

THE UNIFIER

A CCASAPE PUBLICATION FOR MEMBERS

OCTOBER/NOVEMBER 2008

www.ccasa.net

VOL. 19 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

PROBATIONARY EMPLOYMENT PERIOD FOR ADMINISTRATORS

NRS 391.3197 outlines the statutory provisions regarding probationary administrators. Probationary employees are encouraged to review this statute to become familiar with the provisions regarding their probationary employment period. Among other provisions, this statute stipulates that probationary employees are employed on a contract basis for two 1-year periods and have no right to employment after either of the two probationary contract years. However, if a probationary employee receives three satisfactory evaluations during the first probationary year, the second year of probation shall be waived. The statute requires that this waiver be provided in writing on the final evaluation of the employee for the first probationary year. Such an employee is entitled to be a postprobationary employee in the ensuing year of employment.

NRS 391.3125 stipulates that written evaluations for probationary administrative employees must be concluded not later than December 1, February 1, and April 1. Administrators employed prior to December 1 must be evaluated according to the schedule outlined in this statute. Those probationary administrators who receive three satisfactory evaluations should expect to see the waiver language included in the final evaluation. Administrators who are hired prior to December 1, but do not receive evaluations according to the statutory timeline outlined in NRS 391.3125, should contact the CCASAPE office.

Probationary administrators working in a year-round school may be evaluated on a different schedule determined by the Board.

School-based administrators are reminded that an administrator who completes his/her probationary period and is later appointed to the position of principal, must serve an additional probationary period of one year in the position of principal.

For any probationary administrator hired after December 1, the employment from the hire date through June 30th, will not count as one of the two one-year periods of probation.

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. Newly appointed administrators, with the permission of their supervisors, may utilize personal leave during the holiday season. CCASAPE encourages administrators to utilize allocated personal leave prior to using vacation.

REMINDER: ANNUAL REVIEW OF SITE-BASED PRINCIPAL POSITIONS

Principals are reminded that Article 20-11-5 in the Negotiated Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-technical Employees outlines the procedure for the required annual review of the classification of each principal position in the District. The review occurs annually, following count day (September 19 for the 2008-2009 school year). Human Resources has completed the analysis of all required data and will notify those principals who have changes in their classification point factors prior to October 24, 2008. Any change in classification factors which results in a salary increase will be paid beginning on the November 7th pay date and will be retroactive to the first day of the principal's contract (July 1, August 1 or date of initial appointment).

2008-2009 reclassification point factors for principals can be viewed on the CCSD website beginning sometime during the first week in November. 2007-2008 information is currently posted. Directions are as follows: Internet address – www.ccasd.net

- Under "Employees" select "Job Opportunities" which will take you to Human Resources.
- Select "Map" located in the top headline.
- Select "Reclassification Information" under Administrative Personnel Department.
- Scroll down until you find "Reclassification Sites 2007-2008 (dated 11-07-07).
- Click on that link to access the chart.

Principals who have questions or concerns regarding the point factors should **e-mail** Hilary Engel.

MEMBERSHIP

| | | |
|---------|----------------------------------|------|
| CCSD | ADMINISTRATIVE EMPLOYEES | 1095 |
| CCSD | PROFESSIONAL-TECHNICAL EMPLOYEES | 237 |
| CCASAPE | MEMBERS | 1309 |
| CCASAPE | AFFILIATES (RETIREES) | 326 |

LETTER FROM SUE DEFRANCESCO, CHAIRWOMAN, PERS RETIREMENT BOARD

This letter (see insert) is included with the permission of Sue DeFrancesco, a former long time administrator in the Clark County School District and currently the Chairwoman of the PERS Retirement Board. The letter was written to the Las Vegas Review Journal Editorial Board in response to ongoing criticisms of Nevada PERS, but was not published. It is included in this edition of the *Unifier* to provide additional information to CCASAPE members regarding Nevada PERS.

