

MINUTES OF THE
MEETING OF THE SENATE COMMITTEE
ON HUMAN RESOURCES AND FACILITIES

SIXTY-FIRST SESSION
NEVADA STATE LEGISLATURE
February 19, 1981

The Senate Committee on Human Resources and Facilities was called to order by Chairman Joe Neal at 8:06 a.m., Thursday, February 19, 1981, in Room 323 of the Legislative Building, Carson City, Nevada. Exhibit A is the Meeting Agenda. Exhibit B is the Attendance Roster.

COMMITTEE MEMBERS PRESENT:

Senator Joe Neal, Chairman
Senator James N. Kosinski, Vice Chairman
Senator Richard E. Blakemore
Senator Wilbur Faiss
Senator Virgil M. Getto
Senator James H. Bilbray

STAFF MEMBERS PRESENT:

John R. Crossley, Legislative Auditor
Connie S. Richards, Committee Secretary

Mr. Joe Fisher, Executive Director, Nevada State Education Association said that the association represents 5,800 teachers and along with Ms. Joyce Woodhouse, President, Nevada State Education Association presented information relative to the status of education in Nevada. This information is Exhibit C.

ASSEMBLY BILL NUMBER 35 (EXHIBIT D)

Mr. John Crossley, Legislative Auditor said that the current as well as the past commissioner prefer not to have petty cash on hand, but rather to operate exclusively out of the checking account. He said that line 19, repealing Section 2 of NRS 419.010 which relates to the expenses of the veterans' relief fund is no longer necessary as determined through a legislative audit report.

Senator Bilbray moved to "Do Pass" Assembly Bill No. 35.

Senator Blakemore seconded the motion.

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The motion carried unanimously.

Mr. Ted Sanders, Superintendent of Public Instruction, Nevada Department of Education presented information to the committee, concluding a presentation begun on February 4, 1981. This information is listed as Exhibit C included in the minutes dated February 4, 1981.

Mr. Sanders said that the proficiency exam has been administered for three years and the first graduating class to be required to pass the examination will be the class of 1982. He said that 20 percent of those students will not pass the test and therefore will not graduate from high school. He said that the competency examination tests students abilities in basic mathematics, reading, and writing skills. Mr. Sanders observed that the same students who were first given the examination three years ago, have improved in the area of writing from 12 percent of the students not passing to 6 percent of the students failing the same writing portion of the exam. He speculated that this may have occurred because teachers, through the use of the competency examinations, have realized that a greater emphasis must be put on those basic skills. He added that teachers of writing classes tend to assign fewer writing assignments to students due to the increased class size. He said that this is because a teacher with five or six classes a day, with 30 students in each, finds it difficult to correct from 150 to 180 writing assignments in a single week. Mr. Sanders said, conversely, students failing the mathematics portion of the examination was 14 percent of students first taking the exam three years ago and that number has now reached 17 percent for the same students taking the exam. He guessed that this could be due to the fact that only one high school credit is required in mathematics for high school students. He said that students generally take that required math class during their freshman year; by the time that student reaches his or her senior year, much of those skills have been forgotten because they have not been used. Mr. Sanders said that schools are currently in the process of developing remedial classes for these particular students who are lacking in basic skills.

Mr. Sanders said that schools currently face some unique problems due to societal conditions. He said that 45

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percent of all marriages end in divorce. He said that sometime during their public schooling, 55 percent of the student population will live with a single parent.

Senator Faiss asked Mr. Sanders how much family mobility affects students' learning.

Mr. Sanders said that Nevada has one of the highest pupil mobility rates in the country. He said that certainly affects pupil achievement, adding that mobility is the third greatest predictor of student achievement, producing a negative affect.

Mr. Sanders suggested that school principals be given greater authority within the school systems. He said that research has been done in the last several years that has shown that student achievement is higher when the school principals are given greater authority. He also said that student behavior, disruptions, and attitudes are highly related to the attitudes and behavior of the principal. He said that teachers and their training also make a substantial difference in the students' behaviors, attitudes, and achievement.

Senator Blakemore asked Mr. Sanders how many students, ideally, should be in one class.

Mr. Sanders said that the number varies from class to class, stating that a writing class would ideally have fewer students than a social studies class. He said that the optimum number for elementary classes would be from 15 to 18 students.

Mr. Sanders said that time to teach has a great impact upon student achievement. He said that time alone is not enough, but different types of time are necessary for students' achievement. Mr. Sanders cited a study done by the Far West Laboratory in conjunction with the State of California in which the issue of "time to teach" is dealt. The study defined time in three ways that each have a direct relationship with pupil achievement: 1) academic learning time, or time officially required or sanctioned, either by the legislature, state board of education, local boards, or principals, 2) engaged time; time when the student is actively engaged in trying to learn skills and 3) success

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time, or the time during which a pupil is working with materials on skills that are at or barely above his or her own level; skills that the student can successfully perform and stretch him or her a little beyond that point.

Mr. Sanders said that nutrition has an affect on pupil achievement. He said that the public schools of Nevada prepare some 52,000 lunches and 11,000 breakfasts each day. He added that students' achievement is affected by their being tired after lengthy bus rides and pointed out that there is one bus route in Nevada that travels 114 miles per day (one way) to school carrying 57 students.

Senator Kosinski asked Mr. Sanders whether teachers have begun "teaching to" the proficiency exams, and if they are whether this is detrimental or an advantage.

Mr. Sanders said that as long as the teachers are not teaching the test, but are teaching the skills necessary to pass the test, that is exactly what the proficiency exams are for.

Senator Kosinski asked whether teachers might not be neglecting some other parts of a subject through "teaching to" the test.

Mr. Sanders said that this is the case to some degree, but added that the details may be neglected to teach the basic fundamentals that are necessary for people to survive in society.

Senator Faiss asked what percentage of Nevada's teachers leave the teaching profession each year.

Mr. Sanders said that about 13½ percent of Nevada's teachers leave teaching each year some of which are retirees.

SENATE BILL NUMBER 81 (EXHIBIT E)

Senator Wilbur Faiss presented testimony to the committee in favor of Senate Bill No. 81. This testimony is Exhibit F.

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Ms. Catherine Loughlin, Washoe County Advisory Board, Aging Services spoke in opposition to Senate Bill No. 81. She said that the board can see no problems with the current administration or the status of the Division of Aging Services. She said that the projects asked for have been approved when funds have been sufficient, with funds being used for senior citizens for a variety of projects. She said that people don't know the difference between a department and a division and feels that the division as it stands, within a large department, has greater access to the governor, and carries more clout than would a very small department.

Ms. Alice Smith, said that she is a member of many boards that concern aging services and asked that the legislature consider Nevada's unique situation concerning the division of aging services, and not look at what other states have done. She reiterated what Ms. Loughlin had already stated.

Ms. Janice Ayres, Director for the Retired Senior Volunteer Program for Carson City, Douglas, Storey, Churchill, and Lyon Counties spoke in support of Senate Bill No. 81. She spoke favorably of the Division of Aging Services, but said that a department might be able to serve the people more efficiently and effectively. She estimated that there are 85,000 senior citizens living in the State of Nevada with approximately 40% of those living below poverty standards. She said that she knows this to be a fact because the R.S.V.P. has a transportation program that requires stringent income criteria. She said that many people in the program exist on \$200 per month. She said that she does not believe that an administrator of a department for the aging needs to be 65 years of age or older.

Senator Getto asked Ms. Ayres whether her group is convinced that a small department would carry the clout required to compete with the other departments.

Ms. Ayres said that she feels that a department would carry more clout than does the division because it could better address the problems facing the aged.

Senator Kosinski mentioned that some of the smaller departments within the State of Nevada have lesser access to the governor than do the larger departments. He asked Ms. Ayres

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whether she sees this as a problem.

Ms. Ayres said that access to the governor probably has to do with who the particular governor is, but said that she had a problem that needed his attention, made an appointment to see him, and spent a half an hour with him discussing the matter.

Senator Getto asked if Ms. Ayres was speaking for the entire R.S.V.P..

Ms. Ayres said that she was speaking only for the counties that she represents.

Ms. Loughlin said that the Washoe County R.S.V.P. opposes Senate Bill No. 81

Mr. Orvis Reil, Member Legislative Committee for the N.R.T.A. and the A.A.R.P. expressed a concern for the provision requiring that the administrator of a department of aging be 65 years of age. He said that this provision is discriminatory. He said that a department for aging services would have to operate under the same federal regulations as the current division.

Senator Faiss asked Mr. Reil if he supports or opposes Senate Bill No. 81.

Mr. Reil said that he is against the 65 year old administrator provision and said that until it is proved to be beneficial and a money-saver he is not in support of the bill.

Senator Faiss moved to "Amend and Do Pass" Senate Bill No. 81 by removing the provision for the 65 year old administrator provision on line 27, page 2.

Senator Bilbray seconded the motion.

Senator Kosinski expressed a fear that the removing of the Division of Aging Services from the Department of Human Resources would result in a loss of coordination and communication that is necessary between the aging services division and the other agencies that serve senior citizens. He said that a decision should not be based on the decision of other states. He expressed a concern as to the cost for the

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change of the division to a department, but added that the Department of Human Resources had furnished a letter that stated that the only significant costs that would be incurred in the change would be due to transitional costs, and would not be ongoing.

Senator Kosinski moved that the bill be re-referred to the Finance Committee with no recommendation.

Senator Getto seconded the motion.


The motion did not carry. (Senators Faiss, Neal, Blakemore, and Bilbray voted "No".)

The Chairman called for a vote on the motion made by Senator Faiss to "Amend and Do Pass".

The motion carried. (Senators Kosinski and Getto voted "No".)

There being no further business, the meeting adjourned at 10:35 a.m.

Respectfully submitted:



Connie S. Richards, Committee Secretary

APPROVED BY:



Senator Joe Neal, Chairman

DATE: _____

SENATE AGENDA

COMMITTEE MEETINGS

EXHIBIT A

Committee on Human Resources and Facilities , Room 323 .

Day Thursday , Date February 19 , Time 8:00 a.m.

