

THE UNIFIER

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CLARK COUNTY ASSOCIATION OF SCHOOL ADMINISTRATORS AND PROFESSIONAL-TECHNICAL EMPLOYEES

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STEPHEN AUGSPURGER, EXECUTIVE DIRECTOR

LEGISLATIVE UPDATE

The 76th session of the Nevada Legislature opened on Monday, February 2, 2009.

CCASAPE is very concerned with the Governor's proposed budget reductions, which if approved through the legislative process, will negatively impact Nevada K-16 education. Of particular concern is Governor Gibbons' stance on the withholding of funds for employee step increases and his proposed 6% salary reduction. CCASAPE's position is that administrator contracts have been negotiated in good faith with the District and that the District is obligated to meet the compensation requirements of the contract. CCASAPE staff has been meeting with various legislators to ensure that they understand the necessity of appropriate funding for education and for employee salaries.

At the beginning of the 2007 Nevada legislative session two years ago, the Governor's treatment of Nevada education representatives set the stage for an administration that was largely nonresponsive to Nevada education issues. While legislators in the 2007 session were successful in approving a 6% salary increase over the two year biennium (2% in 2007-2008 and 4% in 2008-2009), Governor Gibbons remained, throughout the session, largely unwilling to seek input from the education community on key legislative issues related to education. Throughout the session, CCASAPE repeatedly expressed concern with the Governor's flawed approach to improving education in the State of Nevada and with his failure to involve those closest to the critical issues. CCASAPE expressed concern with his proposals for empowerment schools, with his stand on changing PERS, with his constantly changing budget, and with his lack of detailed information for the majority of his legislative initiatives. His unwillingness to meet with the professional associations that represent administrators was very alarming and certainly predictive of his current negative stance toward educational issues.

The Governor continues to demonstrate no support or leadership for critical education issues. His failure and refusal to identify appropriate funding mechanisms for Nevada education will continue to negatively impact all aspects of Nevada education for many years to come.

While most of the discussion regarding the session thus far has focused on appropriate funding for core services in Nevada, the legislators have been busy submitting a total of 964 bill draft requests to the Legislative Council Bureau. To date, CCASAPE

has identified 197 bill draft requests that address issues of concern to CCASAPE members.

The full text of introduced bills can be found at www.leg.state.nv.us during the 2009 session. It is important that CCASAPE members take the time to become familiar with proposed legislation and contact legislators to convince them of the need to increase funding for K-12 education and to not pass legislation which would be harmful to education. E-mail addresses and other information may also be found at www.leg.state.nv.us.

For the 2009 legislative session, the following administrators have volunteered to serve on the CCASAPE Legislative Committee: Jaymes Aimetti, Monte Bay, Derek Bellow, Bob Bennett, Lisa Cano, Maria Chairez, Cathy Conger, Sue Daellenbach, Brian Daw, Rosalind Gibson, Shannon Johansen, Joe King, Toni Kuiper, Patricia LaMonica, Bart Mangino, Jen Messinger, Alfred Pappalardo, Shawn Paquette, Jessica Pinjuv, Sandra Ransel, and David Smith. CCASAPE appreciates the time and effort of these administrators in reviewing bills being analyzed by Allin Chandler and Mark Coleman. Their comments and perceptions are invaluable in developing a comprehensive CCASAPE position on each bill.

IMPORTANT TAX DEDUCTION NOTICE

The CCASAPE accountant has reaffirmed that the portion of membership dues which supports direct lobbying activities is not tax deductible for the individual member. During 2008, CCASAPE contributed \$3,169 towards direct payments made to the lobbying effort in Carson City. Lobbying expenses are jointly funded with the Nevada Association of School Administrators (NASA). It has been determined that \$2.42 of CCASAPE's annual dues is utilized to support lobbying activities. This represents the amount of your dues money which is not tax deductible. Lobbyists in Carson City are utilized to assist CCASAPE with monitoring legislative bills, attending various interim legislative committees, attending the Legislative Committee on Education meetings in Carson City, testifying on behalf of CCASAPE members during legislative hearings in Carson City, and interacting with legislators as needed.

