

Minutes  
Clark County School District  
Regular Meeting of the Board of School Trustees  
Northeast Career and Technical Academy  
405 West Dorrell Lane, North Las Vegas, NV 89084

Thursday, January 25, 2024

5:00 p.m.

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Roll Call: Members Present  
Evelyn Garcia Morales, President  
Irene Bustamante Adams, Vice President  
Lisa Guzmán, Clerk  
Lola Brooks, Member  
Linda P. Cavazos, Member  
Ramona Esparza-Stoffregan, Member  
Adam Johnson, Member  
Lisa Satory, Member  
Dane Watson, Member  
Katie Williams, Member  
Brenda Zamora, Member

Jesus F. Jara, Ed.D., Superintendent of Schools

**Teleconference Call Connected**

Teleconference call with Trustee Watson was connected at 5:00 p.m.

**Flag Salute**

Trustee Williams led the Pledge of Allegiance with the presentation of colors led by the Shadow Ridge High School ROTC.

**Adoption of the Agenda**

*Adopt corrected agenda and corrected addendum, except note revised reference material for Item 4.05.*

*Motion: Cavazos    Second: Williams    Vote: Unanimous*

**Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

Paul Moradkhan spoke on Item 2.26 and expressed support for all members of the Board to have the ability to make motions and to second motions. He urged the Board to follow the legislative intent as they heard from speakers at their previous meeting. He asked that the Board vote no on this item.

**Approve Adoption of Consent Agenda (continued)**

Nicole Rourke spoke on Item 2.26. She mentioned the letter the Board received opposing the proposed changes to GP-4.2: Board Members' Principles of Operation. She stated it is the position of the municipalities that this policy change is in violation of Assembly Bill (AB) 175.

Leonardo Benavides urged the Board not to adopt Item 2.26, stating the proposed changes to the policy go against the will of the Nevada legislature and prevents appointed Trustees from making motions. He said Board policies such as this will only further insulate this Board from the state, county, cities, and the community as a whole.

Marissa Fehrman addressed the Board regarding Item 2.04 and provided information in support of Delta Academy's request to amend its charter contract.

Randy Robinson spoke on Item 2.26. He stated the City of Las Vegas asks that the Board not move forward with the item. He said the proposed changes to the policy are inconsistent with AB 175 and limit the ability of all the Trustees to have meaningful discussions about policies that target and improve student achievement.

Bryan Wachter spoke on Item 2.26 and said the municipalities should have a say in how education is provided to the taxpayers in Clark County. He said it is clear that this Board is incapable of being able to address solutions around making Clark County successful and productive so more businesses that would drive and diversify the economy could be recruited and encouraged to come to Clark County.

Trustee Garcia Morales addressed concerns raised regarding the non-voting Board members not having a voice and assured everyone that the appointed Board members have already contributed positively to the Board and will continue to do so in a way that helps shape improvement of student outcomes. She stated the Board is operating with the information that has been provided to them to date.

*Motion to approve the consent agenda.*

*Motion: Garcia Morales    Second: Cavazos*

*Trustee Cavazos offered a friendly amendment to the motion to pull Item 2.26 from the consent agenda for separate discussion.*

*Trustee Garcia Morales did not accept the friendly amendment to the motion.*

*Trustee Williams seconded the motion.*

*Vote on Trustee Garcia Morales's motion: Yeses – 5 (Brooks, Bustamante Adams, Garcia Morales, Guzmán, Williams); Noes – 2 (Cavazos, Zamora)*

*The motion passed.*

**Approve Adoption of Consent Agenda (continued)**

**2.01 Approval of the Minutes.**

Discussion and possible action on the approval of the minutes from the special meeting of January 2, 2024, and the work session meeting of January 3, 2024, is recommended. **(For Possible Action)** (Ref. 2.01)

**2.02 Grant Application: Progressive Discipline Based on Restorative Justice, American Rescue Plan Elementary and Secondary School Emergency Relief Fund III.**

