



EXECUTIVE OFFICE

Jan Giles, President

Chris Urbanski, Vice President

Jacqueline Anderson, Secretary/Treasurer

Andrew Risheg, Operations Manager

Nevada Legislative Interim Finance Committee
State of Nevada Legislature
Carson City, Nevada
Las Vegas, Nevada

December 12, 2023

Good morning, Chair Danielle Monroe-Moreno and Committee:

I'm Jan Giles, President of the Education Support Employees Association (ESEA). In partnership with Teamsters Local 14 we represent approximately 13,000 support professionals at the Clark County School District. ESEA worked very hard over the last eight months to negotiate our new contract with CCSD. This is the first time in over 20 years support professionals were able to start the school year with a new contract in place. During these negotiations, a considerable amount of time was spent negotiating an equitable wage package, this package included the SB231 funds.

ESEA entered into negotiations knowing the turnover rate for support professionals at CCSD had hit a record high, and at the same time, CCSD was unable to fill support professional vacancies at the previous salary schedules, which were no longer competitive in numerous job markets. Due to the extreme staff shortages, many schools and students were in an unsafe environment. In negotiations with CCSD, it became critical that the SB231 funds be properly disbursed in an equitable way to the lowest paid employees at CCSD. For the first time in many years, CCSD under the oversight of Dr Jara and the current CCSD Trustees, support professionals have been prioritized as the essential employees we are.

The current CCSD proposal is for the disbursement of the SB231 funds is an equitable disbursement. This proposal does not take away funds from any other bargaining group. ESEA believes this disbursement will go far in addition to our recent negotiated pay raises to bring the lowest paid employees at CCSD up to a "living wage". This disbursement is also needed to retain our experienced support professionals and to raise the wages of the lowest paid.

ESEA asks that you move the CCSD proposal for approval so we can quickly get these needed dollars into the hands of our support professionals.

Thank you,

In Solidarity
Jan Giles
ESEA President

Education Support Employees Association

Office Address: 3511 East Harmon Avenue, Las Vegas, Nevada 89121

Telephone: 702-794-2537 Fax: 702-794-2539 Website Address: www.esea-nv.org