

Minutes
Clark County School District
Meeting of the Board of School Trustees

TELECONFERENCE ONLY

Work Session

Wednesday, August 5, 2020

8:01 a.m.

Roll Call: Members Present
Lola Brooks, President
Linda P. Cavazos, Vice President
Danielle Ford, Clerk
Irene Cepeda, Member
Chris Garvey, Member
Deanna L. Wright, Member
Linda E. Young, Member

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

Also present were: Mary-Anne Miller, Board Counsel, District Attorney's Office; Eleissa Lavelle, General Counsel, Office of the General Counsel; Joe Caruso, Executive Director, Community Engagement Unit; and Cindy Krohn, Director, Board Office.

Adoption of the Agenda

Adopt agenda.

*Motion: Garvey Second: Young Vote: Unanimous
Trustee Wright was not present for the vote.*

Public Comment Period on Non-Agenda Items

Mrs. Krohn provided a summary of the written comments submitted as follows:

John Cannell asked what percentage of our children read at a fourth- or eight-grade level upon graduation.

Megan Griffin asked what would happen if her child was not able to attend all of the live classes due to daycare. She asked if classes would be recorded to watch at a later time and if it would impact their attendance.

Cady Williams said that Canvas is not compatible with Chromebooks.

Carolyn Grul asked who will provide printers, scanners, and paper to students.

Public Comment Period on Non-Agenda Items (continued)

Trisha Cooper asked that Moapa Valley High School be allowed to use the rural plan that was presented to CCSD and not the rural hybrid plan that CCSD approved. She stated that they are not the same as Las Vegas.

Autumn Tampa thanked the CCSD Board of Trustees for including education support professionals (ESPs) in their conversation on safety because she said communications from administrators have been confusing, vague and contradictory, leaving employees feeling confused, scared, and anxious about returning to work. She asked that Superintendent Jara and all regional assistance superintendents take COVID-19 safety protocols seriously and demand that all administrators show respect and courtesy to all employees during training for distance learning and for all employees with COVID-19 fears and concerns.

Approval of the Minutes

Approval of the minutes of the work session of June 3, 2020, and the regular meeting of June 11, 2020, as recommended in Reference 3.01.

Motion to approve.

*Motion: Ford Second: Garvey Vote: Unanimous
Trustee Wright was not present for the vote.*

Approve Board Review of the Clark County School District Board of Trustees' Governance Policy GP-4.2: Board Members' Principles of Operation

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, GP-4.2: Board Members' Principles of Operations, as requested in Reference 3.02. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

Trustee Garvey reviewed proposed changes to GP-4.2: Board Members' Principles of Operations highlighted in green.

Trustee Young suggested that “designee” be capitalized on page 9, section I, number 7.

Motion to adopt the proposed changes highlighted in green in GP-4.2: Board Members' Principles of Operation.

Motion: Ford Second: Cavazos

Trustee Garvey noted that the motion would include the capitalization of “designee.”

Vote on Trustee Ford's motion was unanimous.

Approve Board Review of the Clark County School District Board of Trustees' Governance Policy GP-4.2: Board Members' Principles of Operation (continued)

Trustee Garvey reviewed the proposed changes to GP-4.2: Board Members' Principles of Operations highlighted in orange.

Trustee Ford suggested keeping number 8, page 17, deleting "this includes:" and the remaining language in sections A through F.

Trustee Garvey stated the last sentence would read, "Board members may ensure the use of an Organizational Capacity Monitoring System, like the Balanced Governance™ Strategic Teaming Model."

Trustee Young suggested keeping the first sentence in number 8 as well.

Trustee Garvey stated the paragraph would read, "Board members shall refrain from individually and privately monitoring the implementation of policy, programs, or operations processes. To ensure implementation fidelity and District culture, Board members may ensure the use of an Organizational Capacity Monitoring System, like the Balanced Governance™ Strategic Teaming Model."

Motion to adopt the proposed changes highlighted in orange in GP-4.2: Board Members' Principles of Operation, with the noted changes in number 8 as discussed.

Motion: Cepeda Second: Young Second: Unanimous

Trustee Garvey reviewed the proposed changes to GP-4.2: Board Members' Principles of Operations highlighted in blue.

Trustee Young discussed the culture of fear in the District amongst employees related to speaking out or even presenting an idea.

Trustee Garvey suggested that is a discussion that should be had at a separate time so the Trustees and Superintendent can discuss how to change the climate and how to monitor progress.

Motion to adopt the proposed changes on page 13 highlighted in blue in GP-4.2: Board Members' Principles of Operation.