S. B. No. 81--Creates department of services to the aging.

A. B. No. 35--Removes obsolete or unused provisions of law relating to veterans.

SENATE COMMITTEE ON HUMAN RESOURCES AND FACILITIES

DATE: February 19, 1981

EXHIBIT B

NAME	ORGANIZATION & ADDRESS	TELEPHONE
Wendell Newman	Nev. Dept of Education	885-5700
TED SANDERS	DEPT OF EDUC	885-5700
Joyce Woodhouse	Nevada St. Educ Assoc	882-5574
Sue Strand	Clark County Classroom Teachers Assn.	1-395-7277
Joe Fisher	Nev State Ed. Assoc	882-5574
Nelly Frankaus	Division for Aging	885-4210
John Crossley	LCB - Audit	885-5620
Gross Smith	Aging Services	
JANICE AYRES	RSVP	885-4682
LEONARD WEEKS	CLARK COUNTY SENIORS DEPT.	
...	...	782-2305
...	P.O. Box 155	782-2303
George L. KERRAMAN	SENIOR CITIZENS - DASHLEY CO	782-2739
Ed Ralls	Assisted Tech Center - AARP	463-3656
Pat Ralls	Senior Citizens + RSVP - Leger Co	463-3656
...	...	782-5901
Larry Ryckman	Assisted Press	

EXHIBIT C

A POINT OF VIEW ON THE STATUS OF EDUCATION IN NEVADA

Testimony Presented by:

Joyce L. Woodhouse, President
Joseph E. Fisher, Executive Director
NEVADA STATE EDUCATION ASSOCIATION

Presented to:

Senate Human Resources and Facilities Committee

and

Assembly Education Committee

February 4, 1981

EXHIBIT C

I am Joyce Woodhouse, President of the Nevada State Education Association and represent the 5800 members of that association. I am a veteran of the classroom by virtue of being a first grade teacher for the past fourteen years.

We would commend the committee for this opportunity to review the educational needs of this state and its students. We will present a different perspective on the status of education -- the view of the professional practitioner.

TIME TO TEACH

Finding time to teach is becoming increasingly difficult in today's schools. We ask, too, as did our superintendent colleagues, that you carefully review the requests for additions to the curriculum.

Class size creates a tremendous impact on the instruction of children and the morale of the teacher. Good educational philosophy dictates an emphasis on the individualization of instruction. As classes get larger, that special help is cut back from the child who needs it. It is disgraceful that Nevada ranks fourth from the bottom of all states in the union. Those class sizes are growing.

Teachers deal with other problems in the classroom that take time away from teaching. As class sizes grow, discipline problems increase. Many children come to school these days rebelling against having to be there, defying the authority of the teacher. It certainly does not produce an atmosphere conducive to learning.

QUALITY OF TEACHING

It is important to bring to your attention some good things that are happening here. Last legislative session, the Nevada legislature approved A.B. 388, which set up a Commission on Professional Standards. The function of the commission is to make recommendations to the State Board of Education on certification and recertification requirements for teachers. In general, our task is to improve the quality and the standards of our profession. The commission is made up of teachers, public and private school administrators, a school board member, university Deans of Education, and a person representing the general public. It is a good mix, and we are working together. We do not always agree, but we work out the problem. The NSEA asks that you approve, this session, the continuation

EXHIBIT C

of the Commission on Professional Standards. Another area of positive action is the work done by the Legislative Study Committee on Teacher Internships. The proposal will soon be before you in S.B. 24. The internship will provide essential help to the beginning teacher. It, too, is a cooperative effort by educators to improve the quality.

We must be honest and bring to you problems in this area. P.L. 94-142, a federal law which has led to mainstreaming of special education students, creates many problems. Neither the federal government nor the state government provide adequate funds for this process. Teachers are not always prepared to handle the special problems of special education students. They are given no training and are sadly lacking the appropriate instructional materials to help.

You have heard that rural schools are having difficulty securing qualified teachers. The problem is of great concern to us as it has resulted in teachers teaching out of their major and minor fields of preparation. The problem of teacher supply is an urban issue, too, especially in the areas of math and science. Teachers trained in these areas can find better paying jobs outside of teaching. The vacancies are often filled by long term substitutes, many unqualified in the subject area.

We will be proposing a legislative measure very soon to deal with the problem facing us regarding social promotion of students. We will be asking you to give teachers and principals the authority to retain a student who needs another year in the same grade.

EMPLOYEE RELATIONS

School funding, teacher negotiations, and teacher dismissals are three of the very tough issues facing this legislative session.

The Nevada Plan has served us well in the past, but needs revision in the light of today's needs. Unlike most states, our school population is growing. It is time to take a comprehensive look at the Nevada Plan in relevancy to today's educational needs.

Extended bargaining is causing pressure on the instructional program. In 1979-80, six school districts had not completed the process by the end of the school year. Four of them started in the fall without a new contract for the teacher employees. It is imperative that in this session a better impasse resolution procedure be incorporated into NRS 288. You have been told by the county superintendents that NRS 391 must be expanded to provide a three-year

EXHIBIT C

probationary period for teachers. NSEA is horrified that this intent has been placed before you. Prior to 1979, teachers in this state were granted due process rights upon hiring. The NSEA was ^{genuinely} generally proud of that situation. However, due to extreme lobbying pressure last session, a compromise was struck to provide for a one-year probationary period with a possibility of two years in certain cases. As you can imagine, it was extremely difficult for us to swallow that compromise. We have lived up to the agreement of 1979 and call upon the school administration personnel and the legislature not to alter the intent of that compromise. It is critical that the one-year probationary period not be dissolved into an automatic two or three year period.

School funding must be a number one goal of all of us this session. A shortage of funds is causing students to use history texts that are ten years old and 120 students to share 30 textbooks. Teachers are spending \$100 to \$300 a year out of their own pockets to buy supplies and materials for their classrooms.

All of this comes on top of the fact that teachers in Nevada are ranked at the bottom of the scale in the Far West region. The average teacher's salary in Nevada comes in at almost \$2,500 below the average of the other states: The average for the region is \$18,678, but the average in Nevada is only \$16,191. We have lost one-fifth of our buying power over the ten year span for 1970-1980.

But, Nevada has the ability to provide more state funding for education. Nevada ranks last of all of the states in percentage of personal income spent on education. In 1977-78, Nevadans spent only 5.17% of their personal income for this vital service. At that same time, Nevada experienced a 15% increase in per capita personal income, which ranked fourth from the top in the nation. But, the average teacher's salary increased only 7%. We urge you to help us right this terrible wrong.

It has been our privilege to provide this information. We will be happy to answer any questions and are available during this session to discuss them further. Thank you for your time and consideration.

TABLE 1

EXHIBIT CESTIMATED CURRENT EXPENDITURES FOR PUBLIC ELEMENTARY AND SECONDARY SCHOOLS
PER PUPIL IN AVERAGE DAILY ATTENDANCE, 1979-80

<u>REGIONAL RANK</u>	<u>NATIONAL RANK</u>	<u>STATE</u>	<u>DOLLARS (\$)</u>
1	1	Alaska	4,779
2	13	Oregon	2,459
3	17	Wyoming	2,343
4	19	Washington	2,256
5	20	Montana	2,247
6	21	Arizona	2,236
7	22	Colorado	2,085
8	25	California	2,000
9	31	New Mexico	1,855
10	31	Hawaii	1,855
<u>11</u>	<u>36</u>	<u>NEVADA</u>	<u>1,806</u>
12	45	Utah	1,609
13	47	Idaho	1,542
		United States	2,142

Nevada 85.05 percent of National Average

TABLE 2

EXHIBIT C

PERCENT INCREASE IN ESTIMATED PERSONAL EXPENDITURES PER PUPIL IN AVERAGE

DAILY ATTENDANCE, 1969-70 to 1979-80

<u>REGIONAL RANK</u>	<u>NATIONAL RANK</u>	<u>STATE</u>	<u>PERCENT (%)</u>
1	1	Alaska	318.76
2	14	Arizona	191.21
3	18	Washington	190.41
4	19	Colorado	190.04
5	25	New Mexico	181.59
6	28	Oregon	178.94
7	30	Montana	177.49
8	35	Idaho	169.06
9	36	California	168.78
10	38	Wyoming	165.85
11	41	Utah	164.26
<u>12</u>	<u>48</u>	<u>NEVADA</u>	<u>137.35</u>
13	50	Hawaii	108.06
		United States	177.00

Prepared by Nevada State Education Association

Source: NEA, Ranking of the States, 1980, p. 47

TABLE 3

EXHIBIT C

**TOTAL CURRENT EXPENDITURES FOR PUBLIC ELEMENTARY AND SECONDARY SCHOOLS
IN 1978-79 AS PERCENT OF PERSONAL INCOME, 1978**

<u>REGIONAL RANK</u>	<u>NATIONAL RANK</u>	<u>STATE</u>	<u>PERCENT (%)</u>
1	1	Alaska	7.29
2	2	Montana	5.88
3	3	Arizona	5.76
4	4	New Mexico	5.45
5	5	Maine	5.37
6	7	Utah	5.32
7	14	Wyoming	4.99
8	18	Colorado	4.83
9	25	Washington	4.70
10	29	Oregon	4.63
11	31	Idaho	4.39
12	44	California	3.92
<u>13</u>	<u>49</u>	<u>NEVADA</u>	<u>3.75</u>
14	51	Hawaii	3.55
		United State Average	4.50

Prepared by Nevada State Education Association

Source: NEA, Ranking of the States, 1980, p. 46

TABLE 4

EXHIBIT C

STATE AND LOCAL GOVERNMENT EXPENDITURES FOR ALL EDUCATION IN 1977-78 AS
PERCENT OF PERSONAL INCOME IN 1978

<u>REGIONAL RANK</u>	<u>NATIONAL RANK</u>	<u>STATE</u>	<u>PERCENT (%)</u>
1	1	Alaska	10.23
2	2	Montana	9.50
3	3	Utah	9.46
4	4	New Mexico	8.97
5	5	Wyoming	8.35
6	7	Arizona	7.89
7	10	Oregon	7.62
8	12	Colorado	7.36
9	13	Washington	7.33
10	25	California	6.88
11	27	Idaho	6.64
12	31	Hawaii	6.50
<u>13</u>	<u>50</u>	<u>NEVADA</u>	<u>5.17</u>
		United States	6.48

Prepared by Nevada State Education Association

Source: NEA, Ranking of the States, 1980, p. 44

TABLE 5

EXHIBIT C

STATE AND LOCAL GOVERNMENT EXPENDITURES FOR ALL EDUCATION AS PERCENT OF
DIRECT EXPENDITURES FOR ALL FUNCTIONS, 1977-78

<u>REGIONAL RANK</u>	<u>NATIONAL RANK</u>	<u>STATE</u>	<u>PERCENT (%)</u>
1	1	Utah	47.95
2	2	New Mexico	46.98
3	5	Arizona	43.22
4	7	Colorado	42.84
5	9	Montana	42.34
6	11	Washington	41.09
7	13	Wyoming	40.58
8	26	Oregon	38.39
9	28	Idaho	38.02
10	34	California	37.15
11	48	Alaska	30.34
<u>12</u>	<u>49</u>	<u>NEVADA</u>	29.71
13	50	Hawaii	28.76
		United States	37.48

Prepared by Nevada State Education Association

Source: NEA, Ranking of the States, 1980, p. 43

**Average Annual Salary of Nevada Classroom Teachers
as affected by the Consumer Price Index**

<u>Year</u>	<u>CPI</u>	<u>Average Salary</u>	¹ <u>Average Salary Const \$</u>	<u>Lost to Inflat.</u>	<u>% Change in Purchase</u>	<u>Average Salary Index</u>	² <u>Min. Sal/ CPI</u>	³ <u>Income Lost</u>
1971-1972	100.00	10,439	10,439	+0	+0.00	100.00	10,439	0
1972-1973	104.60	10,882	10,403	-479	-0.34	104.24	10,919	37
1973-1974	114.77	11,549	10,063	-1,486	-3.27	110.63	11,981	432
1974-1975	127.04	12,194	9,599	-2,595	-4.61	116.81	13,262	1,068
1975-1976	135.35	12,716	9,395	-3,321	-2.13	121.81	14,129	1,413
1976-1977	143.42	13,144	9,165	-3,979	-2.45	125.91	14,972	1,828
1977-1978	153.35	14,212	9,268	-4,944	+1.12	136.14	16,008	1,796
1978-1979	168.68	15,256	9,044	-6,212	-2.42	146.14	17,609	2,353
1979-1980	193.70	16,191	8,359	-7,832	-7.57	155.10	20,220	4,029
Change	93.70	5,752	-2,080	-30,848	-19.93	55.10		
Ave. Annual Change:	11.71	719	-260	-3,856	-2.49	6.89		

¹ Average Salary Constant

² Minimum Salary/Keep Pace with CPI

³ Income lost because Nevada teachers salary has not kept up with cost of living.

