

Minutes
Clark County School District
Regular Meeting of the Board of School Trustees
Edward A. Greer Education Center, Board Room
2832 E. Flamingo Road, Las Vegas, NV 89121

Thursday, March 14, 2024

5:01 p.m.

Roll Call: 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

Brenda Larsen-Mitchell, Ed.D., Interim Superintendent of Schools

Trustee Garcia Morales:

I'm President Garcia Morales, and I call this regular board meeting of March 14, 2024, to, uh, to order. The time is 5:01 p.m. I'd like to remind everybody to please silence their electronic devices. We acknowledge the land on which we gather is the territorial homelands of the Nuwu, the Moapa Band of Paiutes, and the Las Vegas Band of Paiutes. Okay. Before I introduce the Pledge of Allegiance, I want to acknowledge our students f- who are here from Western High School ROTC, Cadet Colonel Iris Martinez, Cadet Lieutenant Colonel Leslie Alemon Muro, Cadet Major Kingston Smith, Cadet Majors Colby Celeben, Master Sergeant Marcus Johnson, Aerospace Science Instructor. Please stand.

Flag Salute

Trustee Garcia Morales:

Okay. Before I introduce the Pledge of Allegiance, I want to acknowledge our students f- who are here from Western High School ROTC, Cadet Colonel Iris Martinez, Cadet Lieutenant Colonel Lesly Aleman Muro, Cadet Major Kingston Smith, Cadet Majors Colby Sulliban, Master Sergeant Marcus Johnson, Aerospace Science Instructor. Please stand.

Cadet Colonel Martinez:

Forward march. Mark five, march. Color guard, halt. Present colors.

Trustee Garcia Morales:

I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

Cadet Colonel Martinez:

[inaudible 00:20:00] colors. Forward march.

Trustee Garcia Morales:

Excellent work. Thank you, students. Thank you, everyone.

Adoption of the Agenda

Motion to adopt the agenda.

Motion: Guzmán Second: Williams Vote: Unanimous

Trustee Garcia Morales:

Trustee Guzmán, you ready to make the motion? Uh, we're gonna move on to item 1.02.

Trustee Guzmán:

Madam President, members of the board, I would like to make a motion to adopt the agenda as presented.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Trustee Williams?

Trustee Williams:

I second.

Trustee Garcia Morales:

Thank you, Trustee Williams. Colleagues, we have a motion by Trustee Guzmán, a second from Trustee Williams. Please cast your vote. Okay. That motion passes seven to zero. Thank you, colleagues.

Adoption of Consent Agenda

Motion to approve the consent agenda, as submitted, as recommended.

Motion: Guzmán Second: Williams Vote: Unanimous

2.02 School Apparel — Frank F. Garside Junior High School.

Discussion and possible action on the request for payment to 333 Apparel LLC, for an approximate amount of \$67,019.70, effective August 25, 2023, through June 30, 2024, to be paid through the Frank F. Garside Junior High School Strategic Budget, Cost Center 5610510000, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Celese Rayford] (Ref. 2.02)

2.03 Oversight Panel for School Facilities Membership.

Discussion and possible action on approval to appoint Michael Longi to the Oversight Panel for School Facilities, as indicated, for a two-year term expiring March 31, 2026, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.03)

2.04 Renewal of Engagement of Independent Financial Auditor for Fiscal Year Ending June 30, 2024.

Discussion and possible action on approval to renew the engagement with Eide Bailly LLP as the independent financial auditing firm for the Clark County School District for the fiscal year ending June 30, 2024, to perform the District's financial and federal compliance audits; review the annual reports for Vegas PBS in order to meet certification requirements of the Corporation for Public Broadcasting; and perform agreed upon procedures to review compliance with the Board of School Trustees' Governance Policies SE-5: Financial Planning/Budgeting, SE-6: Financial Condition and Activities, and SE-8: Asset Protection, to be paid from the following cost centers respectively: Cost Center 1010001060, Fund 1000000000 in the amount of \$275,075.00, and Cost Center 2022010140, Fund 2200000000 in the amount of \$64,315.00, for an approximate total cost of \$339,390.00, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.04)

2.05 2024A Building Bond Resolution.

Discussion and possible action on adoption of the 2024A Building Bond Resolution, authorizing the issuance of General Obligation (Limited Tax) Building Bonds, Series 2024A, in the maximum aggregate principal amount of \$200,000,000.00, for the Improvement Project; authorization for the Interim Superintendent or the Deputy Superintendent of Business Administration and Chief Financial Officer to specify the terms of the bonds; and for the President and Clerk of the Board of School Trustees to sign the necessary documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.05)

2.06 Engagement with Sherman & Howard L.L.C.

Discussion and possible action on the approval of the engagement with Sherman & Howard L.L.C. as bond counsel and special counsel to the Clark County School District in connection with the General Obligation (Limited Tax) Building Bonds, Series 2024A, through December 31, 2024, for an

approximate fee of \$105,000.00 to be paid from the 2015 Capital Improvement Program Bond Fund, Fund 3150000000, Cost Center 1031502060, and for the Interim Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the agreement, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.06)

2.07 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. 2.07)

2.08 Unified Personnel Employment.

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

2.10 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$14,931,000.00 in compliance with Nevada Revised Statutes (NRS) 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.10)

2.11 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$2,095,149.72 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.11)

2.12 Architectural Design Services: Heating, Ventilation, and Air Conditioning and Electrical Upgrade at Shirley and Bill Wallin Elementary School.

Discussion and possible action on approval to select the architectural firm of Simpson Coulter Studio to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support of the heating, ventilation, and air conditioning and electrical upgrade at Shirley and Bill Wallin Elementary School, in the amount of \$276,126.00, to be paid from the Governmental Services Tax, Fund 3400000000, Project C0017369; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of Trustees designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.12)

2.13 Change in Service.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$34,020.00 to the agreement for Laura Dearing Elementary School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001647, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.13)

2.14 Contract Award: School Replacement at Doris Hancock Elementary School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the school replacement at Doris Hancock Elementary School in the amount of \$47,512,823.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001648; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.14)

2.15 Contract Award: Preconstruction Services Comprehensive Modernization at Desert Rose High School.

Discussion and possible action on approval of an award of contract to the best-qualified construction manager at-risk (CMAR) for preconstruction services in support of the comprehensive modernization at Desert Rose High School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015069; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.15)

2.16 Contract Award: Preconstruction Services Comprehensive Modernization at Desert Rose Adult High School.

Discussion and possible action on approval of an award of contract to the best-qualified construction manager at-risk (CMAR) for preconstruction services in support of the comprehensive modernization at Desert Rose Adult High School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015521; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.16)

2.17 Contract Award: Comprehensive Modernization at Silverado High School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the comprehensive modernization at Silverado High School in the amount of \$53,892,573.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015059; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.17)

2.18 Disposition of Real Property at 4400 Kell Lane.

Discussion and possible action on the sale of a 4.81 acre parcel of land located at 4400 Kell Lane, Las Vegas, Nevada, 89115, Assessor's Parcel Number 140-20-301- 019, to Clark County for a future public purpose use, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.18)

2.19 Engineering Design Services: Analysis and Design of Septic System at Ute V. Perkins Elementary School.

Discussion and possible action on approval to select the engineering firm of GCW Engineering, Inc., to provide engineering design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support of the analysis and design of septic system at Ute V. Perkins Elementary School, in the amount of \$61,800.00, to be paid from the Governmental Services Tax, Fund 3400000000, Project C0017073; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Clark County School District Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.19)

2.20 Engineering Services Agreement: Geotechnical Services Replacement School Phase I Las Vegas Academy of the Arts.

Discussion and possible action on approval to enter into an engineering services agreement with Aztech Inspections & Testing, LLC, in support of the replacement school Phase I at Las Vegas Academy of the Arts in the amount of \$679,150.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015904; 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 Professional Services Agreement: Test and Balance Services Auxiliary Gymnasium and Elementary School Conversion at Laughlin Junior/Senior High School.

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with Penn Air Control, Inc., to provide testing and balancing services and assist in the commissioning process in support of the auxiliary gymnasium and elementary school conversion at Laughlin Junior/Senior High School in the amount of \$84,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015935; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.21)

Trustee Garcia Morales:

We're gonna move on to item, uh, consent agenda in- information. Uh, before I open the consent agenda, if there is anybody in the audience who's n- not had a chance to complete a yellow public speaker card, please do so now. Okay, we'll begin with individuals who signed up in advance. Mr. Bayliss?

Public Hearing

James Bayliss:

Um, hello. I'm mainly here to address... I think it was, uh, 2.4. Um, so we're gonna be renewing our contract. My argument is since we have a noncompete through the whole city, and they kind of helped compete when the... They helped Jara get his job back, and uh, kind of one would argue they cost us a quarter mil already, so I think we should probably say no on that. Just putting that out there, 'cause if our c- whole city has a noncompete as far as, uh, all of our lawyers and our world of that, one could say that they violated their own noncompete, which would be a direct sh- should say no already. So, if they're not complying with their own rules of that they own, that they comply to, then they should probably not be here if they don't wanna listen. Just saying. You have a good one.

Trustee Garcia Morales:

2.04 is a renewal of engagement of independent financial auditors separate from, uh, council or the district and/or the board. Okay. All right. Um, we're gonna move on to, uh, individuals who signed up, uh, submitting yellow cards. Cristian Cespedes? Cespedes. Is Cristian present? Come on up, please. Please state your name for the record.

Cristian Cespedes:

Uh, good evening, ladies and gentlemen. My name is Cristian Sesperez, and I'm with District Council 16, and I'm here to, uh, comment on tonight's consent agenda item number 21.4, and in hopes that it gets pulled from tonight's approval. Uh, it has come to our attention that Vegas Custom Glass, a Division A subcontractor, on Martin-Harris subcontractor list, and that they submitted a bid that they neglected to capture all of the colored glass, as well all of the conduit intrusions for the aluminum storefront, uh, making it an artificially the lowest bid. Uh, this mistake of 80,000 to 100,000, uh, will, uh, will, in turn, be made up in change orders, thereby driving the cost of the project. So I'm requesting tonight that you pull item 21.4 from tonight's consent agenda and that you reject all of the bids that include, uh, Vegas Custom Glass as the glazing contractor for the project. Thank you.

Trustee Garcia Morales:

Okay. And with that, concludes public comment on item 2.02... 2, on item 2. All right, colleagues, uh, that concludes public comment. I am s- now seeking a motion. Trustee Guzmán?

Trustee Guzmán:

I move to accept the consent agenda.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Trustee Williams?

Trustee Williams:

I second.

Trustee Garcia Morales:

Thank you, Trustee Williams. Colleagues, we have a motion by Trustee Guzmán, a second by Trustee Williams. Please cast your vote. Thank you, colleagues. That motion passes seven to zero. Trustee W- uh, Trustee Guzmán, please read the warrants for us.

Trustee Guzmán:

Thank you, President Garcia Morales. Ratified warrants is listed in the bills payable, transmittal, and board memorandum, number 13-23-24, in the total amount of \$299,978,837.09.

Trustee Garcia Morales:

Thank you, Trustee Guzmán.

3.01 Teachers Health Trust Update.

Presentation and discussion regarding the state of the Teachers Health Trust as required per section 12(i)(vi) of the Memorandum of Agreement between the Clark County School District and the Clark County Education Association Regarding the Negotiated Agreement for 2021-2022 and 2022-2023 School Years. [Contact Person: Evelyn Garcia Morales] (Ref. 3.01)

Trustee Garcia Morales:

Okay, we're gonna move on to item 3.01. This is the Teachers Health Trust update presentation and discussion regarding the state of the Teachers Health Trust as required per section 12, uh, 12, 12, 10, uh, 11 of the memorandum of agreement between the Clark County School District of, uh, Clark County Education Association regarding the negotiated agreement for '20, '21-'22, and '22-'23 school years. Uh, this, uh, this is not an action item, colleagues. However, um, I do wanna share just some, um, brief background.

Trustee Garcia Morales:

The board of trustees, um, in, uh, 2021, 2021, made a, um, a significant, uh, loan to the Teachers Health Trust at the time they, um, requested funding w- in order to help it stay solvent, and, um, in exchange, we requested, uh, uh, various things, one, a payback date, and a presentation, uh, to ensure that their resources, uh, well, uh, the THT, the Teachers Health Trust would not be in this position again. Um, we

Trustee Garcia Morales:

care deeply about our educators and the res- and the, uh, benefits that they receive, and although, um, this is, uh, the THT is not our... we d- we have no ownership over THT, um, this is a, um, fund, the, um, program, THT, is, um, is run by the organization, and you'll hear more about it here in a minute. It is a, um, a benefit that's provided to our educators, our licensed prof- educational professionals, and, um, you'll learn a little bit more about that, but I wanna be clear that this is an item that, um, is a requirement of THT, and I'm very grateful that they're here again today, to provide us additional information about, um, an update, an annual update on their audit. And, um, again, the, the school district is not responsible for THT. It has no hand in it. We simply, um, in 2021, provided resources, a s- a specific, uh, loan amount, I believe of \$35 million, and, um, are looking forward to today's presentation. Who do I turn it over to, gentlemen?

Andrew Helms:

Good evening, trustees. My name is Andrew Helms. I'm the chief financial officer for Teachers Health Trust, and today, I'll be presenting to you the 2023 fiscal year audit results. For this audit, we partnered with a firm new to Teachers Health Trust, Houldsworth Russo & Co. They specialize in nonprofits, and they gave us a fresh objective opinion on our financial operations. The audit report was issued on December, December 29, 2023, and it covered the time period from July 1, 2022 to June 30, 2023. Moving left to right, the auditors issued an unqualified audit opinion, which they consider to be a clean report. This means that the auditors determined that the financial statements were fair, accurately represented, and conformed to generally accepted accounting principles. Moving to the right, the auditors did mention a going concern regarding the excess obligations over net assets, primarily due to our obligation to repay the \$35 million to CCSD by June 30, 2024. Moving on to the audit summary, our revenue for fiscal year 2023 was \$197 million. Compared to the previous fiscal year, this was a decrease of \$4 million, or 2.1%, and this directly correlates to the declining number of teachers. Moving down to the medical expenses, our medical expenses for fiscal year '23 was 164 million. Compared to the previous fiscal year, this was a favorable decrease of 11.6 million, or 6.6%, and that's a direct result of our efforts to manage the plan benefits. For example, we made tremendous efforts to redirect members to urgent care instead of having them utilize the ER, and we reali- recognized a savings of \$5 million that we were able to put back in the plan. Moving down to administrative expenses, this is salaries, utilities, office overhead. Um, these are the expenses that we can control the most. For fiscal year '23, the admin expense was \$10.7 million. Compared to the previous fiscal year, this was an incredible decrease of \$2.9 million, or 21.1%, and that's a direct result of the efforts and sacrifices of THT leadership and staff. And following, that brings us to our net income. We ended the fiscal year with \$22.9 million. Compared to the previous fiscal year, that's an increase of 10.3 million, or 81.4%. This graph represents the funds available for repayment of the \$35 million to CCSD by June 30, 2024. We continue to remain confident that we are on the path to repayment. Even though fiscal year 2023 ended in June, we wanted to provide current financial data. As of January of this year, we recognized the retro revenue once the negotiations concluded between CCSD and CCEA. As a result, we currently have approximately \$40.6 million available to repay the \$35 million debt. As of fiscal year end, the claims liabilities continue to trend positively. Again, moving from left to right, there was \$5.5 million of claim liabilities identified, but not yet paid. Compared to the previous fiscal year, that's an improvement of 3.3 million, or 38%. Moving to the right, there was \$25.4 million of liability, actuarially estimated for claims not yet reported. Compared to the previous fiscal year, this reflects an improvement of 8.2 million, or 24%. For fiscal year 2023, there was \$164 million of medical costs. Compared to the previous fiscal year, that's an improvement of \$11.6 million. Then moving to the right, you'll find our medical cost ratio was 82.96%.

