

THE UNIFIER

A CCASAPE PUBLICATION FOR MEMBERS

DECEMBER 2007/JANUARY 2008

www.ccasa.net

VOL. 18 NO. 3

CLARK COUNTY ASSOCIATION OF SCHOOL ADMINISTRATORS AND PROFESSIONAL-TECHNICAL EMPLOYEES

4055 SO. SPENCER ST., SUITE 230

PHONE: 796-9602

STEPHEN AUGSPURGER, EXECUTIVE DIRECTOR

KEEP YOUR EYE ON THE CAP

At the opening administrative meeting for the 2007-2008 school year, Superintendent Rulfes introduced his "Keep Your Eye on the CAP" theme. As all of you know, the C in CAP stands for Climate. CCASAPE believes that it is the work location climate, and the working conditions that emanate from a positive and supportive workplace climate, that becomes the primary catalyst that enables school and non-school based administrators to meet and exceed work expectations in the midst of difficult and, at times, very arduous circumstances. Administrators, working in an atmosphere built upon mutual respect, appreciation and meaningful involvement, will be more resilient and better able to effectively address increasing work responsibilities and difficult work situations. Ongoing attention to climate and working conditions by administrative supervisors will be more effective than any other variable in enabling administrators, at all levels, to work more productively with higher levels of job satisfaction. "Keep Your Eye on the CAP" will not be successfully achieved without first focusing on climate and working conditions for all administrators.

CCASAPE agrees with the Superintendent's focus and emphasis on climate. However, recent events in the CCSD cause one to wonder if the Superintendent's "Keep Your Eye on the CAP" is just a flashy slogan. Specifically, CCASAPE is concerned that administrative supervisors, particularly region level administrators, through their actions or inactions, are negatively impacting school climate and working conditions for principals and other school-based administrators.

More than ever before, the handling of school-based issues by region administrators has caused CCASAPE to express concern, both verbally and in writing, to Dr. Rulfes and Dr. Kohut-Rost regarding the lack of appropriate assistance and support given to school principals by region supervisors.

CCASAPE recognizes that one of the important responsibilities of region administrators is to investigate allegations of wrong doing. However, CCASAPE is very concerned that the procedures and methodologies employed by some region administrators are, at times, insensitive and disrespectful to principals. When region actions make the job of the principal unnecessarily more difficult, rather than providing appropriate assistance and support to make the difficult work of the principal easier to accomplish, then the phrase, "Keep Your Eye on the Cap," loses a measure of its significance. In recent circumstances, the region actions were taken with little regard to their negative impact on climate and school working conditions. Region actions were not reflective of

the Superintendent's initiative to improve working conditions for all employees. CCASAPE expects that even in the midst of difficult and lengthy investigations that region practices and procedures will be utilized that will maintain an appropriate focus on school climate and working conditions and reflect sensitivity, courtesy, and respect for the impacted administrator.

Working conditions and climate are two of the most important ingredients in determining job satisfaction of all employees. The absence of an appropriate climate, or working conditions which are counter productive to a positive climate will do more to create low morale and poor employee job satisfaction than virtually anything else.

It is an understatement to say that the role of the principal has changed dramatically over the past several years. Schools have become much more difficult and complex places for all employees to work. Questionable legislation, No Child Left Behind, difficult parents and general societal changes have all contributed to more difficult work environments for all administrators and especially those who work in schools. CCASAPE believes that region administrators must consistently provide appropriate levels of guidance, direction, and support to principals and to assist principals, when necessary, in maneuvering through the complexities and difficulties inherent in their job. It should go without saying, that region assistance should be provided in a courteous, dignified and respectful manner.

Given the difficult environment in which all principals work, CCASAPE expects that region administrators will regularly review their practices and procedures to ensure that appropriate levels of support and assistance are provided to their principals and to ensure that the treatment of principals is consistent with the expectations associated with "Keep Your Eye on the Cap." Recent incidents suggest that some region administrators are receiving failing marks in this regard.

This spring, CCASAPE will conduct a principal survey to determine principal opinion regarding a number of important issues, including climate and region support of the important work that is done in schools.

MEMBERSHIP

CCSD	ADMINISTRATIVE EMPLOYEES	1097
CCSD	PROFESSIONAL-TECHNICAL EMPLOYEES	232
CCASAPE	MEMBERS	1306
CCASAPE	AFFILIATES (RETIREES)	301

COMPENSATORY TIME FOR MIDDLE LEVEL BASKETBALL

With the middle school basketball season beginning soon, middle school administrators are reminded that Article 15-6-5 and 15-6-6 in the Negotiated Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-technical Employees outlines the granting of administrative compensatory time for the supervision of middle school home and away basketball games.

