

# THE UNIFIER

A CCASAPE PUBLICATION FOR MEMBERS

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

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STEPHEN AUGSPURGER, EXECUTIVE DIRECTOR

### 2009 CCASAPE / CCSD CONTRACT NEGOTIATIONS – UPDATE

2009 contract negotiations with the District are currently at a standstill. Between May 13 and July 15, 2009, eight negotiation sessions were held between the District and CCASAPE Negotiating Teams. Prior to negotiations commencing with the District, the CCASAPE Representative Council established negotiation priorities. These priorities included accepting no salary reductions of any kind, no furlough days, no delay in step increases, and maintaining sufficient health benefit money to fund the various health benefit programs available through the School Administrators' and Professional-technical Employees' Welfare Trust. Another priority was to negotiate language changes to Article 26 (Reduction in Force).

In January 2009, the PERS Board announced that the PERS contribution rate would increase from 20.50% to 21.50% effective July 1, 2009. By Nevada Revised Statute, PERS rate increases are equally shared between the employer and the employee. NRS 286.421 identifies the two methods that can be used to cover the employee portion of the 1% PERS increase. (1) PERS participants who receive a salary increase may designate .5% to offset the increase in the PERS contribution rate; and (2) PERS participants who are not receiving a salary increase will have the current salary schedules reduced by .5%. In light of the PERS increase, an additional priority established by the elected leadership of CCASAPE, was to seek a .5% salary increase that will be designated to cover the PERS increase.

The CCASAPE Negotiations Team submitted a proposal for a .5% increase to the administrative and professional-technical salary schedules. However, as you are aware, the District unilaterally reduced the administrative and professional-technical salary schedules on July 1, 2009, by .5% to cover the employee share of the PERS increase. While CCASAPE recognizes that PERS is a joint responsibility between the District and the employee, it is also true that salary and wages are subjects of mandatory bargaining as outlined in NRS 288.150 and as such the methodology for payment of the PERS increase must be determined through the collective bargaining process – it cannot be a unilateral decision by the District outside of the negotiations process.

A big thank you is extended to the members of the CCASAPE Negotiations Team for their work thus far in negotiations with the District. The members of the CCASAPE team, Cathy Conger, Jeff Hafen, Jamey Hood, Ron Montoya, Joe Murphy, Jessie Phee, Allin Chandler, Mark Coleman, and Stephen Augspurger are to be complimented for their many hours of dedicated work.

### CCASAPE REQUESTS ARBITRATION

In response to the District's unilateral reduction of administrators' salaries outside of the collective bargaining process, CCASAPE filed a grievance and requested to go directly to arbitration.

Arbitrator, Doug Collins, of the American Arbitration Association, adjudicated the arbitration on Wednesday, September 23, 2009. CCASAPE staff, Mark Coleman, Allin Chandler, and Stephen Augspurger along with the CCASAPE attorney, Tom Beatty, represented the Association. Cathy Conger, CCASAPE President, attended the arbitration. Bill Hoffman, Chief CCSD Legal Counsel, and Fran Juhasz, CCSD Chief Negotiator, represented the District.

The issue in dispute was simple: Did the Clark County School District violate the 2007-2009 CCSD/CCASAPE Negotiated Agreement by unilaterally implementing, on July 1, 2009, a salary reduction for members of the bargaining unit equivalent to the employees' share of the July 2009 increase in the contribution rate to the Public Employees Retirement System?

CCASAPE believes very clearly that the District violated the contract. The District contends it did not. The arguments for both sides have been heard. Each side will submit post-hearing briefs. The arbitrator will then decide.

It is not anticipated that the arbitrator's decision will come before the middle of December. Once the arbitrator's decision is provided to both parties, 2009 negotiations between CCASAPE and the District will resume.