Discussion and possible action to submit the application under the American Rescue Plan Elementary and Secondary School Emergency Relief III funds from the Nevada Department of Education to create and implement progressive disciplinary actions based on restorative justice, effective January 26, 2024, through September 30, 2024, in an amount of \$1,421,139.26, to be paid from Fund 0280, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 2.02)

**2.03 Memorandum of Agreement Between the Clark County School District and Vision Consultants, PC DBA Las Vegas Eye Center.**

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Clark County School District and Vision Consultants, PC DBA Las Vegas Eye Center, to provide Vision Services to Clark County School District students referred by a school nurse for vision concerns, at no cost to the Clark County School District or students, effective January 26, 2024, through January 25, 2029, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the Memorandum of Agreement, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Monica Cortez] (Ref. 2.03)

**2.04 Request by The Delta Academy to Amend the Charter Contract to Acquire its Current Facility Through a Bond Loan Agreement with the Industrial Development Authority of the City of Sierra Vista, a Nonprofit Corporation Designated as a Political Subdivision of the State of Arizona.**

Discussion and possible action on the request by The Delta Academy to amend its Charter Contract to acquire its current facility through a bond loan agreement, not to exceed \$24,500,000.00, with the Industrial Development Authority of the City of Sierra Vista, a nonprofit corporation designated as a political subdivision of the State of Arizona, incorporated with the approval of the City of Sierra Vista, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to approve the amendment to the Charter Contract, is not recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 2.04)

**Approve Adoption of Consent Agenda (continued)**

**2.05 Required Report to the Nevada Department of Education for Assembly Bill 285 and Assembly Bill 330 of the 82nd Session of the Nevada Legislature.**

Discussion and possible action to submit the required report to the Nevada Department of Education, effective January 26, 2024, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 2.05)

**2.06 Warrants.**

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.06)

**2.07 Recap of Budget Appropriation Transfers.**

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning December 1, 2023, through December 31, 2023, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.07)

**2.08 Unified Personnel Employment.**

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Cedric Cole] (Ref. 2.08)

**2.09 Licensed Personnel Employment.**

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Cedric Cole] (Ref. 2.09)

**2.10 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$3,428,387.77 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.10)

**2.11 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$2,492,085.80 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.11)

**2.12 Access to Equipment Easement Agreement NV Energy at C. W. Woodbury Middle School.**

Discussion and possible action on approval to enter into an agreement between Clark County School District and NV Energy for access to an equipment easement at C. W. Woodbury Middle School, for a perpetual right and easement for direct access to the electric meter room, and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.12)

**Approve Adoption of Consent Agenda (continued)**

**2.13 Contract Award: Construction Services New South Career and Technical Academy.**

Discussion and possible action on approval of an award of contract to The PENTA Building Group, for the best-qualified construction manager at-risk (CMAR) for construction services in support of the new South Career and Technical Academy for \$148,159,142.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001640; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.13)

**2.14 Contract Award: Construction Services School Replacement – Gmp #2 at Laura Dearing Elementary School.**

Discussion and possible action on approval of an award of contract to Roche Constructors, Inc., for the best-qualified construction manager at-risk (CMAR) for construction services in support of school replacement at Laura Dearing Elementary School in the amount of \$43,513,700.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001647; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.14)

**2.15 Change Order.**

Discussion and possible action on ratification of the change orders for a total net increase of \$75,141.25 to the construction contracts for Ruby S. Thomas Elementary School (\$75,141.25 - Roche Constructors, Inc.), is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.15)

**2.16 Grant of Easement Las Vegas Valley Water District J. Harold Brinley Middle School.**

Discussion and possible action on approval to grant and convey perpetual access easements to the Las Vegas Valley Water District at J. Harold Brinley Middle School, for the construction, operation, use, maintenance, repair, replacement, reconstruction, and removal of pipelines, all underground and surface appurtenances for conducting water, and any facilities ancillary thereto, such as electric power, fiber optic, and the rights of ingress and egress, over, on, above, across, and under, and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.16)