Andrew Helms:

This medical cost ratio represents the percentage of revenue used to pay medical expenses and claims. Our target is below 93%, and compared to the previous fiscal year, this was an improvement of 4.04%. And finally, that brings us to our administrative expenses. Administrative expenses, again, they represent salaries, office expenses, overhead. For fiscal year 2023, our admin expense was \$10.7 million. This represents an improvement of \$2.9 million over the previous fiscal year. Moving to the right, you'll find out, uh, admin cost ratio, which is the percentage of revenue used to pay administrative expenses, was 5.41%. Our target is below 7%, and that's an improvement of 1.3%- Our target is below 7%, and that's an improvement of 1.3% over the previous fiscal year. So as a whole, we are significantly more financially stable than we have been in previous years, and this concludes my presentation of fiscal year 2023 audit results. At this time, myself and Tom can answer any questions. Thank you.

Trustee Garcia Morales:

Thank you, Andrew. Uh, for the purposes of introduction, can I please have everyone at the podium share their names and their roles?

Tom Zumtobel:

Yes, Chairman Garcia am- uh, Garcia Morales, Tom Zumtobel, CEO of Teachers Health Trust.

Mo Denis:

Mo Denis, uh, vice-president, community relations, Teachers Health Trust.

Trustee Garcia Morales:

Excellent, thank you very much for the presentation and for those introductions, and colleagues, at this time I'd love to turn it over to you to ask questions of our presenters. Trustee Guzmán?

Trustee Guzmán:

Thank you, President Garcia-Morales, thank you for this update, I appreciate it. Um, I'm, I'm kind of, um, curious about some of the, um, positive increases, especially when it comes to, um, medical care, and, um, let's say, um, our diabetic teachers, they're having trouble with, um, a cap on insulin costs, and they have to get an override. Um, is that due to, um, a financial, uh, issue, or i- I, I just, I just need to understand why there's a cap on insulin at all.

Tom Zumtobel:

Trustee Guzmán, there isn't a cap on insulin. It's a t- it's a topic that comes up at this meeting often, by-

Trustee Guzmán:

Mm-hmm.

Tom Zumtobel:

... people that come and they present, and it's just not correct. And we follow up with every single one of them and talk to them, they have a \$20 copay on insulin.

Trustee Guzmán:

Okay.

Tom Zumtobel:

And there, there, there is a challenge that there's different insulin drugs, and they might want- they may want to take, they may want a different insulin drug because it's on, on or not on, it might not be on the formulary. But they're all medically equivalent. So, and all insurance companies have formularies. But there's absolutely no cap on insulin, and it's a \$20 copay for people to get insulin at the ... It's actually \$20 for the supplies, the insulin is not covered at no charge. So there's no barriers to insulin on this plan.

Tom Zumtobel:

And to speak to your question, the cost in here, it's not because we denied any care. Every, every decision that we make with this health plan is with the goodwill of the teachers in heart, in our hearts, and how much it's gonna cost our teachers. And we, we, we, every single decision that we've made has been to cause more access to care for teachers. We do not, we did not get these results through, um, by reducing services or eliminating services.

Trustee Guzmán:

Okay. Um, so do they, so their copay, is there a cap on the copay? Like, for example, in, with my healthcare, um, I have to pay out of pocket about \$6000, um, before I get 100% on my, um, for my healthcare. And that's for my family, right? I have to cover my family. Um, is, is there a cap?

Tom Zumtobel:

Yeah.

Trustee Guzmán:

Okay.

Tom Zumtobel:

The, the, the- the same time of cap that you have. So it's your out-of-pocket max.

Trustee Guzmán:

Uh-huh.

Tom Zumtobel:

So once you get to that cap, then, then it's covered at 100%, and our educators have that same benefit. Th-

Trustee Guzmán:

And, and what is that?

Tom Zumtobel:

It's a, it's, um, I can't remember the [inaudible 00:35:42] \$7200, I think, per year for a family.

Trustee Guzmán:

Okay.

Tom Zumtobel:

So after that amount, then it, then, then the, the health plan covers 100%. Until then they play their, they pay their deductible and co-insurance.

Trustee Guzmán:

Okay. All right, thank you so much, I appreciate that.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Trustee Brooks? Trustee Brooks, you're next.

Trustee Brooks:

Thank you, Madame President. Um, couple questions. Reading your audit in its entirety, auditors expressed concerns about your long-term financial stability. What have you done to remedy that since your audit?

Tom Zumtobel:

Well, it's the same or similar concern that we've had on, on the previous audits, and the financial stability is impacted by the 35 million, um, pre- pre-payment that we have from the school district. Once we pre-pay that, it won't be on the audit any longer. Now, what we have to do instantly is that \$35 million, then that's our reserve. So we then have to start instantly building reserves so that we have money to pay, um, the IBNR that is listed in this report that you just saw. But, but we've taken significant measures, and you've seen the significant measures financially to turn this health plan around, and every one has been documented to you. And, and that \$35 million is the reason for that concern that's listed on the auto report.

Trustee Brooks:

Okay. According to your most recent taxes that were filed with the IRS, you have 200 million in income and then you had 214 million in expenses. So you had \$14 million more in expenses according to what you filed with the IRS. What have you done to remedy that, and to, um, have you done plan changes, or what have you done to flip that around?

Tom Zumtobel:

Yeah. That, that's a great question. The IRS is on a calendar year, and we, we work on a p- on a plan year and on a fiscal year. And so our results are fiscal year, and so that's a, that's a timing thing. It could've been at the end of, um, frankly, Janu- at the end of December when we pa- got our revenue, there coulda been claims that were coming in from the previous calendar year. So we don't account ... I mean, we, we, we, we submit our IRS an- I mean, the forms annually, but that's not, uh, that sho- that doesn- that's, tha- it's not like for like, so it truly doesn't represent a deficit. What you just saw in this audited financial report are the true financials for that period.

Trustee Brooks:

Mkay. The audit, um, the auditors themselves said that they had financial concerns about your ongoing financial success, and you're saying that we should disregard those concerns?

Tom Zumtobel:

No, I'm not saying to disregard it, th- they pointed 'em out in the audit and they, as the \$35 million loan that we need to pay off.

Trustee Brooks:

Okay. But you are on track to pay the loan, which is due in three months?

Tom Zumtobel:

That's correct.

Trustee Brooks:

Okay. Thank you, appreciate it.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. Um, I appreciate Trustee Brooks asking some of the questions that I had, but on page 48, uh, four of eight on your slide deck, so the decline in revenue of 4.1 million, um, you attribute it all to the declining number of teachers, or is there something else in that mix?

Andrew Helms:

Uh, th- um, Andrew Helms, chief financial officer. So that's directly related to the declining number of teachers, because the less teachers we have, the less contributions we receive, and that's our sole source of revenue.

Trustee Bustamante Adams:

And then my other question is then, um, what is the number of teachers that you have within the t- uh, trust fund?

Andrew Helms:

Uh, I believe currently the count is around 16,500. Or closer to 17,000, probably, 'cause ...

Trustee Bustamante Adams:

Thank you, that's all the questions I have.

Trustee Garcia Morales:

Thank you, Trustee Bustamante Adams. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President, thank you for the presentation. Uh, going back to what Trustee Guzmán said, it just, I wanted to clarify, 'cause I know that the insulin topic is a huge topic that we hear a lot all the time in the board meeting, anywhere, right? Um, on, when we're walking down the street (laughs) it's a conversation. Um, so to get an understanding, what you're saying is that sometimes the insulin that the teachers are requesting is not under your, what is that, contract? So they have to go with a different brand?

Tom Zumtobel:

That, that's correct. An- and I, and I only said that to make sure that everything is on the table. But it's not, this is not ... I mean, anybody that, that says that they have an insulin problem, we truly go and we talk to every single one, and they, the f- there's, there's no financial barriers to insulin. It's, it's a reoccurring narrative, right, that we keep trying to help people to understand. Now, people choose to come up there and say it, then we'll go look at their record, and they don't even have insulin, they're not even a diabetic, and they come up here and they testify and they say that to you. It becomes a issue that they c- do on a reoccurring basis.

Tom Zumtobel:

We're happy, we would love to come and present to you any time, show you our exact insulin benefit, show you how it's utilized, and talk to you about the pharmacies and all the details. Our insulin better, benefit is better, it's as good or better than any insulin benefit in town, and so it's an unfair accusation that these people continue to make about the health plan. It's truly dishonest, and it's unfair.

Trustee Zamora:

Okay. And I'm only bringing it back up because I know that all the insulins are very different. I am a diabetic, my household's full of diabetics, and I know that bra- that brand is actually sometimes really important, because each insulin acts differently. So that's why I just wanted to bring it up and see if there's any conversations that you've been having with a nutritionist or anyone, like a diabetic expert, to just also have the conversation, mediate between the teachers and you all, to help-

Tom Zumtobel:

A, 100%. And this is what we've done since I've been there, because it happens ... What, what drug companies wanna do is they wanna move drugs between formularies all the time, right? And every insurance company does it. Fully insured, self-funded, everybody. I refused, when I got there, to change our insulin. Because what'll happen is they'll give you more rebates if you move your insulin every year. And I talk to my team, I go, "I don't want to get \$135,000 just to move all of our diabetics to a new insulin every year." So we've been on the same insulin drug since I've been there, and we will continue to be on the same insulin drugs. Because the drug companies try to do it as a, as a, they do it to ... They pay us a few bucks to ... They pay insurance companies a few bucks to move these people, and then we end up having 'em, they go to the hospital because they don't get their insulin or different things like that. So I'm very proud of the way we've managed insulin, and nobody that I'm aware of h- does what we've done as far as refusing to let the d- d- drug companies and the rebates dictate what insulins we use. We haven't been a yo-yo with the d- with the insulins at all. So again, I'm very proud of the way that we've managed the insulins.

Trustee Zamora:

Okay, is there a way that there could be like a one-pager, um, with, like-

Tom Zumtobel:

We'd be very happy-

Trustee Zamora:

... frequently-asked questions for, you know, the insulin, and then a contact information, I think that would be helpful for all of the teachers.

Tom Zumtobel:

Yeah, we would do that. We would meet, we would come here and present, we would have a seminar on it. We would, we would meet with every endocrinologist in the city, which we do. We are not afraid of this issue, because we really do it with the teachers in mind. [inaudible 00:42:47]-

Trustee Zamora:

And I'm only bringing it up because folks are not here, present, but they're probably online listening, and I just wanna make sure that there's that connection.

Tom Zumtobel:

Yeah, yeah.

Trustee Zamora:

Thank you, that's it.

Tom Zumtobel:

And there'll probably be somebody that comes at the end of this meeting and tells you that they're not getting their insulin, and then we'll watch that online, which we do every single time, and we follow up with them every time they list it, so ...

Trustee Zamora:

Thank you.

Trustee Garcia Morales:

Okay, we're gonna move on to Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President, uh, thank you, gentlemen, for this presentation. Um, especially pleased about, you know, as far as the improvement in administrative costs. Uh, hope that's a trend that we see continuing. I just, uh, this is a constituent question, and it's from the relative of one of our teachers, and she would like to know if, do we have a resolution of all of the, uh, and I'd asked this before, I think like two updates ago, having to do with, like, any of our dependents that had cancer or that were under long-term care. Did we have, do we have anything that's leftover on any of those cases?

Tom Zumtobel:

The, the w- a- um, uh, th- d- uh, Trustee Cavaso, the way that I'm hearing that question i- is, is there any outstanding balance with any of the community providers for cancer or for anything? There is, there is none.

Trustee Cavazos:

All right.

Tom Zumtobel:

Evr- every single thing has been resolved with-

Trustee Cavazos:

I-

Tom Zumtobel:

... every provider.

Trustee Cavazos:

... I was pretty sure that that was the answer on this specific thing, but, uh, they did not wish to give me more identifying information, you know, to ask. So thank you for that, and that's all that I have. Thank you.

Tom Zumtobel:

Yeah, and again, my email address is tzumtobel, Z-U-M-T-O-B-E-L @teachershealthtrust.org, and if they wanna email me directly, if they, if th- 'cause, i- i- if, if somebody thinks they're having a problem then we need to talk to them and make sure that it's corrected. But we don't have any providers out there, that, that has an outstanding bene- from the, from the, um, previous administration. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. Trustee Johnson?

Trustee Johnson:

Uh, thanks for the presentation. It was actually really helpful to, to see how the numbers were broken down and just the, the positive trend, uh, financial trends. Uh, especially being new here, so, uh, that was really useful for me. Um, you mentioned that the sole source of revenue are, are teachers, and, and obviously teachers come and go. Can you share the, um, just the minimum number of teachers you need to have given the financial model that you have so that you don't have to make any significant shifts to the, the, the plans or to the model that we have currently?

Tom Zumtobel:

Trustee Johnson, there's, there's not a, um, a minimum necessarily. Um, th- th- it's a challenge for sure when you have diminishing numbers. All health programs actually have ... When you grow, you bring new risk into a plan, and that helps you to diminish risk, and it helps you to offset costs in the future. And the fact that we're not growing is, um, is definitely a, a concern. The, the, the f- the a- the reason that we're not, that

Tom Zumtobel:

that's not hitting us harder financially with the loss of the, with less teachers each year is there are t- 10%-ish of new teachers that come in every year, and they're younger and healthier, and, and they helped, uh, they, they help so we don't get into a, a bad trend. But if we didn't have that influx of new population, then the lack of, uh, the, the the diminishing teacher numbers would be very hard for a health plan to deal with-

Trustee Johnson:

That's helpful.