Only one issue remains unresolved through contract negotiations and that issue is securing, through the collective bargaining process including additional interest arbitration, a .5% increase to the salary schedule that will be designated to cover the employee share of the July 1, 2009, PERS increase. The District has already agreed with CCEA to cover the teachers' share of the PERS increase. The cost to the District, as previously reported in the *Unifier*, to cover the teacher PERS increase was approximately \$5.2 million dollars. The cost to cover PERS for administrators is less than \$600,000. CCASAPE believes it important that the various bargaining groups are treated similarly with regard to the PERS issue and that preferential treatment not be shown to teachers.

MEMBERSHIP		
CCSD	ADMINISTRATIVE EMPLOYEES	1083
CCSD	PROFESSIONAL-TECHNICAL EMPLOYEES	225
CCASAPE	MEMBERS	1279
CCASAPE	AFFILIATES (RETIRES)	357

**SCHOOL ADMINISTRATORS' AND  
PROFESSIONAL-TECHNICAL EMPLOYEES'  
WELFARE TRUST  
2009-2010**

**BOARD OF TRUSTEES**

Chairman ..... Stephen Augspurger  
 Retiree Representative.....Allin Chandler  
 Member .....Mark Coleman  
 Member ..... Hilary Engel  
 Member ..... RJ Lapuz  
 Member ..... Pat Painter  
 Member ..... Vacant

**PROFESSIONAL REPRESENTATIVES**

Brownstein Hyatt Farber and Schreck (Trust Attorney) .....Adam Segal  
 Berry & Co. CPA's ..... David Berry  
 BNY Mellon (Financial Advisor) ..... Bob Kasner  
 Business Benefits Inc. (Broker) ..... Tim DeRosa  
 Welfare Trust (Benefits Manager).....Nick Venturini

**HEALTH BENEFIT PLAN  
OPEN ENROLLMENT CONCLUDES  
NOVEMBER 30, 2009**

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:

- 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 the 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, for which you are eligible, 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, 2010. Nick Venturini in the CCASAPE/TRUST office can assist you with these changes. Nick can be reached at 796-9602.

Additionally, the School Administrators' and Professional-technical Employees' Welfare Trust has scheduled two benefit information meetings to be held in the board room of the **Education Center on November 19, 2009**, to provide administrators and retirees an opportunity to discuss the five medical plan options that are available through the Trust, make changes in their benefit election, and to discuss health benefit information in general. The meeting for active administrators is scheduled for **3:45 pm** and the retiree meeting will be held at **6:30 pm**.

**WELFARE TRUST TERMINATES  
RELATIONSHIP WITH SOUTHWEST  
ADMINISTRATORS**

As you know, two years ago, CCASAPE as a professional association worked to separate the Welfare Trust health benefit plans from CCASAPE. The result of this effort was 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 did not impact benefits provided to plan participants, but has resulted in greater operational efficiency, autonomy and program oversight. In January 2009, the Welfare Trust Trustees hired a third party administrator, Southwest Administrators, to assist with the management of the health benefit program. Unfortunately, due to a number of concerns over the past several months, the Trustees by unanimous vote terminated the contract with Southwest Administrators effective October 1, 2009.

The Welfare Trust Trustees are pleased to inform plan participants that Nick Venturini, a former professional-technical employee and Benefits Manager with the Clark County School District has been hired as a full-time Welfare Trust employee to assist in the management of the comprehensive health benefits program. Nick reported to work in his new capacity on October 12, 2009, and will be a great addition to the CCASAPE/Trust team. Nick is available at 796-9602 to assist you with Welfare Trust issues.

**HEALTH BENEFITS CONTACTS**

**MEDICAL COVERAGE:**

Sierra Health Member Services ..... 702-562-8077  
 Telephone Advice Nurse ..... 702-242-7330  
 MEDCO (Mail Order Pharmacy) ..... 877-417-0536  
 >Plans 1, 2, 3, and Out-of-Area  
 Express Scripts (Mail Order Pharmacy) ..... 800-488-9800  
 >Classic Retiree Only  
 Walgreens (Mail Service Pharmacy) ..... 866-817-3860  
 >Classic Retiree Only

**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

**WELFARE TRUST:**

Nick Venturini, Benefits Manager..... 702-796-9602

Visit [www.ccasa.net](http://www.ccasa.net) for health benefits links!

