

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

ADOPTION OF FINAL BUDGET

Wednesday, May 18, 2016

5:30 p.m.

Roll Call: Members Present

Linda E. Young, President  
Chris Garvey, Vice President  
Kevin L. Child, Member  
Erin Cranor, Member  
Carolyn Edwards, Member  
Deanna L. Wright, Member

Member Absent

Patrice Tew, Clerk

Pat Skorkowsky, Superintendent of Schools

Also present were: Carlos McDade, General Counsel, Office of the General Counsel; Jim McIntosh, Chief Financial Officer, Business and Finance Division; Mike Barton, Chief Student Achievement Officer, Instruction Unit; Ignacio Ruiz, Assistant Superintendent, English Language Learner Division, Instruction Unit; Cindy Krohn, Executive Assistant to the Board, Board Office; Carmen West, Administrative Secretary II, Office of the Superintendent; and Lisa Chrapcynski, Administrative Secretary II, Board Office.

**FLAG SALUTE**

Trustee Cranor led the Pledge of Allegiance.

**ADOPT AGENDA**

*Adopt agenda.*

*Motion: Edwards Second: Cranor Vote: Unanimous*

*Trustee Wright was not present for the vote.*

**PUBLIC COMMENT PERIOD**

Guillermo Vazquez said education support professionals stand united and are asking the administration to allow Board members to shadow support staff employees for one-half day so they can better understand the support and value support staff provide. He asked the Board to consider specific data as they look for ways to fund the support staff employees' contract, and he asked the Board and District to look for creative ways to find solutions.

**PUBLIC COMMENT PERIOD (continued)**

Barbara Dreyer suggested that whatever decision the Board makes regarding the behavior schools, they should ensure that those schools are staffed with enough support staff employees to help provide safety for the students.

Terri Schuman said she has come to several meetings trying to encourage the Board to give support staff raises and step increases and lower cost quality health insurance, but she said the truth is the Board just does not care about support staff employees. She asked the Board members to consider what they would do if they were support staff employees.

**BOARD MEMBER ARRIVES**

Trustee Wright arrived at the Board meeting at 5:45 p.m.

**PUBLIC COMMENT PERIOD (continued)**

Autumn Tampa said she is disheartened and discouraged by what she has seen working for CCSD. She talked about the negative working environment for support staff, which impacts the students. She said she and others have been targeted and treated badly because of their ties to the Education Support Employees Association (ESEA), because they have stood up for others, or because they have asked questions. She said authority is misused or abused by administrators who do not want employees who observe and speak up in their schools or in their departments.

Rachel Nordlinder said certified occupational therapy assistants, licensed physical therapy assistants, and specialized procedure nurses are undergoing reclassification again, and it has been denied for the third time. She said the Human Resources Unit determined that they do not show justification for being reclassified, but she said they are licensed personnel so do not fit under the teachers assistants and para-professional classification under which they are identified. She said it would make sense to create a category for them under support staff as a specialized medical group.

Sonya Palmer agreed with comments made by Ms. Tampa regarding administrators, and she said she has experienced that mistreatment because she reported an incident in which a child was harmed. She said she realizes now that the Board and District do not care about support staff.

James Hamilton said he has worked six years without a raise, but eventually this will hurt the students, teachers, and administrators because they will not be able to maintain the facilities without support staff.

Kathleen S. Saldares asked if settling the support staff contract is going to go into arbitration and waste more tax dollars. She said the Board needs to instruct Edward Goldman, Associate Superintendent, Employee-Management Relations, to do his job and negotiate a contract for support staff.

**ADOPT AGENDA** (continued)

Trustee Garvey said reference material has been provided for Item 4.01.

**APPROVE ENGLISH LANGUAGE LEARNER FINANCIAL SUPPORT**

Approval on financial support for the implementation of the English Language Learner Master Plan.

Dr. Barton and Mr. Ruiz provided a presentation of the English Language Learner (ELL) financial support in connection with the ELL master plan approved by the Board. The presentation is shown in Reference 4.01.

Trustee Cranor requested that for the next five years, each time a budget approval comes before the Board, the information in the Implementation Plan for Professional Learning on page 5 of 8 is included. She requested that as the projected information shown on page 6 of 8 is determined, the Board is given the actuals as well as a strategic background on what is determined. She referred to the Evaluative Metrics on page 7 of 8 and asked if it would be possible to get information of the school-level inputs to be able to see how much of a school's strategic budget is going toward aligning with the ELL master plan.

Superintendent Skorkowsky agreed and said he has been talking with Mr. McIntosh about adding a line item to the schools' budget to be able to track the ELL expenditures. He said as this moves forward and accountability measures are tracked, that information would be provided to the Board.

Trustee Edwards asked how the initial teachers would be targeted and the subsequent groups chosen as shown in the Implementation Plan for Professional Learning on page 5 of 8.

Mr. Ruiz said they are using the cohort model and are in the process of identifying that cohort and using measures and data points to identify them.

Trustee Edwards asked how the District is finding the funding for this plan.