EXHIBIT C

COMPARISON OF AVERAGE SALARY OF NEVADA TEACHERS TO
INTERMEDIATE STANDARD BUDGET FOR FAMILY OF FOUR,
1971-79

<u>School Year</u>	<u>Average Teacher Salary</u> ¹	<u>Intermed. Standard Budget</u> ²	<u>Ratio of Salary to Budget</u>
1971-72	\$ 10,439	\$ 11,446	91.2%
1972-73	10,882	12,626	86.1
1973-74	11,549	14,333	80.5
1974-75	12,194	15,318	79.6
1975-76	12,716	16,236	78.3
1976-77	13,144	17,106	76.8
1977-78	14,212	18,622	76.3
1978-79	15,256	20,856	73.1

¹ State Department of Education, Finance section.

² Department of Labor estimates, reported in Allan C. Ornstein, "Teacher Salaries: Past, Present, Future," Phi Delta Kappan, Vol. 61, No. 10, June 1980, p. 678.

EXHIBIT C

STATE: NEVADA
DISTRICT: CARSON CITY SCHOOL DISTRICT
EFFECTIVE 9/80

KEY= 2901300180Q9

CAR

STEP	BA	NO. OF TEACHERS: BA+16	CA+32	273 MA BA+48	ENROLLMENT: MA+16 BA+64	6,173
1	12,048	12,606	13,165	13,725	14,282	
2	12,506	13,165	13,725	14,282	14,933	
3	13,165	13,725	14,282	14,842	15,584	
4	13,725	14,282	14,842	15,401	16,235	
5	14,282	14,842	15,401	15,961	16,886	
6	14,842	15,401	15,961	16,518	17,532	
7	15,401	15,961	16,518	17,078	18,188	
8	15,961	16,518	17,078	17,637	18,839	
9	16,518	17,078	17,637	18,195	19,480	
10	...	17,637	18,195	18,754	20,140	
11	...	18,195	18,754	19,314	20,791	
12	...	...	...	19,871	21,442	
13	...	...	...	...	22,093	
14	...	...	...	...	22,744	

EXHIBIT C

STATE: NEVADA
DISTRICT: CHURCHILL COUNTY SCHOOL DISTRICT

KEY= 290010018009

EFFECTIVE 9/80 NO. OF TEACHERS: 149 ENROLLMENT: 2,899 CH

STEP	BA	BA+15	BA+30	MA BA+45	MA+15 BA+60
1	11,450	11,995	12,540	13,085	13,630
2	11,935	12,480	13,025	13,570	14,115
3	12,420	12,965	13,510	14,055	14,600
4	12,905	13,450	13,995	14,540	15,085
5	13,390	13,935	14,480	15,025	15,570
6	13,875	14,420	14,965	15,510	16,055
7	14,360	14,905	15,450	15,995	16,540
8	14,845	15,390	15,935	16,480	17,025
9	15,330	15,875	16,420	16,965	17,510
10	15,815	16,360	16,905	17,450	17,995
11	...	...	17,390	17,935	18,480
12	...	...	...	18,420	18,965
13	...	...	...	18,905	19,450
14	...	...	...	...	...
15	...	...	...	...	...
16	16,460	17,005	18,035	19,550	20,095
17	...	...	...	...	...
18	...	...	...	...	...
19	...	...	...	...	...
20	...	...	...	...	...
21	17,105	17,650	18,680	20,195	20,740

EXHIBIT C

STATE: NEVADA
DISTRICT: CLARK CO SD, LAS VEGAS
EFFECTIVE 9/80
STEP

KEY= 290020018009
NO. OF TEACHERS: 3,645
ENROLLMENT: 86,141
MA IN FLDMA IN FLD+MA IN FLD+
16 HOURS 32 HOURS

STEP	BA	BA+16	BA+32	MA IN FLD	MA IN FLD+MA IN FLD+	MA IN FLD+MA IN FLD+
1	11,561	12,242	12,918	13,599	14,277	14,954
2	12,090	12,769	13,448	14,127	14,805	15,572
3	12,619	13,296	13,976	14,653	15,333	16,193
4	13,145	13,823	14,504	15,181	15,862	16,812
5	13,674	14,353	15,032	15,711	16,390	17,430
6	14,203	14,880	15,558	16,238	16,915	18,048
7	14,728	15,408	16,087	16,766	17,444	18,666
8	...	15,937	16,617	17,294	17,973	19,285
9	...	...	17,143	17,821	18,501	19,903
10	...	...	17,671	18,349	19,028	20,522
11	...	...	18,199	18,878	19,557	21,140
12	...	...	...	...	...	21,757
13	...	...	...	...	...	22,376
14	...	...	...	...	...	23,122

RETIREMENT PAID BY DIST. NO STATE INCOME TAX.

BONUS: DOC=LANE 300+ \$ 500

EXHIBIT C

STATE: NEVADA		KEY= 290030018009							*DS
DISTRICT: DOUGLAS COUNTY SCHOOL DIST.		NO. OF TEACHERS:		160	ENROLLMENT:		3,308		
EFFECTIVE 9/80	NO DEGREE	BA	BA+16	BA+32	MA	MA+16	MA+32		
STEP					BA+48	BA+64			
1	11,205	12,130	12,805	13,480	14,155	14,830	15,505		
2	11,670	12,595	13,270	13,945	14,620	15,295	15,970		
3	12,135	13,060	13,735	14,410	15,085	15,760	16,435		
4	12,600	13,525	14,200	14,875	15,550	16,225	16,900		
5	13,065	13,990	14,665	15,340	16,015	16,690	17,365		
6	13,530	14,455	15,130	15,805	16,480	17,155	17,830		
7	13,995	14,920	15,595	16,270	16,945	17,620	18,295		
8	...	15,385	16,060	16,735	17,410	18,085	18,760		
9	...	...	16,525	17,200	17,875	18,550	19,225	
10	...	...	16,990	17,665	18,340	19,015	19,690	
11	...	...	17,455	18,130	18,805	19,480	20,155	
12	...	...	17,920	18,595	19,270	19,945	20,620	
13	...	...	...	19,060	19,735	20,410	21,085	
14	...	...	...	...	20,200	20,875	21,550	
15	...	...	...	...	...	21,340	22,015	
16	...	...	...	...	...	...	22,480	

ALL UNITS ARE GRADUATE UNITS.

EXHIBIT C

STATE: NEVADA
 DISTRICT: ELKO COUNTY SCHOOL DISTRICT
 EFFECTIVE 9/80

KEY= 290040018009

ELK

STEP	NO DEGREE	NO. OF TEACHERS:			ENROLLMENT:			
		BA	BA+12	200 BA+24	BA+24+MA	BA+36+MA	BA+48+MA	3,620
1	11,102	12,200	12,810	13,420	14,030	14,640	15,250	
2	11,590	12,688	13,298	13,908	14,518	15,128	15,738	
3	12,078	13,176	13,786	14,396	15,006	15,616	16,226	
4	12,566	13,664	14,274	14,884	15,494	16,104	16,714	
5	13,054	14,152	14,762	15,372	15,982	16,592	17,202	
6	13,542	14,640	15,250	15,860	16,470	17,080	17,690	
7	...	15,128	15,738	16,348	16,958	17,568	18,178	
8	...	15,616	16,226	16,836	17,446	18,056	18,666	
9	...	16,104	16,714	17,324	17,934	18,544	19,154	
10	...	16,592	17,202	17,812	18,422	19,032	19,642	
11	...	17,080	17,690	18,300	18,910	19,520	20,130	
12	...	...	18,178	18,788	19,398	20,008	20,618	
13	...	...	...	19,276	19,886	20,496	21,106	
14	...	...	...	...	20,374	20,984	21,594	
15	...	...	...	...	...	21,472	22,082	

EXHIBIT C

STATE: NEVADA
 DISTRICT: EMERALDA COUNTY SCHOOL DISTRICT KEY= 290050018009

STEP	EFFECTIVE 9/80 76 HOURS	NO. OF TEACHERS:				ENROLLMENT:			ESM
		BA	BA+16	8 BA+32 BA+64	MA BA+42 BA+84	119 MA+16 MA+32	MA+32 MA+64		
1	8,881	11,600	11,950	12,300	12,650	13,000	13,350	13,700	
2	9,148	11,950	12,300	12,650	13,000	13,350	13,700	14,050	
3	9,416	12,300	12,650	13,000	13,350	13,700	14,050	14,400	
4	9,683	12,650	13,000	13,350	13,700	14,050	14,400	14,750	
5	9,844	13,000	13,350	13,700	14,050	14,400	14,750	15,100	
6	10,218	13,350	13,700	14,050	14,400	14,750	15,100	15,450	
7	10,571	13,700	14,050	14,400	14,750	15,100	15,450	15,800	
8	10,860	14,050	14,400	14,750	15,100	15,450	15,800	16,150	
9	10,914	14,400	14,750	15,100	15,450	15,800	16,150	16,500	
10	...	14,750	15,100	15,450	15,800	16,150	16,500	16,850	
11	...	15,100	15,450	15,800	16,150	16,500	16,850	17,200	
12	...	15,450	15,800	16,150	16,500	16,850	17,200	17,550	
13	...	...	16,150	16,500	16,850	17,200	17,550	17,900
14	...	...	...	16,850	17,200	17,550	17,900	18,250
15	...	...	...	...	17,550	17,900	18,250	18,600
16	...	...	...	...	...	18,250	18,600	18,950
17	...	...	...	...	...	18,600	18,950	19,300
18	...	...	...	...	...	...	...	19,650
19	...	...	...	...	...	...	...	...

