



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

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June 11, 2019

Dear CCSD Administrator:

CCASAPE, over this past year, has actively sought and worked to be a full partner with Superintendent Jara in an effort to support schools. Yesterday, it became very apparent that there is no partnership between CCASAPE and the Superintendent, as 170 secondary deans were notified by Superintendent Jara, in a video, that their positions were immediately being completely eliminated. CCASAPE was not consulted nor informed in advance of the Superintendent's decision to take this action. No guidance was sought. It is evident that the Superintendent has no desire to work positively nor professionally with administrators or the bargaining group. CCASAPE was not given any opportunity to defend this vital position in our schools.

Superintendent Jara has spoken repeatedly about the importance of providing additional support to schools and to principals. How does he decide to provide this support? He eliminates 170 middle school and high school dean positions with no prior notice; no previous discussion; no courtesy conversation; no heads up at all. He simply made a unilateral decision, void of any school principal input. This lack of prior communication regarding a decision as disruptive and punitive as a reduction in force is a manifestation of the Superintendent's disregard and disrespect for the hard-working administrators in the Clark County School District (CCSD).

This ill-conceived decision shows little regard for student safety. In a recent CCSD survey, 20% of students reported they felt unsafe at school. The elimination of 170 school-based administrators will not improve this already low percentage and will definitely impact the principal's ability to keep teachers and staff safe at work. This past school year, over 45,000 former CCSD students were enrolled in area charter schools, many of them citing the lack of school safety as the reason for leaving the District. As a result of the Superintendent's decision, more are sure to leave. In the CCSD, secondary deans have been responsible for student discipline and attendance, for a full caseload of teacher supervision, for campus security and athletic contest supervision, and for bullying investigations. As such, the elimination of 170 dean positions will create an extraordinary work load for other school leaders. Nothing good for schools nor students will happen because of this decision. Superintendent Jara recently stated that he would keep any CCSD budgetary cuts that had to be made as far away from the classroom as necessary. Maybe the Superintendent does not really understand the important and critical work done by his school-based administrators. In light of Superintendent's Jara's reckless decision, how will Governor Sisolak's priorities for improved school safety be achieved?

The last time a reduction in force (RIF) of this magnitude was implemented by the District was in spring 2010, when then Superintendent Rulfes notified 111 secondary deans and elementary assistant principals that their jobs were being eliminated and they would be returning to classroom teaching positions. In the 2010 RIF, the District worked jointly with CCASAPE to ensure that all aspects of the RIF were communicated to impacted employees in advance,

and both parties worked to develop processes and procedures that would ensure that disruption was kept to a minimum. Unfortunately, in 2019, CCASAPE and its member administrators were blindsided by this action. There was no prior communication, and no effort was put forth to be sensitive to the impacted employees or to identify other alternatives for saving money. It is one more isolated decision made without regard to the well-being of students and employees. Widespread distrust among administrators has replaced the optimism that existed upon the arrival of Superintendent Jara, just one year ago. Administrator confidence in Dr. Jara is on the downside. The fact that five Trustees were in support of this action, with only Trustees Garvey and Young opposing, is also disturbing. Trustees must realize that parents will know who is responsible for this careless option when their children complain about not being safe at school.

Article 26-1 of the CCSD/CCASAPE Negotiated Agreement provides the School District with the authority to declare a reduction in force and to determine the number of positions to be reduced. The Superintendent and the Board of School Trustees are responsible for making this decision and will be held accountable for its consequences. Given the decision by the Superintendent and the Trustees and the resulting negative impact on schools along with the diminished capacity for school administrators to protect students and staff and to ensure school safety, CCASAPE is currently exploring the potential for legal action regarding this matter. These 170 employees are real people who have devoted time and energy to impact the lives of students and to make CCSD a better place. It is unconscionable they would be informed via a video, with no recognition for the critical work that they do, that they are being stripped of their administrative position and may be returned to a teaching position. Is this action representative of the Superintendent's core belief of how those who have dedicated their professional lives to our schools are to be treated? It appears that it is.

Important Information for Impacted Administrators:

- CCASAPE will work with Human Resources to develop additional communication to impacted administrators and principals.
- Since every secondary dean position is being eliminated, administrators in these positions who formerly held a teaching position with CCSD will be returned to a teaching position consistent with the administrator's teaching license.
- Contractually, a secondary dean hired from outside CCSD does not have a right to a licensed teaching position. But, it is the District's intent to place these administrators in a teaching assignment consistent with the administrator's teaching licensure.
- Secondary deans who are reduced in force will remain on paid status as administrators through July 31, 2019. It is anticipated that impacted administrators who return to teaching positions will receive their first paycheck as a teacher on August 9, 2019.
- It is anticipated that impacted administrators who return to teaching positions will receive a payoff of their accumulated vacation on July 25, 2019.
- Impacted administrators who return to teaching positions will retain their sick leave balance.
- Health insurance for administrators who are returned to teaching positions will remain in effect with the School Administrators' Welfare Trust through August 31, 2019. The CCSD will pay the employee's health insurance premium for the month of August, but the administrator must remit any necessary premium to the Welfare Trust for dependent coverage for the month of August. Please contact the Trust's Benefits Manager, Nick Venturini, via email at nick.venturini@ccasa.net regarding the remittance of the health insurance premium for dependent coverage for the month of August 2019.

- Impacted administrators who return to teaching positions will receive their health coverage from the Teachers' Health Trust (THT) beginning September 1, 2019. **It is important to know that eligibility to maintain THT health coverage in retirement requires five years of continuous employment as a teacher.**
- An impacted administrator who retires prior to the end of July 2019, will be eligible to maintain health insurance coverage with the School Administrators' Welfare Trust in retirement.
- Some secondary school principals have already eliminated the dean's position from their strategic budgets and have used the budgeted money designated for the dean position to apply towards the purchase of a secondary assistant principal position. It appears that this will result in approximately 25 secondary assistant principal positions being identified for reduction in force. CCASAPE will work jointly with the Human Resources Division to establish and conduct the reduction-in-force/"bumping procedure" that will result in secondary assistant principals bumping less senior elementary assistant principals, and the less senior elementary assistant principals being returned to teaching positions.
- Under the CCSD/CCASAPE contract, a Range 40, 10-month secondary dean cannot bump any other CCSD administrator.
- Under the CCSD/CCASAPE contract, a Range 41, 11-month secondary assistant principal can bump a Range 40, 11-month elementary assistant principal. However, a Range 41, 11-month secondary assistant principal cannot bump a Range 41, 11-month principal; a Range 41, 12-month coordinator IV; nor a Range 40, 12-month coordinator III.

It is unfortunate that prior communication did not occur with respect to this District action as there are many complexities to be managed and much to be done when a reduction in force is initiated. CCASAPE will be distributing additional information as it becomes available. Should you have questions or comments regarding the information referenced above, please contact me at (702)279-0745.

Sincerely,



Stephen Augspurger, Executive Director
Clark County Association of School Administrators
and Professional-technical Employees