

# THE UNIFIER

A CCASAPE PUBLICATION FOR MEMBERS

SEPTEMBER 2005

www.ccasa.net

VOL. 16 NO. 2

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

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STEPHEN AUGSPURGER, EXECUTIVE DIRECTOR

**Note:** *The term administrator as used throughout the newsletter refers to administrators and professional-technical employees.*

### CCASAPE / CCSD AGREEMENT RATIFIED

After four months of negotiations, the District and CCASAPE reached a tentative agreement on August 25, 2005. The CCASAPE members, meeting at Desert Pines High School, unanimously ratified the Agreement on Wednesday, September 7, 2005. The Board of School Trustees approved the Agreement on Thursday, September 8, 2005, at their regular meeting.

The Index of Changes was previously published in the *Unifier* and was distributed to members attending the ratification meeting on September 7. The Index of Changes, as well as, the specific changes to individual Articles, are posted on the CCASAPE web site at [www.ccasa.net](http://www.ccasa.net).

A big "Thank You" is extended to each of the members of the CCASAPE negotiating team. The CCASAPE team, consisting of Jerry Boles, Mark Coleman, Cathy Conger, Dusty Dickens, Jamey Hood, Ron Montoya, Joe Murphy, Jessie Phee, Allin Chandler and Stephen Augspurger, is to be complimented for its many hours of dedicated work.

### 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 process and procedure for the required annual review of each principal position in the District. The review occurs annually, following count day (September 23 for the 2005-2006 school year). It is anticipated that Human Resources will complete the analysis of all required data and will notify those principals who have changes in their classification point factors prior to October 25, 2005. Any change in classification factors which results in a salary increase will be paid beginning on the October 25<sup>th</sup> pay date and will be retroactive to the first day of the principal's contract (July 1 or August 1). Reclassification point factors for principals can be viewed on the CCSD web site.

### ADMINISTRATIVE TRANSFER AND PROMOTION

Administrative transfer and promotion has long been a concern for CCASAPE. Unfortunately, NRS 288.150 does not identify transfer and promotion as a subject of mandatory bargaining for administrators. In spite of many attempts, CCASAPE has not been successful in securing needed changes in the law to make transfer and promotion a subject of mandatory bargaining.

Although the topic of transfer and promotion is not a subject of mandatory bargaining for administrators, the District has worked with CCASAPE in developing a set of procedural guidelines which has been memorialized in Regulation 4142 that outlines the process that is to be followed when filling administrative vacancies.

Generally, region superintendents, assistant superintendents, and associate superintendents comply with the transfer and promotion procedure outlined in Regulation 4142. However, there have been an increasing number of occasions when the requirements of the regulation are violated. The concern, primarily, is the failure of the supervisor to secure the required input from the principal or department head when filling vacant positions.

CCASAPE has discussed this concern with Dr. Orci. Dr. Orci has reaffirmed that the regulation must be followed. CCASAPE's belief is that principals and non-school based administrative supervisors should have significant input and participation in the transfer and promotion process. Administrators are encouraged to read Regulation 4142 in its entirety.

**CCASAPE will continue to monitor the District's implementation of Regulation 4142. Administrators are encouraged to report problems related to transfer or promotion to the CCASAPE office so that CCASAPE and the District can continue to work together to improve the procedure.**

#### MEMBERSHIP

CCSD	ADMINISTRATIVE EMPLOYEES	996
CCSD	PROFESSIONAL-TECHNICAL EMPLOYEES	204
CCASAPE	MEMBERS	1162
CCASAPE	AFFILIATES (RETIREES)	228

# CCASAPE / CCSD HEALTH INSURANCE PLAN NEGOTIATIONS COMPLETED

Stephen and Allin have recently completed negotiations for new dental, vision, life insurance and medical contracts. Each of the current contracts was scheduled to expire or increase on January 1, 2006. Following is a brief summary of each of the new contracts:

## DENTAL

Effective January 1, 2006, the new provider for dental services will be the Standard Insurance Company. The new contract with Standard provides the same level of benefits as the previous provider and contains two significant enhancements (x-rays with each cleaning and a provision for increasing the \$1500 annual maximum benefit to \$2500). Standard will provide dental services for a three-year contract period with no increase in premiums during the first two years of the contract. Year three has a cap of 15% with the actual increase being determined by member utilization. It is likely that CCASAPE will go out to bid at the end of the second year. Standard utilizes the same provider network as Humana and has contracted with an additional 150 dentists.