THE LAST CODE IN LANES 4-7 ARE FOR UNDERGRADUATE CREDIT ONLY

EXHIBIT C

STATE: NEVADA
DISTRICT: EUREKA CO. SCHOOL DISTRICT
EFFECTIVE 9/80

KEY= 290060018009

EU

STEP	BA	NO. OF TEACHERS:			ENROLLMENT:		
		BA+16	MA	MA+32	MA+16	MA+32	DOC
1	12,500	13,100	13,700	14,300	14,900	15,900	
2	13,000	13,600	14,200	14,800	15,400	16,400	
3	13,500	14,100	14,700	15,300	15,900	16,900	
4	14,000	14,600	15,200	15,800	16,400	17,400	
5	14,500	15,100	15,700	16,300	16,900	17,900	
6	15,000	15,600	16,200	16,800	17,400	18,400	
7	15,500	16,100	16,700	17,300	17,900	18,900	
8	16,000	16,600	17,200	17,800	18,400	19,400	
9	16,500	17,100	17,700	18,300	18,900	19,900	
10	...	...	18,200	18,800	19,400	20,400
11	...	...	...	19,300	19,900	20,900
12	...	...	...	...	20,400	21,900

EXHIBIT C

STATE: NEVADA
DISTRICT: HUMBOLDT CO. SCHOOL DISTRICT
EFFECTIVE 9/80

KEY= 290070018009

STEP	8A	NO. OF TEACHERS:				ENROLLMENT: MA+16	1,749
		BA+16 BA+24	BA+32 BA+48	96 MA			
1	11,908	12,563	13,218	13,873	14,528		
2	12,384	13,039	13,694	14,349	15,004		
3	12,860	13,515	14,170	14,825	15,480		
4	13,336	13,991	14,646	15,301	15,956		
5	13,812	14,467	15,122	15,777	16,432		
6	14,407	15,062	15,717	16,372	17,027		
7	15,002	15,657	16,312	16,967	17,662		
8	15,597	16,252	16,907	17,562	18,217		
9	16,192	16,847	17,502	18,157	18,812		
10	16,787	17,442	18,097	18,752	19,407		
11	17,382	18,037	18,692	19,347	20,002		
12	17,977	18,632	19,287	19,942	20,597		
13	...	19,227	19,882	20,537	21,192		
14	...	...	20,477	21,132	21,787	
15	...	...	21,072	21,727	22,382	

LANE 2 IS UNDERGRADUATE UNITS.

EXHIBIT C

STATE: NEVADA		KEY= 290080018009				LAN
DISTRICT: LANDER COUNTY SCHOOL DISTRICT						
EFFECTIVE 9/30	NO. OF TEACHERS:				ENROLLMENT:	904
STEP	BA	BA+16	BA+32	55 MA	MA+16	
		BA+24	BA+40			
1	12,000	12,600	13,200	13,800	14,400	
2	12,480	13,080	13,680	14,290	14,880	
3	12,960	13,560	14,160	14,760	15,360	
4	13,440	14,040	14,640	15,240	15,840	
5	13,920	14,520	15,120	15,720	16,320	
6	14,400	15,000	15,600	16,200	16,800	
7	14,880	15,480	16,080	16,680	17,289	
8	15,360	15,960	16,560	17,160	17,760	
9	15,840	16,440	17,040	17,640	18,240	
10	16,320	16,920	17,520	18,120	18,720	
11	16,800	17,400	18,000	18,600	19,200	
12	17,280	17,780	18,480	19,080	19,680	
13	...	18,360	18,960	19,560	20,160	
14	...	18,840	19,440	20,040	20,640	
15	...	...	19,920	20,520	21,120	
16	...	...	...	21,000	21,600	

THE LAST CODES IN LANES 2 AND 3 ARE FOR UNDERGRADUATE CREDIT ONLY

EXHIBIT C

STATE: NEVADA
 DISTRICT: LINCOLN COUNTY SCH DIST

KEY= 290090018009

YEAR	NO DEGREE	NO. OF TEACHERS:				ENROLLMENT:			*LV
		8A	8A+16 8A+24	56 8A+32 8A+48	MA	928 MA+16	MA+32		
1	7,903	11,795	12,267	12,739	13,683	14,155	14,627		
2	...	12,267	12,739	13,211	14,155	14,627	15,099		
3	...	12,739	13,211	13,683	14,627	15,099	15,571		
4	...	13,211	13,683	14,155	15,099	15,571	16,043		
5	...	13,683	14,155	14,627	15,571	16,043	16,515		
6	...	14,155	14,627	15,099	16,043	16,515	16,987		
7	...	14,627	15,099	15,571	16,515	16,987	17,459		
8	...	15,099	15,571	16,043	16,987	17,459	17,931		
9	...	15,571	16,043	16,515	17,459	17,931	18,403		
10	...	16,043	16,515	16,987	17,931	18,403	18,875		
11	...	16,515	16,987	17,459	18,403	18,875	19,347		
12	17,459	17,931	18,875	19,347	19,819		
13	18,403	19,347	19,819	20,291		
14	19,819	20,291	20,763		
15	20,763	21,235		
16	21,707		

*LV IS UNDERGRADUATE CREDITS.

EXHIBIT C

STATE: NEVADA
DISTRICT: LYON COUNTY SCHOOL DISTRICT
EFFECTIVE 9/80

KEY= 290100018009

STEP	NO. OF TEACHERS:					ENROLLMENT:
	BA	BA+16	BA+32	137 MA BA+48	MA+16	
1	11,200	11,687	12,174	12,661	13,148	
2	11,687	12,174	12,661	13,148	13,635	
3	12,174	12,661	13,148	13,635	14,122	
4	12,661	13,148	13,635	14,122	14,609	
5	13,148	13,635	14,122	14,609	15,096	
6	13,635	14,122	14,609	15,096	15,583	
7	14,122	14,609	15,096	15,583	16,070	
8	14,609	15,096	15,583	16,070	16,557	
9	15,097	15,583	16,070	16,557	17,044	
10	...	16,070	16,557	17,044	17,531	
11	...	16,557	17,044	17,531	18,018	
12	...	...	17,531	18,018	18,505
13	...	...	18,018	18,505	18,992
14	...	...	...	18,992	19,479
15	...	...	...	19,479	19,966

ALL UNITS ARE GRADUATE UNITS.

EXHIBIT C

STATE: NEVADA
DISTRICT: NYE COUNTY SCHOOL DISTRICT

KEY= 290120018009

NYE

EFFECTIVE 9/80 STEP	BA	NO. OF TEACHERS:				ENROLLMENT:		
		BA+ 8	BA+16	87 BA+24	BA+36	MA BA+32 BA+48	1,663 MA+ 8 MA+12	
1	12,172	12,584	12,996	13,408	13,820	14,232		
2	12,761	13,173	13,585	13,997	14,409	14,821		
3	13,350	13,762	14,174	14,586	14,998	15,410		
4	13,939	14,351	14,763	15,175	15,587	15,999		
5	14,528	14,940	15,352	15,764	16,176	16,588		
6	15,117	15,529	15,941	16,353	16,765	17,177		
7	15,706	16,118	16,530	16,942	17,354	17,766		
8	16,295	16,707	17,119	17,531	17,943	18,355		
9	16,884	17,296	17,708	18,120	18,532	18,944		
10	17,473	17,885	18,297	18,709	19,121	19,533		
11	18,062	18,474	18,886	19,298	19,710	20,122		
12	18,651	19,063	19,475	19,887	20,299	20,711		
13	...	...	20,064	20,476	20,888	21,300
14	...	...	...	...	21,477	21,889
15	...	...	...	...	...	22,478

LAST CODE IN LANES 2-6 ARE FOR UNDERGRADUATE CREDIT ONLY.

EXHIBIT C

STATE: NEVADA
 DISTRICT: PERSHING COUNTY SCHOOL DIST.
 EFFECTIVE 9/80

KEY= 290140018009

PS

STEP	BA	NO. OF TEACHERS:				ENROLLMENT:	
		BA+24 BA+16	BA+40 BA+30	39 BA+54 MA BA+42	683	MA+20	
1	11,500	12,000	12,500	13,000	13,500	13,500	
2	12,000	12,500	13,000	13,500	14,000	14,000	
3	12,500	13,000	13,500	14,000	14,500	14,500	
4	13,000	13,500	14,000	14,500	15,000	15,000	
5	13,500	14,000	14,500	15,000	15,500	15,500	
6	14,000	14,500	15,000	15,500	16,000	16,000	
7	14,500	15,000	15,500	16,000	16,500	16,500	
8	15,000	15,500	16,000	16,500	17,000	17,000	
9	15,500	16,000	16,500	17,000	17,500	17,500	
10	16,000	16,500	17,000	17,500	18,000	18,000	
11	16,500	17,000	17,500	18,000	18,500	18,500	
12	...	...	18,000	18,500	19,000	19,000
13	...	...	...	19,000	19,500	19,500
14	...	...	...	...	20,000	20,000
15	17,100	17,600	18,600	19,600	20,600	20,600	
16	...	...	...	...	21,200	21,200
17	...	...	...	...	...	...
18	...	...	...	...	...	...
19	...	...	...	...	...	...
20	17,700	18,200	19,200	20,200	21,800	21,800	

LANE 1 IS UNDERGRADUATE UNITS. LANE 2 AND 3 ARE GRADUATE UNITS.

EXHIBIT C

STATE: NEVADA		KEY= 290150018009					ST
DISTRICT: STOREY COUNTY SCHOOL DISTRICT		NO. OF TEACHERS:			ENROLLMENT:		187
EFFECTIVE 9/80	STEP	BA	BA+16 BA+24	BA+32 BA+48	MA	MA+16	MA+32
	1	11,700	12,200	12,700	13,200	13,700	14,200
	2	12,200	12,700	13,200	13,700	14,200	14,700
	3	12,700	13,200	13,700	14,200	14,700	15,200
	4	13,200	13,700	14,200	14,700	15,200	15,700
	5	13,700	14,200	14,700	15,200	15,700	16,200
	6	14,200	14,700	15,200	15,700	16,200	16,700
	7	14,700	15,200	15,700	16,200	16,700	17,200
	8	15,200	15,700	16,200	16,700	17,200	17,700
	9	15,700	16,200	16,700	17,200	17,700	18,200
	10	16,200	16,700	17,200	17,700	18,200	18,700
	11	16,700	17,200	17,700	18,200	18,700	19,200
	12	17,200	17,700	18,200	18,700	19,200	19,700
	13	17,700	18,200	18,700	19,200	19,700	20,100
	14	...	18,700	19,200	19,700	20,200	20,700
	15	...	...	19,700	20,200	20,700	21,200
	16	...	...	...	...	...	21,700

LANE 1 IS GRADUATE UNITS. LANE 2 IS UNDERGRADUATE UNITS.

