

MINUTES
CLARK COUNTY SCHOOL DISTRICT
MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121

Thursday, February 28, 2008

4:09 p.m.

Roll Call:	<u>Members Present</u>	<u>Members Absent</u>
	Mary Beth Scow, President	Shirley Barber, Member
	Terri Janison, Vice President	Larry P. Mason, Member
	Carolyn Edwards, Clerk	
	Ruth Johnson, Member	
	Sheila Moulton, Member	

Dr. Walt Rulffes, Superintendent of Schools

INVOCATION

Dr. Anne Jones, senior pastor, Life Christian Center, gave the invocation.

FLAG SALUTE

Rancho High School ROTC led the Pledge of Allegiance.

ADOPT AGENDA

Adopt agenda, except delete Items 6.02 and 6.03, and notice revised backup material for Item 5.30.

Motion: Edwards Second: Moulton Vote: Unanimous

APPROVE MINUTES

Special meeting – February 14, 2007

Motion: Edwards Second: Moulton Vote: Unanimous

Regular meeting – July 27, 2006

Motion: Moulton Second: Johnson Vote: Yeses – 4 (Johnson, Moulton, Scow, Janison);

Abstain – 1 (Edwards)

The motion passed.

Trustee Edwards stated she was abstaining because she was not present for this meeting.

STUDENT REPORTS

Alicia Ortega and Andy Romero, student body presidents at Area Technical Trade Center, Shirley Barber, District C trustee; Margarita Villa, student body president at Las Vegas Academy, Shirley Barber, District C trustee; Jade Jones, student representative at West Preparatory, Shirley Barber, District C trustee; Chelsea Atwell, student body president at Cimarron-Memorial High School, Terri Janison, District E trustee; and Allison Cox, student body president at Sig Rogich Middle School, Terri Janison, District E trustee, gave brief overviews of present and future activities, plans, and goals for their respective schools. They also spoke about the school spirit and pride of the students at their respective schools.

STUDENT COUNCIL ADVISORY COMMITTEE TO THE BOARD OF SCHOOL TRUSTEES

Priscilla Acosta, student chairperson, Del Sol High School and Area Technical Trade School, reported on the recent meeting of the Student Council Advisory Committee. She stated the positions of chairperson and vice chairperson were discussed. Other topics of discussion were the Green Committee, the Antiquated Policies Committee, the Tardy Policy Committee, and student concerns.

NEVADA READING WEEK ART LOGO CONTEST WINNERS

Carole Hoppe, coordinator, Silver State Reading Association; and Angela Geiger, Southern Nevada Reading Council, announced the following CCSD students who were the winners in the Ride the Reading Train logo contest: 3rd place elementary school, Megan Barerra, Vegas Verde Elementary School; 2nd place elementary school, Bekkah Marone, Newton Elementary School; 1st place elementary school, Troi Gonzales, Sandy Miller Elementary School; 3rd place middle school, Cesar Ramos, Escobedo Middle School, and Tanner Howe, Becker Middle School; 2nd place middle school, Brittany Kriechbaumer, Saville Middle School; 1st place middle school, Kayla de Guzman, Becker Middle School; 3rd place high school, Kylee Cinnamon, Silverado High School; 2nd place high school, Adrian Gonzales, Silverado High School; 1st place high school, Kori Amacker, Green Valley High School; and the Grand Prize winner, Ashley Hill, Courtney Junior High School.

EXCELLENCE IN EDUCATIONAL LEADERSHIP AWARD

Patti Chance, coordinator, UNLV PK-12 Educational Leadership Program, awarded the Excellence in Educational Leadership Award to Dr. Andre Denson, southeast region superintendent.

CASHMAN GOOD GOVERNMENT AWARD

Paul Gerner, associate superintendent, Facilities Division, accepted the Cashman Good Government Award for Clark County School District. He also accepted an energy rebate check from Nevada Power Company in the amount of \$198,328.00. He recognized the efforts and support from Dick Cuppett, energy manager, Facilities Division, and Nevada Power Company to reduce energy in our school district.

RECESS: 5:14 p.m.

RECONVENE: 5:29 p.m.

