

Clark County Association of School Administrators and Professional-technical Employees

Stephen Augspurger, Executive Director

Negotiations Update #2

March 26, 2010

The primary purpose of this Negotiation Update is to provide additional information regarding the March 26, 2010, Administrative Staffing Update provided to school based administrators by Martha Tittle, Chief Human Resources Officer.

As you are all aware, Superintendent communications to all District staff have identified potential general fund budget reductions, including the elimination of 110-130 administrative positions. While ongoing discussions are occurring between CCASAPE and the District that may eventually preclude the necessity for an administrative Reduction in Force (RIF) for school based and central office administrators, the District is, at this time, and as outlined in Mrs. Tittle's March 26, 2010, Administrative Staffing Update, implementing a RIF procedure that will impact 90 school based administrators. The process for administering a RIF is contained in Article 26 of the Agreement between CCASAPE and the District. **This procedure is being implemented now by the District to ensure that school based administrators who are reduced in force will be returned to a teaching position in accordance with the CCASAPE contract.** Be assured that the identification of the least senior school based administrators will be a jointly completed process between Human Resources staff and CCASAPE Executive Director, Stephen Augspurger.

CCASAPE information meetings will be scheduled as soon as impacted administrators are identified. However, questions or concerns regarding the implementation of the Reduction in Force procedure may be directed to the CCASAPE office at any time at 796-9602.

CCASAPE emphasizes again that ongoing negotiations are being held with Superintendent Rulffes. The elected leaders of CCASAPE and the CCASAPE staff are committed to preserving administrative positions, as well as all other employee positions throughout the District. With this priority in mind, CCASAPE has held multiple meetings with Superintendent Rulffes and has put forward a written proposal that truly reflects a shared sacrifice on the part of all District employees that will avoid layoffs and protect positions. In an effort to secure employee group consensus and support, numerous meetings have been held with leaders of ESEA and POA to secure their agreement with the shared sacrifice proposal. No final decisions have been made, but we believe that the CCASAPE proposal, that is also supported in concept by the other two bargaining groups, will effectively resolve the current budget shortfall of \$123 million dollars in a manner that will avoid employee layoffs from occurring in any bargaining group. CCASAPE has urged Superintendent to take the necessary steps to secure agreement from all four bargaining groups so that the employee fear and anxiety associated with this process can be avoided.