PERS TALKING POINTS

The following information about Nevada PERS was compiled by Allin Chandler, CCASAPE staff member, in an effort to provide administrators with pertinent information about their retirement system. This information was reviewed and validated by Nevada PERS staff. It is important that all administrators are knowledgeable of the PERS system and are able to appropriately respond to unfair and unfounded criticisms that are being put forward by the Las Vegas Chamber of Commerce and others. Additional information regarding Nevada PERS can be found on the PERS website at www.nvpers.org.

FACTS ABOUT NVPERS, YOUR RETIREMENT SYSTEM

Many of you have read articles and editorials in the Las Vegas Review Journal recently regarding the Nevada Public Employee Retiree System (NVPERS). Much of the attention is the result of a study sponsored by the Las Vegas Chamber of Commerce. The study, coupled with the recent concerns about the economy, Wall Street, and more importantly Main Street, has in all likelihood caused you some concerns. Some of your friends and neighbors may have asked you questions about NVPERS. CCASAPE is providing you with some facts and opinions that you may find helpful:

- NVPERS' cost structure is exceedingly efficient for delivery of retirement benefits. Eighty percent of the benefits are paid from the investments, ten percent are paid by employee contributions, and ten percent are paid by employer contributions.
- Over 80% of the approximately \$1 billion paid out in 2008 will remain in Nevada and \$433 million dollars will remain in Clark County.
- NVPERS' contributions come from both employers and employees. Exactly one-half of the contributions come from the members themselves. Members pay their portions of the contributions through direct salary reductions, or by giving up pay raises promised to them by their employers.
- Currently there are 103,693 active members in PERS and there are 35,687 retirees.
- The NVPERS' Retirement Board has adopted a financing plan to retire the unfunded liability in keeping with the well-financed, fiscally conservative investment structure and benefit design of the System. The amortization period is currently just over 27 years.
- NVPERS' fees are more than 50% below the industry average. The result is PERS saves over \$39 million per year in fees compared to the average large pension fund.

- The goal of the NVPERS investment program is to achieve an 8% return over the long-term with the least possible risk. Since its inception 23 years ago, the PERS fund performance has been 10.81% which has exceeded its long-term goal of 8%.
- By the Nevada Constitution, the \$23 billion PERS' trust must be invested for the exclusive benefit of the members and beneficiaries of the trust.
- The NVPERS Program is a defined benefit plan. Defined benefit plans are designed to provide employees with a predictable monthly benefit in retirement. Your benefit is based upon a statutory formula (years of service X 2.67% or 2.5% prior to 2001 X average compensation of highest 36 months = benefit). Individuals do not bear the investment risk, regardless of return. Your benefit is guaranteed. Defined Benefit Plans include survivor and disability benefits. Cost of living adjustments after retirement are part of the benefit.
- Defined contribution plans define the employer contributions to the plan and there is no benefit guarantee. Employees bear all investment risk. Typically defined contribution plans do not include survivor benefits or disability benefits. No cost of living adjustments are typically granted after retirement. The **CHAMBER OF COMMERCE** would like the NVPERS Plan to be a defined contribution plan.
- Generally, defined benefit plans provide a better bang for the buck when it comes to providing retirement income. A defined benefit plan can provide the same level of retirement income at almost half the cost of a defined contribution plan. (*A Better Bang for the Buck* by Beth Almeida and William B. Fornia)
- Considering the magnitude of the direct benefit cost advantage, the consequences of a decision to switch to a defined contribution plan could be dramatic for employees, employers, and taxpayers. (*A Better Bang for the Buck* by Beth Almeida and William B. Fornia)
- NVPERS is a well-managed, stable fund providing a reasonable base income for our members in retirement at a cost effective price.
- Additional information is available at www.nvpers.org.

SCHOOL ADMINISTRATORS AND PROFESSIONAL-TECHNICALS EMPLOYEES WELFARE TRUST

As you know, for the past two years, CCASAPE as a professional association, has worked to separate the Welfare Trust benefit plans from CCASAPE's primary responsibility of collective bargaining and contract enforcement. The result of this effort has been to transfer responsibility for all Welfare Trust benefit plans to a completely independent Welfare Trust Board of Trustees. As previously reported in the *Unifier*, this transfer of authority became effective July 22, 2008. This transfer of authority will not impact benefits currently provided to plan participants. In an ongoing effort to communicate with participants in Welfare Trust benefit programs, the minutes of all Welfare Trust Trustee meetings will be reported in the *Unifier*. The first such report is provided in this *Unifier*. If you have questions about any of the benefit plans offered through the Welfare Trust or any other Welfare Trust issue, please contact the CCASAPE office at 796-9602.