Tom Zumtobel:

... financially, yeah.

Trustee Johnson:

Um, and this is purely for my edification, I don't, I don't know the answer to this. Um, are there, I guess, so we, we backfill teachers, w- so we'll, we'll lose some, and then some will come in and y- and presumably be younger and/or healthier, which helps us f- because they'll be l- uh, cost less. But then, one, do we have to do anything to retain our current group of teachers, and I guess the, the real question is, and I don't know the answer to this one, uh, I didn't know the answer to the first one either, um, like, are there competitors that we have to think about that would, that might siphon off teachers so that we have to operate differently as if we were in a free marketplace? I guess, does that question make sense?

Tom Zumtobel:

Yeah, it's, it's, uh, Trustee Johnson, it's, it's a big question, right? There's definitely, but I, the, the ... l- l- l- I think the school district understands this a lot better than me, but the real competitors are not even necessarily other school districts. I think they just, they go out and they find other jobs in other areas. So it's, I don't believe that ... You know, bu- but what we have to do is ... And, and I do feel wh- l- l- l- I'm kinda surprised by some of the trustees that have been through this and, and they kinda act a little bit, you know, unhappy with us.

Tom Zumtobel:

And, and I get it, that all we ... We care about teachers, and we're t- and I understand your job is very, very hard. All we've tried to do is be a tool for the school district to recruit and retain teachers, that's all that we've tried to do. And my main goal when I started this job was to make sure when the school district and the union were negotiation that THT was not in the way of that. Because all I can do is do the best I can for teachers, and, and we care about teachers.

Tom Zumtobel:

And so in recruiting and retention, there's not enough conversation about it. And we need to be partners with the school district in that effort, and we haven't been able to get there yet.

Trustee Johnson:

I'm sorry, maybe my, my, um, my question was a little unclear, then. l- in terms of, um, other healthcare providers that you would have to be able to, like, outmaneuver in order to ensure that teachers wouldn't

Trustee Johnson:

say, "You know what, I'll look at another option versus THT." And I don't, I don't actually know if th- wh- if that's available to them or not.

Tom Zumtobel:

I- I- I'm sorry, I misunderstood that question.

Trustee Johnson:

No worries. I, I didn't ask it clearly enough.

Tom Zumtobel:

No, you did-

Trustee Johnson:

That's my s- that's on me.

Tom Zumtobel:

... fine, you did fine. So, um-

Trustee Johnson:

It is not-

Female:

No, no.

Speaker 4:

... okay. So, answer no.

Trustee Guzmán:

It's, you don't have a competitor?

Trustee Garcia Morales:

Ex- and excuse me, yes, um-

Tom Zumtobel:

Oh, no, we do, we have a lot of competitors.

Trustee Garcia Morales:

... a- allow, allow me to inter- uh, to-

Tom Zumtobel:

Yeah.

Trustee Garcia Morales:

... interject here, excuse me. Um, uh, thanks for that question, Trustee Johnson. I think one thing to be mindful of is the fact that we have over 40,000, uh, licensed educators, um, and it sounds like from the presentation, about 17,000 of them are currently, um, enrolled in THT. That may mean, uh, the, the remaining individuals who are not enrolled in THT may have found their own healthcare program, either through their, um, significant others, or, um, e- e- self-enroll somewhere else, uh, or maybe have a different job. A lot of different variations can take place. Am-

Tom Zumtobel:

And-

Trustee Garcia Morales:

... am I correct in that, colleagues who are enro- uh, specifically engage with educators? Yeah, okay.

Trustee Johnson:

And the reason I ask that question is because, you know, businesses operate, they behave differently when there are competitors in the marketplace, and again, the sole driver of your revenue are the number of teachers. And so I just, I was, I was trying to understand how competition might, you know, force you to behave differently if necessary, uh, and then how do we make sure that, you know, what you're offering is c- as competitive as possible, given you know that there're competitors there, and that's the sole, like, driver of your revenue.

Tom Zumtobel:

Yeah. And it's the right question to ask. And, and we do have competitors, and, um, and we have to be better than them all the time. We actually, when the, when this was in trouble, if you talked to people at the school district, they tried to see if United Healthcare or others would pick up this plan at the, at the same cost or less, and they said they couldn't afford to do it, and they couldn't afford to offer the same benefits. We have a benefit at 85% actuarial value at the rates that we offer, and even if you look at the, what you're offering to your other fully insureds, we're competitive, right? We're competitive.

Tom Zumtobel:

But we're, we, I feel like we have com- I don't feel like we're the only one by any stretch of the imagination. We, we are, w- we have to compete against United Healthcare, Anthem, Cigna, all of the time. And a- and absolutely are willing to be ... I mean, we, we, we do a good job and we manage the cost better than they could, so-

Trustee Johnson:

Appreciate that, thanks for the clarification.

Trustee Garcia Morales:

Trustee Williams?

Trustee Williams:

Thank you, Madam President. Uh, thank you guys for the presentation, I know it can't be easy to where there was once seven of us, now there's 11. (laughs) So, uh, so having all those eyes on you, and so not necessarily knowing the historical context can be very difficult. So I appreciate your bravery coming here and kinda getting grilled by the trustees all the time, but I r- appreciate at least the CEO always coming, because I think it shows a level of transparency that we don't often see inside this district and any o- and many other companies, so appreciate that.

Trustee Williams:

I do have a couple questions. You mentioned, uh, after you pay back the 35 million, that you have your, at that time you're going to build up your reserves. What does your projected timeline for your reserves ... Did I say preserves? Reserves, I apologize, um, for that, and then what is, I guess what's the number that you're looking for to hold inside your reserves?

Andrew Helms:

So for our reserves, we always make sure that we have enough to cover our IBNR. So currently our IBNR is, we're at 30 million. Um, so as soon as we repay that \$35 million, we're, we're back to building back up to that 30 million. Um, how long it's going to take, that depends on our net income, it depends on how much, you know, we're able to put away each month. Um, I would anticipate, you know, maybe 12 to 15 months if things go well.

Trustee Williams:

Okay.

Andrew Helms:

Oh, and IBNR just for ... is the, um, incurred but not yet reported claims.

Trustee Williams:

Okay.

Andrew Helms:

Uh, so it's just an estimate of, an actuarial estimate of the claims that are projected to be out there.

Trustee Williams:

And that's actually really interesting, because you said 12 to 15 months, and I'm just doing the math on like, when we gave you guys the 35 million as to how long it took to pay back, 'cause I know that number will fluctuate as you get either more customers or less, uh, depending on the year. So thank you, appreciate that. And then, I guess, um, t- on top of that, do you guys have a backup plan or a contingency if for some reason you aren't able to make up that, um, that timeline to those reserves? Uh, if some ... I mean, other than like an act of God, we can't always control things that sometimes happen. What I don't wanna see is the district having to give up th- another 35 million which was already projected to you guys over just a timeline but a big lump sum, uh, things like that.

Andrew Helms:

Sure. We have, we have mechanisms in place as well, like, you know, reinsurance and things like that to ensure that if the claims are too heavy, that we have insurance ourselves. Um, but also, our backup plan is to, uh, I mean we- we're expecting the contributions in July. Um, our backup plan, I mean ... [inaudible 00:53:50].

Tom Zumtobel:

Well- (laughs)

Trustee Williams:

I'm not trying to trick you. If you don't have an answer it's okay-

Andrew Helms:

No, no-

Tom Zumtobel:

No, no, no, no.

Trustee Williams:

... but maybe, like, think of one. (laughs)

Andrew Helms:

Yeah.

Tom Zumtobel:

Um, the, so th- it's all actuarially projected, right?

Trustee Williams:

Sure.

Tom Zumtobel:

And so it's, it's a, it's a tightrope like so many things. We could accelerate the rebuilding of the 35.

Trustee Williams:

Mm-hmm.

Tom Zumtobel:

But what that means is either we, um, charge the teachers premium to offset that, right?

Trustee Williams:

Sure.

Tom Zumtobel:

And what we did in this last time is there was no premium increase to teachers, right?

Trustee Williams:

Sure.

Tom Zumtobel:

And we could've easily charged teachers, but we want to be part of recruit an- recruitment and retention.

Trustee Williams:

Right.

Tom Zumtobel:

And so, um, so we always have to figure out how to balance ourselves and make it work. We actuarially project out that it's gonna be about 18 months. We have a \$15 million line of credit. If we get into ... So w- so the biggest risk we have, if, you know, is like, right after we pay the 35, then we're gonna be down to about five or \$8 million.

Trustee Williams:

Right.

Tom Zumtobel:

But we have the 15 that gets us through, so we're not back in the situation that we were in before, right?

Trustee Williams:

Gotcha.

Tom Zumtobel:

And so I'd love to say a backup plan, but we're very thoughtful of it, but, but you ra- you said (laughs) the, exactly the way you described it-

Trustee Williams:

Yeah.

Tom Zumtobel:

... is the way we think about it.

Trustee Williams:

Yeah. No, I ag- I agree, and I, I, I understand that, right? It's I- it, it seems that once we put this plan in place, yeah, there was some, there was some rocky roads that we kinda I- went down, at least that first year, but it seems to be okay. Again, I'm not a teacher, I don't know what it looks like from the teachers' point of view. I'm sure they could sit here and say, like, "Wrong," right? "You don't know," right?

Trustee Williams:

Um, one of my questions, THT is priced the way it is because of the, the contracts that you have with pharmaceutical con- companies and other doctors and providers. Um, are you guys able to expand that without increasing the cost of healthcare? Um, just without different types of, there's new drugs coming out all the time, um, new doctors coming out, new procedures, new diseases, things like that. Is that something you guys are looking at consistently, to expand that care without increasing costs?

Tom Zumtobel:

Yeah. I mean, th- all these questions are big. I, I-

Trustee Williams:

(laughs) Sorry.

Tom Zumtobel:

... you know ... No, no, no, they just are. And, and s- and I try to figure out how to answer 'em respectfully and also give you information. But let's just take pharmacy for, for a, a second. Pharmacy is just so hard, because especially med costs, right?

Trustee Williams:

Sure.

Tom Zumtobel:

The generics and the brands, all those costs are well-managed. We have, um, wh- what we did a couple years ago is we moved to a CVS network with some of the community pharmacies, but, but Walgreens is not preferred. So that gave us some extra discount. We're not gonna do additional narrowing, and I don't think by adding Walgreens back on, that there's enough access that it would be worth the money that we would lose in discounts to do that. So I- but that, the ingredient costs on those drugs are so m- minimal. We do so much all the time, but the specialty drugs are just constantly beating us down. So what we've done is we've changed our, our rebate provider, and, and wh- now what we're in a position to do this year is we're getting our rebates ... They used to just give you an aggregate number, they'd give us \$12 million dollars re- in rebates, but they wanna do that 'cause they didn't want it to know how much money drugs really cost us, 'cause they don't want us to go buy 'em somewhere else. And so we gotta, now they give 'em by the NDC code, I don't know what the NDC code is, national drug something code, right?

Trustee Williams:

Mm-hmm.

Tom Zumtobel:

But we're gonna know, individually, how much it costs us for every drug, and it's gonna give us a chance to do 340B, um, which is f- which is d- significantly discount either through, through hospitals and through f- um, um, federally f- qualified health centers. That will be ... So we're always trying to figure out how to stay ahead of it.

Trustee Williams:

Sure.

Tom Zumtobel:

So there's not gonna be an expansion. What we are gonna do, and I- I'll make this quick, we are rolling out this year, we have to have our board approve it, we call it a health investment program. We're rolling out primary care, maternity, mature w- maternity care for, for women, there's just not enough w- uh, care from, for mature women's needs, and we're also doing behavioral health, and we're doing peds. It can be a dollar, zero copays, and it's going to be ... And my board has to approve it, but I expect that they will, right? Um, but the most important thing is it's gonna direct to providers that are on our team that are gonna actually sh- care coordinate with other providers. So it'll p- so, and we'll still have the full network. There'll still be the 2000 doctors that are in this market, but there will be a couple hundred that are on this smaller group that people can go to and have, um, the, the hospitals and the doctors engaged in a different way.

Trustee Williams:

Gotcha.

Tom Zumtobel:

So we're trying to fix it different instead of going, instead of going narrower or bigger, we're trying to get both options. We have a narrow option if you wanna go to these preferred value doctors, or you can still go to everybody, so-

Trustee Williams:

Yeah, awesome. I appreciate your answers, and thank you f- again, for the presentation.

Trustee Garcia Morales:

Thank you, thank you Trustee Williams. Trustee Cavazos?

Trustee Cavazos:

Um, I'd like to defer, Madam President, to the trustees who have not had a chance to speak yet, and you can kinda cycle back to me.

Trustee Garcia Morales:

Thank you. I appreciate that. I'm going to move on to Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

Yeah, thank you, gentlemen, for the presentation. Um, and I as well a- am new to maybe being on this side of the table, but also not new to having seen the previous, um, things that were discussed. So I'm, I wanna, I wanna focus on the, the success of how you were able ... I'm not talking the financial side, but you mentioned something about the, um, individuals were redirected from urgent care to, er, excuse me, they were redirected to urgent care instead of going to the ER. And so what I wanna ask is, the capturing that messaging, and, and I think it's a two-part question. Uh, because I'm gonna have an ask after of you, because I, I'm, have been informed that you'll be coming back to us one more time for a final presentation. So what was, what was the success of, what made that difference in the messaging for that specifically?

Tom Zumtobel:

I- it was many things, right? And the, but the most significant was making sure that ... Doing our best, 'cause it's hard to, to, to get educators, they don't have time to open their email, honestly, to know, you know, so we communicate in a lot of different ways. But it was a campaign that was very specifically around urgent care, and the \$30 copay that they had at urgent care, but then the, um, \$30 copay for DispatchHealth, which is a home-based, um, urgent care that's been remarkable for our educators. They've been knocking the cover off the ball. They go to their home, and they're not just regular PA, you know, they, they do X-rays, they have X-ray equipment, they can, they really can stabilize people at home and make sure they don't have to go to the emergency room, and it's very appropriate care. There's another group called Doctoroo that does the same thing. Um, and then very, very big was, and it helped with COVID, right, but people were more, um, dialed into telehealth, and they had zero copays to go to, uh, telehealth. So we started a new program with our telehealth provider, 'cause it was urgent care, our urgent needs telehealth, we started a primary care medical home telehealth, so they can go to the same telehealth doctor each time and build a relationship. A combination of those things were really what did it.

Trustee Esparza-Stoffregan:

Thank you.

Tom Zumtobel:

Yeah.