Motion: Ford Second: Cepeda Vote: Unanimous

Trustee Garvey continued to review the proposed changes highlighted in blue on pages 14 through 16.

Trustees discussed removing this language from the policy and creating an ethics document for the Board to follow.

Approve Board Review of the Clark County School District Board of Trustees' Governance Policy GP-4.2: Board Members' Principles of Operation (continued)

Trustee Brooks said she has concerns with removing the language entirely until a code of conduct document is developed because there is a disciplinary process tied to it.

Ms. Miller advised that the Board could vote to remove this section but keep it in effect until a time certain.

Motion to approve that section I, numbers 1 through 9, highlighted in blue would be removed following the October Work Session, and would stay in effect until that time, at which time a new ethics document would be put in place, and that, if necessary because of delays, this could be revisited at that meeting as well.

Motion: Wright Second: Young Vote: Unanimous

Trustee Garvey reviewed proposed changes to GP-4.2: Board Members' Principles of Operations highlighted in maroon.

Trustee Ford said the word “statements” in section 4B, page 10, is restrictive, as Trustees should be allowed to talk about items and inform the public on items and what might be discussed, for example.

Ms. Miller suggested adding “...regarding the Trustee’s intended vote....”

Trustee Ford suggested, “Refusing to share intentions or make promises regarding voting....”

Trustee Cavazos suggested changing “refusing” to “declining.”

Trustee Garvey agreed to Trustee Cavazos’ suggestion.

Motion to adopt the proposed changes highlighted in maroon in section 4B, changing “refusing” to “declining” and changing “...regarding voting...” to “...regarding his or her intended vote....”

Motion: Wright Second: Cepeda Vote: Unanimous

Trustee Garvey continued to review the proposed changes highlighted in maroon on page 11.

Motion to approve the addition of section D in number 4, page 11.

Motion: Wright Second: Cavazos

Trustee Young noted the deletion of number 5 was not included in the motion.

Trustee Wright amended her motion to include that number 5 would be stricken.

Trustee Cavazos agreed with that amendment.

Approve Board Review of the Clark County School District Board of Trustees' Governance Policy GP-4.2: Board Members' Principles of Operation (continued)

Vote on Trustee Wright's motion was unanimous.

Trustee Garvey reviewed the proposed change to GP-4.2: Board Members' Principles of Operations to the language highlighted in pink.

Motion to approve deletion of section 5, A through E, and numbers 1 through 6, which will remain in effect until the October work session, at which time a new ethics document will be created.

Motion: Young Second: Ford Vote: Unanimous

Trustee Garvey reviewed the proposed changes to GP-4.2: Board Members' Principles of Operations highlighted in brown.

Trustee Young suggested replacing the deleted "...and expectancy..." with "...and educational..." in section E on page 5.

Trustee Cepeda suggested replacing "...community's cultural diversity" with "...community's cultural wealth" in section E on page 5.

Trustee Garvey stated the last sentence in section E would read, "Effective family/community engagement and educational strategies build on the strengths of a community's cultural wealth."

Motion to accept the proposed changes to section E on page 5 with the changes noted above.

Motion: Young Second: Cepeda Vote: Unanimous

Trustee Garvey continued to review the proposed changes highlighted in brown on page 21.

Motion to adopt the addition of number 1 in section 15C on page 21 highlighted in brown.

Motion: Cepeda Second: Wright Vote: Unanimous

Approve Request for Qualifications

Approval of a Request for Qualifications (RFQ) for a potential facilitator to provide leadership and governance training to the Board of School Trustees.

Mr. Caruso presented a draft Request for Qualifications (RFQ) for the Board's consideration.

Trustee Ford suggested changing the language in section 5.1d on page 4 to "The observation of a minimum of two CCSD Board meetings."

Trustee Ford suggested that section 5.3a under Preferred Characteristics should be under Required Characteristics. She suggested adding language to section 5.3 under Preferred Characteristics to say, "Has legal expertise and can provide training in First Amendment rights."

Approve Request for Qualifications (continued)

Trustee Wright stated that the leadership training piece and the governance training piece should be separated. She suggested that the Board could ask the Nevada Commission on Ethics to provide a short training to the Board regarding Nevada legal rights and obligations.

There was some discussion regarding separating the leadership training and governance training components and Trustees' recollection of what was discussed and decided on during the previous meeting on this topic.

Motion to adopt the draft RFQ in Reference 3.03 (B).