Retirement Board

Sue DeFrancesco
Chairman
Charles A. Silvestri
Vice Chairman

Elizabeth Fretwell
Purisimo B. Hernandez
David F. Kallas
George W. Stevens
Warren Wish

**Executive Staff**

Dana K. Bilyeu
Executive Officer

Tina M. Leiss
Operations Officer

Ken Lambert
Investment Officer

September 24, 2008

Las Vegas Review Journal Editorial Board
P.O. Box 70
Las Vegas, NV 89125

Dear Las Vegas Review Journal Editorial Board:

The recent editorial on IRS regulations and the call for pension reform is again filled with unfounded criticism and mistaken assumptions portraying the public employees who participate in and contribute to their own retirement security at a healthy rate throughout their working careers as somehow taking hard earned dollars out of taxpayers' pockets. The assertion that taxpayers are short-changed is not accurate. With reasonable, stable, predictable contributions invested over the long term career of an employee, a modest average retirement benefit of just over \$2,200 a month is provided to the average public servant.

The current contribution of a regular public employee toward their retirement is 10.25% of their pay, matched by 10.25% from their employer. Public employees are prudently reserving a significant amount of funds in lieu of take-home pay to provide for their pension in the future. That individuals can retire after 30 years at any age, is planned for in the contribution rate over time and adjusted based on actuarial data tracking death rates and projecting future costs based on the anticipated longevity of retirees. While your articles and editorials continue to create the image that public employees retire at age 50, the average public employee retires at age 60 with the reasonable benefit set forth above.

The pooled investments of the Retirement System, which are possible with the contributions of the employees into the system, have returned on average over 10% per year for the past 24 years. In fact in those 24 years, several key challenging market periods occurred, but, Nevada PERS is a long term investor and the Retirement Board, as fiduciaries, proceeds conservatively, not chasing returns, and thus, the PERS fund exceeds the required return of 8% which maintains the balance of the System and its ability to pay for the unfunded liability. There will not be a requirement for the taxpayer suddenly to find \$6 billion dollars to bail out the Retirement System. Your scare tactics aside, the economics, logic, and financial discipline in the operations of Nevada PERS are in good stead.

Moving to a defined contribution plan for new public employees has been shown to increase the costs of retirement by 46% according to a study conducted by the National Institute on Retirement Security. Additionally, a recent study by Watson Wyatt Worldwide indicates the average employer match to a 401(k) in the private sector is over 4%. Taking this average and coupling it with the Social Security tax rate of 12.4%, and you arrive at a contribution cost

(20.4%) that is greater than the cost to fund the pension of the average public employee in Nevada today.

It is difficult to understand how a lower cost, secure retirement benefit for public workers is the singular focus of such continued, baseless criticism.

Cordially,

Susan DeFrancesco
Retirement Board Chair

**SCHOOL ADMINISTRATORS' AND
PROFESSIONAL-TECHNICAL EMPLOYEES'
WELFARE TRUST
2008-2009**

BOARD OF TRUSTEES

ChairmanStephen Augspurger
 Retiree Representative.....Allin Chandler
 Member.....Mark Coleman
 Member.....RJ Lapuz
 Member.....Pat Painter
 Member.....Bevelyn Smothers
 Member.....Nick Venturini

REPRESENTATIVES

Brownstein Hyatt Farber and Schreck (Trust Attorney).....Adam Segal
 Berry & Co. CPA's (Outside Auditor).....David Berry
 Southwest Administrators (Third Party Administrator)Mike Shea
 Southwest Administrators (Third Party Administrator) ...Maryse Peoples
 BNY Mellon (Financial Advisor)Bob Kasner
 Business Benefits Inc. (Broker)Tim DeRosa