ENTERTAINMENT RECOGNIZED

Mrs. Janison acknowledged the musical presentation given during the recess by Palo Verde High School. Board members thanked the students; Dan Phillips, principal; Cara Froelich-Vasquez, music specialist; and Richard Carranza, region superintendent.

PUBLIC HEARINGS ON AGENDA ITEMS/RESPONSE TO PUBLIC COMMENT

Employee Labor Relations – Mary Ella Holloway

Ms. Holloway produced a hand-out document and spoke about a situation at Morris Behavior Jr./Sr. High School regarding bathroom keys and the location of the closest bathroom for staff. She also spoke against the removal of Regulation 4370.

PUBLIC HEARINGS ON AGENDA ITEMS/RESPONSE TO PUBLIC COMMENT (continued)

Employee Labor Relations, Teachers' Duties – Amy Hirsbrunner

Ms. Hirsbrunner, a teacher with CCSD, expressed concern with the new ParentLink communication program that has already been adopted. She stated that it would place unnecessary strain on teachers because of the time requirement involving the computer and that it was time being taken away from the children.

Mrs. Moulton expressed appreciation for the speakers who have come forward and suggested they contact the principals and region superintendents for guidance. She stated she was aware of the need for, and use of, funds regarding Regulation 4370. She also indicated that the adoption of the ParentLink communication program was for the families, and she stated that Dr. Rulfes would speak with Ms. Hirsbrunner regarding that issue.

Mrs. Janison stated it was her understanding that ParentLink was supposed to be easier, and teachers would not need to perform a one-on-one.

Dr. Lauren Kohut-Rost, deputy superintendent, Instruction Unit, explained the difference between ParentLink and the standard-based report card at the elementary level. She stated that the district was working on having the report card input become web based so teachers could work on that at home. She also stated that ParentLink should be an easier tool and should open the door for communication.

Jeffrey Weiler, chief financial officer, Finance and Operations Division, stated an update on ParentLink would be given in March or April, and changes would evolve as the district moved forward.

APPROVE ADOPTION OF CONSENT AGENDA

Approval of the consent agenda, except holding Item 5.04.

Motion: Edwards Second: Johnson Vote: Unanimous

AUTHORIZE INSTRUCTIONAL PROGRAMS – CURRICULUM ADVANTAGE, INC.

Authorization to purchase computer software, Classworks, from Curriculum Advantage, Inc. at an approximate cost of \$77,400.00, effective March 14, 2008, through August 1, 2008, to be paid from internal order G4143700008, GL 5650000000, with no impact to the general fund, as recommended in Reference 5.01.

AUTHORIZE ADVANCED PLACEMENT TEST FEE PAYMENT PROGRAM – TITLE VIII

Authorization to submit and implement the Advanced Placement Test Fee Payment Program, as provided by Title VIII, to increase the number of low-income students participating in Advanced Placement and International Baccalaureate Programs in the Clark County School District, from March 3, 2008, through June 30, 2008, in the approximate amount of \$81,702.00, to be paid from Fund 0280, Internal Order Number G6640000108, with no impact to the general fund, as recommended in Reference 5.02.

AUTHORIZE THE ELEMENTARY SCHOOL COUNSELING GRANT PROGRAM – U.S. DEPARTMENT OF EDUCATION

Authorization to submit and implement, through the United States Department of Education, the Elementary School Counseling Program, from July 1, 2008, through June 30, 2011, in the approximate amount of \$1,181,624.32, to be paid from Fund 0280, with no impact to the general fund, as recommended in Reference 5.03.

AUTHORIZE EDNA CRANE FOUNDATION GRANT

Authorization to submit and implement the Edna Crane Foundation Grant, in the approximate amount of \$25,500.00, during the anticipated project period of March 15, 2008, through June 4, 2008, to create a Virtual Museum Program at Ruby Thomas Elementary School, to be paid from Fund 0279, Internal Order G3317000108, with no impact to the general fund, as recommended in Reference 5.05.

AUTHORIZE QUANNAH MCCALL ELEMENTARY SCHOOL SUBSTANCE ABUSE PREVENTION PROGRAM

Authorization to submit and implement the state-funded Quannah McCall Elementary School Substance Abuse Prevention Program, March 15, 2008, through June 30, 2009, to be paid from Fund 0280, in the approximate amount of \$58,547.00 per year, with no impact to the general fund, as recommended in Reference 5.06.

