

CLARK COUNTY ASSOCIATION
OF SCHOOL ADMINISTRATORS AND
PROFESSIONAL-TECHNICAL EMPLOYEES

4055 SOUTH SPENCER ST., SUITE 230
LAS VEGAS, NV 89119
(702) 796-9602
FAX (702) 796-9624

February 16, 2010

Ms. Terri Janison
President, Board of School Trustees
Clark County School District
5100 W. Sahara Avenue
Las Vegas, NV 89146

Dear Ms. Janison:

As the Executive Director of the Clark County Association of School Administrators and Professional-technical Employees (CCASAPE), and on behalf of the members of our organization, I am writing this letter to you, the President of the Board of School Trustees for the Clark County School District (CCSD), to express our frustration and disappointment regarding the status of negotiations between CCASAPE and the CCSD.

When negotiations opened with each of the four bargaining groups in the spring of 2009, the CCSD was in the midst of cutting \$120 million from its general operating budget. The budget cuts were severe, and as you know, resulted in hundreds of employees being reduced in force, losing their positions with the CCSD.

With a continuing economic crisis, and with additional budget cuts and job losses being discussed as a certainty for the future, CCASAPE is disappointed regarding the approval of very costly employment contracts for the Deputy Superintendent of Instruction, Deputy Superintendent for Student Support Services, Chief Financial Officer, Chief Human Resources Officer, and General Counsel. These employees are the five highest paid confidential employees in the Clark County School District. Their contracts, approved in closed session, provided financial benefits to highly paid central office employees that are worth in excess of well over one hundred thousand dollars. These financial perks come at a time when hundreds of CCSD employees have lost their jobs, with an

unknown number of job losses and program cuts being contemplated for the near future. These additional benefits were given to five employees at a time when the CCSD imposed a .5% salary decrease for all other members of the CCASAPE, ESEA, and POA bargaining units. The employment contracts for these employees provided them with benefits that all other members of the CCASAPE bargaining unit lost when Superintendent Rulffes said that they were no longer affordable. No other CCSD employee enjoys these benefits.

As you know, we are in very tenuous economic times. CCASAPE recognizes that very difficult decisions will be made in the near future regarding budget issues in the Clark County School District. We expect to work with the CCSD to find the most efficient method of making the necessary financial reductions. The Superintendent has recently put forward the idea of "shared sacrifice." CCASAPE supports this concept. The Superintendent has talked about the importance of each of the bargaining groups "coming to the table in a spirit of cooperation." CCASAPE is prepared to do this. However, in an environment where significant budget cuts have been and will continue to be a reality and where the Superintendent of Schools is calling for "shared sacrifice" from all of the employee groups, there is something terribly wrong and unfair for the Superintendent, with Board approval, to provide additional benefits to a small group of high ranking confidential employees, when hundreds of other employees have lost their positions, financial support to schools has been significantly reduced, and benefits to CCSD employees have been taken away under the pretense of not having sufficient funds available.

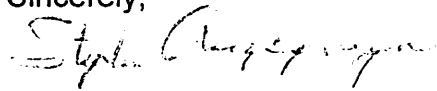
Nevada Revised Statute permits employees who are not members of the CCASAPE bargaining group to negotiate their own contracts, but their contracts, by law, must be consistent with the terms of the Agreement between CCASAPE and the CCSD. The contracts for these five employees are not consistent with the contracts for other members of the bargaining unit, requiring an Unfair Labor Practice complaint be filed with the Employee Management Relations Board. Additionally, CCASAPE believes the approval of these contracts may constitute an Open Meeting Law violation. More significant than the Unfair Labor Practice and potential Open Meeting Law violation, however, is the message sent to all other employees of the Clark County School District that, while they may be valued, they are not as valued as the highest paid central office confidential employees. It is clear that "shared sacrifice" does not apply to all employees.

I am requesting that you examine the contracts to determine if benefits provided are consistent with those approved by the Board. The Board minutes from the October 7, 2009, meeting where this agenda item was discussed and approved, are attached to this letter. Your examination of the contracts should reveal that there are additional benefits including the payment of the .5% PERS increase and an additional vacation benefit that were not reported in the meeting minutes. The existence of a sick leave benefit that provides one day of base pay for every

five days of accumulated sick leave is incredibly expensive given the financial circumstances in which the CCSD finds itself. To realize that an already highly paid confidential employee now has a sick leave benefit in excess of \$43,000 is unconscionable at a time when positions have been lost, programs have been cut, and the future appears to be bringing even more of the same for all employees of the Clark County School District.

In the spirit of shared sacrifice, CCASAPE is requesting that you take the appropriate steps to rescind these employment contracts. The Superintendent has already said he will not do that and in so doing has sent a powerful and demoralizing message to all other employees of the Clark County School District.

Sincerely,



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

- c Board Members
 CCASAPE Representative Council
 Dr. Lauren Kohut-Rost
 Ms. Charlene Green
 Mr. Jeff Weiler
 Ms. Martha Tittle
 Mr. Bill Hoffman
 Dr. Walt Rulfes
 John Jasonek – CCEA
 Rubin Murillo - CCEA
 Michael Thomas – POA
 Brian Christiansen – ESEA

Attachments:

- Agenda – Special Meeting of the Board of School Trustees, October 7, 2009
- Minutes – Special Meeting of the Board of School Trustees, October 7, 2009