EXHIBIT C

STATE: NEVADA
DISTRICT: WASHOE COUNTY SCHOOL DISTRICT
EFFECTIVE 9/80

KEY= 290160018009

STEP	NO	DEGREE	NO. OF TEACHERS: 1,548			ENROLLMENT: 30,318		
			BA	BA+16	BA+32	MA	MA+16	MA+32
1		9,963	11,135	11,760	12,385	13,010	13,635	14,260
2		10,588	11,760	12,385	13,010	13,635	14,260	14,885
3		11,213	12,385	13,010	13,635	14,260	14,885	15,510
4		11,838	13,010	13,635	14,260	14,885	15,510	16,135
5		12,463	13,635	14,260	14,885	15,510	16,135	16,760
6		13,088	14,260	14,885	15,510	16,135	16,760	17,385
7		13,713	14,885	15,510	16,135	16,760	17,385	18,010
8		14,338	15,510	16,135	16,760	17,385	18,010	18,635
9		14,963	16,135	16,760	17,385	18,010	18,635	19,260
10		...	16,760	17,385	18,010	18,635	19,260	19,885
11		...	17,385	18,010	18,635	19,260	19,885	20,510
12		18,635	19,260	19,885	20,510	21,135
13		19,885	20,510	21,135	21,760
14		21,135	21,760	22,385
15		22,385	23,010
16		23,635
17		24,260
18	
19	
20	
21		15,263	17,685	18,935	20,185	21,435	22,685	24,560

EXHIBIT C

STATE: NEVADA

KEY= 290170018009

DISTRICT: WHITE PINE COUNTY SCHOOL DIST.

WF

EFFECTIVE 9/80	NO. OF TEACHERS:				ENROLLMENT:		
STEP	BA	BA+15	BA+30	MA	MA+15	MA+30	
				BA+45	BA+60	BA+75	
1	11,783	12,431	13,079	13,727	14,375	15,023	
2	12,254	12,902	13,550	14,198	14,846	15,494	
3	12,725	13,373	14,021	14,669	15,317	15,965	
4	13,196	13,844	14,492	15,140	15,788	16,436	
5	13,667	14,315	14,963	15,611	16,259	16,907	
6	14,138	14,786	15,434	16,082	16,730	17,378	
7	14,609	15,257	15,905	16,553	17,201	17,849	
8	15,080	15,728	16,376	17,024	17,672	18,320	
9	15,551	16,199	16,847	17,495	18,143	18,791	
10	16,022	16,670	17,318	17,966	18,614	19,262	
11	16,493	17,141	17,789	18,437	19,085	19,733	
12	...	17,612	18,260	18,908	19,556	20,204	
13	...	...	18,731	19,379	20,027	20,675	
14	...	...	...	19,850	20,498	21,146	
15	...	...	...	...	20,969	21,617	
16	...	...	...	...	...	22,088	

LANE 2 IS FOR GRADUATE UNITS.

A. B. 35

ASSEMBLY BILL NO. 35—COMMITTEE ON
GOVERNMENT AFFAIRS

JANUARY 26, 1981

Referred to Committee on Government Affairs

SUMMARY—Removes obsolete or unused provisions of law
relating to veterans. (BDR 37-163)

FISCAL NOTE: Effect on Local Government: No.
Effect on the State or on Industrial Insurance: No.

EXPLANATION—Matter in *italics* is new; matter in brackets [] is material to be omitted.

AN ACT relating to veterans; abolishing the petty cash account of the veterans' relief fund; repealing an obsolete provision concerning the funeral expenses of certain indigent ex-soldiers; and providing other matters properly relating thereto.

*The People of the State of Nevada, represented in Senate and Assembly,
do enact as follows:*

- 1 SECTION 1. NRS 417.140 is hereby amended to read as follows:
2 417.140 1. The veterans' relief fund [shall,] *must*, in the discretion
3 of the commissioner, be used to aid destitute veterans and their depend-
4 ents.
5 2. The commissioner shall deposit [such] *the* fund in the following
6 accounts:
7 (a) A savings account in a bank.
8 (b) A commercial checking account in a bank.
9 [(c) A petty cash account, not to exceed \$50, which may be replen-
10 ished periodically by withdrawals from the accounts provided in para-
11 graphs (a) and (b).]
12 3. In the management of the veterans' relief fund, the commissioner
13 shall keep an accurate record of any receipt or deposit, and of any with-
14 drawal from any account provided in subsection 2. Any record of with-
15 drawal [shall] *must* contain the following information:
16 (a) The date of [such] *the* withdrawal.
17 (b) The name of the payee.
18 (c) The purpose of the expenditure.
19 SEC. 2. NRS 419.010 is hereby repealed.

(REPRINTED WITH ADOPTED AMENDMENTS)

FIRST REPRINT

S. B. 81

SENATE BILL NO. 81—SENATORS LAMB,
FAISS AND NEAL

JANUARY 27, 1981

Referred to Committee on Human Resources and Facilities

SUMMARY—Creates department of services to the aging. (BDR 38-377)

FISCAL NOTE: Effect on Local Government: No.

Effect on the State or on Industrial Insurance: No.

EXPLANATION—Matter in *italics* is new; matter in brackets [] is material to be omitted.

AN ACT relating to services to aging persons; creating the department of services to the aging; defining its powers and duties; abolishing the aging services division of the department of human resources; and providing other matters properly relating thereto.

The People of the State of Nevada, represented in Senate and Assembly, do enact as follows:

- 1 SECTION 1. NRS 427A.020 is hereby amended to read as follows:
2 427A.020 For the purposes of this chapter:
3 1. ["Administrator" means the chief of the aging services division of
4 the department.
5 2.] "Day care center" means any health and care facility, as defined
6 by NRS 449.007, which is maintained and operated primarily to provide
7 care for one or more elderly disabled persons during the day.
8 [3.] 2. "Department" means the department of [human resources.
9 4.] services to the aging.
10 3. "Director" means the director of the department.
11 [5. "Division" means the aging services division of the department.]
12 SEC. 2. NRS 427A.040 is hereby amended to read as follows:
13 427A.040 1. The [division] department shall:
14 (a) Serve as a clearinghouse for information related to problems of
15 the aged and aging.
16 (b) [Assist the director in all matters pertaining to problems of the
17 aged and aging.
18 (c)] Develop plans, conduct and arrange for research and demon-
19 stration programs in the field of aging.
20 [(d)] (c) Provide technical assistance and consultation to political
21 subdivisions with respect to programs for the aged and aging.
22 [(e)] (d) Prepare, publish and disseminate educational materials
23 dealing with the welfare of older persons.

- 1 **[(f)]** (e) Gather statistics in the field of aging which other federal
2 and state agencies are not collecting.
- 3 **[(g)]** (f) Stimulate more effective use of existing resources and
4 available services for the aged and aging.
- 5 **[(h)]** (g) Develop and coordinate the **[implementation]** carrying
6 out of a comprehensive state plan for providing services to meet the needs
7 of older persons.
- 8 **[(i)]** (h) Coordinate all state and federal funding of service pro-
9 grams to the aging in the state.

10 **[(j)]** Confer with the department as being

11 2. *The department is the sole state agency in the state responsible for*
12 *administering the provisions of this chapter.*

13 **[2. The division]**

14 3. *The department may contract with any appropriate public or pri-*
15 *vate agency, organization or institution, in order to carry out the provi-*
16 *sions of this chapter.*

17 SEC. 3. NRS 427A.050 is hereby amended to read as follows:

18 427A.050 The department **[**, through the division, shall act as **]** is
19 the single state agency of the State of Nevada and its political subdivisions
20 **[in]** for the administration of any federal **[funds]** money granted to the
21 state pursuant to the Older Americans Act of 1965 (42 U.S.C. §§ 3001-
22 3053) as amended from time to time.

23 SEC. 4. NRS 427A.060 is hereby amended to read as follows:

24 427A.060 **[**The administrator shall be appointed on the basis of his
25 education, training, experience and demonstrated abilities and of his inter-
26 est in the problems of the aged and aging.**]** *The director:*

27 1. *Must be appointed by, be responsible to and serve at the pleasure*
28 *of the governor.*

29 2. *Is in the unclassified service of the state pursuant to the provisions*
30 *of chapter 284 of NRS.*

31 3. *Is entitled to receive an annual salary in an amount determined*
32 *pursuant to the provisions of NRS 284.182.*

33 4. *Is entitled to receive the travel expenses and subsistence allow-*
34 *ances fixed by law for state officers and employees.*

35 5. *Shall not engage in any other gainful employment or occupation.*

36 6. *Must have had broad, responsible experience in the field of admin-*
37 *istration or possess broad management skills or working knowledge of the*
38 *field of services to the aging.*

39 SEC. 5. NRS 427A.070 is hereby amended to read as follows:

40 427A.070 1. The **[administrator]** director shall:

41 (a) **[Subject to the approval of the director, adopt rules and]** *Adopt*
42 *regulations necessary to carry out the purposes of this chapter;*

43 (b) Establish appropriate administrative units within the **[division;]**
44 *department;*

45 (c) Appoint such personnel and prescribe their duties as he deems nec-
46 essary for the proper and efficient performance of the functions of the
47 **[division;]** *department;*

48 (d) Prepare and submit to the governor, **[through the director]** before
49 September 1 of each even-numbered year for the biennium ending June

1 30 of such year, reports of activities and expenditures and estimates of
2 sums required to carry out the purposes of this chapter;

3 (e) **Make certification for disbursement of funds** *Certify the dis-*
4 *bursement of money* available for carrying out the purposes of this chap-
5 ter; and

6 (f) Take such other action as may be necessary or appropriate for
7 cooperation with public and private agencies and otherwise to carry out
8 the purposes of this chapter.

9 2. The **administrator** *director* may delegate to any officer or
10 employee of the **division** *department* such of his powers and duties as
11 he finds necessary to carry out the purposes of this chapter.

12 SEC. 6. NRS 427A.080 is hereby amended to read as follows:

13 427A.080 The department **through the division** shall make agree-
14 ments, arrangements or plans to:

15 1. Cooperate with the Federal Government in carrying out the pur-
16 poses of this chapter or of any federal statutes pertaining to the problems
17 of the aged and aging and to this end may adopt such methods of admin-
18 istration as are found by the Federal Government to be necessary for the
19 proper and efficient operation of such agreements, arrangements or plans;
20 and

21 2. Comply with such conditions as may be necessary to secure the
22 full benefits of such federal statutes.

23 SEC. 7. NRS 427A.090 is hereby amended to read as follows:

24 427A.090 1. The **division is authorized to** *department may* com-
25 ply with **such** requirements **as may be** necessary to obtain federal
26 **funds** *money* in the maximum amount and most advantageous propor-
27 tion possible.