Motion: Cavazos Second: Ford

Trustee Wright said she believed Mr. Caruso could easily separate the two components of the RFQ. She suggested moving forward with this document and then drafting a separate RFQ focused on leadership.

Trustee Cavazos agreed with Trustee Wright's suggestion and said she would be willing to have a separate document drafted for leadership.

Trustee Brooks clarified that her intent in bringing this forward originally was to have someone come in and guide the Board through the entire superintendent evaluation process. She asked if that is something that could be included in this RFQ.

Mr. Caruso said the superintendent evaluation component could be added to section 5.3a Required Characteristics.

Trustee Brooks said her preference would be to add the superintendent evaluation component to the Statement of Work.

Trustee Brooks offered a friendly amendment to the motion to add a section 5.1i to the Statement of Work that the individual would provide guidance to the Board through the upcoming superintendent evaluation process.

Trustee Cavazos agreed to that friendly amendment.

Trustee Ford agreed to that friendly amendment as well and suggested adding Balanced Governance™ to the language for consistency.

Trustee Brooks suggested the Board adhere to its formerly adopted superintendent evaluation process.

Approve Request for Qualifications (continued)

Trustee Garvey offered the language “Guide the Board through the current process for the upcoming superintendent evaluation and make recommendations on any possible transition to the Balanced Governance™ model.”

Trustee Cavazos amended her motion to accept Item 3.03 with the addition of section i to provide guidance on the evaluation of the superintendent with a possible transition incorporating Balanced Governance™.

Trustee Ford agreed to that amendment.

Trustee Young talked about the importance of improving the foundation of the Board relationship.

Vote on Trustee Cavazos’ motion: Yeses – 5 (Brooks, Cavazos, Cepeda, Ford, Garvey); Noes – 2 (Wright, Young)

The motion passed.

Guardrails for the Board of School Trustees and the Superintendent of Schools

Discussion and possible action on the approved Guardrails for the Board of School Trustees and the Superintendent of Schools.

Trustee Wright explained that her intent in bringing this item forward was to have the guardrails included on the agenda for reference for the Trustees during Board meetings.

There was some discussion regarding the intent for this agenda item and the intent for adding the guardrails to the agenda; the format, language and the intent of the guardrails; and possible modification of the guardrails.

Board Member Leaves

Trustee Cepeda left the Board meeting at 11:56 a.m.

Guardrails for the Board of School Trustees and the Superintendent of Schools (continued)

Trustee Brooks suggested tabling this item until the Board creates its ethics document in October.

Trustee Cavazos agreed with comments made by Trustee Brooks.

Trustee Young agreed with tabling this item as well.

Trustee Ford agreed with tabling this item and including the discussion in the Board’s upcoming training and modifying the guardrails.

The Board agreed to table this item at this time.

Guardrails for the Board of School Trustees and the Superintendent of Schools (continued)
Public Comment

Mrs. Krohn provided a summary of the written comment submitted as follows:

Dan Hergenrader wrote that the guardrails posted by Trustee Wright are of critical importance right now.

Superintendent Communication

Superintendent Jara alerted the Board to an email that he forwarded which discussed a senate bill that removed K-12 school districts from liability protection.

Trustee Requests for Agenda Items or Information

Trustee Young requested information related to employees being required to report to work in a facility rather than teleworking. She requested that the Superintendent clarify class schedules and options for middle schools.

Trustee Cavazos requested a review of the current public comment policy for virtual meetings and the possibility of allowing public comments via telephone. She requested that employee/student COVID-19 positive numbers be released weekly to the public with no identifying information included. She requested that motions with extensive amendments or lengthy motions, if requested by a Trustee, be displayed visually before the Board votes. She requested that the Board set a definitive date for the meeting to create the ethics document as soon as possible.

Trustee Ford requested information related to current data on all homeschool applications that have been submitted. She requested that the Board receive weekly updates on how many students are leaving the District and how many students are unenrolling and opting for a homeschool option with the data broken down by race, English Language Learner (ELL), Individualized Education Plan (IEP), Free and Reduced Lunch (FRL), and zip code.

Trustee Wright asked that the discussion regarding displaying motions before a vote during Board meetings include whose role and responsibility that is.

Trustee Brooks noted that Trustee Ford requested that the Board policy Appendix A come before the Board and said that would be on the next work session agenda.

Trustee Ford clarified that she would like the homeschooling application data she requested as soon as possible but before the start of the school year at the latest.

Public Comment Period on Non-Agenda Items

None.

Adjourn: 12:26 p.m.

Motion: Ford Second: Cavazos Vote: Unanimous

Trustee Cepeda was not present for the vote.