**SEPTEMBER
WELFARE TRUST MEETING**

On September 23, 2008, the Board of Trustees of the School Administrators' and Professional-technical Employees' Welfare Trust held its regularly scheduled meeting. The major items discussed, reviewed, and/or actions taken during the meeting included the following:

1. The status of :

- A. Conversion to Southwest Administrators as the Welfare Trust's third party administrator – Maryse Peoples and Mike Shea, account executives at Southwest Administrators, reviewed the current status of the conversion to Southwest Administrators as the Trust's third party administrator. It is anticipated that the effective date of the conversion will be January 1, 2009. Southwest Administrators, in conjunction with the Welfare Trust Trustees, will assist in the management of all benefit plans sponsored by the Welfare Trust;
- B. Welfare Trust Open Enrollment Meeting Schedule – Stephen reviewed the schedule of open enrollment meetings during the months of October and November, 2008. Five meetings are scheduled for active administrators and two meetings are scheduled for retirees. The meeting schedule has previously been published in the *Unifier*; and
- C. Revised Declaration of Trust Document – The separation of the Welfare Trust from the Association required that the legal document governing the Welfare Trust be revised. During the September meeting, all Trustees signed the revised Trust document which was previously distributed and reviewed during the July, 2008, meeting.

2. New Business:

- A. Accountant's Report – Stephen discussed the revenue, expenditures, and balances within the various Welfare Trust accounts with Silver State Schools Credit Union and Mellon Financial;
- B. Monthly Accountant Report Format – Stephen reviewed the revised accounting format to be used once the conversion to Southwest Administrators occurs. The accounting format will

be significantly different than the one currently in use and will mirror a standard accounting format;

- C. Active Employee and Retiree Health Benefit Premiums – Stephen provided the Trustees with revised premium sheets that reflected the monthly \$3.92 Third Party Administrator (TPA) charge. It was recommended and approved by the Trustees that the additional TPA charge be paid for by the Trust until June 30, 2010;
- D. Permanent Retiree Subsidy – It was recommended and approved that Welfare Trust Staff develop various options for a permanent subsidy for retirees that would assist in offsetting the cost of health benefit coverage when an active administrator retires;
- E. Plan Participant Communications – Stephen shared with the Trustees the various types of communications that are mailed to plan participants;
- F. Welfare Trust Office Staff Customer Service Activities – Stephen provided statistical information to the Trustees for the two month period since the July 17 Trustee meeting that illustrated the types and frequency of Trust and CCASAPE staff involvement with the benefit plans offered through the Welfare Trust. For the two month period, 167 health related issues were responded to by the Welfare Trust/CCASAPE staff;
- G. 2008 Actuarial Study – It was recommended and approved that Lebonson Actuarial be commissioned to complete the actuarial study of the retiree health reimbursement and unused sick leave accounts within the Welfare Trust. The actuarial study is completed every two years and is essential in determining that sufficient funds exist in these accounts to make payments to retired administrators for unused sick leave and retiree health reimbursement;
- H. UnitedHealthcare / Expanded Benefits – Allin Chandler outlined the enhanced benefits that are now available as the result of the merger of Sierra Health with UnitedHealthcare. Benefits primarily are related to an expanded nationwide PPO provider network for use when traveling or living outside of the service area;
- I. Resolution and Signature Cards for Welfare Trust Financial Accounts – A resolution was approved to add Southwest Administrators' employees, Mike Shea and Maryse Peoples, as signers on the various Welfare Trust accounts at the Silver State Schools Credit Union;
- J. Retiree Enrollment Change Procedure – Stephen outlined an enrollment change that will preclude retirees who are not participants in a Welfare Trust health benefit plan at retirement from being able to enroll in a health benefit plan provided through the Welfare Trust at retirement. The Trustees approved that administrators currently receiving their health coverage from CCEA, ESEA, or from another provider will not be permitted to enroll in any of the health benefit plans offered through the Welfare Trust at retirement unless they enroll in a Welfare Trust health benefit plan during an open enrollment period preceding their retirement, maintain continuous health

benefit coverage through the Welfare Trust, and retire following the January 1 effective date of the coverage. The motion was approved and will become effective January 1, 2009; and

K. Additional Trust Office Space – It was recommended and approved that Welfare Trust and CCASAFE staffs pursue the acquisition of additional office space for CCASAFE and Trust operations. Negotiations will occur with the current landlord, United East India Company, to lease vacant office space next door to the current CCASAFE office.