Supervisors shall offer administrative compensatory time for the following:

- 15-6-5:** Supervision of middle school home basketball games which are held outside of the regular school day. Middle school principals may grant a maximum of two (2) hours of compensatory time to each of two administrators assigned to supervise each home game. Compensatory time will be granted to the deans and assistant principals only.
- 15-6-6:** Supervision of middle school away basketball games which are held outside the regular school day. Middle school principals may grant a maximum of two (2) hours of compensatory time to one administrator assigned to supervise each away game. Compensatory time will be granted to deans and assistant principals only.

Questions regarding Article 15 should be directed to the CCASAPE office at 796-9602.

USE OF PERSONAL LEAVE

Administrators, especially newly appointed administrators, are reminded that Article 17-2 in the Negotiated Agreement between CCASAPE and the District stipulates that all administrators shall be granted five personal leave days each contract year. Personal leave must be utilized during the contract year that it is allocated. **Personal leave may not be used when an administrator is on a supplemental contract. Personal leave days not used by the end of the contract year will be deleted.** Elementary assistant principals assigned to year round schools are reminded that they have an eleven-month contract and a one-month supplemental contract issued for July. Personal leave cannot be utilized during the supplement contract in July by elementary year round assistant principals. CCASAPE encourages administrators to utilize allocated personal leave prior to using vacation.

CCASAPE / DISTRICT CONTRACT NEGOTIATIONS

Negotiations for the 2007-2009 contract years remain at a standstill and will not be resumed until the teachers finalize their Agreement. Through negotiations in late May and early June, CCASAPE requested and the District agreed that pass through 2% salary increases approved by the Nevada Legislature, state health insurance money, and money to cover the PERS increase from 19.75% to 20.50% be included in administrators' paychecks effective the beginning of the contract year. Primary issues yet to be resolved include Article 20 (professional compensation) and Articles 1, 11, and 21 (Welfare Trust issues). It is not yet clear what impact Governor Gibbons' proposed reduction in K-12 education funding will have on the outcome of negotiations for all bargaining groups in the CCSD.

ADMINISTRATORS' ADVISORY COUNCIL MEETING

On December 18, 2007, the CCASAPE Administrators Advisory Council held its second meeting of the year with Superintendent Ruffes. Attending and participating in the meeting with the Superintendent were Dr. Kohut-Rost, Ms. Tittle, and Mr. Weiler. CCASAPE representatives to the Administrators' Advisory Council include Executive Board members Charles Anderson, Bart Mangino, Ron Montoya, Karen Smallwood, and Bev Mathis. Also on the Administrators' Advisory Council is LeRoy Espinosa, President of the Clark County Association of Elementary School Principals, and Jeff Geihl, President of the Clark County Association of Secondary School Principals. Robin Rankow is the non-licensed representative to the Administrators' Advisory Council and represents the professional-technical employees. CCASAPE staff, Allin Chandler, Mark Coleman, and Stephen Augspurger, also participate in the meeting.

Topics discussed at the December meeting included Governor Gibbons' proposed budget cuts to K-12 education, working conditions for administrators, school police concerns, teacher retiree health insurance, year round school calendar development, and middle school retention issues.

CCASAPE WELFARE TRUST UNUSED SICK LEAVE AND RETIRED HEALTH COVERAGE

Article 21-5 of the Negotiated Agreement between CCASAPE and the District provides that the District contribute \$6.29 per administrator, per month, to the "School Administrators' and Professional-technical Employees' Welfare Trust Fund" for health coverage assistance for retired administrators. The Welfare Trust pays \$450.00 annually in June or January to each eligible retired administrator for the first five years following retirement. This January the Welfare Trust will distribute \$79,200.00 to eligible retired administrators for retiree health coverage assistance.

Article 21-8 of the Negotiated Agreement provides that the District contribute \$7.21 per administrator, per month, to the "School Administrators' and Professional-technical Employees' Welfare Trust Fund" for unused sick leave reimbursement. Eligible retired administrators receive \$10.00 per day for up to 250 days of unused sick leave in either June or January following their retirement from the District. This January the Welfare Trust will distribute \$64,785 to eligible retired administrators for unused sick leave.

