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From:  **CCASA** Monday, April 19, 2010 12:46:27 PM 

Subject: 4-15-10 Budget Resolution Scenario

To:  **Walt O. Rulffes**

Cc:  Terri D. Janison - Trustee  Carolyn Edwards - Trustee  
 Linda E. Young - Trustee  Chris Garvey - Trustee  Larry Mason - Trustee  
 Sheila Moulton - Trustee  Deanna L. Wright - Trustee  
 REPRESENTATIVE COUN...  Martha G. Tittle  **Jeff Weiler**  
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Superintendent Rulffes,

I am in receipt of your April 15, 2010, response to the CCASAPE Budget Resolution Scenario provided to you that same date.

You asked for clarification regarding the PERS payment issue. Under the heading Current Budget Shortfall, the April 15 CCASAPE proposal illustrates that the District's current budget deficit includes the \$9.0 million which the District is currently paying for teacher PERS out of the general fund over the biennium. Since this proposal is a shared sacrifice, it includes the addition of \$4.4 million to the current budget shortfall, to cover the cost of PERS for those bargaining groups (CCASAPE, POA, and ESEA) for which the District implemented a unilateral .5% salary reduction on July 1, 2009. The \$4.4 million includes PERS costs over the biennium.

As you know, in the CCASAPE/District arbitration, the arbitrator ruled that the District was in violation when it reduced administrator salary schedules to pay PERS outside of the negotiations process and directed the District to return the money to administrators. CCASAPE has not requested the District to implement the arbitrator's resolution. Under this proposal, CCASAPE is asking that the District pay the employee share of PERS for all bargaining groups, as it has done so for CCEA, by adding the PERS costs for CCASAPE, POA, and ESEA to the budget deficit and then implementing the 1.5% salary reduction uniformly across all bargaining groups. The PERS expense for all bargaining groups is paid by the employees in each of the bargaining groups through the 1.5% salary reduction. State law requires that PERS is evenly shared between employer and employee. The CCASAPE Budget Reduction Scenario is consistent with current state law regarding payment of PERS. Since PERS costs are being paid in this manner, under this scenario, the money previously taken by the District from CCASAPE, POA, and ESEA employee salary schedules must be returned to the employee and the salary schedules restored to what they were as of June 30, 2009. The fact that the District has chosen to litigate in District Court, the arbitrator's award, which CCASAPE and the District agreed would be final and binding on the front end of the arbitration process, has added additional and unnecessary expense to the District's current budget deficit. Unfortunately, the District's litigation expense in this matter adds to the current District budget shortfall, and will now be paid by all employee groups through the proposed 1.5% salary reduction.

Additionally, it is correct that the 1.5% salary reduction applied uniformly across all bargaining group salary schedules will also result in the annual work year for each bargaining group being reduced, with each employee taking three furlough days. Furlough days will be taken at a time determined through discussions with each of the respective bargaining groups and the District.

Also, Dr. Rulffes, you state in your April 15, 2010 e-mail, "I am unable to concur with you that a RIF is unavoidable when the district is eliminating 540 class size reduction teaching positions, which you have acknowledged as part of your identified financial savings." As you know, Dr. Rulffes, the class size change for grades 1-3 was a legislative mandate. You have previously identified it as part of the District's financial savings. I simply used your figures. You have never before characterized the savings as a reduction in force where teachers lose their positions. Ninety school based administrators were recently reduced in force with administrators losing their positions. You have referred to the elimination of the 540 positions as "soft cuts" accomplished through attrition. To add further clarification, you have previously reported that 264 administrative positions were eliminated as part of previous budget reductions. Never did you characterize the loss of those 264 positions as a reduction in force, nor did CCASAPE. The 264 administrative positions lost were soft cuts achieved through attrition, retirement, and leaving vacancies unfilled, just like what will happen with the 540 class size reduction positions.

Finally, you have put forward many times the idea that this budget crisis can only be resolved through a "shared sacrifice, where employees give a little to preserve services for children and to save jobs for employees." I believe that District employees from all bargaining groups recognize the gravity of the current budget situation and are willing to do what is necessary to assist in the resolution of this financial crisis. I believe that CCSD employees would like to resolve this issue without unnecessary delay so that the focus of every employee can return to providing the best education possible to students.

I look forward to discussing the CCASAPE proposal with you at the April 20, 2010, meeting in Room 242 of the West Sahara building.

Thank You,  
Stephen Augspurger, Executive Director  
Clark County Association of School Administrators and  
Professional-technical Employees

c: Members, Board of School Trustees  
CCASAPE Representative Council  
Lauren Kohut-Rost  
Martha Tittle  
Jeff Weiler  
Bill Hoffman  
Ruben Murillo (CEA)