

Board of Trustees Douglas County School District

FINANCES

SALARY MODIFICATIONS OF EMPLOYEES PARTICIPATING IN UNAUTHORIZED WORK STOPPAGES

Strikes and related work stoppages by district employees are illegal under Nevada law, and the Board is committed to ensuring continuity of educational services for students.

For purposes of this policy, "strike" has the meaning set forth in Nevada Revised Statutes, including any concerted stoppage of work, slowdown or interruption of operations by employees, any concerted absence from work upon a pretext or excuse not founded in fact, or any interruption of district operations by an employee organization or labor organization.

In response to an illegal strike or other prohibited work stoppage, the District may seek injunctive or other relief as authorized by law and may impose discipline on individual employees consistent with Board policy, applicable collective bargaining agreements, and Nevada law.

Employees who are absent from work due to participation in an illegal strike or other prohibited work stoppage shall not be paid for time not worked and shall not otherwise accrue salary or wages for such periods, consistent with state law and applicable collective bargaining agreements.

Deductions for labor-organization dues or fees and for employee benefits during an illegal strike or other prohibited work stoppage will be administered in accordance with Nevada law, including NRS 288.545, applicable contracts with benefit providers, and collective bargaining agreements.

Reference: NRS 288.074; NRS 288.230; NRS 288.545; NRS 288.708-288-715

Date Adopted: 8/12/80
Date Revised: 3/26/2026