## VISION

Vision Service Plan (VSP) will remain the vision provider. VSP has agreed to a four-year agreement with the same level of benefits currently being offered. Premiums will be reduced by 5% for each of the first two years and then return to current levels for the remaining two years of the contract.

## LIFE INSURANCE

Standard Insurance Company will continue to be the provider for the \$100,000 and \$50,000 life insurance policies. Standard agreed to a two-year contract extension with no increase in premiums.

## MEDICAL

The previously negotiated three-year medical agreement with Sierra Health has been renegotiated. The previous agreement with Sierra called for a 9.5% premium increase in medical benefits effective January 1, 2006. Sierra agreed to reduce the 9.5% increase to a 5.5% increase effective January 1, 2006. Also, two new medical plan options will also be available to administrators and retirees. The new medical plans will be offered to administrators and retirees at significantly reduced premiums and will become available on January 1, 2006.

As the result of new contracts with each of the medical providers, **OUT-OF-POCKET MEDICAL BENEFIT COSTS WILL BE REDUCED FOR ALL ACTIVE ADMINISTRATORS EFFECTIVE JANUARY 1, 2006.** Costs were reduced because of the price reductions by Sierra and VSP, the acquisition of additional state health insurance money, and the offering of new medical benefit plans.

**NOTE: WHILE RETIREE RATES WILL INCREASE, THE INCREASE WILL BE LESS BECAUSE OF THE PRICE REDUCTION BY VSP AND SIERRA'S WILLINGNESS TO REDUCE THE SCHEDULED 9.5% INCREASE TO A 5.5% INCREASE. THERE IS NO DISTRICT CONTRIBUTION TO OFFSET THE INCREASE IN HEALTH CARE COSTS FOR RETIREES.**

**NOTE: RETIREES PARTICIPATING IN THE MEDICARE ELIGIBLE PLAN WILL SEE NO PREMIUM INCREASES AND NO CHANGES IN BENEFIT LEVELS.**

It will be more important than ever before for administrators and retirees to attend one of the scheduled open enrollment meetings during October. The new medical plans will be fully explained and premiums will be discussed at each of these meetings.

During the October open enrollment meetings, CCASAPE staff and medical benefit provider representatives will explain the changes to the comprehensive medical benefit plans. Effective January 1, 2006, medical benefit plan options will include the following:

1. The current POS plan will continue to be offered without any changes in benefit levels;
2. The stand alone HMO plan developed last year for the first time will be eliminated and replaced with a new HMO plan with different co-pays for services and prescriptions and will be the least expensive option; and
3. The third option will be a new POS plan with different co-pays for services and prescriptions and will be priced between the current POS plan and the new HMO plan.

A summary of benefit levels and pricing for each of the plan options for active administrators and retirees is included in this *Unifier*. In order to participate in any of the new plans, the current POS plan, or the Medicare eligible plan, the participant must live in the Health Plan of Nevada (HPN) service area. Depending on plan selection, the out-of-pocket costs for administrators with dependents and for retirees can be significantly reduced. These additional medical plan options have been developed to provide administrators and retirees with more **CHOICE** in the selection of medical benefits to better meet the needs of their families and their pocketbooks.

## HEALTH INSURANCE OPEN ENROLLMENT MEETINGS REMINDER

Once each year, during the months of October and November, CCASAPE 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.

**THIS YEAR, MORE THAN ANY OTHER YEAR SINCE THE INCEPTION OF THE CCASAPE / CCSD HEALTH INSURANCE PLAN, YOUR ATTENDANCE AT ONE OF THE ENROLLMENT MEETINGS IS CRITICAL FOR YOU TO BE ABLE TO MAKE AN INFORMED DECISION ABOUT YOUR HEALTH INSURANCE PLAN.**

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.
- You can join the CCASAPE / CCSD Health Insurance Plan if you are currently an active administrative employee and receiving your health insurance from CCEA, ESEA, or from another provider.
- You can enroll in a new medical benefit plan offered through the CCASAPE / CCSD Health Insurance. **(SEE PLAN DETAILS IN THIS EDITION OF THE UNIFIER)**

Any changes you make in your benefit election will become effective on January 1, 2006. The CCSD Benefits Office will assist you with these changes (799-5418).

At the health insurance information meetings, administrators and retirees will have an opportunity to discuss the new medical plans and to review other changes in benefit levels and premium rates. The new medical plans will become available to administrators on January 1, 2006. The new medical plans will allow participants to save a significant amount of out-of-pocket costs currently being paid to insure dependents. These new medical plans will also be available to retirees.