AUTHORIZE RESPONSE TO INSTRUCTION PROGRESS MONITORING AND INTERVENTION

Authorization to submit and implement the state-funded Response to Instruction Progress Monitoring and Intervention Grant, from March 15, 2008, through June 30, 2010, in the approximate amount of \$1,000,000.00, from Fund 0280, with no impact to the general fund, as recommended in Reference 5.07.

APPROVE UNIFIED PERSONNEL EMPLOYMENT

Approval to employ unified personnel, as recommended in Reference 5.08.

APPROVE LICENSED PERSONNEL EMPLOYMENT

Approval to employ licensed personnel, as recommended in Reference 5.09.

APPROVE LICENSED PERSONNEL LEAVES OF ABSENCE

Approval to grant leaves of absence to licensed personnel (Regulations 4351 and 4355), as recommended in Reference 5.10.

APPROVE STUDENT EXPULSIONS

Approval of student expulsions according to NRS 392.467 (Board Policy 5114 and Regulations 5114 and 5141.1), as listed, as recommended in Reference 5.11.

RATIFY PURCHASE ORDERS

Ratification of the purchase orders in the total amount of \$30,546,328.66, as listed, as recommended in Reference 5.12.

APPROVE PURCHASING AWARDS

Approval to purchase goods or services in the estimated total amount of \$91,479,882.20 in compliance with NRS 332, as listed, as recommended in Reference 5.13.

RATIFY WARRANTS

Ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum #15-07-08 in the total amount of \$167,407,128.89, as recommended in Reference 5.14.

**APPROVE ENGINEERING DESIGN SERVICES, SCHOOL MODERNIZATION,
JAMES B. McMILLAN ELEMENTARY SCHOOL**

Approval to select the engineering firm of Sigma Mechanical Engineering Consultants to provide engineering design services in order to solicit bids to support the school modernization at James B. McMillan Elementary School in the amount of \$396,000.00, to be paid from the 1998 Capital Improvement Program, Fund 3080000000, Project C0011879, and for J. P. Gerner, Facilities Division, to act as the Board of School Trustees' designee for all project documents, as recommended in Reference 5.15.

**APPROVE ENGINEERING DESIGN SERVICES, SCHOOL MODERNIZATION, ELAINE WYNN
ELEMENTARY SCHOOL**

Approval to select the engineering firm of Sigma Mechanical Engineering Consultants to provide engineering design services in order to solicit bids to support the school modernization at Elaine Wynn Elementary School in the amount of \$396,000.00, to be paid from the 1998 Capital Improvement Program, Fund 3080000000, Project C0011882, and for J. P. Gerner, Facilities Division, to act as the Board of School Trustees' designee for all project documents, as recommended in Reference 5.16.

**APPROVE STREET DEDICATION, CITY OF NORTH LAS VEGAS, TOM WILLIAMS ELEMENTARY
SCHOOL**

Approval to grant the City of North Las Vegas a half-street dedication on the west boundary of the Tom Williams Elementary School site, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.17.

**APPROVE ROADWAY EASEMENT, CITY OF NORTH LAS VEGAS, TOM WILLIAMS ELEMENTARY
SCHOOL**

Approval to grant the City of North Las Vegas four easements on the west and south boundaries of the Tom Williams Elementary School site for roadway easements, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting documents, as recommended in Reference 5.18.

**APPROVE UTILITY EASEMENT, CITY OF NORTH LAS VEGAS, TOM WILLIAMS ELEMENTARY
SCHOOL**

Approval to grant the City of North Las Vegas two easements on the west boundary of the Tom Williams Elementary School site for the installation of four reduced pressure principal assemblies and a fire hydrant, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.19.

**APPROVE GRANT OF EASEMENT, NEVADA POWER COMPANY, KAY CARL ELEMENTARY
SCHOOL**

Approval to grant Nevada Power Company three easements to allow for the installation of underground cable on the north boundary of the Kay Carl Elementary School site, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.20.

APPROVE GRANT OF EASEMENT, NEVADA POWER COMPANY, OLLIE DETWILER ELEMENTARY SCHOOL

Approval to grant Nevada Power Company three easements to allow for the installation of two transformers and underground cable on the west boundary of the Ollie Detwiler Elementary School site, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.21.