Trustee Esparza-Stoffregan:

And I think it leads into my, uh, ask for consideration, is that, um, because the level of customer service really matters, and it's the reason that people are not maybe having the same concerns. So could we have, in addition to, it's not the financial side, but a survey of sorts from your members to talk about their level of service, and maybe what's changed and what's different. I think that would be a really interesting side-by-side to look and see what are still some of the pressing issues, if any, or what's been resolved, or what's different. So an- and maybe that's something you've already done, but j- just something for consideration. Thank you.

Tom Zumtobel:

Absolutely. We'd be happy to do that.

Trustee Garcia Morales:

Thank you, Trustee Esparza-Stoffregan. Trustee Watson?

Trustee Watson:

Thank you, Madam pre- President. (laughs) Great presentation, gentlemen. Um, two facts, I just wanna make sure I'm clear. The concern was about the \$35 million loan that the district gave you, correct?

Tom Zumtobel:

The concern on the audit, correct.

Trustee Watson:

Yes. And then, uh, just wanted to make sure, um, there's about 17,000, 16,500, whatever the number is, but you have about 40,000 dependents that you have to take care of off that 16,500?

Tom Zumtobel:

That's correct. So our membership is, is 17,000 and change educators, and then they have, with their subs- their total lives or their families, we're right at 34,000, is what the number is, total membership in the health plan.

Trustee Watson:

Okay, thank you.

Trustee Garcia Morales:

Thank you, Trustee Watson. Before I go back to members who have already had a chance to chime in, I wanna, um, uh, like to request my colleagues to jump in, if I may jump in first before I turn it over to them. Um, Mr. Zumtobel, congratulations on the reduction of cost and admin. That is incredibly significant, uh, number, given that, um, not too long ago, just couple of years ago we were here and, uh, this number was well over, uh, where, where, where was my number at? A- you know, th- 48, over \$42 million dollars, um, in excess, in deficit. And, um, so the, uh, I see the r- and the ad- admin costs were significant. Um, so congratulations, I'd love to hear more about what you did specifically to help reduce those cost.

Tom Zumtobel:

Uh, a- at- Chair Morales, I'm glad you've zeroed in on the, the admin cost, 'cause it's really what matters. Because it, it didn- those are savings that don't take anything away from an educator. An- and what we had to do was reduce our administrative cost but still maintain the level of service, right? It doesn't do any good if we, if we spend less, but th-... level of service, right? It doesn't do any good if we, if we expend less, but they can't get the phone answered or whatever. So what we, what, what... There was th- th- When I got there, there was a, a remarkable amount of redundancy in vendors, and there was a remarkable amount of redundancy in employees, and there was a, there was a, there was, there was a lot of employees at, in the executive level that were overpaid. And they were, they were paid way too much money for what they were doing and for what the responsibility was. So right away, we had to, to cut all of those things. We, you know, used to have 40-ish employees and, and probably 10 of them were executives. And now we're, you know, right at 17. And, and we have, you know, 3 or 4 executives, and we have a, a team of advocates. Um, we... The- the- they... There were just... And I can go down... I can go through the list, but the bottom line is there were vendors that were doing redundant services, and then when we cut them, it just... And, and the reason that it was okay is one, now the team, everybody knows where we're going. They know why we're there, which matters. A vision matters, right? But as important as that is, we put a lot of standard systems in place. And because what was part of the other thing that was wrong with THT before is people could call and get ahold of somebody and get the answer they wanted, and then that, and that feels sometimes like good customer service to people, right? But it's not good because everybody... It, it doesn't... That's not the way it's supposed to work. So we don't make exceptions, and we... Um, but, but if somebody has a problem, we'll take it to the appeals committee, and we'll change it for everybody. If it's appropriate to be changed, we'll change it for everybody. But we don't make it... We just do not make an exception. We don't make an exception for anybody. It's bad business and we just won't do it.

Trustee Garcia Morales:

Thank you for that. I appreciate the transparency and the vulnerability that comes with, um, owning. And you have time and time again, uh, that there was redundancy at the top, um, individuals who were overpaid, that created a deficit for THT specifically, and, and a pain point for teachers ultimately. And, um, and I, I think that the, the pain point for me is I'm, although I'm celebrating the success of the, and the progress towards repaying, uh, the, the resources, this is, to me, this is more than the \$35 million that the district owned you. I think this narrative that has existed, um, and maybe to some degree has been perpetuated even by some of these conversations, right? You just brought it up today. "Look, um, you know, we... The board or the district doesn't care about retention of its teachers." Actually, we couldn't be further from the truth from that. We care deeply about, um, all staff in the school district and the, um, and, and their families. And, um, but we also have to have a conversation about money. And that when it comes to, um, the, the challenges that were faced by THT. I mean, THT has owned it, right? Like, you have owned it. We've owned our piece as well. We've done our best to try to contribute and make things better. And I believe, from what I'm hearing you say, things are getting better. My concern is how do we make sure that we're not in this place again? And I don't want us pointing fingers, it's not a productive place to be at. Um, the board receives pressure, uh, from members of the community, uh, our staff. And, uh, that's an unfair position the THT really, CCEA has put us in. Um, CCSD does not oversee THT. CCSD has no board members, um, on THT. We, we have no interest. We have our own board, you know, that we have to, like, lead and grow. And, um, and we're doing that. I, uh, I, I struggle with, um, this narrative of, like, "You all don't, don't care about the success, uh, that your, your educators or you need to care more about the retention efforts." And, and we do. Um, but we also have to have, like, honest conversations about how we even got here from, how we even why we're even here in this conversation to begin with. Um, so, so thank you for owning those pieces. You have over and over and over again. Um, I, I don't wanna be here at the next presentation or in the future to say like, uh, "CCSD is not giving enough of... You know, we're not giving enough, and this is why teachers have to pay more out of their pockets." Like that's not a fair narrative. And, um, it's a disservice to our educators and their families and everyone else. Uh, so I just ask that we, if we are gonna have these conversations about money, and about providing quality services to our educators and their staff, that we have honest conversations that are beyond just this boardroom and beyond this, this space, but this back and forth, "It's your fault, it's your fault. It's your fault," actually does not serve anyone, especially the people who serve, um, our school district as employees. So I'm, I'm gonna leave it at that, uh, for now because I, I wanna celebrate this success that's taking place. And at the same time, just call this out. This is, it's not fair for either of us to sit here and point fingers at one another. Tom, I feel like you have something to add to my comments.

Tom Zumtobel:

Thank you. I, I appreciate your comments, and I appreciate you recognizing that I have something I... If, if, if I said something a few minutes ago about recruitment and retention, I, I did not direct that at this board. And I didn't, I don't think I said it in a way that said... I, I said we are partners, but that, I mean, that's our... that's what we're here for, is to help the school district. So I need to have a relationship with people at the school district and, and we do things together. But I understand before when we were, uh, some, uh, an organization that had failed and, and that people didn't wanna take a risk maybe or whatever. I, I want to argue that that time we've proven ourself. Now, we have to continue to prove ourself. But we want to be, we want to be partners in recruitment and retention, and we want to be valuable in recruitment and retention, and that's what I work at hard every day. If, if... I, I did not in my mind think I was accusing the board of not being a partner. And I apologize if you heard it that way 'cause that's not at all what I was thinking when that was said. I don't do tit-for-tat, and, as far as money or anything, we are a nonprofit standalone.

Tom Zumtobel:

We're not CCA. And it's constant... Like, we've had focus groups and people, they actually say they don't trust us because they think we're the school district. You know, every- everybody has all different opinions about stuff. And we just say, "Hey, we are just a standalone nonprofit, and a board of teachers with community experts now. And we just try to take care of teachers." I, I, I am embarrassed and unhappy with myself if I've ever said anything to this board that makes you think that I have accused you guys of anything ever about making my job more difficult, because I've come up here and tried to be honest and transparent every time and, and let you know what I face. But at the same time, I, I, I, I never, I, I don't get in the middle of that, 'cause it's... that's not my deal. I... You know, it's not my job. My job is to take care of, to have the teachers taken care of... When they call the phone, we take care of them. That's honestly all I care about.

Trustee Garcia Morales:

And maybe that's the fortunate and also the unfortunate part, right? Like, the district does not oversee THT. I don't believe we have an interest in overseeing a desire to oversee THT. Um, the, uh, other bargaining units have their own, own, uh, process for through the contract negotiated agreements, their own healthcare benefits. Like, we don't have this, we've never had this challenge with other bargaining units. And I- I'm like, "Well, who, who's the middleman here?" (laughs) Like, there's, there's a middle somewhere here, right? Like, there is either CCEA is in the middle, or THT is in the middle, or the district is in the middle. And I just feel like the... Well, we're in a positive space. I, I don't want to... I think we just need... I'm trying to raise a con- awareness and consciousness that, that, that this feels like a middle, like a relationship with three different wheels, and, and uh, and, um, it, it, it may not, it's not healthy. (laughs) It's not healthy because we're, you get pressure, we get pressure, and it's like, "Well, we need to do something to make changes to the, the, the, the rates, because we..." Just, the narrative is, is something is not sitting well with me here. But I- I'm gonna just-

Tom Zumtobel:

Yeah.

Trustee Garcia Morales:

... step off-

Tom Zumtobel:

The only pressure-

Trustee Garcia Morales:

... and-

Tom Zumtobel:

... that I put on any rates, all I wanted to, and, and I didn't negotiate. I had nothing to do with negotiations.

Trustee Garcia Morales:

I know that.

Tom Zumtobel:

I- I'm not involved, but all I put forth is I said I wanna have enough money so we don't have to increase the teacher's premium. And that's all I cared about. And that was the only-

Trustee Garcia Morales:

Sure.

Tom Zumtobel:

... input I had in anything. And that's all I care about. And I'm very happy that you guys got it there.

Trustee Garcia Morales:

Yeah.

Tom Zumtobel:

Very happy.

Trustee Garcia Morales:

And the question is, like, how do you ensure that... This is for another time, but how do you ensure that... The question that I'm gonna constantly be having is, well, how do you make sure that it continues to be affordable for our educators? How do you ensure that you're, we're not in this situation again? Because while we do celebrate the, wins, right? We still also have to say, how do we... Like, the district does not wanna be in the middle of offering 35 million every, you know, five to six years, um, because of mismanagement of a, of an organization, right? Like, we don't, we don't want you to be in that situation either.

Tom Zumtobel:

Yeah. And, and I feel strongly that we're in a place together that, that, because what it takes is relationships, transparency and communication. And I don't think a lot of that occurred potentially before, right? And a lot of the things the, that that, that the MOA put in place that, that, um, that we do on a regular basis, it's just all good business that, and we're just gonna continue to do it. There- you know, there's good reasons to do it. It's accountability. We, we actually strive for accountability. And, you know, one of the main reasons that I fight so hard, besides the fact that it's money that doesn't come out of benefits to, to cut our administrative costs and to be efficient with our administrative costs, I'm trying to get the community to be efficient with our healthcare. It's a battle. And that's the, that's the reason that I don't come up here and act... And I hope you don't think I do, but that I don't act like arrogant, like we did something.

Tom Zumtobel:

'Cause it's... There's such hard work out there to get the healthcare. And there's people out there- there's, there's behavior that is inappropriate for, and, and people and, and people get bounced around by providers all the time. Some of it on purpose, some of it because the system's just broken. And that's why we're trying to rebuild the credibility of the, of THT and why we're talking about this health investment, so we can get people in the hands of doctors so they don't get bounced around. It's work, so.

Trustee Garcia Morales:

Yeah. Well, I, I just, I appreciate that work and that effort and the relationship here has been because of the bargaining unit, THT is, is, um, involved, right? THT is... CCSD did not specifically to choose THT, it... the bargaining unit, CCEA in this case chose THT to continue to provide services. So I think that that co- part of the conversation also cannot be, cannot be swept under the rug. It is not CCSD involved in a contractor in agreement with THT.

Tom Zumtobel:

There- there's, there's... CCSD chose THT in the beginning, right? They caused it to happen in, in the very beginning. They needed an alternative because health plans were too expensive. I mean, the fully insured were too expensive. So they created a self-funded non-profit. That's why we brag about that 5.41. 'Cause that 5.41, that's administrative cost. If you go to a fully insured, you're gonna have 10% administrative costs and they're gonna have, they're gonna have profit on top of that. But that's why it was created because the fully insured were too expensive, and the school district-

Trustee Garcia Morales:

Mm-hmm.

Tom Zumtobel:

... and the union created it together because they didn't have any alternatives that were affordable.

Trustee Garcia Morales:

I do want to, uh, just to put a note in the record for, uh, those bylaws if they exist, um, because I'd love to be able to see how the, how CCSD, historically how CCSD was involved and um, if we were involved, uh, whether we were part of the board, uh, and to my knowledge, at least, CCSD is not currently part of the board, and we are not, um, uh, it is anything that's negotiated with the teacher's union is, uh, goes through the teacher's union, not... the board approves it, of course, but it's not, uh, the CCSD does not say, "You have to do this one insurance company." Uh, I'm gonna move on to my colleagues, Tom, except I don't want us to have a one-on-one conversation (laughs) in front of everyone, and would certainly appreciate your willingness to have, um, that piece. Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President. Um, thank you for that extended answer and extended discussion and President Garcia Morale's, uh, questions. And I think that a lot of good points were made in that discussion. Uh, trustee Ramona, um, as far as the [inaudible 01:17:00], uh, of course, made me think of other questions here. I appreciated the message and your reply having to do with how the messaging was done about the urgent care, 'cause that was gonna be one of my questions about possibly doing the side by side.

Trustee Cavazos:

So, um, respectfully, I will tell you that I, as a private practitioner, I do have trouble finding mental health practitioners for the number of requests that come in that do take THT. You just answered part of my question, uh, just a moment ago, um, uh, Tom, as far as not having members bounced around. Possibly for a future update, do we have, would we be able to get any numbers pertaining to the numbers of drop and add, um, numbers for, you know, providers in the different categories?

Trustee Cavazos:

The ones that I hear about the most often are primary care. And I know that it's very difficult, you know, uh, myself having been through that in the past, that you establish, you know, a relationship. And I'm so glad to hear that besides talking about just numbers, we're talking about the human component. That's difficult for somebody to have their primary care, uh, provider drop, and they establish a relationship, then they have to start with the new one. And then also going to the, you know, specialists, the mental health professionals, especially with the dependents with the children, 'cause I work a lot with children and teens, and so I get a lot of, you know, requests for that. And then I try my best, you know, to find somebody that I can recommend. So is that something that maybe for the future, that you guys are working on to bring those numbers down? Uh, do we know why so many providers are dropping THT? And I say that respectfully because I don't know the answer.

