

# CLARK COUNTY ASSOCIATION OF SCHOOL ADMINISTRATORS AND PROFESSIONAL-TECHNICAL EMPLOYEES

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March 18, 2010

Dr. Walt Rulffes, Superintendent  
Clark County School District  
5100 W Sahara Avenue  
Las Vegas, NV 89146

Dear Walt:

You and I met Saturday, March 13, 2010, and discussed a number of options that could potentially lead to a resolution of the current contract discussion for members of the CCASAPE bargaining group and potentially for the District as a whole.

The following scenarios represent variations of what we discussed Saturday morning:

Each of the budget scenarios listed below are based on personnel costs of 86% of a \$2.2 billion budget.

## Scenario 1

\$123 million shortfall

With no additional cuts in employees or programs, a one-year **6.5% salary reduction** for all employees will achieve the desired savings of \$123 million.

### **Salary Reduction Examples**

- Teacher salary at \$70,000 = \$4,500 annually / \$189.58 per pay day
- Administrator salary at \$100,000 = \$6,500 annually / \$270.83 per pay day
- Teacher salary at \$35,000 = \$2,275 annually / \$94.79 per pay day
- Administrator salary at \$60,000 = \$3,900 annually / \$162.50 per pay day

## Scenario 2

\$123 million shortfall

- \$40 million set aside for future revenue shortfall for 2010-2011

\$83 million shortfall remaining

- With no additional cuts in people or programs, a one-year **4.4% salary reduction** for all employees will achieve the desired savings of \$83 million.

### **Salary Reduction Examples**

- Teacher salary at \$70,000 = \$3,080 annually / \$128.33 per pay day
- Administrator salary at \$100,000 = \$4,400 annually / \$183.33 per pay day
- Teacher salary at \$35,000 = \$1,540 annually / \$64.17 per pay day
- Administrator salary at \$60,000 = \$2,640 annually / \$110.00 per pay day

### Scenario 3

\$123 million shortfall

- \$40 million set aside for future revenue shortfall
- \$10 million in textbook savings

\$73 million shortfall remaining

- With no additional cuts in people or programs, a one-year **3.9% salary reduction** for all employees will achieve the desired savings of \$73 million.

#### **Salary Reduction Examples**

- Teacher salary at \$70,000 = \$2,730 annually / \$113.75 per pay day
- Administrator salary at \$100,000 = \$3,900 annually / \$162.50 per pay day
- Teacher salary at \$35,000 = \$1,365 annually / \$56.88 per pay day
- Administrator salary at \$60,000 = \$2,340 annually / \$97.50 per pay day

### Scenario 4

\$123 million shortfall

- \$40 million set aside for future revenue shortfall
- \$10 million in textbook savings
- \$10 million in additional savings from monies set aside for potential revenue and originally reported in November 2009 as \$50 million (\$40 million + \$10 million = \$50 million)
- \$10 million additional textbook savings

\$53 million shortfall remaining

- With no additional cuts in people or programs, a one-year **2.8% salary reduction** for all employees will achieve the desired savings of \$53 million.

#### **Salary Reduction Examples**

- Teacher salary at \$70,000 = \$1,960 annually / \$81.67 per pay day
- Administrator salary at \$100,000 = \$2,800 annually / \$116.67 per pay day
- Teacher salary at \$35,000 = \$980 annually / \$40.83 per pay day
- Administrator salary at \$60,000 = \$1,680 annually / \$70.00 per pay day

### Scenario 5

\$123 million shortfall

- \$40 million set aside for future revenue shortfall
- \$10 million in textbook savings
- \$10 million additional money set aside for potential revenue shortfall and originally reported in November 2009 as \$50 million (\$40 million + \$10 million = \$50 million)
- \$10 million additional textbook savings
- \$31 million savings from class size reduction in grades 1, 2, and 3

\$22 million shortfall remaining

- With no additional cuts in people or programs, a one-year **1.2% salary reduction** for all employees will achieve the desired savings of \$22 million.

#### **Salary Reduction Examples**

- Teacher salary at \$70,000 = \$840 annually / \$35 per pay day
- Administrator salary at \$100,000 = \$1,200 annually / \$50 per pay day
- Teacher salary at \$35,000 = \$420 annually / \$17.50 per pay day
- Administrator salary at \$60,000 = \$720 annually / \$30 per pay day

Additionally, as we discussed on March 13, 2010, for these scenarios to work for the CCASAPE bargaining group, the 2009-2010 contract must be resolved in the following manner:

- The District must resolve the .5% PERS issue for administrators by refunding money collected and restoring the salary schedule to what it was as of June 30, 2009, with the District paying the 21.5% PERS contribution.
- The confidential employee's contract issue must be resolved so that the 2010-2011 contracts reflect a "shared sacrifice" that uniformly is applied to ALL employees. We have previously discussed a methodology for how this can be accomplished.

Additional points:

- Year round schools under these scenarios will not convert to nine months.
- Salary reduction in all scenarios is a one-year reduction for the 2010-2011 contract only.
- CCSD will pay PERS for all employee groups (POA, ESEA, and CCASAPE) on the original salary in place for the 2009-2010 contract prior to the one-time .5% reduction.

I urge you to make contact with all four bargaining groups to schedule a meeting in hopes of securing agreement and bringing closure to the employment uncertainty of the 38,000 District employees.

I look forward to talking with you regarding these illustrative scenarios.

Respectfully,



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

- c CCASAPE Representative Council  
Board of School Trustees  
CCEA  
POA  
ESEA  
Fran Juhasz, CCSD Chief Negotiator  
CCASAPE Negotiations Team