## **FULL-TIME STUDENT ENROLLMENT STATUS REQUIRED FOR HEALTH PLAN ELIGIBILITY**

With the fall semester well underway, health plan participants are reminded that an unmarried child who is under the age of 27 and enrolled in an accredited school is eligible to receive health benefits as a dependent on any of the health benefit plans offered through the Welfare Trust. Students must be enrolled in 6 credit hours to be eligible to participate. In the past, Sierra Health/HPN required an annual letter from the registrar's office verifying that the student is enrolled in a minimum of 6 credit hours.

Health plan participants are reminded that this annual verification is no longer required. Administrators and retirees must provide a "student status verification" only once (when a dependent turns 19, or at the time of college enrollment if the child is 19 or older). Plan participants are reminded that Sierra Health/HPN expects that each administrator and retiree will inform the Welfare Trust office (796-9602) when any dependent is no longer eligible for health benefits coverage.

Students currently enrolled in the health benefits plan as a dependent who did not return to school this fall are not eligible for coverage beyond September 30, 2009.

Even though student status verification is no longer required by Sierra Health/HPN, the student must remain enrolled throughout the school year, with the exception of the summer months, to maintain health benefits eligibility. **Failure to notify the Welfare Trust office when a student dependent is no longer enrolled as a full-time student will result in Sierra Health/HPN terminating health benefits eligibility for that dependent retroactively to the date when the student became ineligible.** Claims incurred during the ineligible period will be denied by Sierra Health/HPN and the other health care providers. Sierra Health/HPN reserves the right to request verification of student status at any time.

## **HEALTH BENEFIT PLAN NEGOTIATIONS UPDATE / HEALTH BENEFIT SUBSIDY**

CCASAPE and Trust staff are pleased to announce contract negotiations were recently completed that resulted in both the \$100,000 and \$50,000 life insurance policies and the long term disability benefit being renewed for an additional two year period with the Standard Insurance Company with no premium increase. The new contract period for these benefits will run through June 30, 2012. This additional two year contract with no premium increase means that since January 2004 there has been no increase in the life insurance premiums and that since January 2005 there has been no increase in the long term disability premium.

Additionally, contract negotiations were also completed with Standard Insurance for the dental benefit which resulted in no increase in premiums until July 1, 2011, at which time a 9.25% cap has been agreed to. CCASAPE and Trust staff will reopen negotiations prior to the implementation of the cap in an effort to secure a lower price increase with Standard or another dental provider.

Allin, Mark, Stephen, and Trust broker Tim DeRosa will soon open formal negotiations with Sierra Health regarding the medical benefit. Informal discussions have already been occurring over the past few months. A 12% rate increase is scheduled to become effective July 1, 2010, for each of the medical benefit plans. As negotiations will soon be under way, it is hoped that this 12% rate increase will be decreased significantly.

All plan participants are reminded that beginning January 2008, the CCASAPE Representative Council voted to approve a 2 ½ year subsidy to be paid from the School Administrators' and Professional-technical Employees' Welfare Trust that will cover the additional out-of-pocket expenses for health benefits for administrators with dependents, retirees, and retirees with dependents. This subsidy will remain in effect until June 30, 2010. Payment of the Welfare Trust subsidies has resulted in no administrator or retiree experiencing any change in the out-of-pocket costs associated with health benefit premiums from July 1, 2007, through June 30, 2010. It is anticipated that by June 30, 2010, that the cost of this Welfare Trust subsidy for the three year period will be in excess of \$700,000.

