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March 7, 2003

Chairman Williams, members of the Committee on Education:

My name is Stephen Augspurger and I am the Executive Director of the Clark County Association of School Administrators. I am here today on behalf of administrators in the Clark County School District to express concerns regarding Assembly Bill 218.

As the result of the 1999 Legislative Session, legislative action was taken that required the development of a school discipline plan. This bill, AB521, ensures that school discipline is a partnership between teachers, parents and school administrators. Teachers are expected to maintain classroom discipline and to appropriately follow discipline plans for special education students. Administrators are expected to provide the necessary assistance and support for teachers to maintain an appropriate classroom learning environment.

It is expected that all principals will comply with the requirements of AB521.

However, we also know that classroom and school wide discipline can be a very complex, and at times, emotional issue. There can easily be differences of opinion between teachers, parents and administrators about the best course of action to take regarding a student disciplinary issue.

When these differences of opinion occur regarding disciplinary action that is taken by a school administrator, or if a teacher believes that a principal is not following the requirements of the school discipline plan, there **already exist** specific remedies for resolving the issue. In the Clark County School District if there is a dispute between an employee and supervisor, there is an existing regulation that gives every employee the opportunity to appeal a decision made by their supervisor.

If a concern is brought forward related to the school discipline plan, the principal's supervisor must investigate that concern and based on the findings, take the appropriate

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SUBMITTED BY: STEPHEN AUGSPURGER

action. The appropriate action will likely be to apply the steps of progressive discipline found in the Negotiated Agreement between the Clark County Association of School Administrators and the Clark County School District. This document is already in place and is currently being utilized by supervisors to discipline principals.

In the Clark County School District, the Board of School Trustees can supervise and discipline only one administrator – the superintendent of schools. The supervision and discipline of school principals has been delegated to their central office supervisors. The Clark County Association of School Administrators believes that it is inappropriate for a vote to be taken to determine if the salary of the principal is to be withheld.

In every situation, it should be the principal's administrative supervisor who determines appropriate disciplinary action. Existing disciplinary actions can have very serious consequences for an administrator who fails to follow the requirements established by state law.

The Clark County Association of School Administrators believes that principals must be held accountable for implementing district procedures and state law. CCASA also believes that school administrators must be held accountable by their supervisors utilizing disciplinary procedures negotiated with the District.

We ask that you not pass AB218.