Tom Zumtobel:

Trustee Cavazos be happy to provide those numbers. Um, they, they will be single digits that, that, that te- that doctors that are terminating. Um, there are some behavioral health docs and you know this as well as anybody, they're leaving 'cause they go to cash practice, right? They're going... But they don't leave THT. They leave basically... Th- they can make more money just pay- just having cash practices versus doing a, a, a contracted practice. But, um, we... Uh, I- I'd be happy to provide that report and, and show you. The doctors leave they either are retiring, they leave the, they leave the community, they move over to another practice. We have a very, very small amount of doctors that are leaving THT 'cause we have the network is the show network. We have the exact same network as the MGM Grand, as Caesar's Entertainment, as PEB. We're not a single network. They can't just leave us. They have to leave it all of them. And they, and so it, it just doesn't occur the way, but if it could feel like it to a member, right? It could feel like if their doctor retires, they think they leave. There's, there's reasons that it, that it might, but we, it will be, it will truly be single digits, the number of doctors that are terminating a contract because they don't wanna be on our network any longer.

Trustee Cavazos:

Thank you, sir. I really appreciate that. And so, if we could see those, that would be, and you know, as, as you said before, a lot of times they're not leaving because they're just leaving THT, but they're leaving all the contracted. In the mental health profession, most of the ones that I'm dealing with are young providers. You know, they're in their late 20s, they're in their 30s, but they have reasons that they are leaving, you know, the insurance area, taking that particular insurance. But they're still on other insurance panels, so if we could get that information. Also, too, going back to again, to, uh, trustee, uh, as far as the staffer and, uh, comments about, you know, the messaging. When, like, say for instance, somebody requests coverage on a surgery and say that it's declined. Is the messaging very clear as far as, because I get a lot of messages about that, but I honestly did not remember until she brought that up. So is it very clear on the appeal process what constitutes an emergency? Why an elective surgery might not be covered, et cetera, et cetera? And again, if this needs to be brought up at a future update, that'd be fine.

Tom Zumtobel:

Yeah, Trustee Cavazos, the, the... It's, it's very clear. I, I, I, I would be interested in somebody sharing denials for surgery. We, we don't deny appropriate surgeries. (laughs) And so elective surgery, I mean, if it's a cosmetic, if it's uncovered by the plan-

Trustee Cavazos:
[inaudible 01:21:32].

Tom Zumtobel:

... or something like that, it's not... I, I... We don't play that game, and that's not how we get... So I would be very interested in anybody that's on there that's listening right now or that brings some denials to me, bring them to me and I will be happy to look at them because... And, and if they are denied it, it... I, I, I can't even understand unless it's, unless it's truly medically inappropriate, I cannot imagine a surgery that would be denied. And I have to give my email again 'cause Mo said I gave it wrong, and so thank you Mo.

Trustee Cavazos:

I, I-

Tom Zumtobel:

It's [inaudible 01:22:03]ththehealth.org. Thank you very much, sir.

Trustee Cavazos:

And I do and I do give it out, sir. Thank you very much.

Tom Zumtobel:

Yeah, and I mean, if we all think about it, we used to... Remember, when I started, I used to get emails every night. I get emails every... 'Cause I... Every weekend constantly. And I used to get emails from the trustees and I used to get emails from, I can't remember. Now, there'll be some that'll come from this, and I'll welcome 'cause we'll fix it. If people have a problem, I want to fix it. But I don't remember the last time I got an email from any of you, right?

Trustee Cavazos:

Mm-hmm.

Tom Zumtobel:

And, and I don't remember... And, and so I, I am not saying it's... Healthcare's never fixed, it's honestly never fixed. Health plans are never fixed. But, but we are really taking... We really put teachers first in every decision that we make.

Trustee Garcia Morales:

Now we're all gonna email Tom, who are you gonna send? (laughs) Gonna send-

Tom Zumtobel:

I would love it if they have a problem, I would love it.

Trustee Garcia Morales:

No, of course.

Tom Zumtobel:

Love it. Love it.

Trustee Garcia Morales:

Yeah. Thank you. You've said that multiple times and appreciate, um, that you've been consistent that way across, uh, since the, since 2021. Thank you for that. Trustee Brooks.

Trustee Brooks:

Thank you Madam President. Tom, you've come a long way financially. I appreciate, uh, the presentation and uh, the questions that we're asking are just to make sure that you continue to stay on the right track. I think when you first came to the board, there were two goals that you were trying to accomplish. One of them was financial stability. So you got a \$35 million infusion of cash, um, which you say you're on track to pay in three months. The second one is making sure that your organization has proper financial oversight. Part of the, uh, pitch initially was that your board would shift into being, um, better focused on governing properly, and that you were gonna shift from a majority board of inexperienced teachers to people who had industry experience, uh, specifically healthcare industry. So what is the composition of your board currently, and do you feel that that's helped your, uh, trajectory of your, um, organization?

Tom Zumtobel:

Thank you Trustee Brooks for that question also. I, I, I couldn't be proud of our board. It's interesting and, and it's taken... It's, it's been a journey for sure. We have... Peggy Melton is our, is our board chair. She is an educator. She's an adult education educator in her history. She worked at UnitedHealthcare before she became a teacher. So she has a good background, a great understanding. It's extremely helpful and she's a great leader, and she stimulates discussion with the board, 'cause the board's job is to hold me accountable, but it's hard because it's a complicated business, and they have to work hard to do it.

Tom Zumtobel:

Um, the other thing that's happened, so we have, you know, we, we have, uh, two, um, community members. I was... The reason I've stumbled is we changed the bylaws. So we could have three to four educators. We give two to three retirees and two to three, um, community experts or whatever. And so, um, so if something happens, we have an flexibility to, to fill the board appropriately. So right now we have one retiree, and she's been on there for a while. She's great. She's extremely helpful. Um, but we have... Um, our two community members is one Walter Davis, he's the CEO of the Nevada Health Centers. He has a, um, been in healthcare his whole career. He worked at Cigna at one time. He is very, very, um, savvy with healthcare and holds us accountable, and he's been a great leader.

Tom Zumtobel:

The other one, some you might know as, uh, Laura Rich. Laura Rich was the executive director of PEB, the public employee benefits plan. So all the benefits for the state of Nevada. And Laura came down and, and joined our board. Now, she's since still on the board, but she took a new position. She's the regional, um, director for AHIP, one of the biggest health insurance. It's the American Associ- American Health Insurance Plan. So it's the biggest association of all insurance carriers, and she's very active on our board. So I, I couldn't... And it's been hard with the board, you know, to, to grow and to, to get the right... And, and it's a lot of work, but I couldn't be happier with the board and the progress and, and the mix of that. So thank you for that question.

Trustee Brooks:

Thank you.

Trustee Garcia Morales:

Okay, colleagues, I believe that concludes questions, uh, for this presentation. Thank you gentlemen for your time tonight. Appreciate it.

Tom Zumtobel:

Thank you very much

3.02 Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023–2025 between the Clark County School District and the Police Officers Association of the Clark County School District.

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the 2023–2025 Negotiated Agreement between the Clark County School District (CCSD) and the Police Officers Association of the Clark County School District (POA), including but not limited to, a new salary scale and group health insurance contributions. 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 at least 8 business hours prior to the scheduled start of the meeting. **(For Possible Action)** [Contact Person: David Hall] (Ref. 3.02)

Motion to approve.

Motion: Williams Second: Bustamante Adams Vote: Unanimous

Trustee Garcia Morales:

All right colleagues, we're gonna move on to item 3.02, that's the public hearing on and possible approval of the new negotiated agreement with, of 2023 '25 between the Clark County School District and the Police Officers Association of Clark County School District. I will turn it over. This is a possible action, excuse me before I turn, turn it over to Mr. Hall. This is an action item. So, um, we, again, the, the rhythm is here. Um, we'll hear the presentation by Mr. Hall and then, um, we will take public comment. Um, if anybody who would like to speak on this particular item and has not submitted a yellow card, please do so now. Otherwise, once we begin and Mr. Hall begin speaking, then we will no longer take yellow public comment cards. Mr. Hallow. Mr. Hall, welcome.

David Hall:

Thank you. Nevada revised statute 288.153 requires that any new extended or modified collective bargaining agreement between a local government employer and an employee organization be approved by the governing body of the local government employer at a public hearing. And that the chief executive officer of the local government report to the local government the fiscal impact of the agreement. An tentative agreement has been reached regarding the 2023 through 2025 negotiated agreement between

David Hall:

Clark County School District or CCSD and the Police Officers Association of the Clark County School District, or POA. The tenant of agreement extends most previous contract terms and changes include but are not limited to the following. Article 1, definitions. Article 2, recognition. Article 4, grievance and arbitration procedures. Article 8 association business. Article 12, personal leave. Article 14, military leave. Article 21, pay ranges. Article 22, group health insurance. Article 27, seniority. Article 35, progressive discipline. Article 36, special allotment. Article 41, term of the agreement. And there's an additional article 42 now regarding the process for mo- promoting to sergeant. CCSD and POA drafted the new negotiated agreement, which modifies the previous agreement approved by the Board of Trustees on January 27th, 2022. The new agreement includes, but is not limited to the modifications of the following terms, salaries are raised according to article 21, effective July 1st, 2024. CCSD will increase the health insurance contribution by 5%. That is in article 22. And if you recall, uh, last summer, we entered into a memorandum of agreement with POA increasing the health benefit for this year by 15%. It was done earlier so that the open enrollment could be taken advantage of advantage of by POA. Uh, number three, the shift bid process is amended. That's in article 27. Number four, the term of the agreement is extended for an additional two years until June 30th, 2025. That's in article 41 and number five is previously mentioned, article 42 is added to provide the process for promoting to sergeant. The terms of this agreement will be effective from the date of the approval and signature. The total fiscal impact of the changes to the agreement is approximately \$5,000,600. A fiscal impact analysis has been provided, which summarizes the expected fiscal effects of the negotiated agreement. This is the time and place to conduct a public hearing on discussion of and possible action on approval of the 2023 through 2025 negotiated agreement between the Clark County School District and the Police Officers Association of the Clark County School District, including but not limited to a new salary scale, and increased group health insurance contributions.

Trustee Garcia Morales:

Thank you Mr. Hall. Colleagues at this time, um, I don't have any public comments. Uh, however, I welcome colleagues, uh, discussion and a motion. Trustee Williams.

Trustee Williams:

I was gonna make a motion.

Trustee Garcia Morales:

Let's do it.

Trustee Williams:

Okay. Uh, Madam President, I'd like to make a motion to approve item 3.02, the public hearing and possible approval of the new negotiated agreement 2023 2025, between the Clark County School District and the Police Officers Association of the Clark County School District.

Trustee Garcia Morales:

Thank you very much, Trustee Williams. I wanna mo- let the record reflect that this public hearing is now closed. We have a motion by Trustee Williams, a second by Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam President. I'd like to second that motion.

Trustee Garcia Morales:

Thank you, Trustee Bustamante Adams. Colleagues, we have a motion by Trustee Williams, a second by Trustee Bustamante Adams. Please cast your vote.

Trustee Garcia Morales:

Thank you, colleagues, that motion passes seven to zero.

3.03 Public Hearing On and Possible Approval of the New Memorandum of Agreement between the Clark County School District and the Police Officers Association of the Clark County School District Regarding the distribution of funds allocated through Senate Bill 231 (2023).

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new Memorandum of Agreement between the Clark County School District and the Police Officers Association of the Clark County School District regarding the distribution of funds to School Police Officers allocated through Senate Bill 231. 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 at least 8 business hours prior to the scheduled start of the meeting. **(For Possible Action)** [Contact Person: David Hall] (Ref. 3.03)

Motion to approve.

Motion: Williams Second: Brooks Vote: Unanimous

Trustee Garcia Morales:

Mr. Hall, we're gonna turn it over back to you. Before I do that fully, I wanna also let the record reflect that this is an action item. So if individuals in the public would like to speak on this item, please submit your yellow card. Otherwise, once Mr. Hall begins, we will no longer accept public comment cards. Okay, Mr. Hall, please take it away.

David Hall:

In the battle revised statute 288.153 requires that any new extended or modified collective bargaining agreement between a local government employer and an employee organization be approved by the governing body of the local government employer and a public hearing. And that the chief executive officer of the local government shall report to the local government the fiscal impact of the agreement. The board of trustees of the Clark County School District or CCSD approved a negotiated agreement with the Police Officers Association of the Clark County School District or POA. An agreement has been reached pending approval by the board trustees and the superintendent of schools regarding a memorandum of agreement between CCSD and POA regarding the allocation of funds provided through the recently passed Senate Bill

David Hall:

231 or SB231. POA and CCSD drafted a new memorandum of agreement which memorializes the agreement between the parties. Per the agreement beginning July 1st, 2024, all police officers represented by POA will receive a cost of living adjustment in the amount of 4.12% using the funds allocated through SB231. There are additional costs associated with entering into the memorandum of agreement, and the amount of approximately \$1,050,000. However, this amount will be paid through the allocation of funds by the state through SB231. This is the time and place to conduct a public hearing on discussion of impossible action on approval of the new memorandum of agreement between the Clark County School District and the Police Officers Association of the Clark County School District regarding the distribution of funds to school police officers allocated through Senate Bill 231.

Trustee Garcia Morales:

Thank you, Mr. Hall. If there is no discussion by the board at this time, it may seem like colleagues want to make a motion, otherwise I'll entertain a motion. I don't... Also, to be clear, I don't have any public comment on this particular item as well. Trustee Williams?

Trustee Williams:

I was gonna make a motion.

Trustee Garcia Morales:

Thank you Trustee Williams. I will note for the record to reflect that this public hearing is now closed.

Trustee Williams:

Thank you, Madam President. At this time I'd like to make a motion to approve item 3.03, the approval of the new memorandum of agreement between Clark County School District and the Police Officers Association of the Clark County School District regarding the distribution of funds allocated through Senate Bill 231, 2023.

Trustee Garcia Morales:

Thank you, Trustee Williams. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. All second that. Can I also ask a clarifying question for the public?

Trustee Garcia Morales:

Yes, please.

Trustee Brooks:

Um, the... this is contingent upon approval from the IFC or the [inaudible 01:34:44]?

David Hall:

That is correct. Uh, I and that will be hopefully will occur next month.

Trustee Brooks:

Okay. And then, um, this, these funds, um, are temporary, if there's not additional funds received in the future, then what happens?

David Hall:

Uh, it th- that is up to the legislature in the, in the bargaining groups that receive this money, uh, to secure that in the future. But as of right now, it is scheduled to sunset as of June 30th, 2025. And the police officer that is contained within the memorandum of agreement and both parties acknowledge and agree to that.

