

---

---

ASSEMBLY BILL NO. 268—ASSEMBLYMEN GIBBONS, BUCKLEY,  
GEDDES, GIUNCHIGLIANI, GOLDWATER, GRADY, HARDY,  
KNECHT, MANENDO, MARVEL, OCEGUERA AND WEBER

MARCH 10, 2003

---

JOINT SPONSORS: SENATORS MATHEWS AND CEGAVSKE

---

Referred to Concurrent Committees on Education  
and Ways and Means

SUMMARY—Requires increased salaries for certain speech  
pathologists employed by school districts.  
(BDR 34-660)

FISCAL NOTE: Effect on Local Government: Yes.  
Effect on the State: No.

CONTAINS UNFUNDED MANDATE (§§ 2, 3)  
(NOT REQUESTED BY AFFECTED LOCAL GOVERNMENT)

~

EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

---

---

AN ACT relating to schools; requiring boards of trustees of school  
districts to pay increased salaries to certain speech  
pathologists employed by those school districts; requiring  
related information to be included in the annual budget  
report of each school district; 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 387.303 is hereby amended to read as follows:  
2     387.303 1. Not later than November 10 of each year, the  
3 board of trustees of each school district shall submit to the  
4 Superintendent of Public Instruction and the Department of  
5 Taxation a report which includes the following information:  
6     (a) For each fund within the school district, including, without  
7 limitation, the school district's general fund and any special revenue



\* A B 2 6 8 \*

1 fund which receives state money, the total number and salaries of  
2 licensed and nonlicensed persons whose salaries are paid from the  
3 fund and who are employed by the school district in full-time  
4 positions or in part-time positions added together to represent full-  
5 time positions. Information must be provided for the current school  
6 year based upon the school district's final budget, including any  
7 amendments and augmentations thereto, and for the preceding  
8 school year. An employee must be categorized as filling an  
9 instructional, administrative, instructional support or other position.

10 (b) The count of pupils computed pursuant to paragraph (a) of  
11 subsection 1 of NRS 387.1233.

12 (c) The school district's actual expenditures in the fiscal year  
13 immediately preceding the report.

14 (d) The school district's proposed expenditures for the current  
15 fiscal year.

16 (e) The schedule of salaries for licensed employees in the  
17 current school year and a statement of whether the negotiations  
18 regarding salaries for the current school year have been completed.  
19 If the negotiations have not been completed at the time the schedule  
20 of salaries is submitted, the board of trustees shall submit a  
21 supplemental report to the Superintendent of Public Instruction upon  
22 completion of negotiations or the determination of an arbitrator  
23 concerning the negotiations that includes the schedule of salaries  
24 agreed to or required by the arbitrator.

25 (f) The number of teachers who received an increase in salary  
26 pursuant to subsection 2 *or* 3 of NRS 391.160 for the current and  
27 preceding fiscal years. If the board of trustees is required to pay an  
28 increase in salary retroactively pursuant to subsection 2 of NRS  
29 391.160, the board of trustees shall submit a supplemental report to  
30 the Superintendent of Public Instruction not later than February 15  
31 of the year in which the retroactive payment was made that includes  
32 the number of teachers to whom an increase in salary was paid  
33 retroactively.

34 (g) The number of employees eligible for health insurance  
35 within the school district for the current and preceding fiscal years  
36 and the amount paid for health insurance for each such employee  
37 during those years.

38 (h) The rates for fringe benefits, excluding health insurance,  
39 paid by the school district for its licensed employees in the  
40 preceding and current fiscal years.

41 (i) The amount paid for extra duties, supervision of  
42 extracurricular activities and supplemental pay and the number of  
43 employees receiving that pay in the preceding and current fiscal  
44 years.



1 (j) The expenditures from the account created pursuant to  
2 subsection 3 of NRS 179.1187. The report must indicate the total  
3 amount received by the district in the preceding fiscal year, and the  
4 specific amount spent on books and computer hardware and  
5 software for each grade level in the district.

6 2. On or before November 25 of each year, the Superintendent  
7 of Public Instruction shall submit to the Department of  
8 Administration and the Fiscal Analysis Division of the Legislative  
9 Counsel Bureau, in a format approved by the Director of the  
10 Department of Administration, a compilation of the reports made by  
11 each school district pursuant to subsection 1.

12 3. The Superintendent of Public Instruction shall, in the  
13 compilation required by subsection 2, reconcile the revenues and  
14 expenditures of the school districts with the apportionment received  
15 by those districts from the State Distributive School Account for the  
16 preceding year.

17 **Sec. 2.** NRS 391.160 is hereby amended to read as follows:

18 391.160 1. The salaries of teachers and other employees must  
19 be determined by the character of the service required. A school  
20 district shall not discriminate between male and female employees  
21 in the matter of salary.

22 2. Each year when determining the salary of a teacher who  
23 holds certification issued by the National Board for Professional  
24 Teaching Standards, a school district shall add 5 percent to the  
25 salary that the teacher would otherwise receive in 1 year for his  
26 classification on the schedule of salaries for the school district if:

27 (a) On or before January 31 of the school year, the teacher has  
28 submitted evidence satisfactory to the school district of his current  
29 certification; and

30 (b) The teacher is assigned by the school district to provide  
31 classroom instruction during that school year.

32 No increase in salary may be given *pursuant to this subsection*  
33 during a particular school year to a teacher who submits evidence of  
34 certification after January 31 of that school year. For the first school  
35 year that a teacher submits evidence of his current certification, the  
36 board of trustees of the school district to whom the evidence was  
37 submitted shall pay the increase in salary required by this subsection  
38 retroactively to the beginning of that school year. Once a teacher has  
39 submitted evidence of such certification to the school district, the  
40 school district shall retain the evidence in its records, as applicable,  
41 for future school years. An increase in salary given in accordance  
42 with this subsection is in addition to any other increase to which the  
43 teacher may otherwise be entitled.