MEMBERSHIP

CCSD	ADMINISTRATIVE EMPLOYEES	1094
CCSD	PROFESSIONAL-TECHNICAL EMPLOYEES	238
CCASAPE	MEMBERS	1310
CCASAPE	AFFILIATES (RETIREES)	330

CCASAPE SCHOLARSHIP APPLICATIONS

Each year CCASAPE provides two (2) scholarships in the amount of \$2,000 each. Each applicant must be a senior enrolled in the Clark County School District and a legal dependent of an **active** CCASAPE member.

The counselor assigned to scholarship information in each of the high schools will receive CCASAPE scholarship information during the month of February. The deadline for submission of applications is Wednesday, April 1, 2009. Completed applications must be returned to the CCASAPE office. The CCASAPE Scholarship Committee will select recipients in April. The \$2,000 checks will be presented to the recipients at a May 2009 School Board meeting.

Richard Arguello, principal of Southeast Career Technical Academy, serves as the chairperson for the Scholarship Committee. Also serving on the committee are Bob Gerye, principal of Spring Valley High School, and Karen Stanley, principal of Cimarron-Memorial High School.

SHELTERING VACATION PAYOFFS

As you know upon retirement or separation from the school district, administrators who are 55 or older or who will turn 55 during the calendar year they retire or separate from the District will automatically have some or all of their vacation payoff deposited into the 403(b) Special Pay Plan. Up to \$49,000 may be sheltered but the amount to be sheltered may not exceed plan year income. The amount eligible to be sheltered will also be reduced by the amount already sheltered in your 403(b) voluntary tax shelter plan. Participating administrators will avoid the payment of Medicare tax, if applicable, and will postpone and possibly reduce the payment of federal income tax.

As you are aware, administrators **who are younger than 55** during the year they retire or separate from the District are not eligible to participate in this 403(b) Special Pay Plan. Many administrators retiring or separating from the District and younger than 55 have expressed concern that they are not able to participate in the 403(b) Plan but yet would like to shelter a portion or all of the final vacation payoff.

Administrators younger than 55 may be eligible to shelter all or part of the vacation payoff by establishing a voluntary 403(b) account or a 457(b) account **through the District Benefits Office**. Administrators 50 or older may be able to shelter up to \$22,000 in a voluntary 403(b) account and an additional \$22,000 in a 457(b) account (\$44,000 total). Administrators under 50 can shelter up to \$16,500 in each account (\$33,000 total). In this manner, some or all of the vacation payoff at retirement or separation can be sheltered if these accounts do not exceed the maximum contributions during the plan year coinciding with retirement or separation. Staff in the Benefits Office can assist administrators with establishing these accounts. Administrators are encouraged to meet with a tax professional prior to making changes that may impact their tax obligation.

If you have questions or would like additional information regarding any aspect of the 403(b) Special Pay Plan, please do not hesitate to contact the CCASAPE office or Paul Larson at AIG Retirement, 796-0047.

COMPENSATORY TIME FOR MIDDLE LEVEL BASKETBALL

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 supplemental contract in July by elementary year-round assistant principals. CCASAPE encourages administrators to utilize allocated personal leave prior to using vacation.

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

THIRD PARTY ADMINISTRATOR:

Southwest Administrators 702-252-7001

Visit www.ccasape.net for health benefits links!

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

BOARD OF TRUSTEES

Chairman Stephen 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

**CCASAPE WELFARE TRUST
UNUSED SICK LEAVE AND RETIREE
HEALTH COVERAGE**

Article 21-5 of the Negotiated Agreement between CCASAPE and the District provides that the District contribute \$6.54 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 distributed \$83,250 to eligible retired administrators for retiree health coverage assistance.

Article 21-8 of the Negotiated Agreement provides that the District contribute \$7.50 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 distributed \$64,325 to eligible retired administrators for unused sick leave.

With the January 2009 payouts, the Welfare Trust will have paid out a cumulative amount of \$1,226,215 in unused sick leave and \$1,103,400 in retiree health coverage assistance for a combined total of \$2,329,615 since these payouts were begun in 1987 and 1990 respectively.

