

Minutes  
Clark County School District  
Regular Meeting of the Board of School Trustees  
Valley High School, Theater  
2839 South Burnham Avenue, Las Vegas, Nevada 89169

Thursday, January 13, 2022

5:04 p.m.

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Roll Call: Members Present  
Irene Cepeda, President  
Evelyn Garcia Morales, Vice President  
Lola Brooks, Clerk  
Linda P. Cavazos, Member  
Danielle Ford, Member  
Lisa Guzmán, Member  
Katie Williams, Member

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

**Flag Salute**

Trustee Cepeda led the Pledge of Allegiance.

**Adoption of the Agenda**

*Adopt agenda and addendum, except delete Item 3.19.*

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

*Trustee Brooks was not present for the vote.*

**Public Comment on Non-Agenda Items**

Autumn Tampa thanked the Board for the retention bonuses and the five-day pause. She offered suggestions to help address issues related to financial hardship due to Covid-19 and substitute teacher shortages.

Brian Davis said as a school counselor and a parent, he does not think CCSD Policy and Regulation 5112 is good for children in any way. He talked about how having to change schools could impact students' mental health and social-emotional wellness.

Rosalyn Osorio (phonetic) said the District's dress code is sexist and targets female students and are oppressive. She asked what CCSD is doing to prevent harassment and sexual assault. She talked about low teacher pay and teacher shortages.

Xavier Gonzalez (phonetic) spoke about how difficult it was to learn online and maintain his good grades during the shutdown due to Covid-19. He asked that if CCSD returns to distance learning, there be some options for students to go on campus and work on their program classes.

**Public Comment on Non-Agenda Items** (continued)

Walter Jones III said administrators were given raises but not teachers. He said some teachers have 50 students in their classroom and said the District must get more serious about educating students.

Michelle Blauer expressed concerns that the five-day pause the District is initiating might turn into something more because of the teacher shortage. She said she does not want to see another shutdown.

Kelly Edgar expressed concerns about the teacher shortage. She said teachers are overwhelmed and exhausted, are not adequately compensated, and are dissatisfied with their health insurance.

Shauna Earl talked about how CCSD's zone variance policy is negatively impacting her family, stating one of her children would be allowed to continue at the school they are at, but the other would not be. She said this policy ignores the social-emotional needs of children.

Diana Battista shared information related to an incident of child abuse involving student Graysen Battista and expressed concern for CCSD's handling of child abuse cases.

**Board Member Arrives**

Trustee Brooks arrived at the Board meeting at 5:28 p.m.

**Public Comment on Non-Agenda Items** (continued)

Kyle Abrao said his daughter was denied the restroom because she would not give her cell phone to the teacher. He stated CCSD policies state there is disciplinary action for wrongful use of electronic devices for students but said what happened in his daughter's case is wrong.

Erin Phillips urged the Board to keep schools open and asked that they not shut down schools after the five-day pause. She mentioned that the emocha Mobile Health system is keeping teachers from being able to come to school because they cannot get clearance to come back and said they need to prioritize getting teachers who are healthy back into the classroom.

Madeline Derivet spoke about the qualifications needed for substitute teacher licensure and asked that the Board reconsider the requirements. She asked the Board to reevaluate the 60-credit condition of licensure and reinstate the high school diploma requirement for substitute teachers.

Alex Rodriguez spoke out against Covid-19 protocols in place. He asked that the Board stop the mask mandate for students, get rid of illegal mandates and keep schools open.

Lorena Cardenas said masks do not work. She said children have been physically and psychologically damaged from wearing masks. She shared information about a condition called oxygen deprivation mask syndrome (ODMS).

## **Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

### **Public Hearing**

Anna Binder spoke on Items 3.03, 3.08, 3.11, 3.12, 3.16, and 3.17. She asked for more current reporting of student expulsions to the state. She expressed appreciation for the grant application in Item 3.08. She congratulated the 66 new hires. She asked about an expense for yoga in Item 3.17 and said she hoped it was for social emotional wellbeing of students.

Diana Battista spoke on Items 3.03, 3.05, 3.07, and 3.10. She stated that it took almost a month for her to receive supporting documents for restorative practices. She questioned why there was a new Multi-Tiered System of Supports (MTSS) support system through the Nevada State Board of Education and expressed concern that there could be a lack of accountability. She questioned why additional funding is being spent on legal services as shown in Item 3.10. She suggested the District look into providing an EpiPen® for each student who needs one. She stated with regard to school supplies, it is important to provide books for every student. She said regarding emocha Mobile Health, she thinks it is important to continue to allow teachers to be able to give their sick days to another employee who need them.

Esperanza Mauger spoke on Item 3.30. She shared the concerns of the School Organizational Team (SOT) for Global Community High School regarding language in Reference 3.30, as well as a lack of support and resources.

Lorena Cardenas spoke on Item 3.03 and stated restorative justice is a failed theory. She said it is another failed theory for CCSD leading to expulsions stemming from disrespect and violence happening across the District.

*Motion to adopt the consent agenda.*

*Motion: Williams      Second: Brooks*

Dr. Mike Barton, Chief College, Career, Equity and School Choice Officer, College, Career, Equity and School Choice Unit, and Mark Campbell, Interim Chief of Facilities, Facilities Services Unit, clarified the language in Reference 3.30. Dr. Barton stated that the corrected list of programs for Global Community High School include construction, wiring, welding, automation, and business management. He stated the principal has been advised of the accurate program offerings and the accurate program offerings identified here have also been communicated to the community and Global Community High School SOT.