Trustee Brooks:

Thank you. I just wanted to, um, clarify that everyone's being treated equally as far as this, uh, money sun setting. I appreciate it.

Trustee Garcia Morales:

Thank you for your motion, questions and motion, Trustee Brooks. Colleagues, we have a motion by Trustee Williams, a second by Trustee Brooks. Please cast your vote.

Trustee Garcia Morales:

Thank you, colleagues. That motion passes the seven to zero.

3.04 Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023-2025 between the Clark County School District and the Police Administrators Association of the Clark County School District.

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the 2023–2025 Negotiated Agreement between the Clark County School District and the Police Administrators Association 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 at least 8 business hours prior to the scheduled start of the meeting. **(For Possible Action)** [Contact Person: David Hall] (Ref. 3.04)

Motion to approve.

Motion: Williams Second: Guzmán Vote: Unanimous

Trustee Garcia Morales:

We're gonna now move on to item 3.04. Again, this is an action item. Colleagues, um, excuse me. Ladies and gentlemen of the audience, if you would like to speak on this item and have not submitted a yellow public speaker card, please do so now. All right, Mr. Hall, I think we can get it started.

David Hall:

All right.

Trustee Garcia Morales:

All right, Mr. Hall. I think we can get it started.

David Hall:

All right. Nevada revised statute 288.153 requires that any new extended or modified collective bargaining agreement between a local government employer and an employee organization be approved by the governing body of the local government employer at a public hearing and that the chief executive officer of the local government, report to the local government the fiscal impact of the agreement. A tentative agreement has been reached regarding the 2023 through 2025 negotiated agreement between Clark County School District or CCSD and the Police Administrators Association of the Clark County School District or PAA. The tentative agreement extends most previous contract terms and changes the following articles. Article 1, Definitions. Article 9, Personnel Files. Article 11, Association Leave. Article 15, Workday. Article 20, Professional Compensation. Article 21, Health and Welfare Benefits and Physical Examination. Article 27, Progressive Discipline. And Article 33, The Terms of the Agreement. CCSD and PAA drafted a new negotiated agreement which modifies the previous agreement approved by the Board of Trustees on January 13, 2022. The new agreement includes the following changes. The starting salary of lieutenants is raised to an amount equal to 20% more than the maximum base salary of sergeants. Number two, the starting salary of captains is raised to an amount equal to 12 and one half percent more than the salary of lieutenants. The term of the agreement, excuse me, number three, the term of the agreement is extended for an additional two years till June 30th 2025. The term of this agreement other than the increase to salaries in the first year of the negotiated agreement contained in Article 20 of the negotiated agreement will be effective respectively from the date of approval and signature. The salaries for the first year of the negotiated agreement contained in Article 20 of the negotiated agreement will be retroactive to July 1st 2023. The fiscal impact of the changes to the agreement is a cost to CCSD of approximately \$763,000. A fiscal impact analysis has been provided which summarizes the expenses, excuse me, the expected fiscal impacts of the negotiated changes. This is the time and place to conduct a public hearing on discussion of impossible action on approval of the 2023 through 2025 negotiated agreement between the Clark County School District and the Police Administrators Association of the Clark County School District.

Trustee Garcia Morales:

Thank you, Mr. Hall. Colleagues, I don't see any public comment on this particular item. I'm going to turn it over to colleagues. Trustee Williams.

Trustee Williams:

I was going to make a motion.

Trustee Garcia Morales:

Thank you, Trustee Williams. Colleagues, this public hearing is now closed.

Trustee Williams:

Thank you, Madam President. At this time, I'd like to make a motion to approve item 3.04, the approval of the new negotiated agreement 2023 to 2025 between the Clark County School District and the Police Administrators Association of the Clark County School District.

Trustee Garcia Morales:

Thank you, Trustee Williams. Trustee Guzmán?

Trustee Guzmán:

I'd like to second.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Colleagues, we have a motion by Trustee Williams, a second by Trustee Guzmán. Please cast your vote. Thank you, colleagues. That motion passes 7-0. Thank you, Mr. Hall. I appreciate your time and your effort and your work to get this, get us here.

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

Trustee Garcia Morales:

All right, colleagues, we're going to move on to item 4.01, public comment on items not listed as action items on the agenda.

Trustee Garcia Morales:

If there are members of the audience who would like to provide public comment in this section have not submitted a yellow public speaker card, please do so now. Once we begin with the list of individuals who signed up in advance, we will no longer be taking yellow cards. Okay, we're going to begin with individuals who signed up in advance. We'll begin with Jeremy Herman followed by Robert Foster and Ashley Searcy. I also want the record to reflect, colleagues, that we have a couple of, um, members of the audience who are here to speak on Ruthe Deskin, Deskin Elementary School, and, um, this item.

Trustee Williams:

[inaudible 01:40:43].

Trustee Garcia Morales:

Okay. You can come over here. Thank you. Um, Ruthe Deskin Elementary School. We have received communication from, um, interim superintendent and her staff regarding the, um, work that's being done to address concerns that have been sent, um, so, uh, there's been work that's being done to address the concerns that have been shared to us, uh, via email, actually, uh, by Mr. Heman, Herman. Welcome. Are you Jeremy?

Public Hearing

Jeremy Herman:

Yeah, I'm Jeremy.

Trustee Garcia Morales:

Okay. Hi, Jeremy.

Jeremy Herman:

Hi. Let me know when.

Trustee Garcia Morales:

Please go ahead.

Jeremy Herman:

Okay. My name is Jeremy Herman. I'm a parent of a third grader at Ruthe Deskin Elementary School. I'm the chair of our SOT. Been in the SOT for seven years, been heavily involved. Um, we are here because we, our school is in crisis and our principal, Jessica Robbins, is the cause of that crisis. Um, I've had kids at Deskin for eight years and I was part of the SOT team that helped, uh, hire her. We interviewed three candidates and we, and we selected her. Um, I thought she was gonna be great for our school and I was sadly mistaken. Um, she has damaged our school significantly and we parents here, lots of scared and angry parents here, um, we're here to try to undo that damage. Um, so this is just a small sampling of the parents who, uh, support our efforts. I created a petition. Nevada law says that if 5% of the parents, um, sub- uh, of Deskin kids, um, sign the petition that we can, uh, request an investigation by this board. So I created such a petition and we got, I stopped collecting signatures at 58. We needed about 27, so I stopped at 58. Um, so I s- I personally started having problems with Ms. Robbins about six months ago. Um, retaliation and an escalation and I tried to de-escalate constantly, but she kept escalating, escalating, escalating. And my break point happened at our first SOT meeting this year, where I was elected chair and she, she violated state law by ending the meeting nine minutes into the meeting. Um, so, let's see. And I started talking to other parents, you know, a- and I realized that the problems that I was, I was having were insignificant compared to the problems that other parents were having and other kids were having in our school. Um, especially problematic was the stuff that was happening in our special needs classrooms. And there are lots of parents here who have kids in those classrooms. Um, we're having kids elope from the school on a regular basis. In one week we had, that we know of, we had three kids elope and, um, two of those we caught on video and one of the parents whose kid eloped is here in the audience and she's going to speak today too. So our kids are not safe and then they're being brought back into the school, physically restrained, brought back into school. And I believe CCF 624 form is required to be filled out within 24 hours after such an incident and they're not being filled out. One of the parents who is here to speak said that, um, she found out, uh, two weeks later and only because another parent had asked CCSD Police to investigate. So we've got, let's see, there's also talk about financial improprieties among the staff. Uh, I'm not privy to those records so I can't speak to that. I've done some very basic research and it, and it seems that there are some red flags and we like those investigated. So, um, I, I'm asking you to please help us. Like I said, we are a school in crisis and we need help. We, uh, we want Ms. Robbins dismissed. Thank you.

Trustee Garcia Morales:

Thank you for your-

Jeremy Herman:

I've got that petition too.

Trustee Garcia Morales:

Thank you for your public comment, um, and, uh, just want to be clear that, uh, we are not able to, um, and for anybody else who comes up, um, next, we're, the board is not in a position to discuss or have a dialogue during public comment. However, we'd love to hear your public comment, and at the same time,

Trustee Garcia Morales:

I will repeat that we have, um, been notified of the concerns and, um, uh, our interim superintendent is working hard to address that with her staff, those concerns with her staff.

Trustee Garcia Morales:

Additionally, there is, um, uh, because of personnel issues with staff, we're not able to discuss, um, but we're happy to discuss, um, and engage in a discussion regarding staff at, at this time. Um, I had Robert Foster, Ashley Searcy, and Andrea Moses. Are they present? Come on up. Who's next? Uh, hi, welcome.

Ashley Searcy:

Hi.

Trustee Garcia Morales:

What's your name?

Ashley Searcy:

Ashley Searcy.

Trustee Garcia Morales:

Welcome.

Ashley Searcy:

Um, I am here because I believe that our leadership is failing our students. I have a third grader at Ruthe Deskin and I've seen multiple safety issues beyond, you know, what's going on with some of the other parents. Um, during the middle of drop off when school started, I had to put on the construction vest to help move traffic through because it was not officially, there was nobody there with cones or anything moving traffic along safely so the kids aren't running back and forth, you know, across the street between cars.

It took me standing in my safety belt vest. And we have amazing crossing guards. They get our kids only so far. We have Cecil, we have, uh, Marita, and then we have Tom. But it took me standing there, and I know Miss, our principal, saw me do it. And she even said, "Are you going to stand there and do that?" And I said, "Yes, somebody has to protect these kids." And so it took, you know, a couple of days, but finally somebody came out there and started putting cones down. But it took me doing that for them to actually do something. And the fact that the parents have to step in and do this, it's not okay. Um, I don't feel like parents are welcome to do what we used to do at the school. We used to be able to volunteer, you know, a lot more freely and be way more involved. And I feel like we are shut out. And I don't want to leave after the next two years, the school and ha- the, the way it's going, I think it's going to get worse. And we need as much parent involvement in our school as possible. I've seen these kids grow up from, you know, kindergarten. My s- my sa- other son is in seventh grade. And, and they all live in the neighborhood across

Ashley Searcy:

the street. So many students, um, another thing with safety is they're working on the playgrounds right now. There have been several incidents and we included photos of big tru- big vehicles, um, and kids walking around them. You know, they got drivers still in the vehicle. It's a safety issue. You know, you can put fences up, but if you have people moving back and forth, you know, you have to plan for those things and you can't say it's out of your control when people are in there doing the work. If there are students there, you need to get more staff out there. I can't listen to some of these stories, I, and not wonder how this could keep going on and how somebody hasn't stepped up and done something. Their stories are heartbreaking. The fact that some of these kids go home wet with their pants wet or, you know, poop and their pants are all over them. I can remember one time, if they do this daily, one time when I was in first grade, I wet my pants, I was sitting in my chair and my teacher would not let me go to the bathroom. And it stays with me. I'd never forgot that and I'm 43 years old. So imagine these kids peeing in their pants or having diarrhea and then having to deal with that every day or being so scared to be in their classroom when they're in kindergarten that they're wetting their pants. There's something wrong. I think something needs to be done. Thank you.

Trustee Garcia Morales:

Thank you, Ashley. Andrea, are you present? Amanda Stephe- followed by Amanda Stephens and Heidi Lopez.

Andreah Moses:

My name is Andrea Moses. Um, I have a six-year-old son in the primary autism... There we go. Better? At Ruthe Deskin. Um, my son started at Ruthe Deskin in October. There was a discussion right off the bat how he elopes often, and some of the special needs he needs, which he also has an IEP for. About two months into us going to school, having nothing but great reports, um, our son's teacher was removed from the classroom, and there is now a parent aide in the classroom. For the last three months, my son has begged me not to go to school, when he loves school. My son has come home with diarrhea all the way in his shoes. They tell me that there is no outfit provided, but I've provided outfits. They're also denying foods to children. Um, and I'm not sure if you're aware, but autistic children are very specific. Um, they will not eat, period, unless it's something that they're okay with. Um, so children are being denied access to foods they will consume, and it's not due to a peanut allergy or any risk like that to other students, which is concerning. Also, our students aren't allowed, our children aren't allowed to go outside the classroom because there's not anybody capable of handling the eight children that they have at a time. They eat lunch in their classroom. They don't go out for recess often, and they are shut in that classroom. There are children escaping, which as a parent, is probably one of the most hardest things to hear. Because we send our children to school to be safe, and to be educated, and be able to learn in an environment. None of that has happened. I'm actually seeing a huge regression, and it's not happening in my son's resources outside of school. So he is with other teachers and other children, and he's fine. But these behaviors are carrying on. My son, most recently, the last week, has started saying, "Don't hurt me," and flinches. Because there is violence in the classroom that's not being addressed properly. When you go to administration to address it, you are ignored. Um, I have not been able to get an administrator to talk to me for almost a month now. But, come Friday, I had my phone blowing up once. Somehow they found out I was coming to speak publicly. That's concerning to me. Um, it's almost like an episode out of the movie Mean Girls, frankly. Um, I have considered removing my child from the school. It's unfortunate, and I don't want to do that. I think kindergarten is greatly important, especially for these special needs students that are autistic. Um, they

Andrea Moses:

need that structure. They need to learn how to be productive in a classroom, an educational environment. And it's clear that is not happening. And we need help. Something needs to happen. Thank you.

Trustee Garcia Morales:

Thank you, Andrea. Is Amanda Stephens present? After Amanda, we'll have Heidi Lopez, and then Iva Lewis.

Amanda Stephens:

Hi, my name is Amanda Stephens. I'm a mom of a third grader, kindergartner at Ruthe Deskin. I'm also on the Deskin's SOT board. I come tonight to ask you and beg you, please remove Jessica. She is, she's not helping our kids. Sorry. Our principal, Jessica, has made my life and children, our, my kids' life miserable this year. My daughter's kindergarten classroom was violent and chaotic. Yelling, hitting, kicking, cutting with scissors, bullying, spitting, hitting teachers. It terrified my little girl. Her fear made her tinkle her panties. And being scared, she sat in it all day because she thought she was going to get in trouble, which caused her eczema to break out, and her to have rashes in her private areas. The kindergarten, this is kindergarten, and it's supposed to be fun. Is supposed to make kids love school, but it made my daughter afraid. When I talked to Ms. Robins about the problem, she said that I needed to sign my daughter up for behavioral therapy. She needs to learn how to deal with anxiety and stress, because life is stressful. Kindergarten is not stressful. That's actually her words to me. Kindergarten should be fun and a safe learning environment. I started to talk to other parents about my problems with Ms. Robin and I realized lots of other parents had problems with her too. When you ask her hard questions, she doesn't like it and she bullies you. That's what she did to me and to other parents and she does everything she can to keep us out of the schools. I was in the office two weeks ago when I saw a little s- a little boy with special needs being dragged back into the school after he escaped. And I am, I am in the office every day, three times a day, my daughter, because of my daughter's 504 plan. My daughter is scared to go to school because she's scared that they're going to drag her into school like that. It's, it's been addressed. I've had hundreds of meetings with Jessica and Miss Scarlett Perryman. All it is, is retaliation and I get punished, grounded from ki- um, going to the lunchroom to have lunch with my children. Um, my, my third-grader, I asked for two years to have him evaluated for dyslexia and I begged to put him back into kindergarten because he was a pandemic kindergarten. Um, he still can't read at a third grade level and he now has an IEP. I'm asking you please, protect our children and help us get rid of Jessica.