**WELFARE TRUST
CLASSIC RETIREE POS PLAN**

All current CCSD administrators and CCSD retired administrators are eligible to enroll in the Welfare Trust Classic Retiree POS Plan if the administrator, retired administrator, or the spouse of the administrator or retired administrator is 65 years of age and is eligible for Medicare, Parts A and B. Enrollment in the Classic Retiree Plan will result in coverage that equals or enhances the benefit levels in the current POS Plan 1 and at a significantly reduced premium. **Enrollment can occur at any time once eligibility is established.** Those eligible and interested should contact the CCASAPE office for additional enrollment information. If you have questions regarding the Classic Retiree POS Plan,

please contact the CCASAPE office at 796-9602. To be eligible to participate in this plan, plan participants must live in the Sierra service area, which is defined as the State of Nevada. If you are currently enrolled in the Classic Retiree Plan and are contemplating moving out of the service area, please contact the CCASAPE office for additional information. If you are currently enrolled in the plan and have a spouse who also reaches age 65 and becomes eligible for Medicare, Parts A and B, please contact the CCASAPE office before initiating any changes to your benefits plan or enrolling your spouse in Medicare, Parts A and B.

**ATTENTION – CLASSIC RETIREE
POS PLAN PARTICIPANTS**

Participants of the Classic Retiree POS Plan, formerly known as the CCASAPE Medicare Eligible Plan, recently received a replacement member card from Health Plan of Nevada. Although the front of the card is identical to the previous card, language was added to the back of the card to ensure that medical providers better understand the plan coverage. The new card contains the following third sentence: TRUST Retirees have access to the HPN, SHL, and Senior Dimension networks as well as out-of-network coverage under their POS Plan. New language was added to the card which specifically states that participants have access to out-of-network providers as well as the in-network providers.

**REMINDER REGARDING WELFARE
TRUST HEALTH BENEFIT 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. Recently all plan participants (actives and retirees) received written communication from the Welfare Trust announcing the selection of Southwest Administrators as the third party administrator for the Trust. The letter outlined the specific responsibilities, including enrollment changes, that Southwest Administrators will perform for plan participants. Effective February 1, 2009, the CCSD Benefits Office should no longer be contacted for any kind of assistance with enrollment changes for any of the Welfare Trust Benefit Plans. These calls should be directed to Southwest Administrators, 702-252-7001. The Welfare Trust reminds all plan participants that specific questions regarding coverage, benefit levels, premiums, problem resolution, or concerns with any of the contracted health benefit providers, etc. should be directed to the CCASAPE and Welfare Trust staff at 796-9602.

Classic Retiree POS Plan participants should check their member cards to ensure that the correct card has been retained.

JANUARY WELFARE TRUST MEETING

On January 21, 2009, 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. Old Business:
 - 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. The effective date of the conversion will be February 1, 2009. A letter from the Welfare Trust will be mailed to each plan participant outlining the responsibilities to be performed by Southwest Administrators;

B. Expansion of Benefits – The Trustees continued their discussion and exploration of examining all of the necessary issues related to expanding benefit coverage to individuals not currently eligible for coverage;

C. Administrative Services Agreement for Southwest Administrators – Adam Segal, Trust attorney, provided a revised scope of work agreement for the third party administrator. Trustees will review the proposed documents and approve the documents with any required modifications at the March 24 Trustees meeting;

D. Summary Plan Document – Authorization was provided by the Trustees for the Trust attorney, Adam Segal, to move forward with the development of a Summary Plan Document. This document will provide a concise summary of benefits from each of the providers and contain operational procedures approved by the Trustees;

E. Unused Sick Leave / Retiree Health Reimbursement Payouts – January 2009 payouts for unused sick leave and retiree medical reimbursement assistance for retired administrators were reviewed and approved. The School Administrators' and Professional-technical Employees' Welfare Trust had previously 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 health reimbursement assistance. Currently 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. It is anticipated that the actuarial review will be completed by February 1, 2009;

F. Standard Life Insurance – The status of a waiver of premium issue was reviewed by Adam Segal, Trust attorney. Authorization was provided to propose contract language to clarify for the Standard Insurance Company the Trust's expectations regarding the approval of any future waiver of premium; and

G. 2009 Legislative Session – Allin Chandler reviewed the bill analysis procedure that would be utilized throughout the legislative session, the feedback procedure that has been implemented for Trustees, and the number of bills that are currently being monitored. Forty bills related to health insurance and health benefits are currently being tracked.

