

August 7, 2017

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10 Necessary Steps for CCSD Reorganization
90 Day Plan of Action

1. SB 178 needs to be implemented immediately by CCSD- all school precincts targeted to receive this money should readjust their budgets and school organization plans so that this money follows the student.
2. 3% cut to all non-instructional services that are part of Central Administration with an assessment of what departments and programs can be eliminated, streamlined, reorganized, and any savings should be repurposed to the Schools. This should be done no later than September 30, 2017. The final product will be a service agency supporting school precincts.
3. CCSD Board of Trustees should move to decide and vote on transferring central services listed in Section 16(3) of AB 469 to school precincts no later than October 1, 2017 after there is a plan of action to implement the transition of those services to school buildings.
 - a. Adjustments to current budget should be made at each SOT where appropriate to increase the school precincts budget for this year as well as any modifications to the organization plan for student outcomes.
 - b. 2018-19 budget planning process should start with 80% of unrestricted funds to school precincts.
4. During the months of October, November and December 2017 SOT meetings should revisit the current school year budget and assess what additional services and needs a building will need to better achieve student outcomes as they plan for the 2018-2019 school year.
5. Associate Superintendents – an operational business model should be developed where transferred central administrative services to school precincts is coordinated at the Associated Superintendent Level including if necessary increasing the operational capacity of each Associate Superintendent to implement that coordination.
6. CCSD Board of Trustees should work directly with the Performance Zones within their District to aid and assist Associate Superintendents and school precincts get the support they need to carry out the school's organization plan.
7. Department of Education Needs to Have Oversight including rapid intervention when it comes to funding issues.
 - a. Strembinsti and/or other expert consultants need to be brought in
 - b. With that IFC or Leg Commission needs to allocate resources for NVDOE
 - c. Forensic Audit of CCSD's Budget

8. CCSD needs to immediately have the following systems of training:
 - a. Training per AB 451 for all CCSD Board of Trustees
 - b. CCSD needs to have a system in place to ensure SB 369 has rapid response with investigation and training
9. Eliminate Employee Management Relations department and perform an audit of current Human Resource System with a reorganization of that department into a more high performing human capital system whose mission is to invest in employees.
10. Governor or the Attorney General needs to determine what action to take to force CCSD to comply with AB469.