With the January 2008 payouts, the Welfare Trust will have paid out a cumulative amount of \$1,143,985 in unused sick leave and \$994,050.00 in retiree health coverage assistance for a combined total of \$2,137,930 since these payouts were begun in 1987 and 1990 respectively.

HEALTH COVERAGE REMINDER

Those administrators and retirees who changed medical benefit plans during the open enrollment period last October and November are reminded to review the new coverage levels associated with the plan option that was selected. Depending upon plan selection, significant changes may occur in the pharmacy benefit, as well as, copays.

Each of you that selected a different plan should have received a new member identification card identifying the new plan selected. If you did not, you should immediately contact Member Services at Sierra Health at 562-8077.

HEALTH REIMBURSEMENT ACCOUNT INFORMATION

Article 13-9 of the Agreement between the District and CCASAPE outlines the health reimbursement account negotiated by CCASAPE staff during 2005 negotiations. Retired administrators participating in this account are reminded that VALIC representative Patti Peterson, is the contact person for establishing and making changes to your account. Patti can be contacted at the local VALIC office at 796-0047.

REPRESENTATIVE COUNCIL APPROVES TWO YEAR HEALTH CARE SUBSIDY FOR ALL WELFARE TRUST PARTICIPANTS

The CCASAPE Representative Council recently approved a two-year health benefit subsidy to offset the increased cost of health care for ALL participants in the School Administrators' and Professional-technical Employees' Welfare Trust health benefit plans. The payment of the subsidy from the Welfare Trust will begin July 1, 2008, and will continue through June 30, 2010. The subsidy will ensure that no Welfare Trust health plan participant will see any increases in out-of-pocket costs until July 1, 2010. The approved subsidy will be in excess of \$750,000 during the two year period. Retirees are reminded that the subsidy is for a two year period only. The premium increases that will be covered by the subsidy will be passed on to the retiree effective July 1, 2010. It is anticipated that negotiated state health insurance money will cover the out-of-pocket increases for active administrators at the conclusion of the subsidy period on July 1, 2010.

DECEMBER REPRESENTATIVE COUNCIL MEETING

On December 13, 2007, the CCASAPE Representative Council held its regular monthly meeting. The major items discussed and/or actions taken during the meeting included the following:

1. The revenue, expenditures, and balances within the CCASAPE Association and Trust Fund Accounts;

2. Old Business:

A. Unused Sick Leave/Retiree Medical Payouts – Projected January payouts for unused sick leave and retiree medical reimbursement assistance for retired administrators were reviewed and approved. The School Administrators' and Professional-technical Employees' Trust approved maintaining the current payouts at \$10.00 per day for up to 250 days of sick leave and \$450 per year for each of the first five years of retirement to provide retiree medical reimbursement assistance. An actuarial review is conducted every two years by a professional actuarial service to ensure that sufficient funds are available in the School Administrators' and Professional-technical Employees' Welfare Trust to continue these payments for future retirees;

B. CCASAPE Office Computer Replacement – The status of the office computer replacement approved at the November Representative Council meeting was reviewed;

C. 2007-2009 Negotiations Update – An overview of the status of 2007-2009 contract negotiations was provided. Formal sessions have not been held since last June and will not be held until the teacher contract is settled. Informal sessions have continued with the District. The 2% pass through money, state health insurance money, and the PERS increase were included in administrators' checks on July 10 for twelve-month employees and on August 10 for ten- and eleven-month employees. Primary issues yet to be resolved include Article 13 (Sick Leave), Article 20 (professional compensation), Article 21 (Health Benefits – Welfare Trust), and the development of a pay for performance component for administrators. This program will initially be jointly developed between CCASAPE and the District;

D. CCASAPE Retreat – The CCASAPE all day business meeting will be held in Mesquite, Nevada on February 8, 2008. Stephen outlined the tentative arrangements that have been made for the all day meeting; and

E. School Administrators' and Professional-technical Employees' Welfare Trust – Stephen provided an overview of when decision making authority for the Welfare Trust will be transferred from the CCASAPE Executive Board to the Welfare Trust Trustees. Additionally, the status of the selection of a third party administrator for the Welfare Trust was reviewed. Evidence of coverage documents have been revised and will be mailed to Welfare Trust participants along with new health insurance cards prior to or shortly after January 1, 2008.