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. Welfare Subsidy Payments to Date – Stephen provided an overview of Welfare Trust subsidy payments to date. These payments are being made by the Trust on behalf of plan participants to ensure that there are no additional out-of-pocket

health costs prior to July 1, 2010. Total subsidy payments since January 2008 total \$158,388.64;

C. Long Term Disability Utilization Report – Stephen provided an overview of payouts for long term disability to the Trustees;

D. Welfare Trust Legal Expenses – Trust legal expenses to date for the current fiscal year total \$11,055.02;

E. Welfare Trust Office Staff Customer Service Activities – Stephen provided statistical information to the Trustees for the two month period since the November 19, 2008, 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, 178 health benefit participant issues were responded to by the Welfare Trust/CCASAPE staff. Additionally, a review of life insurance beneficiary forms was completed and as a result, 23 letters were mailed to actives or retirees who needed to update their current beneficiary information. Four death claims were processed for the \$100,000 and the \$50,000 life insurance policies and 227 unused sick leave and retiree health reimbursement checks were mailed;

F. Welfare Trust Policies Booklet – Allin Chandler discussed the contents of the newly developed Welfare Trust Policies booklet. Policies related to unused sick leave, retiree health reimbursement, \$100,000 group life insurance, and group health insurance are contained in the Trust Policies Booklet; and

G. Governor Gibbons' Budget Cuts / Impact on Health Benefit Plans – Stephen reviewed the potential impact of the Governor's 8.6% reduction in state health insurance money on the various Trust benefit plans and subsidy program.

3. Reports:

A. Legal – Adam Segal, Trust Attorney, provided a modified version of an Administrative Services Agreement for outlining the scope of work for Southwest Administrators. Mr. Segal also discussed the importance of developing a summary plan document and reviewed his efforts in working with Standard Insurance on the resolution of a waiver of premium issued for a plan participant;

B. Financial – Bob Kasner, BNY Mellon, was excused from the meeting;

C. Accountant – David Berry of Berry and Co. CPA reported that he will soon begin work on the June 2008 audit of Trust financial accounts;

D. Retiree – Allin Chandler, retiree representative, reported on recent changes in the membership card for the Classic Retiree plan, Medicare funding concerns, and the distribution of a Plan 1 schedule of benefits to non-Medicare participants in the Classic Retiree Plan;

E. Business Benefits, Inc. – Tim DeRosa, broker of record for the Welfare Trust benefit programs, was excused from the meeting; 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.