APPROVE GRANT OF EASEMENT, NEVADA POWER COMPANY, MABEL HOGGARD ELEMENTARY SCHOOL

Approval to grant Nevada Power Company two easements to allow for the installation of underground cable on the west portion of the Mabel Hoggard Elementary School site, and for Jeff Weiler, Chief Financial Officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.22.

APPROVE GRANT OF EASEMENT, NEVADA POWER COMPANY, JEFFREY BEHAVIOR JUNIOR/SENIOR HIGH SCHOOL

Approval to grant Nevada Power Company three easements to allow for the installation of conduit, pull box, transformer, and underground cable on the south boundary of the Jeffrey Behavior Junior/Senior High School site, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.23.

APPROVE GRANT OF EASEMENT, NEVADA POWER COMPANY, LEWIS E. ROWE ELEMENTARY SCHOOL

Approval to grant Nevada Power Company an easement to allow for the installation of conduit and a transformer on the north boundary of the Lewis E. Rowe Elementary School site, and for Jeff Weiler, Chief Financial Officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.24.

APPROVE TRAFFIC SIGNAL EASEMENT, CLARK COUNTY, DUANE D. KELLER MIDDLE SCHOOL

Approval to grant Clark County two easements located along the east boundary of the Duane D. Keller Middle School site for the installation of a school flasher, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.25.

APPROVE TRAFFIC SIGNAL EASEMENT, CLARK COUNTY, LAS VEGAS HIGH SCHOOL

Approval to grant Clark County an easement located along the west boundary of the Las Vegas High School site for the installation of a school flasher, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.26.

TRAFFIC SIGNAL EASEMENT, CLARK COUNTY, SILVERADO HIGH SCHOOL

Approval to grant Clark County an easement located along the east boundary of the Silverado High School site for the installation of a school flasher, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.27.

APPROVE TRAFFIC SIGNAL EASEMENT, CLARK COUNTY, ED VON TOBEL MIDDLE SCHOOL

Approval to grant Clark County an easement located along the west boundary of the Ed Von Tobel Middle School site for the installation of a school flasher, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.28.

APPROVE TRAFFIC SIGNAL EASEMENT, CLARK COUNTY, GWENDOLYN WOOLLEY ELEMENTARY SCHOOL

Approval to grant Clark County an easement located along the north boundary of the Gwendolyn Woolley Elementary School site for the installation of a school flasher, and for Jeff Weiler, chief financial officer, to act as the Board of School Trustees' designee to sign the granting document, as recommended in Reference 5.29.

APPROVE CONTRACT AWARD: CONSTRUCT J. E. MANCH ELEMENTARY SCHOOL REPLACEMENT

Approval of an award of contract to the lowest responsive and responsible bidder to construct the J. E. Manch Elementary School Replacement, to be paid from the 1998 Capital Improvement Program, Fund 3080000000, Project C0000851; and for J. P. Gerner, Facilities Division, to act as the Board of School Trustees' designee for all project documents, as recommended in Reference 5.30.

RATIFY CHANGE IN SERVICES, ARCHITECTURAL/ENGINEERING SERVICES AGREEMENTS

Ratification of total change in services to the architectural/engineering services agreements for a net increase of \$239,383.25 for Gordon McCaw Elementary School Replacement and Jesse D. Scott Elementary School (Domingo Cambeiro Professional Corporation), East Career and Technical Academy (SH Architecture), Desert Oasis High School (Tate Snyder Kimsey Architects, Ltd.), Valley High School (Professional Design Associates, Inc.), Jo Mackey Elementary School (MSA Engineering, Inc.), and Helen J. Stewart School (Precision Design Group), as recommended in Reference 5.31.

RATIFY CHANGE ORDERS

Ratification of total change orders for a net increase of \$229,725.66 plus additional days to the construction contracts to Construct D. L. "Dusty" Dickens Elementary School (Martin Harris Construction), Construct Lois and Jerry Tarkanian and Edmundo "Eddie" Escobedo, Sr. Middle Schools (Pace Contracting Co.), Demolition and Site Improvement Services, Central Career and Technical Academy (NU Equipment, Inc.), Construct Matthew B. Wallace Transportation Center (Sletten Construction of Nevada, Inc.), Plumbing and Electrical Modernization, Vail Pittman Elementary School and Multipurpose Room Expansion and Modernization, Will Beckley Elementary School (Cobblestone Construction), as recommended in Reference 5.32.