28 2. The **administrator** *director* may disburse state **funds,** *money*
29 to the extent the **division has moneys** *department has money* budgeted
30 for **such** *the* purpose, to enable nonprofit, sponsoring organizations and
31 political subdivisions of this state to obtain matching federal grants. The
32 **administrator** *director* may disburse **funds** *money* pursuant to this
33 subsection only when **such funds are** *the money is* necessary to obtain
34 matching federal grants for programs for the aged and aging and when
35 **the administrator** *he* is satisfied that **such** *those* organizations have
36 exhausted any available local sources of **funds,** *money*.

37 SEC. 8. NRS 427A.100 is hereby amended to read as follows:

38 427A.100 1. The state treasurer is **designated as** custodian of all
39 **moneys** *money* received from the Federal Government for carrying out
40 the purposes of this chapter or any agreements, arrangements or plans
41 authorized thereby.

42 2. The state treasurer shall make disbursements from **such funds**
43 *that money* and from all state **funds** *money* available for the purposes
44 of this chapter upon certification by the designated **official** *officer* of
45 the **division,** *department*.

46 SEC. 9. NRS 427A.110 is hereby amended to read as follows:

47 427A.110 All gifts of money which the **division** *department* is
48 authorized to accept must be deposited in the state treasury for credit to
49 a permanent fund to be called the aging services gift fund. The money

1 may be invested and reinvested and must be used in accordance with the
2 conditions of the gift.

3 SEC. 10. NRS 427A.130 is hereby amended to read as follows:

4 427A.130 1. The state advisory committee on older Americans,
5 consisting of nine members appointed by the governor, is hereby created
6 within the [aging services division of the department of human
7 resources.] department.

8 2. The governor shall appoint members who have experience with or
9 an interest in and knowledge of the problems of and services for the
10 aging.

11 3. Committee members [shall] must be selected on a geographic
12 basis to give statewide representation in general proportion to the elderly
13 population, except that:

14 (a) Not more than four members may represent counties having a
15 population of 250,000 or more;

16 (b) Not more than three members may represent counties having a
17 population of 100,000 or more but less than 250,000.

18 4. The committee shall make recommendations to the [division]
19 department concerning policies for providing services to the elderly of the
20 State of Nevada pursuant to the Older Americans Act of 1965 (42 U.S.C.
21 § 3001 et seq.).

22 5. A member may be dismissed by the governor for cause or for fail-
23 ure to attend committee meetings.

24 SEC. 11. NRS 427A.161 is hereby amended to read as follows:

25 427A.161 1. The advisory committee shall meet at least once each
26 calendar quarter and more frequently if called by the [administrator.]
27 director.

28 2. Six members constitute a quorum for the transaction of business.

29 3. At the first meeting after the appointment of any new member, the
30 committee shall organize by electing one of its members as chairman.

31 4. The committee shall adopt regulations for its own management
32 and government.

33 5. The chairman may appoint subcommittees to consider and make
34 recommendations on specific problems within the scope of the functions
35 of the advisory committee.

36 6. The [administrator] director or his designee shall act as the non-
37 voting recording secretary and keep minutes of the transactions of each
38 session of the advisory committee. The minutes are public records and
39 [shall] must be filed with the [division.] department.

40 SEC. 12. NRS 232.300 is hereby amended to read as follows:

41 232.300 1. The department of human resources is hereby created.

42 2. The department consists of a director and the following divisions:

43 (a) [Aging services division.

44 (b)] Health division.

45 [(c)] (b) Mental hygiene and mental retardation division.

46 [(d)] (c) Rehabilitation division.

47 [(e)] (d) Welfare division.

48 [(f)] (e) Youth services division.

49 3. The department is the sole agency responsible for administering
50 the provisions of law relating to its respective divisions.

1 SEC. 13. NRS 232.320 is hereby amended to read as follows:

2 232.320 The director:

3 1. Shall appoint, with the consent of the governor, chiefs of the divi-
4 sions of the department, who are respectively designated as follows:

5 (a) [The administrator of the aging services division;

6 (b)] The state health officer;

7 [(c)] (b) The administrator of the mental hygiene and mental retar-
8 dation division;

9 [(d)] (c) The administrator of the rehabilitation division;

10 [(e)] (d) The state welfare administrator; and

11 [(f)] (e) The administrator of the youth services division.

12 2. Is responsible for the administration, through the divisions of the
13 department, of the provisions of chapters 210, 422 to [427A,] 427,
14 inclusive, and 430 to 436, inclusive, 439 to 443, inclusive, 446, 447, 449,
15 450, 458 and 615 of NRS, NRS 444.003 to 444.430, inclusive, 445.015
16 to 445.038, inclusive, and all other provisions of law relating to the func-
17 tions of the divisions of the department, but is not responsible for the
18 clinical activities of the health division or the professional line activities
19 of the other divisions.

20 3. Has such other powers and duties as are provided by law.

21 SEC. 14. NRS 385.109 is hereby amended to read as follows:

22 385.109 The state board shall:

23 1. Cooperate with the [aging services division of the] department of
24 [human resources] *services to the aging* in the planning of programs
25 whereby the school districts may prepare hot lunches for persons 60 years
26 of age or older and their spouses or any group of such persons by utilizing
27 the systems and procedures already developed for use in the operation of
28 school lunch programs; and

29 2. Adopt regulations containing guidelines for boards of trustees of
30 school districts entering into such agreements.

31 SEC. 15. NRS 386.415 is hereby amended to read as follows:

32 386.415 1. The board of trustees of any school district may enter
33 into an agreement with any individual, firm, partnership, corporation,
34 association or public agency which has been approved for such purpose
35 by the [aging services division of the] department of [human resources,]
36 *services to the aging*, whereby the school district agrees to prepare hot
37 lunches for persons 60 years of age or older and their spouses or any
38 group of such persons by utilizing the systems and procedures already
39 developed for use in the school lunch program of such district.

40 2. No agreement entered into by a board of trustees of a school dis-
41 trict pursuant to the provisions of this section may:

42 (a) Involve the expenditure by the school district of any school lunch
43 money or other public school money or the use of any school lunch com-
44 modities or public school personnel, equipment or facilities unless the
45 agreement includes a provision requiring full reimbursement therefor.

46 (b) Provide for payment to the school district of any amount in
47 excess of the estimated actual cost of food, personnel, equipment, facili-
48 ties and other necessary expenditures involved in the performance of the
49 agreement. The estimated actual cost shall be negotiated by the board of

1 trustees and the aging services division of the department of human
2 resources.

3 (c) Permit any program of hot lunches for persons 60 years of age or
4 over and their spouses to interfere in any way with the use of school lunch
5 facilities for public school purposes.

6 SEC. 16. NRS 449.235 is hereby amended to read as follows:

7 449.235 Every licensed health and care facility may be inspected at
8 any time, with or without notice, as often as is necessary:

9 1. By the health division to assure that there is compliance with all
10 applicable [rules,] regulations and standards; and

11 2. By any person designated by the [aging services division of the]
12 department of [human resources] *services to the aging* to investigate
13 complaints made against health and care facilities.

(AB-64)

(Disibio) 20%
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February 11, 1981

EXHIBIT F

MEMORANDUM

TO: Senator Wilbur Faiss
FROM: *me* Matthew Fanuef, Legislative Intern
SUBJECT: Creation of a Department of Aging Services

Population Statistics

According to the 1970 census there ~~are~~ ^{were} 31,000 Nevadans over 65 years of age. The Nevada state planning coordinator's office estimates that the number for 1980 is 62,328 - an increase of more than 100 percent.

The projected figure for 1985 is 78,475. The 1980 estimates, by county, are enclosed for your reference. This increase might justify the creation of a department because typically a department can increase its staff and the number of programs more easily than a division can.

States With A Department of Aging Services

In 1980 there were ²²~~30~~ states that had established a department of aging and the Arizona Legislature is considering establishing one (a list of the states with a department is enclosed).

Reasons for Establishing a Department

California and Idaho both changed from a division to a department and legislation in Arizona is proposing to do the same thing. The reasons for the change include:

- (1) Increases the prestige of the aging services division by making it a department, and at no additional cost. It also increased interdepartmental cooperation;
- (2) Senior citizens supported creation of a department because it would be more responsive to their needs than the division was; and

EXHIBIT F

- (3) A division inside a large department is frequently used to perform other functions. The division lost "touch" with the people it was supposed to help. A division has much less visibility than a department.

While a department of aging services may not be able to offer any more services than a division can, it can certainly increase its ability to address the problems of its clientele. Also, it can increase its staff and programs to accommodate the increasing number of senior citizens without having to compromise its budget to another department director. In short, a department would give aging services a separate identity.

Finally a department of aging services could concentrate exclusively on the problems of senior citizens. No longer would aging services have one eye on seniors and the other on the director of the department. It would also show the commitment of the state to its seniors.

MF:jlc
Encl.

3-7-77

38.7. US

Ageing Process

EXHIBIT F

Nevada's Older Faster

195 3-7-77

WASHINGTON (UPI) — Nevada is getting older, and getting older faster than any other state in the union.

The U.S. Census Bureau said Sunday the greatest increase in older citizens — 52 per cent — occurred in this state, which jumped from 31,000 persons over age 65 in 1970 to 47,000 last July.

Five other states experienced similar increases of more than 30 per cent in their elderly population since 1970, the Census Bureau reported. All are western states, with the exception of Florida.

Other states with large increases in the elderly population were: Hawaii, 36 per cent; Alaska, 36 per cent; Arizona, 46 per cent; New Mexico, 34 per cent and Florida, 40 per cent.

The listings were a followup to an earlier survey showing Americans are getting older, with every region reporting an increase of the over-65 population and a drop among children under 5 years of age.

