

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

Friday, August 4, 2023

4:06 p.m.

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Roll Call: Members Present  
Evelyn Garcia Morales, President  
Lola Brooks, Vice President  
Irene Bustamante Adams, Clerk  
Linda P. Cavazos, Member  
Lisa Guzmán, Member  
Katie Williams, Member  
Brenda Zamora, Member

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

Also present were: Nicole Malich, Board Counsel, District Attorney's Office (via teleconference); Dr. Brenda Larsen-Mitchell, Deputy Superintendent, Office of the Deputy Superintendent; Jason Goudie, Chief Financial Officer, Business and Finance Unit; David Hall, Assistant General Counsel/Chief Negotiator, Office of the General Counsel; Cindy Krohn, Director, Board Office; Carmen West, Executive Manager/Director II, Office of the Superintendent; and Lisa Chrapcynski, Administrative Secretary II, Board Office.

**Teleconference Call Connected**

Teleconference call with Trustee Guzmán, Trustee Williams, and Trustee Bustamante Adams was connected at 4:06 p.m.

**Announcements**

Trustee Garcia Morales acknowledged that the land on which they are gathered is the territorial homelands of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

**Flag Salute**

Trustee Zamora led the Pledge of Allegiance.

**Adoption of the Agenda**

*Adopt agenda, except note reference material provided for Item 2.01 and note additional reference material provided for Item 2.02.*

*Motion: Brooks Second: Cavazos Vote: Unanimous*

**Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023-2025 between the Clark County School District and the Education Support Employees Association**

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new Negotiated Agreement between the Clark County School District and the Education Support Employees Association regarding the Negotiated Agreement for 2023 - 2025. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to [BoardMtgComments@nv.ccsd.net](mailto:BoardMtgComments@nv.ccsd.net) at least 8 business hours prior to the scheduled start of the meeting.

Mr. Goudie discussed the financial information including the statewide increases in funding for K-12 education, increases in funding CCSD received, funding CCSD dedicated to costs it would incur, the impact of the proposed negotiated agreements on CCSD and what remains for ongoing negotiations or other operational changes, weighted funding, the pupil-centered funding plan, and Senate Bill (SB) 231 funding.

**Teleconference Call Disconnected**

Teleconference call with Trustee Bustamante Adams was disconnected at 4:40 p.m.

**Board Member Arrives**

Trustee Bustamante Adams arrived at the Board meeting at 4:40 p.m.

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

Superintendent Jara noted that the \$250 million through SB 231 is not only for CCSD but for the 17 school districts across the state.

Mr. Hall reviewed the new Negotiated Agreement between the Clark County School District and the Education Support Employees Association (ESEA) regarding the Negotiated Agreement for 2023 – 2025 as outlined in Reference 2.01.

Mr. Hall read the public hearing statement.

**Public Hearing**

Autumn Tampa thanked Mr. Goudie for his presentation and everyone involved in the negotiations. She expressed gratitude and excitement for what this negotiated agreement brings to support professionals.

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

Jan Giles stated ESEA believes this agreement brings well deserved compensation to support professionals and includes necessary increases to offset contributions increases set by the Public Employees' Retirement System of Nevada (NVPERS). She said they hope with the changes in this agreement the District will begin to retain valuable employees. She thanked the CCSD negotiations team, Mr. Hall, Mr. Goudie, and the Trustees.

Brittney Sword expressed appreciation for the negotiations. She said she was concerned about the minimum hourly rate and asked what increase the employee who currently earns \$15.38 per hour would receive. She expressed that even with the 6.77 percent increase for a nine-month employee, expenses have gone up far beyond that. She said she would like to see the pay scale after these increases are applied.

Fred Horvath asked for the Board's support for the collective bargaining agreement. He said Teamsters Local 14 believes it is possible to improve the relationship through the collective bargaining process, and he feels strongly that they achieved that. He thanked the Board for their support in getting through this process early and for their ongoing support over several years.

Trustee Guzmán stated she would be abstaining from the vote because she is employed by the Nevada State Education Association (NSEA).

Trustee Garcia Morales declared the public hearing closed.

*Motion to approve.*

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

*The motion passed.*

**Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023-2025 between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees**

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new Negotiated Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees regarding the Negotiated Agreement for 2023 - 2025. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to [BoardMtgComments@nv.ccsd.net](mailto:BoardMtgComments@nv.ccsd.net) at least 8 business hours prior to the scheduled start of the meeting.

**Public Hearing On and Possible Approval of the New Negotiated Agreement of 2023-2025 between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees (continued)**

Mr. Hall reviewed the new Negotiated Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees (CCASAPE) regarding the Negotiated Agreement for 2023 – 2025 as outlined in Reference 2.02.

Mr. Hall read the public hearing statement.

**Public Hearing**

Jeff Horn thanked Superintendent Jara, District leadership, and the CCASAPE negotiations team. He expressed appreciation for the professionalism and dedication on both sides during this process. He said at a recent membership meeting, members voted overwhelmingly to ratify this agreement. He said they believe this contract fairly compensates dedicated and hardworking administrators.

Trustee Garcia Morales declared the public hearing closed.

*Motion to approve.*

*Motion: Garcia Morales    Second: Brooks    Vote: Unanimous*

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

Autumn Tampa expressed concerns regarding the number of vacancies for Specialized Programs Teacher Assistants (SPTAs) and Title I SPTAs. She said instructional assistants are being pulled to do the job of SPTAs and are not being paid the responsibility pay. She said she also has concerns regarding the salary scale as it relates to longevity pay for employees who are not eligible for step raises. She said PERS for substitute teachers is going to affect their social security benefits and said there will be many substitutes who stop at 100 days.

Kelly Edgar stated that because of funding that her union fought for, licensed educators at charter schools received pay increases of 20 percent with many of their campuses now surpassing CCSD's starting salary. She said she feels as if the bulk of the money CCSD received is awarded to its highest paid employees, administrators. She asked the Board to consider holding a special meeting next week to approve funding for teachers.

Nichole Beer stated the principal at Northeast Career and Technical Academy (NECTA), Ryan Cordia, chose not to hire a librarian. She said dozens of certified teacher librarians had applied for the position, and some applicants have verified that they were told by Mr. Cordia that the school did not have the money for a librarian. She said the position of librarian/theme coordinator was gifted to a teacher with no CCSD high school teaching or librarian experience. She said another position at NECTA has been gifted to a former principal as a teacher in the art department.

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

Rickeysha Sconiers said the Region 1 office refused to thoroughly investigate an allegation of bullying. She said her son was bullied at Edythe and Lloyd Katz Elementary School by principal, Kelly Reed, on September 7, 2022. She discussed what she witnessed the principal doing to her son when she arrived at the school. She said she has reached out to the District and is being ignored and said CCSD is allowing a disabled toddler to be bullied on campus.

Shauna Brady Hart said through her experience in the District, she has had the opportunity to interview over 1,000 food service workers. She said she is very aware of the current job market for that position. She stated the most common reasons the District loses candidates is the length of time for the background check, below average pay rate, and obstacles placed in front of applicants in the way of unnecessary requirements.

**Upcoming Meeting of the Board of Trustees – Thursday, August 10, 2023, 5:00 p.m.**

Trustee Garcia Morales stated the upcoming Board meeting would be held on Thursday, August 10, 2023, at 5:00 p.m. in the boardroom.

**Adjourn:** 5:45 p.m.

*Motion: Brooks    Second: Zamora    Vote: Unanimous*