APPROVE POLICY REVIEW

Approval to create the 2008 work session calendar of policies including Governance Policies, Board Superintendent Linkage, Executive Limitations, Ends and Operational Policies.

APPROVE POLICY REVIEW (continued)

Mrs. Scow stated the following were policies the Board wished to discuss with recommended dates:

1. GP-4: Board Members' Principles of Operation—Conduct and Ethics; GP-12: Types of Meetings; B/SL-3: Accountability of the Superintendent; and B/SL-4: Delegation to the Superintendent on April 7, 2008;
2. GP-14: Board Committee Principles; and GP-15: Board Affiliated Committees, and a review of bylaws on May 12, 2008;
3. B/SL-5: Monitoring Superintendent Performance, GP-9: Meeting Planning, and EL-6: Financial Condition and Activities on March 27, 2008;
4. GP-13: Closed sessions of the Board; and GP-19: Vacancies on the Board on April 10; and
5. GP-17: Cost of Governance on April 24, 2008.

Mrs. Johnson cited a tentative schedule had been discussed in December 2007, but she indicated that GP-11: Public Hearings, and EL-10: Communication and Support to the Board, specifically subparagraph 7, had not been included.

Mrs. Scow stated that discussion on GP-11: Public Hearings had already been started at the last Board meeting and would be coming back. She asked Cindy Krohn, executive assistant, Board Office, to check on the status of EL-10: Communication and Support to the Board.

Motion to accept, noting flexibility of items and dates.

Motion: Moulton Second: Johnson Vote: Unanimous

AUTHORIZE LIBRARY BOOKS PURCHASING PROGRAM GRANT – NEVADA SENATE BILL 560

Authorization to submit and implement the state-funded Library Books Purchasing Program Grant in the approximate amount of \$400,000.00, from March 3, 2008, to June 30, 2008, to be paid from Fund 0279, Internal Order G4409000108, with no impact to the general fund, as recommended in Reference 5.04.

Trustee Edwards stated she would like to continue to pursue a relaxation of the penalty or some new language to be incorporated if the grant funds were not utilized so the funds could be used towards the budget cut.

Dr. Rulfes stated he misspoke earlier and asked for clarification from the Instruction Unit; however, he felt Trustee Edwards' point was germane and stated he would look into it.

Catherine Tully, grant writer, East Region, Grants Development and Administration Department, explained the deadline for submission of the application was February 1, 2008, and that it was submitted.

Dr. Rulfes asked whether these funds would be redirected to apply to areas of budget cuts.

Ms. Tully stated they were state funds and she believed they could be applied.

Mrs. Janison asked whether these are books that go into the library and have nothing to do with curriculum learning.

Ms. Tully responded in the affirmative.

AUTHORIZE LIBRARY BOOKS PURCHASING PROGRAM GRANT – NEVADA SENATE BILL 560
(continued)

Trustee Edwards asked whether or not to apply these funds towards the cuts or to go ahead with it.

Dr. Rulfes asked whether postponing this item to follow up with Trustee Edwards' question would jeopardize the application process.

Ms. Tully responded that postponing it would not jeopardize the grant funds.

Mrs. Moulton suggested developing a timeline for future grants and asked whether or not the funds could be applied to the cuts.

Dr. Rulfes suggested that if there was a timeline consideration, the Board approve this item with the contingency to follow up, but that once the deadline approaches, to go ahead and process it rather than lose the grant. He also stated that the district should negotiate to apply these funds to the cuts if it was prudent.

Motion to accept with the contingency as explained by Dr. Rulfes.

Motion: Edwards Second: Moulton

Mrs. Scow indicated that the Board should not be in the position to decide which funds should be accepted, but in light of the cuts, it should be looked at.

Vote on Trustee Edwards' motion was unanimous.

APPROVE UPDATE ON K-12 BUDGET REDUCTIONS PROPOSED BY GOVERNOR GIBBONS

Approval of the update on the K-12 budget reductions proposed by Governor Gibbons, and possible legal action in response to such proposals, as recommended in Reference 7.01.