**2.17 Grant of Easement City of North Las Vegas Mountain View Elementary School.**

Discussion and possible action on approval to grant and convey perpetual access easements to the City of North Las Vegas at Mountain View Elementary School, for utility purposes in conjunction with the replacement of the school, and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.17)

**Approve Adoption of Consent Agenda (continued)**

**2.18 Grant of Easement Southwest Gas Corporation Preparatory Institute, School for Academic Excellence at Charles I. West Hall.**

Discussion and possible action on approval to grant Southwest Gas Corporation an easement at the Preparatory Institute, School for Academic Excellence at Charles I. West Hall, to install and replace a natural gas pipeline or pipelines and appurtenances, and for Brandon McLaughlin, Assistant Superintendent of Construction to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.18)

**2.19 Professional Services Agreement Comprehensive Modernization at Aggie Roberts Elementary School.**

Discussion and possible action on approval to enter into a professional services agreement for constructability review services with Sletten Construction of Nevada, Inc., to provide constructability review services of the comprehensive modernization at Aggie Roberts Elementary School of \$65,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project; C0015054, and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.19)

**2.20 Professional Services Agreement Closed-Circuit Television Sewer Assessment at Boulder City High School.**

Discussion and possible action on approval to enter into a professional services agreement with BCC Management, Inc., in support of the closed-circuit television (CCTV) sewer assessment at Boulder City High School of \$91,000.00, to be paid from the Governmental Service Tax, Fund 3400000000, Project C0015640; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.20)

**2.21 Right-of-Entry NV Energy at Laura Dearing Elementary School.**

Discussion and possible action on approval for a right-of-entry to Laura Dearing Elementary School, to construct, operate, add to, modify, maintain, and remove communication and electrical facilities as delineated by NV Energy, upon over, under, and through the property, and provide unrestricted passage of employees, contractors, and subcontractors, and their vehicles, and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.21)

**Approve Adoption of Consent Agenda (continued)**

**2.22 Right-of-Entry NV Energy at C. W. Woodbury Middle School.**

Discussion and possible action on approval for a right-of-entry to C. W. Woodbury Middle School, to construct, operate, add to, modify, maintain, and remove communication and electrical facilities as delineated by NV Energy, upon over, under, and through the property, and provide unrestricted passage of employees, contractors, and subcontractors, and their vehicles, and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.22)

**2.23 Right-of-Entry NV Energy at Laughlin Junior/Senior High School.**

Discussion and possible action on approval for a right-of-entry to Laughlin Junior/Senior High School, to construct, operate, add to, modify, maintain, and remove communication and electrical facilities as delineated by NV Energy, upon over, under, and through the property, and provide unrestricted passage of employees, contractors, and subcontractors, and their vehicles, and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.23)

**2.24 Right-of-Entry Southwest Gas Corporation at Jerome D. Mack Middle School.**

Discussion and possible action on approval to allow Southwest Gas Corporation a right-of-entry at the Jerome D. Mack Middle School, to replace and maintain a natural gas pipeline or pipelines and appurtenances, for temporary workspace for the duration of the construction activities, across, over, under and through the described property, and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.24)

**2.25 Professional Services Agreement Construction Management Services.**

Discussion and possible action on approval to enter into a professional services agreement with OCMI, Inc., in support of Construction Management Services, for a yearly not to exceed amount of \$ 1,500,000.00, to be paid from the General, Fund 1000000000 Cost Center 101001022 and 1010002022; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.25)

**2.26 Amendment of Clark County School District Board of Trustees Governance Policy GP-4.2: Board Members' Principles of Operation.**

Discussion and possible action on approval of the amendment of Clark County School District Board of Trustees Governance Policy GP-4.2: Board Members' Principles of Operation, is recommended. **(For Possible Action)** [Contact Person: Evelyn Garcia Morales] (Ref. 2.26)

### **Winter MAP Growth**

Presentation and discussion on Winter MAP Growth Results, in support of Focus: 2024 Indicators and Results pertaining to SS-1(A): English language arts, SS-1(B): Grade 3 reading, and SS-1(C): Mathematics.