From Nev DEPT. of Aging Services
 SENIOR CITIZENS PROTECTIVE SERVICES
 CLIENT PROFILE

Name: COMPOSITE (N=20)

Study Number FY 79-80

Race: White: 70% Black 15% Am. Indian Spanish Surname 15% Other

Age: 74 Education: 0-6 yrs. 20% 6-12 yrs. 75% Coll/Tech: 1 2 3 4

Length of Residency in La. Vegas:

0-3 months 15% 3-6 months 10% 6 months - 1 yr. 5% 1-5 yrs. 10%

5-10 yrs. 10% 10 yrs. or more 50%

Family Income (Thousands) \$4389.00

Lives with:

Alone 75% Spouse 10% Family Member 15% Non-related

Referral Source:

Self 10% Other Agency 45% Family Member 10% Police Concerned Citizen 35%

Presenting Problem:

Abuse/neglect 25% Exploitation 10% Health Problem 15% Psychological Problem

Agency Problem 45% Housing 5% Lack of Income Nursing Home Placement

Family Resources:

Family members willing to assist 40% No family members willing to assist 35%

No surviving family 25%

Social/Environmental Assessment:

	<u>Good</u>	<u>Fair</u>	<u>Poor</u>
a. Shelter	<u>70%</u>	<u>20%</u>	<u>10%</u>
b. Contact/Friends	<u>50%</u>	<u>45%</u>	<u>5%</u>
c. Contact/Relatives	<u>20%</u>	<u>20%</u>	<u>60%</u>
d. Housekeeping Standards	<u>50%</u>	<u>35%</u>	<u>15%</u>
e. Physical Appearance	<u>35%</u>	<u>55%</u>	<u>10%</u>

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In 1980, 16.02% of all Nevadans are over the age of 55 years.
The percentage for each county is as follows:

Carson City	13.9%
Churchill County	17.8%
Clark County	14.2%
Douglas County	15.3%
Elko County	18%
Esmeralda County	25.2%
Eureka County	19.3%
Humboldt County	19%
Lander County	15.6%
Lincoln County	19%
Lyon County	21.8%
Mineral County	21.1%
Nye County	20.5%
Pershing County	23.1%
Storey County	22.9%
Washoe County	16.9%
White Pine County	19.8%

Estimates Prepared by:

State Planning Coordinator's Office
November 1980

STATE OF NEVADA
LEGISLATIVE COUNSEL BUREAU

LEGISLATIVE BUILDING
CAPITOL COMPLEX
CARSON CITY, NEVADA 89710



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ANDREW P. GROSE, *Research Director* (702) 885-5627

March 13, 1979

EXHIBIT F

TO: Senator Wilbur Faiss
FROM: J. Kenneth Creighton, Research Analyst *JKC*
SUBJECT: States that have department for aging services

This is in response to your inquiry regarding which states, if any, have a separate department for aging services.

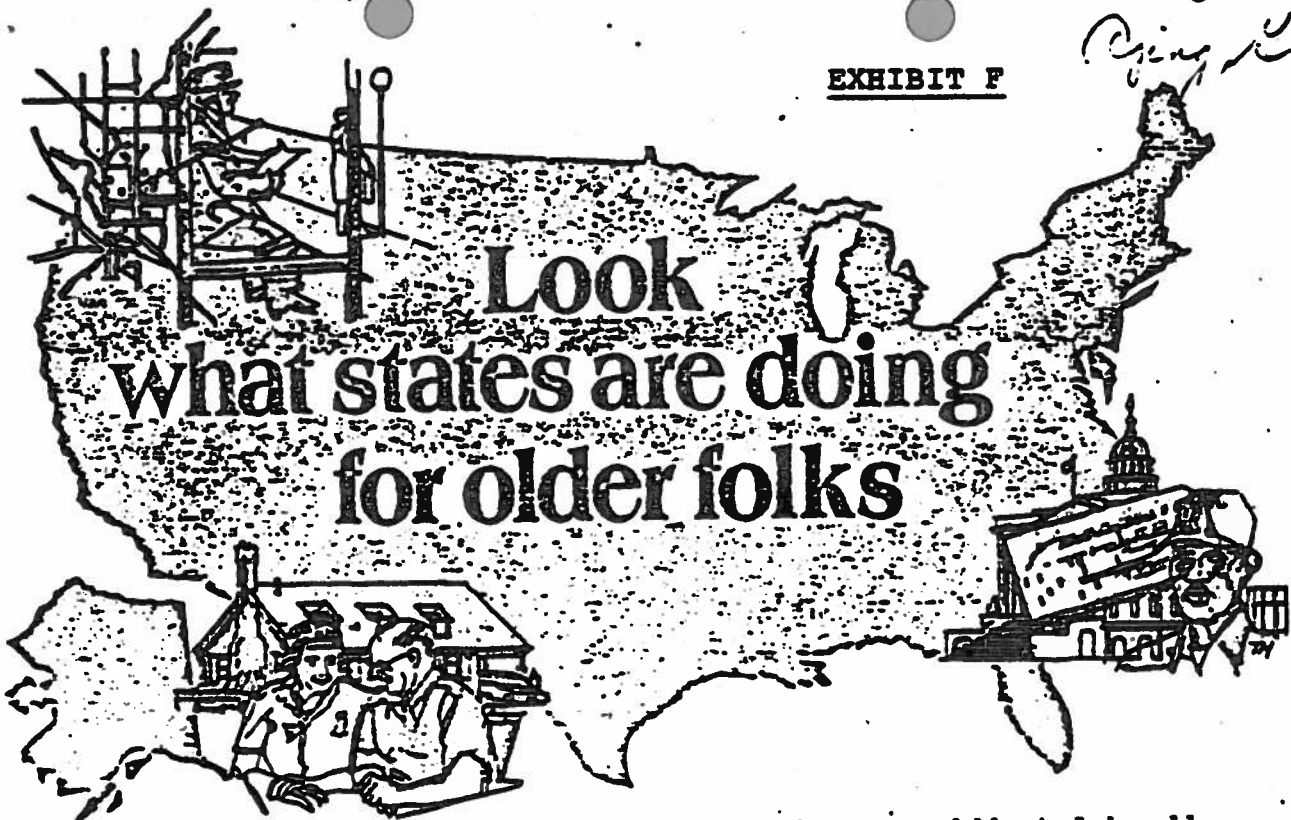
The following 22 states have a department for aging services responsible to the governor:

Alabama	Minnesota	Virginia
California	Mississippi	W. Virginia
Hawaii	Nebraska	
Idaho	New Hampshire	
Illinois	New Mexico	
Indiana	New York	
Iowa	Ohio	
Kansas	South Carolina	
Maryland	Tennessee	
Massachusetts	Texas	

If you should have any further questions on this subject, please let me know.

JKC/llp

EXHIBIT F



Look what states are doing for older folks

ALASKA ACCORDS the grizzled sourdough great respect and special state benefits. In fact, anyone over 65 who has lived there steadily for 25 years qualifies for a monthly pension of \$100.

In Hawaii, laws favoring the elderly generally do well in the state legislature, reflecting the high esteem in which the elderly are held in Oriental cultures.

But what of the vast majority of the 22,000,000 Americans over the age of 65, those who live in other states?

What the states do for them varies, one might say all over the map. For years the leaders in legislation benefiting older people have been *Michigan, Minnesota, New York* and *Wisconsin*. Now *Florida*, the retirement haven, is moving to the fore.

Other states are becoming more sensitive, too, as elected officials realize not only the needs of the aged but the number of potential votes at stake. For example, in certain districts in one state only 35% to 40% of eligibles of all ages register to vote and still smaller percentages actually vote, whereas 85% of the older residents register and almost all of them vote, though they make up only 12.8% of the state's population.

As awareness of this political power grows in every state, you'll see more and more age-oriented legislation on transportation, housing, health care, taxes and the like.

There's a lot of help available in the states even now. If you're 60 or older or have a friend or relative who is, what follows will give you some idea of the

programs that are available. And the addresses on the next two pages will show you where to get details about the states of particular concern to you.

Transportation. This can be either a physical problem or a financial problem for an older person. To help those unable to get around in their own cars, *Delaware* has coordinated its transportation facilities to take them to medical and nutrition centers. *Pennsylvania* funds statewide half fares on buses from money collected in the state lottery. *Rhode Island* also has a senior citizen transportation program. In *California* money from sales taxes supports a minibus service through some old Gold Rush towns, carrying mostly senior citizens.

Most states, however, are just beginning to work on the problem. *Arkansas* has changed the name of the Highway Department to the Highway and Transportation Department, and part of its assignment is to determine transportation needs in rural areas, where many older people live. Several legislatures in the Midwest have allocated matching funds to get federal money for transportation programs.

So far, most activity is on the community and county level, funded generally by state and federal grants. Reduced fares are common; there were some 145 such local and state programs at last count. In *Nashville, Tenn.*, for example, you present either your medicare card or a local "Golden Age" card to the bus driver and ride for 25 cents less. One of the most imaginative systems is in *Cape May County, N.J.*, a summertime ocean resort where formerly

there was no public transportation in the winter. Now the county uses vans and school buses to take older people to stores, doctors and recreation sites.

Housing. Until recently, most housing help came from the federal government directly to cities or counties. Now some states are taking an active interest. *Alaska* has passed a \$7,500,000 bond issue for low-income housing for the elderly. Both *Wyoming* and *Utah* have appropriated money for senior-citizen housing, and *New Jersey* floated a whopping \$25,000,000 bond issue to help build apartment houses for the elderly and for low- and moderate-income families. *New Jersey* also has a strict law that protects apartment dwellers from being evicted with

EXHIBIT F

no place to go when a building is converted to condominium units, a particular problem for the elderly. And in *Florida*, where many older people were being impoverished by escalating leasehold charges for condominium facilities, the attorney general has filed a class action suit to declare illegal the 99-year leases many developers hold.

Forced retirement. Although many people retire voluntarily, large numbers bitterly resent laws requiring them to retire at a specific age. Attempts to change those laws haven't met with much success.

Most states prohibit age discrimination in employment but permit discharge because of age after 65. There are some exceptions. *Florida* has a law—apply-

Where to get help, state by state

Here are the latest available addresses of the 50 state offices on the aging as provided by the National Association of State Units on Aging (NASUA). These offices should be able to tell you what help is offered on a state and local basis and where to apply.