Mr. Weiler explained the process of a CCSD survey regarding the proposed budget cuts that went out over the last few weeks and the results thereof. He indicated that the results of this survey would be posted on the district's website.

Mrs. Scow requested a copy of the survey results.

Joyce Haldeman, associate superintendent, Community and Government Relations, issued a reminder that this was not a controlled survey.

Trustee Edwards asked what the proposed cuts might include.

Mr. Weiler responded the following areas might be cut: Enterprise Resource Planning (ERP); swap or cut more one shots; early retirement incentive; vacant positions; and deferred purchases. He also identified several areas of cost savings.

Trustee Edwards provided a summary from her notes of the Nevada Association of School Boards (NASB) meeting where each director of several counties indicated what programs they would cut.

APPROVE UPDATE ON K-12 BUDGET REDUCTIONS PROPOSED BY GOVERNOR GIBBONS

(continued)

Mrs. Moulton asked if CCSD was looking at the state budget for additional pockets of \$40,000,000.

Mr. Weiler responded that the state budget was reviewed for additional funds. It was noted that in addition to the rainy day fund, there was supposed to be a 5% ending fund balance, and the district has a 2% balance, but Andrew Klinger, Budget Director for the State of Nevada, was not amenable to offer that to the district.

Mrs. Moulton stated it was heartbreaking to see the size of kindergarten, fourth-, and fifth-grade class sizes, and she expressed frustration with leadership in the state regarding this issue.

APPROVE PRESENTATION ON THE STATUS OF THE ENTERPRISE RESOURCE PLANNING (ERP) PROJECT

Approval of the update on the status of the Enterprise Resource Planning (ERP) project.

Keith Bradford, assistant superintendent, Business Department, gave a status update on the ERP project through a PowerPoint® presentation. Some of the topics of his presentation included: why replace financial and purchasing systems; why replace human resource and payroll systems; enterprise resource planning website access; Phase I; how the website options operate; Phase II; the decision to hibernate the project on January 14, 2008; ERP production support; continuous improvement areas; the explanation of a budget inquiry report; future needs; and employees' self-serve ability.

Mrs. Janison stated she was surprised by the amount of money being spent on outside consultants and indicated that it made more sense to utilize CCSD staff instead. She asked what type of feedback was received from end users, such as schools, and she expressed frustration with the system.

Mr. Bradford responded that the methodology needed tweaking and encouraged input from the end users to make changes based on the feedback.

Mrs. Moulton asked if CCSD was tracking the amount of money it would cost the district to go into project hibernation and then come out of hibernation.

Mr. Bradford responded that it would be difficult to come up with a cost because it depended on the amount of time of hibernation and changes being made.

Mrs. Scow asked if cost savings have been seen with Phase I.

Mr. Bradford responded cost savings would be seen in the efficiency of more productive work in less time.

APPROVE NOTICE OF INTENT – SUSPENSION OF CLARK COUNTY SCHOOL DISTRICT REGULATION 4370, VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM: ALL EMPLOYEES

Approval of the Notice of Intent to suspend the current Voluntary Early Retirement Incentive Program, as set forth in Regulation 4370, Voluntary Early Retirement Incentive Program: All Employees, prior to submission to the Board of School Trustees for approval on March 27, 2008, as recommended in Reference 7.03.

**APPROVE NOTICE OF INTENT – SUSPENSION OF CLARK COUNTY SCHOOL DISTRICT
REGULATION 4370, VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM: ALL EMPLOYEES**
(continued)

Motion to accept.

Motion: Johnson Second: Janison

Mrs. Janison questioned if the funds were being pulled back, were the teachers being undercut through this process.

Martha Tittle, chief human resources officer, Human Resources Division, gave a statistical review encompassing the past few years of the number of employees taking advantage of Regulation 4370. She stated the teachers' contract has options for an early buyout, which was subject to negotiation.

Mrs. Moulton requested a brief history of Regulation 4370.

Mrs. Tittle responded it began in 1984 and explained the history of this regulation. She stated the cost of this program was not accomplishing today what it had intended to accomplish.

Mrs. Moulton asked if the district would anticipate an increase in number of employees taking advantage of this program this year resulting in greater cost for 2008.

