



Update on CCSD Budget shortfall and Dean of Students positions

On June 10, 2019, an initial plan was announced to cut \$17,000,000 of the District's budget shortfall by eliminating the Dean of Students position from school sites. However, at the July 11, 2019 Board of School Trustees meeting, Trustees and Superintendent Dr. Jesus F. Jara agreed that more time was needed for additional discussions to determine if a better solution exists. Since then, a series of roundtable discussions were held that included stakeholders at the table: teachers, support professionals, principals, and cabinet members.

The result of those discussions is that the funding for Dean positions has been restored to the school site budgets. The decisions related to balancing the individual school budget is in the hands of the principal and School Organizational Team (SOT) based upon the per pupil calculation.

Frequently Asked Questions:

1. Have the dean positions been restored?

Yes, the funding for Dean positions has been restored to the school site budgets. The decisions related to balancing the individual school budget is in the hands of the principal and School Organizational Team (SOT) based upon the per pupil calculation.

2. What is happening with school budgets?

School budgets are being reinstated with allocation for Dean positions and recalculating school strategic budgets. The per pupil expenditure of approximately \$98.02 will affect all secondary schools, regardless of the allocation of a dean's position.

3. Who has been impacted?

All secondary schools have been impacted. This includes all middle and high schools. Elementary schools are not part of this process.

4. Will Deans be placed in the schools they were assigned to on May 31, 2019 (the last day of the contracted school year)?

Yes. Deans will be returned to the position and location they were assigned to prior to the decision to eliminate the Dean of Students position.

5. Do Deans need to take any action to be returned to their Dean position?

No. However, Deans who resigned or retired from the District after the decision to eliminate the position was made will be contacted and provided an opportunity to rescind and return to the District. These individuals may have additional actions to take and more information will be forthcoming to those individuals.

6. What date will Deans return to work?

Deans will report to work on July 31, 2019, at the most recent school they were assigned to as a Dean until the new strategic budgets are implemented.

7. Will Deans still receive the payout for their accumulated vacation leave on July 25, 2019?

No.

8. How will schools know their proportionate share of the budget shortfall?

The proportionate share of the budget shortfall for secondary schools has been recalculated to reflect an amount based on cost per pupil and projected enrollment. The Strategic Budget Department will be communicating those individual school figures on the budget page of the school's strategic budget. There will be a line item deduction of approximately \$98.02 per pupil, based upon the school's projected enrollment.

9. When will schools be able to begin work to balance their budgets?

The budgetary amount for each school, reflecting the per pupil amount, will be available on Thursday July 25, 2019. Once that figure is available, principals will have until close of business on Tuesday, July 30th to complete the budget process. Adjustments to the school's strategic budget will be in coordination with the school's regional leadership and the principal supervisors will approve the final budgets.

10. What funds can a school utilize to balance its budget?

Any and all available funds are open to each principal and SOT in the current budget in order to make up for any per pupil shortfall. However, the budget must balance by the end of this process and cannot rely upon any pending funds.

11. Can funds be shared between schools?

No.

12. Do schools have to fund all Deans at the school site?

No. While the positions have been restored, the principal and SOT have the ability to utilize all options to balance the budget with a focus on preserving classroom teachers and support professionals.

13. What about attrition dollars?

Attrition dollars are forthcoming. However, to balance the 2019-20 budget, principals should utilize available funds not projected funding.

14. Can a school use anticipated funds knowing that attrition dollars are forthcoming?

While this is a permissible option, it should only be utilized with an abundance of caution since the actual figure for attrition dollars is unknown at this time. This figure is projected to be released in early fall.

15. What happens if a school determines that its modified budget does not support the Dean positions?

A school will work directly with its School Associate Superintendent (SAS) or Region Superintendent to discuss and get approval for its desired budget modifications. The SAS or Region Superintendent will communicate the approved changes to the Strategic Budget Department and Human Resources. All Deans will report back to their previous school site as a Dean and remain in their assigned Dean position until the surplus and/or Reduction in Force (RIF) process has been completed.

16. What if a school has multiple Deans assigned and chooses to reduce by less than the actual number of Deans? How will the Dean(s) be selected for surplus? For example, a school has three (3) Deans assigned but elects to eliminate one (1) position.

It is at the principal's discretion and is a site-based decision. Principals are not required to base their decision on seniority; however, if there is a surplus or RIF for administrators, seniority rules would be applied per Article 26 of the negotiated agreement between CCSD and the Clark County Association of School Administrators and Professional-Technical Employees (CCASAPE). The school will provide the name of the employee to the Director of Administrative Services, Human Resources Division. Administrative Services will determine the next steps.
See number 21 below regarding notification of the employee(s).

17. If a Dean opts to resign their administrative position, may a school choose to hire them into a licensed vacancy?

Yes, prior to resigning as a Dean, the employee would need to apply to the vacancy, compete for the available position, and be recommended for hire. Human Resources will coordinate their movement between bargaining groups. The employee would need to complete orientation paperwork due to this change between bargaining groups.

18. Will there be an additional licensed transfer season?

No. If an administrator chooses to return to a licensed status, they will follow the steps described in [number 17](#).

