

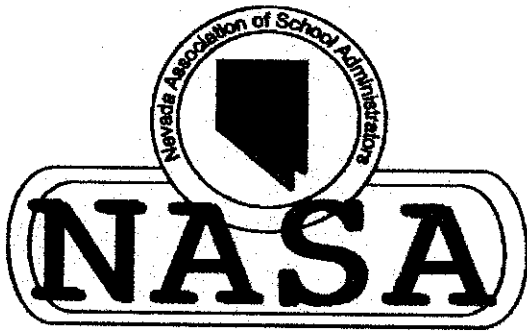
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**NEVADA ASSOCIATION  
OF  
SCHOOL ADMINISTRATORS**

**A.B. 218**

**Remarks to the Committee on Education  
3/7/2003**

**Mr. Williams and members of the committee,**

**I am Ralph Cadwallader, Executive Director of the Nevada Association of School Administrators. For the record, I have been an educator for 38 years.....assistant principal, principal of two high schools in Las Vegas, and associate superintendent in Clark County, supervising all of the district's middle schools and high schools....but, most important, I was a teacher.**

**Research says that among the most important correlates of an effective school is the need to have a safe and orderly environment. A safe and orderly school requires a continuous joint effort of the entire school staff... teachers, administrators as well as support staff... and involvement and support from the school's community.**

**AB 218 comes along at a time when the attention of all educators and parents needs to be focused on the state's budget crisis and the implementation of *No Child Left Behind* and its Nevada version outlined in SB 191. What we do not need is AB 218.**

**Inherent in AB 218 are three problems:**

- 1. It requires that the compensation of principals shall be withheld if the school's discipline plan is not appropriately implemented.**

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**ASSEMBLY EDUCATION**

**DATE: 3/7/03 ROOM: 3143 EXHIBIT E**

**SUBMITTED BY: RALPH CADWALLADER**

***Why is this a problem?*** It is redundant. Current law and district policies allow for school boards to institute progressive discipline on any employees who fail to comply with these laws or policies. Progressive discipline includes reprimands, suspension without pay and termination.

2. This bill is precedent setting...so much so that the legislature should think twice before opening these floodgates.

***What is this problem?*** The bill allows the school's teaching staff to vote on whether or not the principal gets paid.

There is hardly a work location anywhere in the country, in either the public or the private sector that allows the employees of the organization to vote on whether or not management should be paid.

3. The bill places the sole responsibility for implementing the school's discipline plan upon the principal.

***Why is this a problem?*** As stated earlier, an effective school safety plan requires the collaborative effort of the entire school staff and community.

I submit to you that..... just as the principal should be required to implement a fair, firm and consistent program of progressive discipline in his/her school....so too must the classroom teacher implement a fair, firm and consistent program of progressive discipline in his/her classroom.

Thus, if financial penalties are imposed upon principals for not appropriately implementing the school's discipline policy.....so too.....*it would seem*..... that those teachers or other staff members who do not appropriately implement such policies in their classrooms, should also receive similar financial penalties.

Let me emphasize, that I do not recommend either.

**Let this proposal go away.**

**Instead, let us all...legislators, administrators, teachers, support staff and school communities....focus our energies during the next few months on solving the state's financial crisis, appropriately funding education and effectively implementing No Child Left Behind Act so that learning in a state's classrooms can improve.**

**Thank you**