**CCASAPE / CCSD HEALTH INSURANCE PLAN  
2005 OPEN ENROLLMENT MEETINGS**

DATE	TIME	LOCATION	MEMBERS
10-10-05 Monday	3:45 p.m.	Desert Pines HS Room 404	Active Employees
10-17-05 Monday	3:45 p.m.	Cimarron-Memorial HS Room 200	Active Employees
10-18-05 Tuesday	10:30 a.m.	Desert Research Institute, Room 181	Retirees
10-18-05 Tuesday	3:45 p.m.	Durango HS Room 404	Active Employees
10-26-05 Wednesday	3:00 p.m.	Education Center Board Room	Active Employees
10-26-05 Wednesday	6:30 p.m.	Education Center Board Room	Retirees

**REMINDER: FULL TIME STUDENT  
ENROLLMENT STATUS MUST BE  
VERIFIED**

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 the CCASAPE / CCSD Health Insurance Plan. Students must be enrolled in 6 credit hours and must annually submit a letter from the registrar's office verifying that the student is enrolled in a minimum of 6 credit hours. Verification from the registrar's office must be sent to Nick Venturini in the Employee Benefits Office in the Education Center by the end of September 2005 to continue health benefits for the 2005-2006 school year.

HEALTH INSURANCE CONTACTS	
<b>MEDICAL COVERAGE:</b>	
Sierra Health Member Service.....	702-562-8077
Telephone Advice Nurse .....	702-242-7330
Express Scripts (Mail Order Pharmacy) .....	800-488-9800
<b>DENTAL COVERAGE:</b>	
Humana Dental (Customer Service) .....	800-233-4013
<b>VISION COVERAGE:</b>	
Vision Service Plan (VSP).....	800-877-7195
Visit <a href="http://www.ccasa.net">www.ccasa.net</a> for health insurance links!	

**OCTOBER HEALTH FAIR**

All administrators are reminded of the Health Festival sponsored by the Teachers' Health Trust. The Health Festival is scheduled for Saturday, October 22, 2005, from 8:00 a.m. to 4:00 p.m. at the Cox Pavilion. The Cox Pavilion is located on the UNLV campus next to the Thomas & Mack center. Flu shots will be provided at

no charge and a wide array of screenings will be available at no charge, or in some cases for a small co-pay. Flyers announcing the Health Festival were distributed to administrators at the 2005 administrators' meeting at Cashman Field.

**SEPTEMBER REPRESENTATIVE  
COUNCIL MEETING**

On September 8, 2005, 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. Appointments to CCASAPE Representative Council – President Conger announced that Tom Barberini and David Mendelson were appointed to fill the vacancies on the Representative Council that were created when Teddie Brewer retired and Andre Denson resigned as the result of his promotion to an assistant region superintendent.
3. Old Business:
  - A. CCASAPE / CCSD Negotiations – Stephen announced that those in attendance at the contract ratification meeting on September 7, 2005, at Desert Pines High School unanimously approved the 2005-2009 Agreement between CCASAPE and the District. The CCSD Board of School Trustees will formally approve the four-year agreement at the board meeting on September 8, 2005;
  - B. CCASAPE / CCSD Health Insurance Plan – An update was provided regarding the status of negotiations with medical, dental, vision, and life insurance providers. New contracts have been finalized with each of the providers which will result in a reduction of out-of-pocket costs for all active employees. Increases in premiums for retirees will be substantially less than what was previously expected. Premiums for each of the new plans were provided to the Representative Council and the new medical benefit options were reviewed. Premiums and medical and dental benefit changes will be fully reviewed during each of the open enrollment meetings scheduled for October. The September *Unifier* will also describe each of the new medical benefit options and premium rates for active administrators and retirees;
  - C. Officers' and Directors' Insurance – The Representative Council voted to approve accepting the bid provided by the current carrier with no increase in premium over the 2004-2005 rates;
4. New Business:
  - A. Association General Account Audit – Stephen announced that the annual association account audit was completed on August 11, 2005. The audit reviewed the financial statements from the Silver State Schools Credit Union, Mellon Financial, the CCASAPE accountant's statements and the CCASAPE treasurer's reports. The audit confirmed that all general fund accounts were in order with no discrepancies being noted;