3. Reports:

- A. Legal – Adam Segal, Trust Attorney, reported on the status of the development of a summary plan document. The development of a more user friendly document is on hold and even if completed, will not replace the more detailed documents published by Sierra Health. Mr. Segal also reported his research regarding tax consequences of life insurance and long term disability policies provided through the Welfare Trust and recommended no change be made in the current policies;
- B. Financial – Bob Kasner, BNY Mellon, provided an overview of Welfare Trust investments and the status of current market conditions;
- C. Accountant – David Berry of Berry and Co. CPA's was excused from the meeting and no report was reported;
- D. Retiree – Allin Chandler, Retiree Representative, reported on the status of the review of the Medicare Risk (Classic Retiree) Evidence of Coverage (EOC) document;
- E. Business Benefits, Inc. – Tim DeRosa, broker of record for the Welfare Trust benefit programs, reported the assistance of BBI in reviewing the Evidence of Coverage document for the Medicare Risk plan participants; and
- F. Southwest Administrators – Maryse Peoples and Mike Shea, Third Party Administrators, previously provided information regarding the status of the conversion of the Welfare Trust health benefit plans to Southwest Administrators.

- You can add eligible dependents.
- You can drop covered dependents, although this can be done at any time.
- You can transfer your enrollment into any of medical plan options offered through the Trust. There are two Point of Service plans, an HMO plan, and a Medicare Eligible Point of Service Plan which is available for actives and retirees who are 65 years of age and who meet eligibility requirements for Medicare Parts A and B. The Trust also offers an "Out-of-Area PPO Plan" for retirees who live outside of Nevada.
- If you are currently an active administrative employee and receiving your health coverage from CCEA, ESEA or from another provider, you can join any of the Health Benefit Plans offered by the Trust during the two-month open enrollment period.

PLEASE NOTE: Administrators currently receiving their health coverage from CCEA, ESEA or from another provider, will not be permitted to enroll in any of the health benefit plans offered through the Welfare Trust at retirement unless they enroll in a Welfare Trust health benefit plan during an open enrollment period preceding their retirement, maintain continuous health benefit coverage through the Welfare Trust, and retire following the January 1 effective date of the coverage.

Any changes you make in your benefit election during the open enrollment period will become effective on January 1, 2009. The CCSD Benefits Office will assist you with these changes (799-5418).

WELFARE TRUST 2008 OPEN ENROLLMENT MEETING SCHEDULE

| DATE | TIME | LOCATION | MEMBERS |
|--------------------------|------------|----------------------------------|---------------------|
| Oct. 27, 2008 Monday | 3:45 PM | Green Valley HS Room 200 | Active Employees |
| Oct. 28, 2008 Tuesday | 3:45 PM | Cimarron-Memorial HS Room 200 | Active Employees |
| Nov. 4, 2008 Tuesday | 3:45 PM | Rancho HS Room 513 | Active Employees |
| Nov. 6, 2008 Thursday | 3:45 PM | Durango HS Room 404 | Active Employees |
| Nov. 24, 2008 Monday | 3:45 PM | Education Center Board Room | Active Employees |
| Nov. 24, 2008 Monday | 6:30 PM | Education Center Board Room | Retirees |

Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity.
~World Health Organization, 1948