Dr. Dustin Mancl, Chief Academic Officer, Academic Unit, and Greg Manzi, Assistant Superintendent, Assessment, Accountability, Research and School Improvement Division, Academic Unit, presented an update on Winter MAP Growth results as shown in Reference 3.01.

There was discussion regarding including growth data in addition to the proficiency data and having that data disaggregated by regions or municipalities; the English language arts (ELA) results being linked to the ELA rollout and some possible confusion regarding the curriculum; sharing the MAP Growth reports with families and students; additional interventions for students with disabilities, are emergent multilingual learners, or who attend Title I schools; analyzing the results of students who are performing well to understand what is working well; the mid-cycle goals review conference; helping to ensure that students are able to attend tutoring if transportation is an issue; and including the total enrollment in addition to the total number of students tested as this also addresses chronic absenteeism.

### **Public Hearing on and Possible Approval of American Indian/Alaska Native Policies and Procedures for Federal Impact Aid Section 7003.**

This is the time and place to conduct a public hearing on, discussion of, and approval of American Indian/Alaska Native Policies and Procedures for the Federal Impact Aid Section 7003. Interested persons shall be given an opportunity to be heard concerning the Indian Policies and Procedures of the Clark County School District. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to [BoardMtgComments@nv.ccsd.net](mailto:BoardMtgComments@nv.ccsd.net) at least 8 business hours prior to the scheduled start of the meeting.

Dr. Shana Rafalski, Chief of Staff, Office of the Superintendent, and Dr. Bradley Keating, Executive Director, Engagement Unit, Office of the Superintendent, presented the American Indian/Alaska Native Policies and Procedures for the Federal Impact Aid Section 7003 as shown in Reference 4.01.

Trustee Garcia Morales read the public hearing statement.

There was no one wishing to speak on this item.

Trustee Garcia Morales declared the public hearing closed.

*Motion to approve.*

*Motion: Williams    Second: Guzmán    Vote: Unanimous*



**Public Hearing On and Possible Approval of the New Memorandum of Agreement between the Clark County School District and the Education Support Employees Association Regarding Recruitment and Retention Incentives to School-Based Education Support Professionals**

This is the time and place to conduct a public hearing on, discussion of, and approval of the new Memorandum of Agreement between the Clark County School District and the Education Support Employees Association regarding the provision of recruitment and retention incentives to school-based education support professionals. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to [BoardMtgComments@nv.ccsd.net](mailto:BoardMtgComments@nv.ccsd.net) at least 8 business hours prior to the scheduled start of the meeting.

Trustee Guzmán stated she would be abstaining from voting on this item, as she is employed by the Nevada State Education Association (NSEA).

David Hall, Assistant General Counsel/Chief Negotiator, Office of the General Counsel, reviewed the new Memorandum of Agreement between the Clark County School District and the Education Support Employees Association as shown in Reference 4.02.

Mr. Hall read the public hearing statement.

There was no one wishing to speak on this item.

*Motion to approve.*

*Motion: Williams Second: Cavazos Vote: Yeses – 6 (Brooks, Bustamante Adams, Cavazos, Garcia Morales, Williams, Zamora); Abstain – 1 (Guzmán)*

*The motion passed.*

**Public Hearing On and Possible Approval of the Memorandum of Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees Regarding Reclassification of Elementary School Assistant Principals and Increase in Cost-of-Living Adjustment in Second Year of 2023-2025 Negotiated Agreement**

This is the time and place to conduct a public hearing on, discussion of, and approval of the new Memorandum of Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees regarding the reclassification of elementary school assistant principals from Step 40 to Step 41, and an increase in the cost-of-living adjustment provided in the second year of the 2023-2025 Negotiated Agreement from two percent (2%) to three percent (3%). Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours.