Superintendent Skorkowsky said the District is working through many different funding models and said those include the resources listed on page 4 of 8.

Trustee Child asked if any of the Read by 3 or Victory Schools money could be used for this.

Superintendent Skorkowsky said since a piece of Read by 3 is to increase Tier III instruction in the classroom to meet the needs of all students, which would include second language students and English Language Acquisition students, schools may choose to use those funds and Victory funds in that capacity.

Trustee Cranor asked if the initial cohort would include teachers across all levels.

**APPROVE ENGLISH LANGUAGE LEARNER FINANCIAL SUPPORT (continued)**

Dr. Barton said the initial cohort would be primarily elementary school teachers with the majority of them being in Zoom Schools because of the ELL population and middle schools with a higher percentage of ELL students. He said the only high school that would probably be included in cohort 1 would be Global High School with the expansion of comprehensive high schools during year two.

Trustee Edwards suggested it would be valuable to add the amount of dollars being spent on ELL, shown as a percentage of the budget in relation to the percentage of the ELL population the District serves.

Superintendent Skorkowsky said staff would begin working on how that can be done.

**Public Hearing**

Sylvia Lazos said what is being done here should be celebrated. She said she thinks this a creative ELL plan and the children deserve to have quality teaching.

Jose Solorio said when there are issues with funding for education, the different groups should go before the Board and before the legislature. He expressed appreciation for the work staff has done but said we need to continue to advocate for funding.

Gil Lopez thanked the Board for approving the ELL master plan, and he urged support of the budget to support the master plan.

Rosalba Mendez said her daughter is an ELL student and is a very successful student. She spoke in support of this program. She urged the Board to support this plan and funding.

Margarita Ortiz said she feels hopeful looking at this master plan. She talked about the support she had when she was young.

Maria Egemba said she is a former ELL student and was able to achieve her dream of becoming a teacher through CCSD and is now a principal of a Zoom School. She said under the direction of Danielle Miller, Assistant Superintendent, Instructional Design and Professional Learning Division, the Zoom Schools are able to provide resources to support ELL students' needs. She asked that the Board support the funding for the ELL master plan.

**PUBLIC HEARING, 2016-2017 TENTATIVE BUDGET**

This is the time and the place that was advertised for the public hearing on the tentative budget per NRS 354.596, and interested persons shall be given an opportunity to be heard concerning the 2016-2017 Tentative Budget of the Clark County School District. [

Trustee Garvey read the public hearing notice into the record.

## **ADOPT 2016-2017 FINAL BUDGET**

Adoption of the 2016-2017 Final Budget and authorization for members of the Board of School Trustees to file as required by NRS 354.598, as recommended in Reference 4.03.

Mr. McIntosh presented the 2016-2017 Final Budget for Board approval as shown in Reference 4.03.

### **Public Hearing**

Guillermo Vazquez said this budget will be amended, and ESEA would be asking that the District look at the tax abatement as a way to create possible funding the support staff contract. He said ESEA is in partnership with the District in improving education.

Robert Cowles said the Board is considering approving a budget that does not take into account the increased medical costs and stagnant pay for support staff personnel, and passing a budget that does not provide any relief for support staff employees seems irresponsible.

Brad Evans said he teaches ELL at Valley High School and said he came before the Board to offer a school-based view of what is needed to implement the ELL master plan successfully. He said they need two additional teachers. He urged the Board to vote to fully fund ELL.

Autumn Tampa said she would like to see the information discussed here published on the CCSD website for staff to review and understand. She said she is here to advocate for the para-professionals and the support staff employees and as the ESEA para-professional director to advocate for employee rights, negotiations, salary increases, and healthcare.

Steve Conaway said he understands the challenges of trying to do everything for everyone without sufficient resources, as he faces the same challenges in his job. He said he was promoted but makes less money now than he did six years ago. He said there are people coming into the District making less money than people doing the same job, and by doing so the District is creating a culture of apartheid.

Sarah Sunnasy said as a teacher she could not do her job on a daily basis without the support staff and said she does not understand why the District continues to refuse to pay support staff employees what they are worth.

Trustee Edwards asked how much the District would need to receive from the legislature to carry out rollups on the salary schedule for all employee groups.

Mr. McIntosh said it would require \$30 million to \$35 million in terms of salary and benefits to provide a rollup for all employee groups. He said in other terms the District would need to receive at least \$110 per pupil to provide the rollup.

**ADOPT 2016-2017 FINAL BUDGET (continued)**

Trustee Edwards commented that the legislature does not provide the funding for the school district to pay its employees what they are worth, so everyone needs to join together and go to the legislature.

Trustee Garvey requested an update at the next regular Board meeting regarding support staff healthcare.

*Motion to approve the 2016-2017 Final Budget as presented.*

*Motion: Garvey Second: Child Vote: Unanimous*

**AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS**

None.

**DISCUSSION AND REQUEST FOR SPECIAL MEETINGS**

None.

**PUBLIC COMMENT PERIOD**

None.

**ADJOURN:** 8:05 p.m.

*Motion: Edwards Second: Child Vote: Unanimous*