3. New Business:

A. Working Conditions for Administrators – A lengthy discussion was held regarding numerous concerns related to working conditions for administrators. Violent and aggressive parents, school police concerns and levels of support from administrative supervisors, particularly region administrators, were discussed in detail. A climate/working conditions survey will soon be distributed to principals to determine areas of strength and weakness related to region administration. Additionally, the topic of administrator working conditions will be discussed in detail with Dr. Ruffes at the December 18, 2007, Administrators' Advisory Council meeting;

B. Administrative Reclassification – Article 20-11-5 was provided to the council. This Article outlines the contractual procedures regarding administrative classification. A historical overview of the reclassification process for school principals and non school-based administrators was provided and discussed. Additionally, the salary range distribution chart for principals was distributed and reviewed;

C. CCASAPE Amicus Brief Supporting the Metropolitan Police Health Trust Law Suit Against PEBP (Public Employees Benefit Plan) – A twenty-five page amicus brief was completed by the CCASAPE attorney, Tom Beatty, and accepted by the Nevada Supreme Court. The amicus brief is in support of the law suit filed by the Metro Health Trust against the Public Employees Benefit Plan. Oral arguments are scheduled before the Nevada Supreme Court for January 24, 2008. The Supreme Court decision will resolve the question of who is eligible to receive the health insurance subsidy. The amicus brief outlines and supports CCASAPE's original position that the CCSD was not required to and should not be paying the subsidy for teacher and administrative retirees who are enrolled in the state health insurance program. A previous District Court decision upheld this

position for Metro and resulted in the current appeal to the Nevada Supreme Court. CCASAPE's belief is that general fund money currently being paid to subsidize retiree health care should more appropriately be used for student, schools, and employee wages and benefits;

D. Retired Teacher Healthcare – Stephen reviewed the status of health insurance options for retired and retiring teachers;

E. CCASAPE Office Staff – Benefits and salary proposals for the 2008-2009 contract were reviewed; and

F. Administrators' Advisory Council Meeting – Agenda items for the December 18, 2007, Advisory Council meeting were identified. Topics include Governor Gibbons' budget cuts for K-12 education, working conditions for administrators, teacher retiree health insurance, year round school calendar development, and middle school retention issues.

4. Committee Reports:

A. CCAESP – LeRoy Espinosa, President, outlined CCAESP's interest in seeking ECS positions for schools;

B. CCASSP – Jeff Geihs, President, provided a report regarding issues associated with students retained at the middle level and the transition of retained students to high school programs; and

C. Legal Committee – There was no activity of the Legal Committee.

5. Executive Director's Report – Stephen provided a review of the accountant's report, membership report, the various CCASAPE activities, and the types of assistance provided to CCASAPE members.

REMINDER REGARDING CCASAPE WELFARE TRUST HEALTH PLANS

Please be reminded that the School Administrators' and Professional-technical Employees' Welfare Trust is the policy holder for each of the benefits in your comprehensive health benefits plan. On occasion, administrators and retirees or their dependents contact the CCSD Benefits Office for specific information regarding the various benefits contained in each of these plans. The Welfare Trust reminds all plan participants that specific questions regarding coverage, benefit levels, premiums, etc. should be directed to the CCASAPE staff at 796-9602. Enrollment changes will continue to occur in the CCSD Benefits Office.

CONGRATULATIONS TO RETIREES

Between July 1 and December 31, 2007, Alan Bowman, Gretchen Crehan, Brenda Dumas, Karyn Durbin, Leslie Ellis, Alice Favella, Gary Fife, Emily Fortuna, Kathy Foster, Ken Fowler, David Garner, Linda Gipson, Yvonne Hall, Demerise Hunter, Kate Kinley, Phyllis Leavitt, Donna McKay, Phyllis Meckley, David Mendelson, Marilyn Miks, Brock Morris, Jan Musante, Marcia Neel, Patricia Nelson, Geraldine Pantle, Louis Pfeiffer, Clint Phillips, Mary Ramirez, Russ Ramirez, Nancy Schkurman, Dawn Shupe, Fred Smith, Kathleen Smith, Beatrice Soares, Jim Thompson, Carol Threats, Martin Vodovoz, John Ward, Mary Ann Ward, Jacquelyn Warren, Rebecca Watson, and Doretta Morgan-Worsham retired from the Clark County School District. CCASAPE appreciates the many years of service these individuals have given to the students of the District. Congratulations and best wishes are extended to these latest retirees. It has been a pleasure working with each of them.