

Assembly Bill No. 380—Assemblymen Bache, Giunchigliani, Williams, Anderson, Parnell, Berman, Brown, Buckley, Carpenter, Chowning, de Braga, Freeman, Gibbons, Lee, Leslie, Manendo, Mortenson, Ocegüera, Parks, Smith, Tiffany and Von Tobel

Joint Sponsors: Senators Carlton and Amodei

CHAPTER.....

AN ACT relating to educational personnel; requiring boards of trustees of school districts to place a teacher who has been employed by another school district in this state on the salary schedule in a classification that is commensurate with the level of education acquired by the teacher; requiring boards of trustees of school districts to give an administrator who has been employed by another school district in this state credit for his previous administrative service and place him on the salary schedule in a classification that is comparable to his former classification; revising provisions governing the employment status of certain postprobationary employees who voluntarily leave their employment; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. NRS 391.160 is hereby amended to read as follows:

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

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

(a) On or before September 15 of the school year, the teacher has submitted evidence satisfactory to the school district of his current certification; and

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

No increase in salary may be given during a particular school year to a teacher who submits evidence of certification after September 15 of that school year. Once a teacher has submitted evidence of such certification to the school district, the school district shall retain the evidence in its records, as applicable, for future school years. An increase in salary given in accordance with this subsection is in addition to any other increase to which the teacher may otherwise be entitled.

3. In determining the salary of a licensed teacher who is employed by a school district after the teacher has been employed by another school district in this state, the present employer shall, except as otherwise provided in subsection ~~5~~ 6:

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

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

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

4. A school district may give the credit required by subsection 3 for previous teaching service earned in another state if the commission has approved the standards for licensing teachers of that state. The commission shall adopt regulations that establish the criteria by which the commission will consider the standards for licensing teachers of other states for the purposes of this subsection. The criteria may include, without limitation, whether the commission has authorized reciprocal licensure of educational personnel from the state under consideration.

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

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

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

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

6. This section does not:

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

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

~~†6.†~~ 7. As used in this section ~~†-“previous”~~:

(a) “Previous administrative service” means the total of:

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

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

(b) “Previous teaching service” means the total of:

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

~~†(b)†~~ *(2) His period of teaching service in his former employment.*

Sec. 2. NRS 391.31965 is hereby amended to read as follows:

391.31965 ~~Any~~ *Except as otherwise provided in this section, if a postprobationary employee of a school district ~~of Nevada who is~~ in this state:*

1. Voluntarily leaves his employment; and

2. Is, within 5 years after the date on which he left that employment, employed by ~~another~~ any school district in this state in a position that is comparable to the position in which he attained his postprobationary status,

he must be allowed to continue as a postprobationary employee and must not be required to serve the probationary period required by subsection 1 of NRS 391.3197. This section does not apply to a postprobationary employee who voluntarily leaves his employment during the pendency of a proceeding for the suspension, demotion, dismissal or refusal to reemploy the postprobationary employee.

Sec. 3. This act becomes effective on July 1, 2001.