

**LOCAL GOVERNMENT
FISCAL NOTE**

AGENCY'S ESTIMATES

Date Prepared: March 29, 2017

Agency Submitting: Local Government

Items of Revenue or Expense, or Both	Fiscal Year 2016-17	Fiscal Year 2017-18	Fiscal Year 2018-19	Effect on Future Biennia
Total	0	0	0	0

Explanation

(Use Additional Sheets of Attachments, if required)

See attached.

Name Michael Nakamoto

Title Deputy Fiscal Analyst

The following responses from local governments were compiled by the Fiscal Analysis Division. The Fiscal Analysis Division can neither verify nor comment on the figures provided by the individual local governments.

Local Government Responses
S.B. 273 / BDR 34 - 582

School District: **Douglas County School District**

Approved by: KLewis, Director of Human Resources

Comment: While it is difficult to project an actual cost, this bill would appear to have costs to the District to secure the services of an Arbitrator; a cost that would be borne solely by the District should we have the need to dismiss a probationary employee. Actual cost is hard to determine.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Cannot Be Determined	\$0	\$0	\$0	\$0

School District: **Clark County School District**

Approved by: Rodney Foutz, Budget Coordinator III

Comment: The change to sections 4-6 would have an impact on CCSD. If passed, the required work could be absorbed into the current workflow.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: **Lyon County School District**

Approved by: Shawn Heusser, Director of Finance

Comment: Mail and clerical costs.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Has Impact	\$0	\$350	\$450	\$1,200

School District: **Nye County School District**

Approved by: Kelly Wood, Executive Secretary

Comment: This bill could cause a huge fiscal impact for Nye County School District. If probationary teachers getting a review with an arbitrator we would bear the costs which could include legal counsel and fees. This could potentially be very expensive.

Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Has Impact	\$0	\$0	\$0	\$0

School District: Pershing County School District Approved by: Russell D. Fecht, Superintendent Comment: No Impact				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
No Impact	\$0	\$0	\$0	\$0

School District: Washoe County School District Approved by: Lindsay E. Anderson, Director of Government Affairs Comment: Washoe County School District expects an increase in attorney's fees as a result of probationary employee challenges.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Has Impact	\$0	\$50,000	\$50,000	\$50,000

School District: White Pine School District Approved by: Paul Johnson, CFO Comment: The provisions in this NRS are in many collective bargaining agreements in some form or another. Having these items codified in NRS 391 may conflict with mandated collective bargaining (NRS 288). Progressive plans of discipline are already spelled out in most collective bargaining agreements (if not all) and have been mutually agreed to. Forcing this process through NRS does not give employee and employer organizations the opportunity to mutually bargain for, and agree to, courses of action that works best for their employees. This language would make it even more difficult for school districts to terminate employees for poor performance which is not in the best interests of students. Also, the language does not provide exceptions for criminal or civil violations. This would undoubtedly increase costs in one form or another. Direct costs associated with the termination of an employee would include administrative time, legal fees and arbitration. Indirect costs are the immeasurable impact poor performing teacher will have on students, coworkers and school climate. Although this scenario would be infrequent, the estimate above assumes that the District would have one employee situation that would qualify under this bill draft.				
Impact	FY 2016-17	FY 2017-18	FY 2018-19	Future Biennia
Has Impact	\$0	\$15,000	\$0	\$15,000

The following school districts did not provide a response: Carson City School District, Churchill County School District, Elko County School District, Esmeralda County School District, Eureka County School District, Humboldt County School District, Lander County School District, Lincoln County School District, Mineral County School District, and Storey County School District.