## **CHANGE OF BENEFICIARY REMINDER**

Administrators are reminded of the importance of periodically reviewing beneficiary designations for the Standard Life Insurance policies (\$100,000 and \$50,000 policies) and for CCSD payroll warrants. When life changing events occur which may necessitate a change in beneficiary designations, it is necessary for the administrator to contact the CCASAPE/Trust office to make the necessary changes to the \$100,000 and \$50,000 Standard Life Insurance policies. Administrators wishing to make beneficiary changes to payroll warrants must do so by calling Administrative Personnel at 799-2915. When beneficiary designations are not periodically reviewed and updated, it is possible that the financial benefits from these policies and payroll warrants (final pay check and vacation payoff) will not go where they are needed and/or desired.

## **CCASAPE SPECIAL ELECTION**

As all of you are aware, Jeff Geihs, Principal of Cheyenne High School, was elected this past June to the position of CCASAPE President-Elect. To hold this position, it is necessary to be a school-based administrator. In September 2009, Jeff accepted a principal on special assignment position with the Clark County Public Education Foundation; and by virtue of this new position, no longer meets the requirement of being a school-based administrator.

Article XI, Section 2 in the CCASAPE Constitution stipulates that in the event of a vacancy in the office of President-Elect, a special election will be conducted. The Constitution requires that the President-Elect position alternate each year between an administrator assigned to an elementary school and an administrator assigned to a secondary school. Because Jeff was a secondary administrator, the CCASAPE Nominations and Elections Committee is seeking secondary administrators to run as candidates for the position of President-Elect. Interested secondary administrators can submit their names to the CCASAPE office by calling 796-9602. The candidate receiving the majority of votes cast by a special mail ballot shall be elected to the office. It is anticipated that ballots will be mailed to the membership by mid November 2009.

## 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 each year, following count day (September 18 for the 2009-2010 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 Friday, November 20, 2009. Any change in classification factors which results in a salary increase will be paid beginning on the December 10<sup>th</sup> pay date and will be retroactive to the first day of the principal's contract (July 1, August 1, or date of initial appointment).

If the results of the point system place the principal lower than his/her current salary range placement, the principal will remain at his/her current placement for the remainder of the year. Principals should review Article 20-11-5 in the Negotiated Agreement for additional information.

2009-2010 reclassification point factors for principals can be viewed on the Human Resource Division website at [www.ccsd.net/jobs](http://www.ccsd.net/jobs) beginning the middle of November. Directions to the Administrative Classification information are as follows: On the right-hand side of the page, under *Quick Links*, select Administrative Salary Schedule. Next, select Principal Salary Classification Information.

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

## RETIREMENT

Please be reminded that any administrator planning to retire on or before **December 31, 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 programs. **THE FORM MUST BE COMPLETED AND FILED WITH THE CCASAPE OFFICE PRIOR TO NOVEMBER 8, 2009, IN ORDER TO PARTICIPATE IN THE JANUARY 2010 PAYOUT.** Please call the CCASAPE office at 796-9602 if you have any questions.

<b>CCASAPE REPRESENTATIVE COUNCIL 2009-2010</b>
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### EXECUTIVE BOARD

President	Cathy Conger	Bruner ES	0620
President Elect	Vacant		
Past President	Ron Montoya	Valley HS	5450
Secretary	Beverly Mathis	Booker ES	4720
Treasurer	Christy Beaird	Ferron ES	7720

### REPRESENTATIVES

First Year	Sue Daellenbach	Assessment	2808
First Year	Kevin McPartlin	Chaparral HS	7580
First Year	Greta Peay	Equity & Diversity	8484
First Year	Robin Rankow	Purchasing	5225
Second Year	Jeff Hafen	Training & Dev	387-0634
Second Year	Beth Howe	Instr Support	5413
Second Year	Andre Long	LV Academy	7800
Second Year	Karen Smallwood	Scherkenbach ES	3401

### PROFESSIONAL ASSOCIATION REPRESENTATIVES

CCAESP	Jon Herring	Ronnow ES	7159
CCASSP	Beth Howe	Instr Support	5413
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
Nick Venturini	Benefits Manager	796-9602
Debbie Cavin	Office Manager	796-9602
Sadie Tanaka	Special Projects	796-9602
FAX		796-9624