ALABAMA

Commission on Aging
740 Madison Ave.
Montgomery 36130

ALASKA

Office on Aging
Dept. of Health & Social Services
Pouch M
Juneau 99811

ARIZONA

Bureau on Aging
Dept. of Economic Security
543 E. McDowell, Rm. 217
Phoenix 85004

ARKANSAS

Office on Aging & Adult Services,
Dept. of Social
& Rehabilitation Services
Seventh & Gaines Sts.
P.O. Box 2179
Little Rock 72202

CALIFORNIA

Office on Aging
Health & Welfare Agency
485 Capitol Mall, Suite 500
Sacramento 95814

COLORADO

Div. of Services for the Aging
Dept. of Social Services
1575 Sherman St.
Denver 80203

CONNECTICUT

Dept. on Aging
90 Washington St., Rm. 312
Hartford 06115

DELAWARE

Div. of Aging
Dept. of Health & Social Services
2413 Lancaster Ave.
Wilmington 19805

DISTRICT OF COLUMBIA

Div. of Services to the Aged
Dept. of Human Resources
1329 E St., N.W.
Washington, D.C. 20004

FLORIDA

Program Office of Aging
& Adult Services
Dept. of Health &
Rehabilitation Services
1323 Winewood Blvd.
Tallahassee 32301

GEORGIA

Office of Aging
Dept. of Human Resources
47 Trinity Ave.
Atlanta 30334

HAWAII

Commission on Aging
1149 Bethel St., Rm. 311
Honolulu 96813

IDAHO

Idaho Office on Aging
Statehouse
Boise 83720

ILLINOIS

Dept. on Aging
2401 W. Jefferson
Springfield 62708

INDIANA

Commission on Aging and Aged
Graphic Arts Bldg.
215 N. Senate Ave.
Indianapolis 46202

IOWA

Commission on Aging
415 W. Tenth St.
Jewett Bldg.
Des Moines 50319

KANSAS

Div. of Social Services
Services for the Aging Section
Dept. of Social
& Rehabilitation Services
State Office Bldg.
Topeka 66612

KENTUCKY

Aging Program Unit
Dept. for Human Resources
403 Wapping St.
Franklin 40601

LOUISIANA

Bureau of Aging Services
Div. of Human Resources
Health & Human Resources Admin.
P.O. Box 44202, Capitol Sta.
Baton Rouge 70804

MAINE

Bureau of Maine's Elderly
Community Services Unit
Dept. of Human Services
State House
Augusta 04333

MARYLAND

Office on Aging
State Office Bldg.
301 W. Preston St.
Baltimore 21201

MASSACHUSETTS

Dept. of Elder Affairs
110 Tremont St., Fifth Floor
Boston 02108

MICHIGAN

Office of Services to the Aging
3500 N. Logan St.
Lansing 48913

MINNESOTA

Governor's Citizens Council
on Aging
Suite 204, Metro Square Bldg.
Seventh & Robert Sts.
St. Paul 55101

MISSISSIPPI

Council on Aging
P.O. Box 5138, Fondren Sta.
510 George St.
Jackson 39216

MISSOURI

Office of Aging
Div. of Special Services
Dept. of Social Services
Broadway State Office Bldg.
P.O. Box 670
Jefferson City 65101

MONTANA

Aging Services Bureau
Dept. of Social &
Rehabilitation Services
P.O. Box 1723
Helena 59601

NEBRASKA

Commission on Aging
State House Sta. 94784
300 S. Seventeenth St.
Lincoln 68509

NEVADA

Div. of Aging
Dept. of Human Resources
505 E. King St.
Kinhead Bldg., Rm. 101
Carson City 89710

NEW HAMPSHIRE

Council on Aging
P.O. Box 785
14 Depot St.
Concord 03301

NEW JERSEY

Div. on Aging
Dept. of Community Affairs
P.O. Box 2768
363 W. State St.
Tranton 08625

NEW MEXICO

Commission on Aging
408 Galisteo—Villagra Bldg.
Santa Fe 87501

NEW YORK

Office of Aging
Empire State Plaza
Agency Bldg., #2
New York State Executive Dept.
Albany 12223

ing to public employees—banning age as a reason for forced retirement. The employing agency must prove an individual can't do the work. The law also sets up a gradual retirement system under which a person can work at a part-time, perhaps lesser job for less money. In Los Angeles, *Cal.*, the city charter has been amended to eliminate mandatory retirement of city employes at age 70.

There are a number of federally supported projects that aim at giving people something to do once they are retired. Durham County, *N.C.*, for example, provides subsidized, part-time community service jobs for senior citizens with low incomes. New Castle County, *Del.*, gives retired volunteers transportation and lunch for help in community service agencies.

Taxes. Virtually all states offer some sort of tax relief to older people (see the box on the next page). The relief may range from a great deal to not much, and it may or may not include all three kinds of tax—property, income and sales.

Property taxes in some states have been changed to the "circuit breaker" type, in which the tax is reduced or forgiven if the bill is deemed to be an unreasonable burden on older taxpayers with limited incomes. The amount they pay is graduated according to income rather than based solely on the value of their property. *Wisconsin* pioneered this concept. In *Illinois*, where such tax relief applies to homeowners over 65, renters also can deduct 25% of their rent—the approximate amount of the property tax—from their state income tax. Property tax relief based on income is available for homeowners of all ages in *Michigan*, *Minnesota*, *New Mexico*, *Oregon* and *Vermont*.

Many other states offer a "homestead" exemption so that you don't pay taxes on, say, the first \$5,000 or \$10,000 of the assessed valuation of your house. Under some laws, however, the exemption does not apply if your income exceeds certain levels.

Most states tax the income of older people differently, too, although provisions vary greatly. In some states certain state and federal pensions are totally exempt. *Mississippi* exempts from taxes the first \$5,000 of income from all sources for people over 65. In *South Carolina* a couple over 65 doesn't even have to file a tax return if their gross income is no more than \$4,000.

Sales taxes on food and drugs are gradually being eliminated in more states. Some states, such as *Tennessee* and *Alabama*, exempt prescription drugs. Still others, such as *New Jersey*, also exempt food and clothing from the tax.

Legal services. Older people often have troubles with government red tape or with financial or legal matters that only a lawyer can solve. Yet many can't afford to hire a lawyer, and their incomes preclude help from the local Legal Aid Society. The federal government last year put up the money for each state office on aging to hire a legal-services specialist to look out for senior citizens' interests.

There are, however, a number of individual legal projects that assist older people. One was started in Washington, D.C., by the American Association of Retired Persons (AARP) and the National Retired Teachers Association (NRTA). The project worked so well that the two organizations got a federal grant to help 21 states set up similar projects. These projects use elderly volunteers as paraprofessionals to counsel the people who come in and, sometimes, to

NORTH CAROLINA

North Carolina Office for Aging
Dept. of Human Resources
Administration Bldg.
213 Hillsborough St.
Raleigh 27603

NORTH DAKOTA

Aging Services
Social Services Board
of North Dakota
State Capitol Bldg.
Farch 58505

OHIO

Commission on Aging
34 N. High St.
Columbus 43216

OKLAHOMA

Special Unit on Aging
Dept. of Institutions
Social & Rehabilitative Services
P.O. Box 23252
Oklahoma City 73128

OREGON

Program on Aging
Human Resources Dept.
772 Commercial St., S.E.
Salem 97310

PENNSYLVANIA

Office for the Aging
Dept. of Public Welfare
Health & Welfare Bldg.
Rm. 540, P.O. Box 2678
Seventh & Forster Sts.
Harrisburg 17120

RHODE ISLAND

Div. on Aging
Dept. of Community Affairs
150 Washington
Providence 02903

SOUTH CAROLINA

Commission on Aging
915 Main St.
Columbia 29201

SOUTH DAKOTA

Office on Aging
Dept. of Social Services
State Office Bldg.
Illinois St.
Pierre 57501

TENNESSEE

Commission on Aging
Rm. 102, S&P Bldg.
308 Gay St.
Nashville 37201

TEXAS

Governor's Committee on Aging
Eighth Floor, Southwest Tower
211 E. Seventh St.
P.O. Box 12786, Capitol Sta.
Austin 78711

UTAH

Div. of Aging
Dept. of Social Services
345 S. Sixth, E.
Salt Lake City 84102

VERMONT

Office on Aging
Agency of Human Services
81 River St. (Heritage I)
Montpelier 05602

VIRGINIA

Office on Aging
830 E. Main St.
Suite 950
Richmond 23219

WASHINGTON

Office on Aging
Dept. of Social & Health Services
Mail Stop 433
Olympia 98504

WEST VIRGINIA

Commission on Aging
State Capitol
Charleston 25305

WISCONSIN

Div. on Aging
Dept. of Health & Social Services
One W. Wilson St., Rm. 688
Madison 53702

WYOMING

Aging Services
Dept. of Health & Social Services
Div. of Public Assistance
& Social Services
New State Office Bldg., W., Rm. 288
Cheyenne 82002

Facts on state tax breaks

A state-by-state listing of pertinent tax information, including special breaks for older people, is published by the American Association of Retired Persons and the National Retired Teachers Association. You can get a single copy free by writing to Tax Facts, c/o NRTA-AARP, 1909 K St., N.W., Washington, D.C. 20049.

appear in their behalf at administrative hearings. Among the goals: to make sure everyone receives all the benefits to which he or she is entitled.

Probate reform. Settling an estate can be slow and costly, even when the legal situation is simple. Attempts to make the process easier under the Uniform Probate Code have met with mixed success. States in the Rocky Mountain area have been among the leaders—*Utah, Montana, Idaho, Colorado, New Mexico*. The *Wyoming* legislature passed such a measure, but the governor vetoed it. Some have gone partway, as in *South Carolina, Indiana, Ohio* and *Illinois*, by making it easier to settle small estates.

Utility rates. There is a great deal of agitation to ease the burden of rising utility rates, which severely affect people with limited incomes. Both *California* and *Vermont* set low monthly rates for those who use only a specified minimum of power. Other states are considering such proposals. In *Georgia* the power commission has endorsed the principle of special rates for low-income families but has left it to the State Human Resources Department to determine who fits into that category.

Generic drugs. More than half the states now have laws that in one way or another allow for the substitution of lower-priced equivalents for brand-name drugs. There seems little question that such laws can save customers a lot of money. For example, a brand-name drug that costs \$19 can be bought for less than \$9 as a generic drug. However, in many

states where drug substitution is permitted, not a great deal of it actually occurs, according to a survey by AARP and NRTA. One big reason: Patients don't make a point of asking their doctors and pharmacists for generic drugs.

Health care. Nursing homes, which house some 1,000,000 older people, are a major problem. Conditions in many are shockingly bad, and all states are being urged to keep closer watch to correct and eliminate abuses. *California* law sets civil penalties—from mild to severe—on nursing homes that violate regulations. *Florida* last year passed a nursing home reform act that calls for unannounced inspections and financial disclosure of ownership and drug-buying procedures, among other things. It also sets a schedule of fines for violations and sets forth a "patient's bill of rights," the care a patient is absolutely entitled to. Facilities that receive federal medicare and medicaid funds must also have a bill of rights. In a good many states, however, officials feel hobbled because strict enforcement of regulations already on the books would close 20% to 40% of the homes, and there is nowhere else in those states for the patients to go.

One result is more stress on keeping the elderly out of institutions as long as possible. Adult day-care centers—for those whose families can't look after them during the day—are being used in a number of states. Home health-care programs in some places send workers to visit the homes of the elderly two or three times a week to do their shopping and chores and cook meals for them. A number of pilot programs offering varying services are going on in seven localities in *Florida*. One of these is a foster home program for the elderly, which may expand to as many as 18 communities. *Montana* recently authorized a pilot health-care project.

Among the many programs run by cities or counties, one of the most comprehensive is in *Pima County, Ariz.*, which has a total health plan that includes institutional, home, and outpatient care and counseling.

Books on sale

To clear out their inventories, some publishers hold catalog sales once or twice a year, usually in the spring or at the end of the year. During these sales, prices are reduced 10% to 90%. The publishers are usually university and scholarly presses that specialize in history, economics, science and other nonfiction subjects. You can write to a particular publisher you're interested in and ask that your name be added to the mailing list if it puts out a sale catalog. Addresses of publishers are given in *Literary Market Place*, available in libraries.