Mrs. Tittle replied that she did not know the answer to that question. She reiterated that this item was a Notice of Intent.

A question was asked from the audience whether an employee could take advantage of this program any time of the year or would it have to be done in May, and it was explained that it could happen any time during the year, depending on the employee's hire date.

Mrs. Scow requested staff to obtain further information regarding that question to be brought back at the next Board meeting.

Hilary Engel, director I, Human Resources Division, responded that eligibility for participation in Regulation 4370 is based on adjusted hire date with the district.

Mrs. Johnson stated with the adoption of this suspension status, there would be a window of time for everyone to have ample opportunity to participate if they wished to. She suggested when the time comes back again considering the suspension be contingent on the full recapture of the budget cuts for this year, so the money going towards teachers' salaries could be retained.

Dr. Ruffes advised that it would take some money to settle negotiations.

Vote on Mrs. Johnson's motion was unanimous.

PUBLIC HEARINGS ON NON-AGENDA ITEMS/RESPONSE TO PUBLIC COMMENT

Budget Cuts – Charlene Paul

Ms. Paul stated she was concerned with the budget cuts and asked what parents could do to protect the money allocated for CCSD from the State.

PUBLIC HEARINGS ON NON-AGENDA ITEMS/RESPONSE TO PUBLIC COMMENT (continued)

Mrs. Scow responded that she believes parents have the true power and would advise them that calling the governor and legislators could make a difference.

AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS; AND BOARD AND SUPERINTENDENT COMMUNICATION

Trustee Edwards asked for an agenda item on recent violence near schools and what to do about it.

Dr. Ruffes expressed appreciation to CCSD school police, Metropolitan Police Department, and other law enforcement agencies in their extra presence at the schools today.

Trustee Edwards suggested having a community linkage with business and religion leaders and community groups regarding what could be done to address violence among young people.

Dr. Kohut-Rost stated the district was working on an educational piece to be distributed to all schools for discussion and encouragement on what could be done.

Mrs. Janison stated she had been meeting with many individuals and community groups on this violence topic. She reported on a new Drug Abuse Resistance Education (D.A.R.E.) program through Metropolitan Police Department called Youth Education Services (YES) and suggested inviting YES to give a portion of their presentation. She stated Southern Nevada Regional Planning Coalition (SNRPC) was also interested in becoming involved with the district on this topic. She reported on an incident involving Becker Middle School and that the community was stepping forward to get involved.

Dr. Ruffes stated he would be meeting with Sheriff Gillespie tomorrow and would advise the Board on what Sheriff Gillespie had in mind regarding this subject.

Mrs. Johnson suggested developing a trustee news article.

Trustee Edwards commended CCSD police for having control of the schools and gave a reminder that the violence was happening off school campus.

Mrs. Johnson requested an agenda item at a work session on a review of Superintendent's strategies and philosophy on student achievement through region leadership.

BOARD REPORTS

Mrs. Johnson reported that the Debt Management Commission met for 15 minutes, and a new commissioner was accepted to the committee.

Trustee Edwards reported on the March 26 and 27, 2008, Presidents' Leadership Training that NASB was offering and stated a flyer regarding that would go home in the Friday packet.

MONTHLY DEBRIEFING

Trustee Edwards expressed concern with absences on the Board since January and stated the Board would function better if everyone attended. She stated the Board was well prepared, shared ideas in a clear and concise manner, and placed children first in their discussions. She stated the budget cuts were causing the Board to be more reactive than proactive.

MONTHLY DEBRIEFING (continued)

Mrs. Johnson agreed that absenteeism on the Board was of concern, but that accommodation was important. She stated agendas and discussions were well planned regarding Ends policies. She questioned the process the Board was using on the debriefing document indicating subparagraph (d) on the first page might be in conflict with subparagraph (i) on page 2 and suggested combining them to be clearer.

Mrs. Moulton stated she liked the way the Board performed regarding Item J, subparagraph (i), of the debriefing document.

Mrs. Scow suggested having the motion first might help the discussion and keeps the Board focused.

Mrs. Moulton suggested the next zoning meeting would be a good forum to discuss this item further.

ADJOURN: 7:43 p.m.

Motion: Moulton Second: Johnson Vote: Unanimous