**REMINDER
HEALTH PLAN OPEN ENROLLMENT
CONCLUDES NOVEMBER 26, 2008**

Once each year, during the months of October and November, the School Administrators' and Professional-technical Employees' Welfare Trust holds an open enrollment period. This is the time for you to review your benefit election to ensure that it meets the needs of you and your family. During the open enrollment period, you will have the opportunity to make the following changes to your benefit election:

| HEALTH BENEFITS CONTACTS | |
|---|--------------|
| MEDICAL COVERAGE: | |
| Sierra Health Member Services | 702-562-8077 |
| Telephone Advice Nurse | 702-242-7330 |
| Express Scripts (Mail Order Pharmacy) | 800-488-9800 |
| DENTAL COVERAGE: | |
| Standard Insurance (Customer Service) | 800-547-9515 |
| VISION COVERAGE: | |
| Vision Services Plan (VSP) | 800-877-7195 |
| LIFE INSURANCE COVERAGE: | |
| Standard Insurance (Customer Service) | 800-368-1135 |
| LONG TERM DISABILITY: | |
| Standard Insurance (Customer Service) | 800-368-1135 |
| LONG TERM CARE COVERAGE: | |
| UNUMProvident..... | 800-227-4165 |
| Visit www.ccasa.net for health benefits links! | |

ADMINISTRATORS' ADVISORY COUNCIL

Article 19 of the Negotiated Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-technical Employees provides for the establishment of an Administrators' Advisory Council. The purpose of the advisory council is to:

- Provide advice to the superintendent and cabinet regarding procedures, practices and programs which will result in a better educational atmosphere in the CCSD;
- Improve the morale of all employees;
- Apprise the superintendent and staff of actual or potential problems involving the school district;
- Improve communications between the Association and the superintendent and staff;
- Secure maximum productive and constructive involvement of all employees in their primary goal, which is the educational process of the CCSD; and
- Serve as the Contract Maintenance Committee.

For the 2008-2009 school year, advisory meetings have been scheduled for October 21, 2008; December 17, 2008; February 25, 2009; and April 21, 2009. Each of these meetings will be held with Superintendent Rulfes, Lauren Kohut-Rost, Jeff Weiler, Martha Tittle, Charlene Green and other staff as requested by the superintendent. CCASAPE representatives to the Administrators' Advisory Council include Executive Board members Ron Montoya, Charles Anderson, Cathy Conger, Joe Murphy, and Bev Mathis. Also on the Administrators' Advisory Council is Shawn Pacquette, President of the Clark County Association of Elementary School Principals and Jeff Geihl, President of the Clark County Association of Secondary School Principals. Jeff Hafen is the non-licensed representative to the Administrators' Advisory Council and also represents the professional-technical employees. CCASAPE staff, Allin Chandler, Mark Coleman, and Stephen Augspurger, also participate in the meeting.

The following topics were discussed at the October 21, 2008, meeting: East Region Principal Survey results, CCSD budget cuts, off-ratio administrative positions, 2009 Nevada Legislative Session, attorney driven decision-making, school reconstitution protocols, and Nevada PERS.

OCTOBER REPRESENTATIVE COUNCIL MEETING

On October 9, 2008, the CCASAPE Representative Council held its regular monthly meeting. The major items discussed and/or actions taken during the Representative Council meeting included the following:

1. The revenue, expenditures, and balances within the CCASAPE Association and Trust Fund Accounts.
2. Old Business:
 - A. Administrative Reclassification – Article 20-11-5 outlines the procedure for the annual reclassification process for school principals. Stephen reviewed the timelines associated with this process;
 - B. Health Reimbursement Account (Article 13-9) – Stephen reviewed the contract language changes which were made to ensure that the health reimbursement account

for retiring administrators is reflective of Internal Revenue Service requirements; and