Heidi Lopez:

Hi, I'm Heidi Lopez and I'm coming to you with my concerns and experiences I've had regarding Ruthe Deskin elementary and its leader, Jess- uh, Principal Jessica Robin and for her removal as principal. She doesn't take accountability or offer solutions to the issues that are brought to her attention. She lacks the necessary skills and leadership required to hold the position as principal. I have three children enrolled with the CSD since 2020, and we've had a wonderful experience until our homeschool changed to Ruthe Deskin for the school year of 2023-2024. My, there, I have an eight-year-old, a six-year-old, and a five-year-old. My five-year old is in the primary autism program and that's how and I was able to keep him at our old other school due to that. When they moved us over here I did all the necessary steps as a parent to ensure their safety, uh, smooth transition and had them enrolled in summer school and, and everything so they'll be familiar with the school. However, even though I had them restored right when I was told we would change, that didn't happen. They kept the, um, the office being so chaotic to the school itself is in utter chaos. It has

Heidi Lopez:

been ongoing up until now. Um, my son, he is in room 80 and it, they have not had a licensed special Ed teacher or a behavior specialist at all. They've gone through many teachers and their subs, and then they have, actually have left that room with an aide and tried to pass her off as a teacher. Um, every time that she has been, uh, issues have been brought to her attention, she's made me feel like it was isolated. When come to find out, I wasn't the only parent that had voiced [inaudible 01:56:52]. My son, if, has, in his IEPs, they've always been wonderful. He's, they always describe him as a loving, caring boy. But at Ruthe Deskin, when he started hitting and biting, I came to them with those concerns, and they used it, they weaponized his autism against him. And I ended up ultimately having to remove him. Now, the school we're at I get nothing but good, good reviews just like before. So it's like night and day. Something is wrong in this school. Not just in this classroom, but in the office. If you were to walk around that school, you can see it. The playground at three, there's no playground. For the, since when they returned from winter break, the playgrounds were gone, all three of them and there's, I've sent pictures where the, the gate was left open where they had forms where kids can just go in there to where you have workers. I can't get in those doors. They have a locked door. I have to ring a doorbell. And yet, you got workers that can travel all, all over. Please take a, a good look at Ruthe Deskin. Thank you.

Trustee Garcia Morales:

Heidi Lopez present?

Trustee Williams:

That was Heidi.

Trustee Garcia Morales:

Oh, Heidi. Forgive me, Heidi. Um, Iva Lewis followed by Vicky Kreidel and then Shonda Richburg.

Iva Lewis:

Hi, my name is Iva Lewis. My son is Theo Lewis. He's in the kids autism program at Ruthe Deskin. I am the parent that you've heard about their kid being sent home like this, like this. My son has been sent home to me like this. If I had the proper principal, I wouldn't have to pick up my child like this. If that principal did her job, I wouldn't have to worry about my child. My child elopes. That's in his IEP and they know that. But yet, they have yet to help me help my child, anything. If anything, they're... If anything, they're using my son's autism against him. And he did not ask to be born that way. So as his mother, and as his voice, I'm asking you guys to help us. We are in a crisis at Ruthe Deskin. Ms. Robbins is not doing her job. She is making it a mean girl situation at that school, where parents are scared to come out. But I ask you, would you want your kid to come home like this? Do you want your children to come home like this? I'm asking. Do you want your children to come home like this at all? You keep her there, your children are coming home like this. My son will continue to be sent home to me like that. It's not fair. And then on top of him being sent home to me like this, just recently, I got information about him being handled improperly because they had to use physical restraints on my child. If you have to do physical restraints on a child you have 24 hours to notify that parents of what is taking place. I was not notified until the 8th. This happened on the 26th. The assistant principal called me to reassure me over and over again, "Mom, don't need to worry. We've done our job. Clark County School District has done their job and there's no reason to investigate." It's a whole lot of things that you guys need to investigate. It started with her. So I'm asking you and I'm begging you, do your job. Investigate her. It's time to remove her. It's time. That's all I ask. Do your job. Remove her

Iva Lewis:

'cause it's not fair to our kids, it's not fair to our students. These children didn't have to be born that way. They didn't. And it's not fair. So I ask you to please, please, I'm begging you as a mother to please investigate her and do your job and remove her. Give us something. Give us a principal that's going to stand for our children, that's going to fight for our children, that's not going to send our children home like this. That's all I ask. Thank you.

Trustee Garcia Morales:

Vicki Kreidel, Shonda Richburg, and then James Bayliss.

Vicki Kreidel:

Good evening. My name is Vicki Kreidel. For the record I'm a reading teacher in Clark County and I'm the president of NEA of Southern Nevada. I'm here tonight to speak about Teachers Health Trust. Now, I wish that I could say that our health insurance is absolutely amazing. I had hoped that under Mr. Zamtabel's leadership that everything would improve to the point that educators could easily access and afford their health care benefits. But when I asked the educators in my Facebook group, they said they were still having issues. Here are their biggest concerns. First of all, educators don't know how to determine, on their own, when something is a true emergency. The doctor tells you to go to the emergency room, later THD says that was non-emergency and then it becomes more expensive for them. Their ER co-pay, your second co-pay in the ER is \$750. There are teachers that are not going to the emergency room because they don't have an extra \$750 available. We still have providers dropping THT, I'm going to try to get a more complete list to send to THT so that they have that. Our prescription service or CerpasRx is terrible. Many educators have had their medication, including myself, denied, put on the exclusion list. I will need to pay \$3,000 per year to get my osteoporosis medication. That's now on the exclusion list. Um, and educators are still fighting to get the, the diabetes medication, the insulin that their provider wants them to take because it's being denied. That is a real thing and it is happening and they're not lying. Our benefit year is October to October. Why? Why can't we have our benefit year the calendar year, January 1st to January 1st? It would make things a lot easier. Educators reported to me that it's still taking some time for doctors to get their claims processed. Mine all got paid, but it, it does take time and some providers are saying, sending bills to the, to the teachers because it wasn't paid. Having a \$7,000 individual deductible or a \$15,000 family deductible is a lot. And it's making some of us unable to, to get the care that we need. The reality is that THT is still a huge barrier to retaining licensed educators in this district. Educators deserve and expect to have good health care benefits when they work here. Even with the changes, many educators do not consider THT to be good health care. Some have left because of our health insurance. And even though we have the raise in employer contributions that was negotiated, that will just maintain the current level. It's not going to improve our benefits at all, I was told. So if we don't improve our health care benefits, you will not be able to stop more educators from leaving. Thank you.

Trustee Garcia Morales:

Shonda Richburg followed by Mr. Bayless, and then Victoria Balamores, Balamores, Balamores.

Shonda Richburg:

Good evening, ladies and gentlemen on the board. Um, I just want to say, my name is Shonda Richburg, and I currently have a middle schooler in the CCSD. Um, I just want to say I am pleased with, um, how things have been going for him, um, since he's been in the district. The last three years, um, he was, uh,

Shonda Richburg:

submitted to be put in the GATE program. He's done well in middle school and he's in, like, accelerated programs. So, I've had a great experience with CCSD. So, I just want to say that, but to the parents who have not, my heart goes out to you, um, all. Um, and I'm very pleased to see Ms., uh, Linda Cavazos up here, um, as a licensed clinician. Um, as someone that is in graduate school studying to, uh, become a licensed clinician in the state of Nevada, that is what my question is related to. So as a concerned parent in the district, um, what is CCS doi- DED doing to improve the overall mental health and welfare of our children and offer quality mental care and resources to our children as well as help our educators with the day to day stressors of teaching our children? Um, as you know, there's a direct correlation that if we can improve children's mental health, it will help decrease the incidents of violence fights, uh, in our school, improve grades, test scores across the districts, uh, in the state of Nevada as a whole. And as we know, um, Nevada's education, um, definitely needs some help as far as quality, um, care as well as, um, CCSD, where we're ranked, um, and nationally, right? Um, so I guess my question is, um, what are we doing to, to do that? Because the things that these parents are experiencing in their children, that can leave a lifelong impact trauma, um, in those children. And so I think if we start there and we work, um, to improve the children's mental health, the teacher's mental health, we won't have an issue with teachers leaving the district. Um, and I just think, overall, it'll have a direct positive impact. So, um, I just think that more emphasis needs to be put on mental health because I can't tell you how many times my son comes home telling me there's a fight at school. Um, and it's just, it's like a never ending. I get the, the messages from schools and about the violence, um, in the district. So, um, I guess my, my focus is what are we doing with, from a mental health crisis standpoint in the district. Thank you.

Trustee Garcia Morales:

Thank you, Shonda. Mr. Bayless.

James Bayliss:

Hello, um, James Bayless for the record. So, first of all, I would like to say, um, a lot of what I was hearing from a lot of people would be regarding the special needs. We would look through my son's file. I don't think that's a one-sided off incident. It seems to been going along a lot with a lot of the kids, not just in that school. So you might want to actually look into that just in general, just the whole special needs department together. Um, but I do want to say thank you to the business community and thank you for, uh, I guess you could say allowing me to borrow one of your trustees to watch my back while I've been dealing with my situation. Um, I am looking forward to dealing with a lot of the, working with the meeting that we're going to be dealing with and see if we can't figure out solutions to a lot of problems. And see if we can't come up with the bigger solutions to a lot of the bigger problems. I'm sure... -can't come up with a- figure out the solutions to a lot of the bigger problems. I'm sure if we, uh, put our brains together instead of being enemies, we could actually probably get a lotta things done. We'll see what we can do, work on it. I'd appreciate all you guys. I- I'm actually appreciating Ms. Williams, thank you for always looking out for me, thank you. Thank you for- the business community, for, uh, allowing her to look out for me. And uh, so, anything that's being transpired o- from the business community world on my end, just point it out to the- to the- the steering wheel. She's got everything covered. She'll let me know what I need to know. So, just lemme know what I need to do and we can get this ball rolling. Thank you so much, guys, you guys are awesome. I- I guess you could say, uh, sorry for a lotta the hostile, uh, feelings. A lot of it wasn't directed towards you, it was directed towards, obviously, a spare wheel we may need around. But I apologize if anything came derogatory towards you women, because it wasn't towards you women. It was mainly for

James Bayliss:

one person only. But I apologize for any mean comments that, uh, came outta my mouth in the past. I can't promise it won't happen again. But have a good day.

Trustee Garcia Morales:

Mr. Bayliss is a comedian today.

Audience:

(laughs).

James Bayliss:

Today? Try every day.

Audience:

Mm-hmm.

Trustee Garcia Morales:

Victoria Balam- Balmores? I believe Brandon Summers is next, and then we'll move to yellow cards.

Victoria Balmores:

My name's Victoria Balmores. I have two children at Ruthe Deskin, and I've had a numerous amount of, uh, probably conversations with Jessica Robbins. Um, you've heard some of the other parents. Um, I have a third grader who's come home, and I don't know what kind of subs you all hire, but cussing at kids? Uh, if it was the old days, I'd probably take them out to the back of the gym and beat them, because there should be never a time that anybody cusses at someone else's child. It's- it's just unheard of. And when you bring these concerns up to the school... I'm sorry to blow smoke up my backside. Be honest, if you're not gonna do nothing, then tell me straight off, because she tries to give you this warm feeling, but she doesn't do anything. She- it- it's still the same story. It's not been once that my thi- my third grader has come home, and it's- it's just, I don't know what kind of teachers are being hired for this school, and she thinks they're all great teachers. I have a fifth grader that, for two years, she tried to not go to school because of teachers, the way that they treat children. If you don't wanna be there, don't take the job. Because if you start to intimidate kids and whatnot, I'm not onboard with that. And especially lying, you know, yelling at my child, and then when it's investigated, they're siding with the teachers. You're gonna tell me that my child lied to you, that someone was up in their face yelling at them, for something they did not do? There is no investigation that's done, it's just swept under the carpet. And I'm- I'm at a point that I think my presence in that school when I come in, I make it intimidating. So, when I walk in there, Jessica knows I am there, and I will get up in her face, because I will not allow my children's voices to be not heard.

Trustee Garcia Morales:

Thank you, Ms. Balmores. To be clear, we don't condone violence at any point in time with any adults, or with children, um, in our school district. And, um, I expect that to be the case, and have that experience everywhere we go.

Trustee Garcia Morales:

Um, individuals who signed- who submitted yellow cards. Brian Allen?

Trustee Garcia Morales:

Brandon. [inaudible 02:12:54].

Trustee Garcia Morales:

Oh, excuse me, Brandon. Come on up, please.

Trustee Garcia Morales:

Brandon.

Trustee Garcia Morales:

Bra- Brandon, you're next.

Trustee Garcia Morales:

Nope, they are good, thank you. Um, and followed by Brian Allen and Jesse Henderson.

Brandon Summers:

All right. Good- uh, good evening, distinguished trustees, and Happy Pi Day. My name is Brandon Summers. I'm a substitute teacher with CCSD and there are several issues I would like to address. But I'd like to start with licensed teacher vacancies and sub day. We should all be aware that teachers- uh, that the teacher shortage is a crisis and one that should be taken very seriously, and I'm troubled that there doesn't seem to be a sense of urgency to address it. I have seldom seen critical staffing shortage on the Board meeting agenda, and I don't see why it's unreasonable for an update to appear on every agenda. How can this district be short more than 1,200 teachers and leadership not treat this as an emergency? That's thousands of students without a licensed teacher in front of them for part or all the day. That's learning loss for a great number of students. That's large class sizes and overworked teachers. This is a tragedy in great proportion and we should not continue to do business as usual. Similar to the teacher shortage is a substitute teacher shortage, and I can assure you that it will get worse with stagnant pay and no benefits. I filed a public records request last year, and the daily fill rate is around 60%. This dismal rate means that, often, classes are combined, classes go to the gym or lunch room and do nothing, or teachers are "voluntold" to sell their prep period to cover, which is less time for teachers and- to actually do their lesson-planning and have work-life balance. In September 2023, sub services made a decision to pay a handful of subs a daily rate in excess of \$200 at several high-vacancy school sites. This was a smart move, but it won't be enough in the long run. Both the floor and the ceiling of sub pay needs to rise to keep up with inflation- with inflation and rising rents, especially for long-term and vacancy subs. It's not like CCSD doesn't have the money to do better, so please, just do better. CCSD saves millions of dollars using vacancy and long-term subs in lieu of licensed teachers, and those very vacancy subs are not being paid now during Spring Break, despite having all the responsibilities of licensed teachers. Finally, let's talk about CCSD's response to COVID in 2020. It's been four years since CCSD schools were closed and students abruptly migrated to online education. On March 5, 2020, an email went out to all staff with recommendations saying that washing hands constantly is the best way to keep people healthy. A week later, CCSD suspended athletics, extracurricular activities, assemblies, and instructed employees to wash

Brandon Summers:

hands often with soap, or use alcohol-based hand sanitizer if soap and water were not available. Then, we received a message from Dr. Jesus Jara saying that the safety of our students, staff and community continues to remain a top priority. We are opening schools as normally scheduled this coming Monday, March 16th. Then on Sunday, March 15th, 2020- 2020, schools and many businesses were shut down indefinitely by Governor Sisolak. It is impossible for us to see the magnitude of the d- the devastation of COVID-19, but it is fair to say that CCSD was not ready and hadn't done anything to get ready as populations across the globe were being impacted by a deadly virus. Thank you.

