u>AMEND</u> | |
|-----------|---------------|-----------|--------------|-----------|--------------|-----------|
| | <u>Yes</u> | <u>No</u> | <u>Yes</u> | <u>No</u> | <u>Yes</u> | <u>No</u> |
| GOMES | X | _____ | _____ | _____ | _____ | _____ |
| GOODMAN | _____ | X | _____ | _____ | _____ | _____ |
| HORN | _____ | _____ | _____ | _____ | _____ | _____ |
| KISSAM | X | _____ | _____ | _____ | _____ | _____ |
| RHOADS | X | _____ | _____ | _____ | _____ | _____ |
| SCHOFIELD | X | _____ | _____ | _____ | _____ | _____ |
| VERGIELS | X | _____ | _____ | _____ | _____ | _____ |
| TALLY: | 6 | 1 | | | | |

ORIGINAL MOTION: Passed x Defeated _____ Withdrawn _____

AMENDED & PASSED _____ AMENDED & DEFEATED _____

AMENDED & PASSED _____ AMENDED & DEFEATED _____

Attached to Minutes March 28, 1977

59TH NEVADA LEGISLATURE

EDUCATION
LEGISLATION ACTION

DATE 3/28/77

SUBJECT AB 495

MOTION:

Do Pass X Amend _____ Indefinitely Postpone _____ Reconsider _____

Moved By Mr. Schofield Seconded By Mr. Goodman

AMENDMENT:

Moved By _____ Seconded By _____

AMENDMENT:

Moved BY _____ Seconded By _____

| VOTE: | MOTION | | AMEND | | AMEND | |
|-----------|----------|----------|-------|-------|-------|-------|
| | Yes | No | Yes | No | Yes | No |
| GOMES | <u>X</u> | _____ | _____ | _____ | _____ | _____ |
| GOODMAN | <u>X</u> | _____ | _____ | _____ | _____ | _____ |
| HORN | _____ | <u>X</u> | _____ | _____ | _____ | _____ |
| KISSAM | <u>X</u> | _____ | _____ | _____ | _____ | _____ |
| RHOADS | <u>X</u> | _____ | _____ | _____ | _____ | _____ |
| SCHOFIELD | <u>X</u> | _____ | _____ | _____ | _____ | _____ |
| VERGIELS | <u>X</u> | _____ | _____ | _____ | _____ | _____ |
| TALLY: | 6 | 1 | | | | |

ORIGINAL MOTION: Passed X Defeated _____ Withdrawn _____

AMENDED & PASSED _____ AMENDED & DEFEATED _____

AMENDED & PASSED _____ AMENDED & DEFEATED _____