- C. Additional CCASAPE and Welfare Trust Office Space – A status report was provided regarding the acquisition of additional office space for CCASAPE and Welfare Trust operations.
3. New Business:
 - A. CCASAPE Retreat – Authorization was provided by the Representative Council to schedule the annual all day business meeting in Mesquite, Nevada, on February 19 and 20, 2009;
 - B. Annual Assistant Principal Report – CCASAPE staff prepare annually an Elementary Assistant Principal report. The 2008-2009 report was distributed and discussed;
 - C. Nevada PERS – Information regarding Nevada PERS was distributed to the Representative Council. Included in this information were talking points which can be used in addressing recent criticisms of PERS by the Las Vegas Chamber of Commerce and the Las Vegas Review Journal. The talking points and a letter from the PERS Chairwoman, Sue DeFrancesco, will be published in the October *Unifier*; and
 - D. Administrators Advisory Council – Tentative agenda items for the October 21, 2008, meeting were identified.
 4. Committee Reports:
 - A. CCAESP – Shawn Pacquette, CCAESP President, reported CCAESP's efforts in addressing concerns with the elementary report card and outlined the schedule of networking luncheons that will occur in each of the five regions;
 - B. CCASSP – No report provided;
 - C. Legal Committee – Cathy Conger, Chairwoman, indicated there was no legal activity to report;
 - D. Legislative Committee – Mark Coleman outlined CCASAPE's efforts to date regarding legislative activities, including contact with various legislators, CCASAPE efforts in monitoring the Legislative Committee on education meetings, and the joint lobbying effort between CCASAPE and NASA; and
 - E. Welfare Trust – Stephen provided the agenda for the September 23, 2008, Welfare Trust Trustee meeting and outlined the implementation timeline for the conversion to Southwest Administrators. Southwest Administrators will assume a broad range of responsibilities on January 1, 2009, including, but not limited to HIPAA compliance, all plan enrollment activities, and transmittal of premiums to the various providers under contract to the Welfare Trust. All questions about Welfare Trust benefit plans will continue to be responded to by CCASAPE staff, even after the January 1, 2009, conversion date, and should be directed to the CCASAPE office at 796-9602. Any calls made to Southwest Administrators will be redirected to the CCASAPE office.

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

RETIREMENT

Please be reminded that any administrator planning to retire on or before December 31, 2008, must schedule a meeting with the CCASAPE staff and complete the form to participate in the Welfare Trust's retiree unused sick leave payout, retiree health reimbursement payout, retiree health benefit programs, and retiree life insurance / retiree long term care programs. THE FORM MUST BE COMPLETED AND FILED WITH THE CCASAPE OFFICE PRIOR TO NOVEMBER 1, 2008, IN ORDER TO PARTICIPATE IN THE JANUARY 2009 PAYOUT. Please call the CCASAPE office at 796-9602 if you have any questions.

Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives.

~Willa A. Foster

CCASAPE REPRESENTATIVE COUNCIL 2008-2009

EXECUTIVE BOARD

| | | | |
|-----------------|------------------|--------------|------|
| President | Ron Montoya | Valley HS | 5450 |
| President Elect | Cathy Conger | Ronzone ES | 4780 |
| Past President | Charles Anderson | Food Service | 8123 |
| Secretary | Joe Murphy | Mack MS | 2005 |
| Treasurer | Beverly Mathis | Booker ES | 4720 |

REPRESENTATIVES

| | | | |
|-------------|-----------------|-----------------|----------|
| First Year | Jeff Hafen | Training & Dev | 387-0634 |
| First Year | Beth Howe | Greenspun JHS | 0920 |
| First Year | Andre Long | LV Academy | 7800 |
| First Year | Karen Smallwood | Scherkenbach ES | 3401 |
| Second Year | Sue Daellenbach | Assessment | 2808 |
| Second Year | Kevin McPartlin | Chaparral HS | 7580 |
| Second Year | Greta Peay | Support Recruit | 855-5444 |
| Second Year | Robin Rankow | Partnership | 6560 |

PROFESSIONAL ASSOCIATION REPRESENTATIVES

| | | | |
|----------------|----------------|----------------|----------|
| CCAESP | Shawn Paquette | Forbuss ES | 6840 |
| CCASSP | Jeff Geihs | Cheyenne HS | 4830 |
| Prof-technical | Jeff Hafen | Training & Dev | 387-0634 |

CCASAPE STAFF

| | | |
|--------------------|--------------------|----------|
| Stephen Augspurger | Executive Director | 796-9602 |
| Mark Coleman | Deputy Director | 796-9602 |
| Allin Chandler | | 796-9602 |
| Debbie Cavin | Office Manager | 796-9602 |
| Sadie Tanaka | Special Projects | 796-9602 |
| FAX | | 796-9624 |