**Public Hearing On and Possible Approval of the Memorandum of Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees Regarding Reclassification of Elementary School Assistant Principals and Increase in Cost-of-Living Adjustment in Second Year of 2023-2025 Negotiated Agreement (continued)**

Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to [BoardMtgComments@nv.ccsd.net](mailto:BoardMtgComments@nv.ccsd.net) at least 8 business hours prior to the scheduled start of the meeting.

Mr. Hall reviewed the new Memorandum of Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees as shown in Reference 4.03.

Mr. Hall read the public hearing statement.

There was no one wishing to speak on this item.

*Motion to approve.*

*Motion: Guzmán*

Trustee Garcia Morales declared the public hearing closed.

*Trustee Williams seconded the motion.*

*Vote on Trustee Guzmán's motion was unanimous.*

**Professional Learning from the Council of the Great City Schools**

Discussion regarding the Board Implementation Timeline and next steps pursuant to the Professional Services Agreement Assisting with Member District Governance.

AJ Crabill, Director of Governance, Council of the Great City Schools, joined the Board meeting via teleconference call. He briefly reviewed the implementation timeline as shown in Reference 4.04.

Trustee Esparza-Stoffregan expressed concern that by adopting the Council of the Great City Schools (CGCS) Student Outcomes Focused Governance Framework, the role of the Board would shift.

Trustee Garcia Morales invited Trustee Esparza-Stoffregan to meet with her to discuss this work and the intention.

### **Professional Learning from the Council of the Great City Schools (continued)**

There was discussion regarding all Trustees participating and engaging with the community; the increase in cost for this governance; how Focus: 2024 goals get folded into this new timeline and superintendent evaluation; how this community listening engagement differs from what Trustees have done in the past; delegating some of the tasks to staff to assist the Board; selecting an implementation chair and expanding the responsibilities for everyone to participate in the process; enveloping Focus: 2024 and the Culture and Climate Study of CCSD into this process; continuing through this process with the upcoming election cycle and possibly having new Board members; and the importance of Trustees participating in their community listening meetings in pairs.

Ben Mackey, Council of the Great City Schools, joined the Board meeting via teleconference call.

The discussion continued around the board policy diet process and the superintendent evaluation.

Trustee Brooks asked if the Board should consider introducing a timeline for Trustees to complete their assignment for CGCS to complete their work and present the report to the Board by February 8, 2024.

Trustee Garcia Morales asked Mr. Mackey and Mr. Crabill how much time would be needed to develop the report.

Mr. Mackey said it would take approximately one week to complete after they receive all responses from the Trustees.

Trustee Garcia Morales said February 2, 2024, seems to be the best date for Trustees to have their assignments completed.

### **Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023–2025 and Memorandum of Agreement between the Clark County School District and the Clark County Education Association**

This is the time and place to conduct a public hearing on, discussion of, and approval of the new 2023–2025 Negotiated Agreement and a Memorandum of Agreement between the Clark County School District and the Clark County Education Association, including but not limited to, an amended salary scale and group health insurance contributions. Also, for public hearing on, discussion of, and possible action on approval of a Memorandum of Agreement between the Clark County School District and the Clark County Education Association, which corrects inadvertent errors to the salary schedule included in the 2023–2025 Negotiated Agreement. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to [BoardMtgComments@nv.ccsd.net](mailto:BoardMtgComments@nv.ccsd.net) at least 8 business hours prior to the scheduled start of the meeting.

**Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023–2025 and Memorandum of Agreement between the Clark County School District and the Clark County Education Association (continued)**

Trustee Guzmán stated she would be abstaining from voting on this item, as she is employed by NSEA and some members will benefit from this contract.

Mr. Hall reviewed the new 2023–2025 Negotiated Agreement and a Memorandum of Agreement between the Clark County School District and the Clark County Education Association as shown in Reference 4.05.