Trustee Garcia Morales:

We have, uh, Brian Allen present, followed by Jesse Henderson and Dr. [inaudible 02:16:41].

Brian Allen:

Good evening, distinguished members of the Board. My name is Brian Allen, a Technician 3 with the User Support Division here at CCSD. Thank you for allowing me to speak to you all about a very concerning turn of events in the User Support Services Division. On February 26th, many of- many of us were officially informed that a significant amount of personnel would be surplussed from the User Support Division. The majority of those technicians being surplussed provide direct support to the schools. With over 2,000 pieces of information technology equipment in each school, the burden on the school-based technician is a very great one. Although we do have some very competent technicians in our ranks, the tasks that they are required to complete on a daily basis can be overwhelming for only one person. That is where our Support Team makes the largest difference. With our expertise and ability to go into schools and directly assist them to complete those duties, from initial training of all site-based technicians who are new to the district, to the four-day boot camps, to the eight-week mentoring programs and on-site training programs, our support has been vital to the success of all of the technology deployed to our many schools. Another key aspect of our job is the trouble-sho- trouble-shooting of problem areas and the expertise we bring to the table to resolve them. Whether it's a major issue like the password resets due to the system breaches, or updated BlueBear systems and installing identikit systems, we are always there to make sure that they are completed in a timely and efficient manner. And in speaking with many school principals and other administrators, they all give us their hal- heartfelt thanks, usually followed by the phrases, "Without you guys, I don't know how we would have gotten this done, or that issue resolved, or my teachers and staff trained," and too many more to list. In this school year alone, we have directly supported over 300 schools, some of them more than a few times. We have completed more than 100 large projects and resolved more than our fair share of short-term timeline and extremely complicated technical issues, trained more than 50 new SBTs and provided more than 30 schools with vacancy support when the school had no other technician to support them. To put it directly, cutting our department will be a direct impact to the schools, especially those that need them the most. By downsizing the Support Division, the short-term and long-term issues it will cause far outweighs any perceived cost saving. I know that there has been a plan proposed to those that are making the dec- the disaster decision to surplus our job. Unfortunately, they dismissed it out of hand, stating that "The money would be used for Chromebooks and software." My question is, with the millions of dollars spent on technology in the last few years, how can there be a justification to use the funds strictly for Chromebooks and software when you need personnel to run and maintain those systems?

Trustee Garcia Morales:

Thank you, Brian. Thank you, Brian.

Brian Allen:

Why is there a need to purchase thousands more?

Trustee Garcia Morales:

Thank you, Brian.

Brian Allen:

Thank you.

Trustee Garcia Morales:

Jesse Henderson. After Mr. Henderson, we'll hear from Dr. [inaudible 02:20:03], and then Keith Robertson.

Jesse Henderson:

Good evening. Uh, I guess I'll keep it brief. Um, I also work for User Support Services. Uh, the ESSER Grant was provided to help safely reopen schools and address the impact the pandemic had on students. The purchase of new classroom technology was one of the ways it was used. One of the stated guiding principles was, plan for student sustainability. This has always been the case, until recently. It was a principle we followed. A significant number of positions are being cut from User Support Services, many people are losing their jobs. These cuts were never part of the plan; the plan was recently changed to the detriment of students and educators. This will directly harm our ability to support the technology that is so critical to student learning. Instead of keeping highly skilled staff, with decades of collective experience needed to support all of the technology in classrooms, we are buying Chromebooks we don't need. We have far more Chromebooks than we need already, and will for years to come. Tens of millions of dollars worth are already sitting in piles, unused, and the budget calls for buying tens of millions of dollars worth more, while cutting staff. A tiny shift would save every position being cut, and I truly can't overstate, we really, really, really don't need more of these devices. It's government waste. I encourage you all to consider the value provided by a trained professional helping a student or educator, versus the value provided by an unused piece of technology sitting in a closet. There is money available in the budget, the positions can be easily saved without any additional funds. Please let User Support Services continue to help teachers teach, and students learn. Thank you.

Trustee Garcia Morales:

Dr. Bemoll, followed by Keith Robertson, and then Timothy Underwood.

Tiffanie Bemoll:

Good evening, Tiffany [inaudible 02:22:04] for the record. Sorry. Teachers Health Trust is toxic. For our two-teacher, no children insurance, they required we meet the family deductible last year. That makes no sense at all. We should have each had a single deductible, period. My husband doesn't even use the insurance because they won't cover any of his VA needs. My doctor had to convince the prior authorization people that my hysterectomy was not elective surgery. My doctor, who you know went to med school, had to convince a desk jockey insurance person that I needed surgery, a surgery that cost me thousand of

Tiffanie Bemoll:

dollars because I had to meet the family deductible. I've had multiple primary care doctors since the great bailout, of not paying bills, and just found out recently that my most... I'm sorry, I just found out that my most recent doctor left Teachers Health Trust, so I get to start all over again with a new doctor tomorrow. Do you know how difficult it is to constantly start over with primary care doctors? Now, I just found out this afternoon that the new migraine medication my neurologist wants me to try, to get me off of the harmful meds I've been on since I was 16, were denied by my fantastic insurance. Our prior authorization med- for meds go to Canada, so I can't even get a "why" in a timely manner, because they're on a different timezone in a different country. If you look at the CCSD Teacher Facebook group, teachers actually don't know what constitutes an emergency, when they're allowed to go to urgent care, when they're allowed to go to the ER, when can they seek help. Nobody knows what they're doing, nobody knows why, and when they do it wrong, they get a ridiculous bill for thousands of dollars a month later, because it wasn't really an emergency. When is enough enough? Seriously, I get it, but throwing good money after bad is stupid and we need to stop. And I also feel it's important to talk about Social Studies Tier I materials, specifically for World History. The pacing guide, curriculum and unit plans are not great. The pacing guide does not line up with all the Tier I materials you purchased and spent so much money on from Cengage, and teaching thematically is harmful. The College Board moved away from that model for AP after two weeks, because they realized how much it did not work. This desperately needs to be revisited because it's very Euro-centric and white-washed. Supporting question number two on the unit plan is, why was Cristianity so popular? Not any of the other world religions from the ancient period, a focus on Cristianity. It needs to be World History, not European. This is why College Board rewrote their curriculum exam description and moved European History to a separate class. Bring the other continents equally back to World History and allow teachers to teach chronologically so students can make it make sense. Thank you. Oh also, don't get rid of the ECS', because we actually need them. If you're going to go to an all-digital model, you need people who can fix the computers. Thank you.

Trustee Garcia Morales:

Keith. Is Keith present? Timothy Underwood, and then Edward Sotelo.

Keith Robertson:

Good evening, trustees and Board members. My name is Keith Robertson. I wouldn't be standing here this evening if I didn't believe that my statements are not- are- are in the best interests of the school district and community at large. So, I come here today as a native of N- of Nevada, born and raised in rural Las Vegas, and a product of the Clark County School District. For those interested, I went to Doris Hancock, Hyde Park and Bonanza High School. Uh, to quickly establish credibility, my credentials are as follows. I have a Bachelors of Science and Network Operations Security, I have an MBA from UNLV's executive MBA program. I've held upwards of 20 active technical certifications, most focused on networking and security, but proficient in full-stack infrastructure. I've worked in technology professionally over the last 20 years, kinda working my way up starting from the ground floor, doing User Technology Services, never for CCSD, just to clarify. I've never been employed by CCSD, just to clarify. Uh, but what brings me here this evening is a recent 470 publication, uh, that was released to the public via the Bonfire Portal, uh, easily valued in the tens of millions of dollars. The solution specified in the publication is what is known as an on-premise c-controller-based architecture leveraging monolithic software for device management. That's as technical as I'm gonna get tonight, and then I'm gonna lay it out. The technology specified uses architecture that s-dates back to 2005, nearing two- two decades' old technology, and effectively the same thing that the school district already running. Uh, there's a more centralized management portal, so on and so forth, but

Keith Robertson:

it's effectively the same thing. I venture to say that there's not a single person in this room that uses a piece of modern technology for learning enablement or to do work on something that is effectively the same piece of equipment from 20 years ago. To put things in perspective this evening, I'd like to leave you with some fun facts from 2005. Myspace was still the social media platform of choice, Blockbuster was still around, and lastly, the hottest mobile phone at the time was a popular flip phone known as the Motorola Razr V3. Some of you may recognize it. That was also before the BlackBerry trend, just so you know. In summary, I urge the district to take a step back and truly evaluate all solutions before locking in a legacy technical architecture for the next seven years that requires such a large capital investment, granted a lot of it's subsidized. Please don't enable our students, the teachers and staff, by procuring the flip phone of network infrastructure to provide Internet connectivity. Thank you for your time.

Trustee Garcia Morales:

Mr. Underwood. Welcome. After Mr. Underwood, we have Edward Sotelo.

Timothy Underwood:

Okay, I'm Timothy Underwood, a Clark County resident for 50 years, and I don't want my 15-year-old granddaughter to be forced, by you trustees, to undress in front of naked boys. Former Board President Irene Cepeda, her- in her last op ed, published in the Las Vegas Review-Journal, just before she lost her seat, exposed the fatal conceit of the majority of the School Board trustees, if not all of them. She asserted in her editorial that the School Board leads the community and sets the goals of where to take them. Y'all have apparently grown arrogant with power and have gotten what Southern folks call the big head. In your close-mindedness and narrowed and faulty vision, you've created a proverbial "fustercluck" of bad policy on top of bad policy, layered over with anti-scientific ideology, to the point where premature sexualization of minor children, without parental consent, is accepted policy. And district-wide racial segregation and other kinds of institutional violence has enforced murderous tribalism among our schoolchildren. Las Vegas cannot afford any more headlines like the one today about the killing of Rancho High School student, Jonathan Lewis Jr., of which none of you have said his name, and which you should, because he was a Rancho High School student under your policies. All this with the Clark County School District failing to meet even the most basic of educational metrics. Nevada remains last in the nation. This district needs a complete overhaul and a 180-degree change in direction. In other words, put the politics down slowly and back away from the schoolchildren with your vicious ideologies. The new superintendent must know this: the days of bureaucratic bungling are over. Moms for Liberty Clark County and all the other responsible school parents and citizens of southern Nevada are an unstoppable force planted in your path, crying, "Stop messing with our kids' minds and bodies." To spell it out for the half-educated college graduates on the Board, "DEI must die." Diversity, equity and inclusion are a pack of evil lies designed to empower bureaucrats and divide student against student, and student against family. Every DEI job in CCSD must be eradicated and the personnel let go. The savings on the personnel payroll and department budgets must be redirected to teacher pay and teacher pay only. The people of Clark County categorically reject the anti-scientific and un-American ideology of so-called-

Trustee Garcia Morales:

[inaudible 02:30:57], Mr. Underwood, you can submit your full comment-

Timothy Underwood:

... diversity-

Trustee Garcia Morales:

... in writing.

Timothy Underwood:

... and equity and pseudo...

Trustee Garcia Morales:

Edward Sotelo, are you present? Edward, thank you, come on in. Mm-hmm.

Edward Sotelo:

Hello, my name is Edward Sotelo. I'm a parent of a child that goes to Ruthe Deskin. I have a third-grader and a kindergartner. Uh, my daughter attended preschool and loved going to school there. Uh, now that

Edward Sotelo:

she is in kindergarten, she cries every day, uh, before going to school, because she witnesses, uh, students disrupting the class, uh, students spitting at teachers, stabbing other students with pencils, screaming profanities at the teachers. Uh, she was terrified to go to class. When we asked Ms. Robbins for support in removing disruptive students, her response was, "We need more data on the child before we can make any decisions," whatever that means. Uh, instead of removing the disruptive child, my child would move to three different teachers and had to adapt to a new environment every single time. I believe consistency in the learning environment is key to a proper education. After we had meetings with Ms. Robbins, uh, concerning, uh, all of our issues, uh, with our children, uh, as retaliation, uh, Ms. Robbins violated my wife's disability and, uh, removed the chairs from the lobby so that she could not sit down when she was going during the lunchtime, uh, to do wellness checks on our children. All that we're asking is that you protect our children from this principal, uh, and from this environment. Thank you.

Trustee Garcia Morales:

All right, colleagues. That concludes public comments.

Upcoming Meeting of the Board of Trustees - Thursday, March 28, 2024, 5:00 p.m.

Trustee Garcia Morales:

We're going to move on to Item 5.01, that's the upcoming meeting of the Board of Trustees on Thursday, March 28th at 5:00 PM here in the Board room.

Adjourn: 7:15 p.m.

Motion to adjourn.

Motion: Williams Second: Bustamante Adams Vote: Unanimous

Trustee Garcia Morales:

Looking to move to Item 6, adjournment. Trustee Williams?

Trustee Williams:

Thank you, Madame President. At this time I'd like to make a motion to adjourn.

Trustee Garcia Morales:

Thank you, Trustee Williams. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madame President. I second that motion.

Trustee Garcia Morales:

Thank you, Trustee Williams, Trustee Bustamante Adams. Colleagues, we have a motion by Trustee Williams, a second by Trustee Bustamante Adams. Please cast your vote.

Trustee Garcia Morales:

Thank you, colleagues. That motion passes seven to zero.

Audience:

(laughs).

Trustee Garcia Morales:

Have a great evening everyone. Uh, the meeting... Excuse me. The meeting is, um, the time is 7:15 PM. Thank you, colleagues. Have a great evening.