44 3. *Each year when determining the salary of a person who is*  
45 *employed by a school district as a speech pathologist, the school*



1 *district shall add 5 percent to the salary that the employee would*  
2 *otherwise receive in 1 year for his classification on the schedule of*  
3 *salaries of the school district if:*

4 *(a) On or before September 15 of the school year, the employee*  
5 *has submitted evidence satisfactory to the school district of his:*

6 *(1) Licensure as a speech pathologist by the Board of*  
7 *Examiners for Audiology and Speech Pathology; and*

8 *(2) Certification as being clinically competent in speech-*  
9 *language pathology by:*

10 *(I) The American Speech-Language-Hearing Associ-*  
11 *ation; or*

12 *(II) A successor organization to the American Speech-*  
13 *Language-Hearing Association that is recognized and determined*  
14 *to be acceptable by the Board of Examiners for Audiology and*  
15 *Speech Pathology; and*

16 *(b) The employee is assigned by the school district to serve as a*  
17 *speech pathologist during that school year.*

18 *No increase in salary may be given pursuant to this subsection*  
19 *during a particular school year to an employee who submits*  
20 *evidence of licensure and certification after September 15 of that*  
21 *school year. Once an employee has submitted evidence of such*  
22 *licensure and certification to the school district, the school district*  
23 *shall retain the evidence in its records, as applicable, for future*  
24 *school years. An increase in salary given in accordance with this*  
25 *subsection is in addition to any other increase to which the*  
26 *employee may otherwise be entitled.*

27 **4.** In determining the salary of a licensed teacher who is  
28 employed by a school district after the teacher has been employed  
29 by another school district in this state, the present employer shall,  
30 except as otherwise provided in subsection ~~6~~ 7:

31 (a) Give the teacher the same credit for previous teaching  
32 service as he was receiving from his former employer at the end of  
33 his former employment;

34 (b) Give the teacher credit for his final year of service with his  
35 former employer, if credit for that service is not included in credit  
36 given pursuant to paragraph (a); and

37 (c) Place the teacher on the schedule of salaries of the school  
38 district in a classification that is commensurate with the level of  
39 education acquired by the teacher, as set forth in the applicable  
40 negotiated agreement with the present employer.

41 ~~4~~ **5.** A school district may give the credit required by  
42 subsection ~~3~~ 4 for previous teaching service earned in another state  
43 if the Commission has approved the standards for licensing teachers  
44 of that state. The Commission shall adopt regulations that establish  
45 the criteria by which the Commission will consider the standards for



1 licensing teachers of other states for the purposes of this subsection.  
2 The criteria may include, without limitation, whether the  
3 Commission has authorized reciprocal licensure of educational  
4 personnel from the state under consideration.

5 ~~5-] 6.~~ In determining the salary of a licensed administrator,  
6 other than the superintendent of schools, who is employed by a  
7 school district after the administrator has been employed by another  
8 school district in this state, the present employer shall, except as  
9 otherwise provided in subsection ~~6-] 7:~~

10 (a) Give the administrator the same credit for previous  
11 administrative service as he was receiving from his former  
12 employer, at the end of his former employment;

13 (b) Give the administrator credit for his final year of service  
14 with his former employer, if credit for that service is not otherwise  
15 included in the credit given pursuant to paragraph (a); and

16 (c) Place the administrator on the schedule of salaries of the  
17 school district in a classification that is comparable to the  
18 classification the administrator had attained on the schedule of  
19 salaries of his former employer.

20 ~~6-] 7.~~ This section does not:

21 (a) Require a school district to allow a teacher or administrator  
22 more credit for previous teaching or administrative service than the  
23 maximum credit for teaching or administrative experience provided  
24 for in the schedule of salaries established by it for its licensed  
25 personnel.

26 (b) Permit a school district to deny a teacher or administrator  
27 credit for his previous teaching or administrative service on the  
28 ground that the service differs in kind from the teaching or  
29 administrative experience for which credit is otherwise given by the  
30 school district.

31 ~~7-] 8.~~ As used in this section:

32 (a) "Previous administrative service" means the total of:

33 (1) Any period of administrative service for which an  
34 administrator received credit from his former employer at the  
35 beginning of his former employment; and

36 (2) His period of administrative service in his former  
37 employment.

38 (b) "Previous teaching service" means the total of:

39 (1) Any period of teaching service for which a teacher  
40 received credit from his former employer at the beginning of his  
41 former employment; and

42 (2) His period of teaching service in his former employment.

43 **Sec. 3.** Notwithstanding the provisions of section 2 of this act:

44 1. A speech pathologist who desires to receive an increase in  
45 salary for the 2003-2004 school year pursuant to subsection 3 of that



1 section may submit evidence of his licensure and certification not  
2 later than November 1, 2003.

3 2. If a speech pathologist:

4 (a) Submits evidence of his licensure and certification on or  
5 before November 1, 2003; and

6 (b) Satisfies the requirements of paragraph (b) of subsection 3 of  
7 section 2 of this act,

8 the board of trustees of the school district that employs the speech  
9 pathologist shall pay to the speech pathologist the increase in salary  
10 required by subsection 3 of section 2 of this act retroactively to the  
11 beginning of the 2003-2004 school year.

12 **Sec. 4.** The provisions of subsection 1 of NRS 354.599 do not  
13 apply to any additional expenses of a local government that are  
14 related to the provisions of this act.

15 **Sec. 5.** This act becomes effective on July 1, 2003.