**Public Hearing**

Elizabeth Adler expressed frustration with the effort it takes for educators to receive what she said is granted to every other professional without hesitation. She said it is unacceptable that educators are not even granted what was negotiated by the District.

Angie Joye asked that the Board conserve the educators' new contract. She spoke about the work that has been done to secure a contract that would benefit all teachers and said teachers need this contract to go into effect as soon as possible.

Michael Jahn spoke in favor of the contract awarded through the arbitration process. He said this agenda item is not about approval of the negotiated agreement but is an agreement legally binding on all parties.

Jim Frazee expressed frustration with the amount of time it took to bring this contract forward. He said educators are not valued and are not respected. He said it angers him that tens of thousands of students do not have a licensed educator. He spoke in favor of the contract.

Kenny Belknap stated this contract did not start 10 months ago but actually started in Carson City with the work that is done to make sure there is funding. He expressed frustration with how educators are treated in the District. He spoke in support of the contract.

Danny Price spoke about how CCSD has demonstrated that it cannot be held accountable for controlling the education budget. He said staff cannot meet deadlines or manage contracts or payroll or communications with pertinent employees.

Greta Blunt Johnson gave reasons why she feels the Board should approve the agreement before them, stating that this is an investment in the future of education. She said it is time to approve a contract that recognizes educators' hard work.

Jessica Jones spoke about the process leading up to the contract before the Board and said during this time, the District lost over 300 educators, leaving even more children without a licensed educator. She said she is thankful for the work of educators in securing this historic contract.

**Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023–2025 and Memorandum of Agreement between the Clark County School District and the Clark County Education Association (continued)**

Elysia Byrd thanked those who fought for educators and worked hard to secure this contract. She said this should not have taken this long. She remarked that this is the most toxic work environment the District has ever had. She discussed sections of the contract that should include all educators in specific areas.

Victor Romero spoke about this negotiation process and advocating for educators, and he shared his interaction with a student when that student witnessed what the teachers were doing. He shared comments from his colleagues about what this pay raise means to them.

Karl Byrd discussed how the recent arbitrator's decision impacts educators and students and shared what took place during this process. He said he hopes the Board does the right thing tonight.

Aramis Bacallao spoke about his life and coming to America and desiring to become a teacher to make a difference in the lives of children and to give back to the community. He said CCSD is the only place he has not enjoyed working at.

Michael Pichotta spoke about how students and educators will benefit from this contract. He talked about the relationship between employees and employer in the District and said it has been made clear in recent years that they are not working together as a team. He said they need to be a cohesive team working for the benefit of the children.

Stanley Willis said the District is in the midst of a severe teacher shortage, and he spoke about how this affects teachers. He stated the contract before the Board tonight represents a first step toward improving the teacher pipeline.

Gabriel Lither said his wife is a teacher and deserves to be treated fairly. He stated the contract is a step in the right direction but said it is a slap in the face that veteran teachers will be paid tens of thousands of dollars less than new teachers. He asked that the Board find a way to fix this particular issue.

Julius Mannix spoke about the process leading up to the contract before the Board and the impact it will have on his family, as he and his wife are both teachers. He urged the Board to approve the contract today.

Doug Self shared that he left the District for one year and according to contract was placed on the same step and column when he returned, not receiving credit for the master's degree he had earned in that year and earning thousands of dollars less than a newly hired teacher. He said he is close to receiving an offer from a charter school where he would be making about \$2,000.00 more.

**Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023–2025 and Memorandum of Agreement between the Clark County School District and the Clark County Education Association (continued)**

Matt Totaro shared that he is a veteran teacher and former student in the District and that he has family members that teach in the District as well. He talked about what this contract would mean for him and his family and how other teachers at his school are impacted.

Kristan Nigro expressed frustration and disappointment with the events leading up to this contract amid all the issues within the District. She said educators are not asking for a handout but asking to be fairly compensated.