JANUARY REPRESENTATIVE COUNCIL MEETING

On January 15, 2009, 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. Administrative Reclassification – Stephen reviewed the placement status of principals who have a salary range not commensurate with the classification factors of their assigned school. Article 20-11-5 in the Negotiated Agreement was reviewed and discussed. This Article outlines the contractual procedures regarding administrative classification;
 - B. East Region Principal Survey – The survey was electronically sent to principals on December 18, 2008, with a return date by January 9, 2009. Thirty-eight of thirty-nine East Region principals completed the survey. Results are currently being analyzed and will soon be reported to the membership and placed on the CCASAPE website;
 - C. CCSD Budget Cuts – The status of proposed CCSD budget cuts was discussed in relationship to additional cuts being proposed by Governor Gibbons. Specifically discussed was the Governor's intent to eliminate step increases and impose a 6% salary reduction on all state employees. CCASAPE opposes salary reductions and the delaying of step increases and believes that the Negotiated Agreement must be honored by the District. CCASAPE staff are meeting with legislators to discuss these issues;
 - D. Proposed Article 26 Contract Changes (Reduction in Force) – While it is anticipated that a reduction in force for administrators will not occur, contract language related to this process has been reviewed and modified to clarify how the process will occur. Negotiations with the District will be reopened to seek agreement to the proposed changes to this Article;
 - E. December 17, 2008, Administrators' Advisory Council Meeting – This meeting was cancelled due to the snow fall which made driving conditions hazardous. The next Advisory meeting is scheduled for February 25, 2009; and
 - F. 2009 Nevada Legislative Session – To date, 955 bill drafts have been submitted to the Legislative Council Bureau. CCASAPE is currently tracking/monitoring 196 bills. Additional detail will be reported to the membership once the session opens on February 2, 2009.
3. New Business:
 - A. CCASAPE and Welfare Trust Office Expansion – Stephen provided an update on the securing of additional office space for CCASAPE and Welfare Trust operations. Arrangements have been finalized to secure an additional 900 square feet that is currently unoccupied next door to the CCASAPE office;
 - B. CCASAPE All Day Business Meeting – Stephen outlined final arrangements that have been made for the all day business meeting to be held on February 20, 2009;
 - C. CCASAPE Dues and Lobbyist Funding – All expenses incurred for lobbying activities during 2008 totaled \$3,169. This amount results in \$2.42 of the \$420 annual dues not being deductible. This information will be reported to the membership in the February *Unifier*;
 - D. 2009-2011 CCASAPE / CCSD Contract Negotiations – CCASAPE staff will request to open negotiations prior to February 1, 2009, with actual sessions with the District beginning in March or April 2009. Nevada Revised Statute 288.180 requires that CCASAPE notify the District in writing not later than February 1, 2009, of its intent to commence negotiations. CCASAPE staff is currently completing an analysis of contract language to determine which Articles will be negotiated;
 - E. CCASAPE Scholarship Program – CCASAPE scholarship materials will be distributed to high schools on or about February 11, 2009. CCASAPE will continue to award two \$2,000 scholarships annually. Completed scholarship materials are due to the CCASAPE office by April 1 with the recipients being selected by the CCASAPE Scholarship Committee by the end of April; and
 - F. PERS Contribution Increase – An overview was provided regarding the recent communication from the PERS Board that the PERS contribution rate will increase from the current rate of 20.50% to 21.50% effective July 1, 2009. The 1% increase will be equally shared by the employer and the employee with each paying .5%.
3. Committee Reports:
 - A. CCAESP – Shawn Pacquette, president, outlined CCAESP's efforts in working with concerns related to the elementary report card and budget issues impacting elementary schools;
 - B. CCASSP – Jeff Geihs, president, provided information regarding the forthcoming NASSP conference in San Diego, California;
 - C. Legal Committee – Cathy Conger, Legal Committee chairperson, reported there was no activity of the Legal Committee;
 - D. Legislative Activity – Mark Coleman provided an overview of his interactions and discussions with various members of the Nevada Legislature, monitoring of the Legislative Committee on Education, and his work with various political action groups; and
 - E. School Administrators' and Professional-technical Employees' Welfare Trust – Stephen provided an overview of Trust activities and the status of the

forthcoming conversion to Southwest Administrators as the Trust's third party administrator.

4. 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.

**ADDRESS CHANGES – ATTENTION
ACTIVE ADMINISTRATORS AND
RETIREES**

As you know, the Clark County School District requires that all professional organizations communicate with their members through the U.S. Postal Service rather than the CCSD mail. In order for you to receive the CCASAPE and the Welfare Trust communications, it is critical that we be notified when you have a change of address. If you have moved recently, please call Debbie or Sadie in the CCASAPE office (796-9602) and provide your new address. This information will be communicated by CCASAPE staff to the Welfare Trust, the District, and to the medical benefit providers.

RETIREMENT

Please be reminded that any administrator planning to retire on or before June 30, 2009, 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 medical reimbursement payout, retiree health benefit programs, and retiree life insurance / retiree long term care benefit programs. **THE FORM MUST BE COMPLETED AND FILED WITH THE CCASAPE OFFICE PRIOR TO MAY 1, 2009, IN ORDER TO PARTICIPATE IN THE JUNE 2009 PAYOUT.** Please call the CCASAPE office at 796-9602 if you have any questions.

Pick battles big enough to matter, small enough to win.

~Jonathan Kozol

**CCASAPE REPRESENTATIVE COUNCIL
2008-2009**

EXECUTIVE BOARD

President	Ron Montoya	Valley HS	5450
President Elect	Cathy Conger	Bruner ES	0620
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	Instr Support	5413
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	Equity & Diversity	8484
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