B. Administrative Reclassification – A letter from the Education Services Division principals seeking CCASAPE’s support to increase their salary range from Range 41 to Range 42 was reviewed. The letter from the Education Services principals provided their rationale why the position of Education Services Principal should be compensated at Range 42. After much discussion, a motion was made to postpone a final decision until the October meeting at which time current enrollment numbers for each school will be examined and the results of the reclassification annual review for site based principal positions will have been completed;

C. September 20, 2005, Administrators’ Advisory Council Meeting – The first meeting with Superintendents Orci and Rulfes has been scheduled for September 20, 2005. Tentative agenda items were provided and additional agenda items were identified. The advisory committee consists of the CCASAPE executive board (Cathy Conger, Joe Murphy, Bart Mangino, John Barlow, and Karen Smallwood) and the elementary, secondary and professional-technical representatives to the Representative Council (Charles Anderson, Bob Gerye and Jeff Hafen);

3. Committee Reports:

A. CCAESP – Charles Anderson, President, provided information related to recent meetings with Dr. Orci regarding additional elementary assistant principals, increasing custodial supply budgets, and staff development. He also reported on the efforts of CCAESP to seek a reclassification of the elementary school office manager position and indicated that a goal this year for CCAESP is to increase communication with members;

B. CCASSP – Bob Gerye, President, provided no report;

C. Legal Committee – Cathy Conger, President, reported there was no activity of the Legal Committee; and

D. Special Education – Joe Murphy, Past President, reported that CCASAPE would once again jointly sponsor with SSS Division a staff development activity for administrators.

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.

**RETIREMENT**

Please be reminded that any administrator planning to retire on or before December 31, 2005, must schedule a meeting with the CCASAPE staff and complete the form to participate in the retiree unused sick leave payout, retiree health insurance payout, and retiree life insurance / retiree long term care programs. THE

FORM MUST BE COMPLETED AND FILED WITH THE CCASAPE OFFICE PRIOR TO NOVEMBER 1, 2005, IN ORDER TO PARTICIPATE IN THE JANUARY 2006 PAYOUT. Please call the CCASAPE office at 796-9602 if you have any questions.

Also, as a reminder, any retiring administrator who is 55 or older or who will turn 55 in the calendar year of his/her retirement will automatically have the final vacation payoff deposited in the 403(b) Vacation Pay Plan. Participating administrators will avoid the payment of Medicare tax and will postpone and possibly reduce the payment of federal income tax.

CCASAPE, in conjunction with staff at AIG VALIC, has scheduled a series of information meetings regarding the 403(b) Vacation Pay Plan. Mr. Paul Larson in the local AIG VALIC office will be present at the meetings and will provide information regarding the various investment options associated with the 403(b) Vacation Pay Plan. Additionally, Mr. Larson will review how the 403(b) voluntary plan and the 457(b) plan coordinate with the 403(b) Vacation Pay Plan. Information meetings are scheduled for October 25, 2005; January 24, 2006; and April 25, 2006. All meetings will be held at the CCASAPE office at 3:45 pm. Contact the CCASAPE office to reserve your seat. Seating is limited, so call as early as possible. **Please mark your calendars now to attend one of the information meetings!**

If you have questions regarding the scheduled meetings or any aspect of the 403(b) Vacation Pay Plan, please do not hesitate to contact the CCASAPE office or Paul Larson at VALIC, 796-0047.

**CCASAPE REPRESENTATIVE COUNCIL  
2005-2006**

**EXECUTIVE BOARD**

President	Cathy Conger	Ronzone ES	4780
President Elect	Bart Mangino	Molasky MS	3400
Past President	Joe Murphy	Mack MS	2005
Secretary	John Barlow	Del Sol HS	6830
Treasurer	Karen Smallwood	Scherkenbach ES	3401

**REPRESENTATIVES**

First Year	Ken Fowler	Keller MS	3220
First Year	Pat Hayden	Arbor View HS	6660
First Year	Ron Montoya	Valley HS	5450
First Year	Doug Wilson	Hollingsworth ES	1660
Second Year	Tom Barberini	Shadow Ridge HS	6699
Second Year	Mark Coleman	Silverado HS	5790
Second Year	Sue Daellenbach	Testing	5402
Second Year	David Mendelson	Kesterson ES	6300

**PROFESSIONAL ASSOCIATION REPRESENTATIVES**

CCAESP	Charles Anderson	Gragson ES	7330
CCASSP	Bob Gerye	Spring Valley HS	2580
Professional-technical	Jeff Hafen	Supp Staff Dev	855-7081

**CCASAPE STAFF**

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