Rebecca Lither said she is amazed that the District has drafted a contract that is detrimental to the overall esteem and respect of veteran teachers. She said the proposed contract favors the new teachers and the teachers who are nearing retirement but disrespects and undermines the work of CCSD's longtime workforce in the middle of their career.

Traci Mitchell expressed gratitude for Clark County Education Association (CCEA) for their work on this contract. She stated speech language pathologists have caseloads beyond what is allowed by Nevada law. She said the pay increase in the contract will allow her and her colleagues to resign from second and third jobs.

*Motion to approve the negotiated agreement and memorandum of agreement, authorizing Board Counsel to work with General Counsel to include a signatory block in the memorandum of agreement for the Board of School Trustees President and Clerk to sign.*

*Motion: Garcia Morales Second: Cavazos Vote: Yeses – 6 (Brooks, Bustamante Adams, Cavazos, Garcia Morales, Williams, Zamora); Abstain – 1 (Guzmán)*

*The motion passed.*

**Public Comment on Items Not Listed as Action Items on the Agenda**

Jim Frazee explained why CCEA is placing a ballot initiate to allow educators to strike, stating it is for the negotiations process going forward. He said he also advocated for appointed school boards and said this process shows why that is needed.

Elysia Byrd asked the Board to look into the PAL program at Las Vegas High School as well as other high schools that offer internships to students. She read a letter from Raymond Ortiz, Principal, Las Vegas High School, regarding the program being at risk of ending.

Nichole Beer spoke about the work that was done in bringing forward and passing Policy 6161 and Policy 6150. She expressed concern with Ryan Cordia, Principal, Northeast Career and Technical Academy, and his decision to hire an elementary physical education teacher to serve as a librarian and violating policy.

**Public Comment on Items Not Listed as Action Items on the Agenda (continued)**

James Bayliss stated he found information about a payout that someone claimed did not exist. He suggested since the District uses technology to scare parents when they attempt to file a lawsuit, it should be used to teach students. He said there are students who are visual learners.

Dr. Tiffanie Bemoll spoke about concerns regarding block scheduling, including the difference in the amount of time students and teachers spend together on a block schedule versus a traditional schedule and the cost to the District.

Vicki Kreidel said she would be sharing things the District could do to retain veteran teachers. She stated the District is at risk for losing many good people and may be facing a critical staff shortage by next year. She suggested CCSD should have a mentoring program for struggling educators instead of pushing them out.

Ernest Mackey said he was addressing the Board about the same issue that he has been speaking about for two years, and the school is still targeting his children. He said no one has contacted him about this issue.

Sharon Wheeler spoke about a reflective practice students engaged in at an International Baccalaureate (IB) school she was at in 2019 that listed qualities of an IB student. She said she was a good and experienced teacher but the District does not know the value of teachers.

Timothy Underwood spoke in opposition to restorative justice. He said if your skin is the right color, you do not have to face the consequences for violent behavior and said it has bred relapse and recidivism in violent students.

Lorena Biassotti spoke in opposition to restorative justice and said it is another method for achieving justice. She stated these practices fail to take action against misbehaving students. She said there must be tough consequences for bad behavior.

Erica Neely said the Board cares about violence and cares that children are not learning reading, writing, and math. She said the Trustees are a disgrace. She said students are graduating with a fifth-grade reading level because of the policies the Board puts in place.

Anna Binder spoke favorably about Mr. Cordia and talked about the positive influence he was in her son's life. She recommended everyone read the report from the Nevada Commission on School Funding. She mentioned that her son's bus left campus at 3:15 p.m., but he did not get dropped off at his front door until 4:56 p.m., and they live four miles from the school.

**Upcoming Meeting of the Board of Trustees – Wednesday, February 7, 2024, 4:00 p.m.**  
Trustee Garcia Morales announced that the upcoming meeting of the Board would be held on Wednesday, February 7, 2024, at 4:00 p.m. at the City of Henderson Council Chambers.

**Adjourn:** 8:48 p.m.

*Motion: Williams    Second: Zamora    Vote: Unanimous*