



EXECUTIVE OFFICE

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May 5, 2011

Fran Juhasz
Clark County School District
Director, Employee Management Relations
5100 West Sahara Avenue
Las Vegas, Nevada 89146

Ms. Juhasz:

It is ESEA's position that the Clark County School District is in complete and total violation of the Negotiated Agreement between the Education Support Employees Association and the Clark County School District. We are demanding to bargain with CCSD regarding the surplus reassignment process, the determination of selection of employees being surplus or reduced in force based on district wide seniority and adjusted hire date.

We are very frustrated that Article 25 bargaining has not been completed as we discussed previously. It was ESEA's desire to have this completed prior to any action declared by CCSD regarding surplus or reduction in force for the 2010-2011 school year.

Your inability to make agreements at the table has hampered our ability to reach a tentative agreement. As you've stated yourself, you are not able to make decisions or commitments at the table which is disturbing to ESEA as the bargaining agent that represent the hard working and dedicated support staff of the school district.

We believe that Clark County School District is in a position of violating our collective bargaining agreement and if we do not get an opportunity to remedy this situation, ESEA will file an Unfair Labor Practice.

Respectfully,

A blue ink signature of Brian Christensen, the Executive Director of ESEA.

Brian Christensen
Executive Director

A black ink signature of John J. Carr, the President of ESEA.

John J. Carr
President

Education Support Employees Association

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