



Nevada Classified School Employees and Public Workers Association

125 W. Center Street
Fallon, NV 89406
775.423.3340

Committee Members,

My name is Louie Trio I am the State President for Nevada Classified School Employees and Public Workers Association (NCSEA), I am also a School Support Professional (Bus Driver) for the Douglas County School District. NCSEA represents a majority of the rural school district classified support staff associations in Northern Nevada.

I wish I could be there today to give my statement in person, but being a school bus driver these days means you don't get many days off of work because school bus drivers are one of the most critically short staffed positions in the entire State and Nation.

I am writing you today because I believe the way many of the school districts that NCSEA represents classified school support employees will be presenting plans that distribute the SB231 funding using a percentage based on salary. I believe this shows one of the deep-rooted reasons why it is becoming more and more difficult to fill school support professional positions, unequal respect and acknowledgment of school support professionals as valued employees compared to teachers.

As you all know the State requested FTE information from each school district and then used that FTE information to distribute the SB231 funding to the school districts in a fair and equally proportional distribution method. The FTE method of distribution was considered fair because if a percentage of State enrollment or total employees was used this method of distribution would unfairly distribute most of the SB231 funding to Clark and Washoe school districts, and, of course, the rural school districts did/would not be in favor of such a distribution.

I want you to know that many of the school districts coming before you today have decided and will propose to you to use a percentage of salary-based distribution of the SB231 funding to their employees. That is correct, these same school districts that would have been screaming from the rooftops of how unfair a percentage-based distribution of funds FROM the State would be, have now decided to distribute the funds they have received from the State in a fair FTE based manner TO their employees using the unfair percentage-based distribution.

A distribution based on salary heavily favors teachers as they are significantly paid higher than classified employees, even higher than classified employees who work all 12 months a year. Distributing the funds at the district level using a percentage based on salaries is estimated to take 35%-50% of the State funds distributed by FTE for support staff bargaining units and then redistributing those funds to the teachers' bargaining units for distribution by the districts choosing this method of distribution.



Nevada Classified School Employees and Public Workers Association

125 W. Center Street
Fallon, NV 89406
775.423.3340

The State distributed the SB231 funds TO THE DISTRICTS using FTE, so each employee for the support staff bargaining units AND each employee for the teacher bargaining units was assigned a dollar amount to them (\$6,533.92 per FTE 1.0) and then that amount was distributed to the districts. When I say an estimated 35%-50% of those funds for support staff employees are being redistributed to teachers, what it means is, as an example;

A district reports a \$20,000 a year bus driver(A) and a \$40,000 a year bus driver(B) who both work 8 hours a day during the school year as a 1.0 FTE. The State then distributed \$6,533.92 for both employees to the district.

Same district reports a \$40,000(A) an \$80,000(B) and a \$100,000(C) teacher who all work 7 hours a day during the school year as a 0.875 FTE. The State then distributed \$5,962.20 for these employees.

I used these rounded salary amounts because they are easy to do the math on and they are salaries seen in most districts.

Now the district decides to use a 4.39% on salary to distribute the SB231 money to their employees:

Bus Driver A GETS \$1,756 based on 4.39% of salary	gets \$6,533.92 based on FTE 1.0
Bus Driver B \$3,512 based on 4.39% salary	gets \$6,533.92 based on FTE 1.0
Teacher A gets \$3,512 based on 4.39% salary	gets \$5,962.20 based on FTE 0.875
Teacher B gets \$7,024 based on 4.39% salary	gets \$5,962.20 based on FTE 0.875
Teacher C gets \$8,780 based on 4.39% salary	gets \$5,962.20 based on FTE 0.875

There are far more classified workers who make under \$40,000 and most teachers make over \$40,000 a year. There are many teachers who make more than \$80,000. A \$100,000 a year teacher would get \$8,780.

Let's take Douglas County School District (DCSD) to make the point.

In the 21-22 school year (last reported Transparent Nevada statistics) DCSD there were 10 bus drivers who made \$40,000 or more and 221 teachers who made \$80,000 or more (4 over \$120,000, 102 made between \$100,000-\$120,00, 115 made between \$80,000-\$100,000).

In the scenario above there would only be 10 bus drivers who roughly get \$3,512 although the district received \$6,533 by the state for each of these drivers AND 106 teachers receiving roughly \$8,780 although the district only received \$5,962 for each of these teachers. The DCSD plan being proposed to you today for the distribution of SB231 fund to employees would have to take around \$298,708 from the classified portion of the FTE based State funding to DCSD and REDISTRIBUTE it to the teachers in order to pay them these amounts. This is what each and every school district planning on distributing the SB231 funding to their employees using a percentage based on salary is proposing to do.



Nevada Classified School Employees and Public Workers Association

125 W. Center Street
Fallon, NV 89406
775.423.3340

It is unfortunate that there are school districts in our state that undervalue their support professional employees in such a manner to actually be here today to ask your approval to redistribute money that was appropriated to the districts using an FTE model by not then applying the same FTE model to distribute that same money to their employees. This mindset by school districts, particularly rural school districts, is EXACTLY the mindset that has made ALL school employees so underpaid compared to their living environments. Many of these school districts have been finding excuses to redistribute funds intended to be spent on school support staff salaries to other areas instead of those much-needed salary increases for years. It is time to make sure every penny of funding intended to go to school support staff lands in the hands of school support staff.

I am asking you to please make sure each and every school district is spending every penny of SB231 funding distributed to the districts using FTE per employee on each and every employee using the same FTE distribution to each and every employee. Please stop the redistribution of funding away from school support staff and let the school districts know that this practice needs to stop.

Thanks for your time,

Louie Trio

President

Nevada Classified School Employee and
Public Workers Association