19. Will there be a surplus or Reduction in Force (RIF) for administrators?

It depends. Should the need arise, a communication and next steps will be sent from Human Resources. The Surplus and/or RIF process is outlined in Article 26 in the Negotiated Agreement between CCSD and CCASAPE.

20. When will employees impacted by surplus be made aware?

Administrators would follow any distributed timelines to notify employees who are identified for surplus reassignment or RIF.

21. What happens if an employee is identified for surplus?

Employees will first be notified by the school's principal or designee regarding their status as it pertains to surplus. A follow-up communication will also be sent from Human Resources. Human Resources will notify the administrator(s) who have been identified for RIF of available administrative positions. The employee must notify HR within the established timelines of their desire to be considered. "The administrator will have twenty (20) business days, from the time he or she accepts the position, to return to duty if school is in session. If school is not in session, the administrator must report to duty on the date identified by the Human Resources Division." (Article 26-3)

22. What happens if the school decided in June 2019, to fund the Student Success Coordinator (SSC) position? Additional assistant principal(s)?

If a school created an SSC position, those positions are no longer available for the 2019-20 school year. Those positions are being evaluated for future use.

If a school created an Assistant Principal position specifically due to the Dean elimination, those positions will be closed. Should you determine that your budget and structure still support an Assistant Principal role, please work directly with your Region Superintendent to discuss and/or get approval for your desired budget modifications. Your Region Superintendent and School Associate Superintendent will communicate the approved changes to the Strategic Budget Department and Human Resources. Human Resources will receive the budget changes and your Human Capital Management team will be in contact with the principal to discuss the next steps for advertising and filling the Assistant Principal position.

23. If a school decides to eliminate one or more Dean positions, does a principal get to select which of Deans remain at the school?

Yes. Principals are entitled to make that initial determination. However, as stated above, the surplus/RIF procedures may result in a Dean with higher seniority replacing one of the Deans with lower seniority.

24. What happens to Deans who lose their Dean position during the reopened budget process?

The District shall apply the surplus/RIF procedures set forth in Article 26 of the CCASAPE Negotiated Agreement to place all displaced Deans. In general, the District will first fill any vacant Dean position. Next, the District shall seek out any Dean who wants to volunteer to leave his/her position. Next, any Dean with two consecutive unsatisfactory evaluations, a disciplinary suspension of five days or more, or a determination of abuse of sick leave would be released. Thereafter, seniority would determine which Deans get to remain in a Dean position. Seniority is determined first by seniority as an administrator, then seniority in the position, and then seniority in the District. Any Dean who did not secure a Dean position through these procedures will be placed into a teaching position for which he/she is qualified.

25. Do Deans placed into teaching positions have any rights to return to their former position as a Dean?

Yes, Article 26 of the CCASAPE Negotiated Agreement provides an administrator who has been reduced in force with certain limited rights to return to the former administrator position.

26. When will teacher vacancies, previously reserved for Dean placements, be opened and advertised in SearchSoft?

The Human Resources Human Capital Management team expects to have positions vacated by the previously identified employee and advertised within three (3) business days from July 24.

27. What happens if the school decided in June 2019, to fund the Project Facilitator position? What if the school would like to modify the budget?

If these positions were previously approved and CCF-168 requisitions were submitted and approved, the school will work directly with their Human Capital Management team regarding the next steps for advertising the Project Facilitator position and filling the position(s).

If a school needs to modify its budget, principals will work directly with their Region Superintendent to discuss and get approval for their desired budget modifications.

28. What other safety resources are available for schools?

CCSD is constantly working to increase safety for students and employees and has several programs set to make an impact during the 2019-20 school year.

- Increase school police officers to ensure that all high schools have two police officers and all Career and Technical Academies and alternative schools have one officer on-site.
- CCSD has 12 certified Trauma 101 trainers who were certified by the University of Southern California.
- CCSD Trauma 101 school-wide training has been scheduled at 29 school sites and that training will continue until all schools have been trained.
- Bullying and Cyberbullying mandatory training for all school-based administrators has been scheduled for Aug. 1, 2, 5 and 6.
- CCSD Behavior and Student Discipline Training for all school-based administrators has been scheduled for Aug. 1, 2, 5 and 6.
- CCSD Infinite Campus Behavior tab hands-on training for school-based administrators has been scheduled for Aug. 1, 2, 5 and 6.
- CCSD is working closely with the Clark County Department of Juvenile Justice Services to schedule mandatory De-Escalation and Rapport Building Training for all school-based administrators in early August.
- Infinite Campus Behavior, Harbor, Violent Offenses Training for all CCSD Police Officers has been scheduled for Aug. 9.
- Nevada Department of Education has committed funding for a full-time equivalent position for CCSD to assist with monitoring and response on SafeVoice tips.
- CCSD has been awarded \$6.8 million for the continuation of Social Workers in Schools Grant.
- CCSD has applied for an additional \$10 million in new social worker support through the Safety Grant.
- CCSD has applied for and received preliminary approval for an additional \$178,500 in social worker support through the Title IV Grant.
- Restorative Practices Training will be provided to all school social workers to support their schools in implementing restorative practices between Aug. 19 and Sept. 19.