*Vote on Trustee Williams' motion was unanimous.*

### **3.01 Approval of the Minutes.**

Discussion and possible action on the approval of the minutes from the regular meeting of October 14, 2021, is recommended. **(For Possible Action)** (Ref. 3.01)

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

**3.02 AZTECH Educational Resources, L.L.C.**

Discussion and possible action on the authorization to purchase Web-based programs and equipment from AZTECH Educational Resources, L.L.C. for instruction, effective January 14, 2022, through June 30, 2022, in an amount of \$99,000.00, to be paid from the State Competitive Grant, Internal Order G4914102922; and Career and Technical Education State Allocation Grant, Internal Order G4447008322, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.02)

**3.03 Student Expulsions.**

Discussion and possible action on approval of student expulsions according to NRS 392.467 (Board Policy 5114 and Regulations 5114 and 5141.1), as listed, is recommended. (CONFIDENTIAL) **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.03)

**3.04 Student Training Agreement Between the Clark County School District and the Valley Health System, L.L.C.**

Discussion and possible action on approval to establish a Student Training Agreement between the Clark County School District and the Valley Health System, L.L.C. for students to receive clinical experience in a healthcare setting, from January 14, 2022, through April 30, 2025, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the Student Training Agreement, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.04)

**3.05 Grant Application: Trauma Informed and Restorative Practices, Elementary and Secondary School Emergency Relief Funds, United States Department of Education.**

Discussion and possible action on approval to allocate funds made available from the United States Department of Education through the Nevada Department of Education state set-aside budget of Elementary and Secondary School Emergency Relief to provide opportunities for the Clark County School District to initiate a districtwide Tier I Restorative Practices Implementation Project, from January 14, 2022, through June 30, 2024, in an amount of \$2,597,490.04, to be paid from the Elementary and Secondary School Emergency Relief funds, Fund 0280, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.05)

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

**3.06 Grant Application: Kindergarten through Grade 5 STEM Program Grant, Nevada Governor's Office of Science, Innovation and Technology.**

Discussion and possible action on authorization to apply for and utilize funds made available through the Nevada Governor's Office of Science, Innovation and Technology with a Kindergarten through Grade 5 Science, Technology, Engineering, and Mathematics (STEM) Program Grant to provide opportunities for elementary school teachers and schools to increase access to innovative STEM programs, in an amount not to exceed \$500,000.00, to be paid from the Kindergarten through Grade 5 STEM Program Grant, Fund 0279, from January 14, 2022, through June 30, 2023, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.06)

**3.07 Instructional-Related Out-of-District Consultant: Jennifer Kalas.**

Discussion and possible action on authorization to submit and implement the American Rescue Plan Act of 2021, Elementary and Secondary School Emergency Relief (ESSER) Fund, Individuals with Disabilities Education Act, Part B Section 619: Local Plan, Public Law 117-2 funds through the United States Department of Education grant to contract with Jennifer Kalas to provide Early Childhood Environment Rating Scale®, Third Edition professional learning, reliability certification, and program assessments to include components to improve Pre-Kindergarten high-quality instruction in programs for children with and without disabilities, effective February 1, 2022, through May 26, 2022, submitted in the amount of \$35,400.00, to be paid from Federal Projects, Fund 0280, Internal Order G6664000122, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.07)

**3.08 Grant Application: Southern Nevada Regional STEM Network Grant, Gordon McCaw Elementary School, Nevada Governor's Office of Science, Innovation and Technology.**

Discussion and possible action on authorization to apply for and utilize funds made available through the Nevada Governor's Office of Science, Innovation and Technology with a Southern Nevada Regional Science, Technology, Engineering, and Mathematics (STEM) Network Grant to extend the use of the Engineering is Elementary curriculum for Gordon McCaw Elementary School, in an amount not to exceed \$13,886.00, to be paid from the Southern Nevada Regional STEM Network Grant, Fund 0279, from January 14, 2022, through June 30, 2022, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Deanna Jaskolski] (Ref. 3.08)

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

**3.09 Grant Application: Southern Nevada Regional STEM Network Grant, Elton M. and Madelaine E. Garrett Junior High School, Nevada Governor's Office of Science, Innovation and Technology.**

Discussion and possible action on authorization to apply for and utilize funds made available through the Nevada Governor's Office of Science, Innovation and Technology with a Southern Nevada Regional Science, Technology, Engineering, and Mathematics (STEM) Network Grant to create a STEM lab and implement professional learning that will build educator capacity for STEM education for Elton M. and Madelaine E. Garrett Junior High School, in an amount not to exceed \$25,891.00, to be paid from the Southern Nevada Regional STEM Network Grant, Fund 0279, from January 14, 2022, through June 30, 2022, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Deanna Jaskolski] (Ref. 3.09)

**3.10 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. 3.10)

**3.11 Unified Personnel Employment.**

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.11)

**3.12 Licensed Personnel Employment.**

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.12)

**3.13 Grant Application: 2020-2021 Salary Incentives for Licensed Educational Personnel, State of Nevada.**

Discussion and possible action on authorization to submit and implement the state-funded program for Salary Incentives for eligible 2020-2021 licensed personnel to be paid from FY22, Grant 4439022, Fund 0279, in the approximate amount of \$509,493.28, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.13)

**3.14 Employment Agreement – Chief Information Officer.**

Discussion and possible action on approval of an employment agreement for Marilyn Delmont assigned as Chief Information Officer. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.14)

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

**3.15 Memorandum of Agreement Between the Clark County School District and the Department of Conservation and Natural Resources Division of Environmental Protection Bureau of Air Quality Planning and Churchill County School District.**

Discussion and possible action on authorization to enter into a Memorandum of Agreement between the Clark County School District and the Department of Conservation and Natural Resources Division of Environmental Protection Bureau of Air Quality Planning and Churchill County School District to replace one eligible diesel-powered school bus with one zero emission school bus and purchase and install one charging station for the replacement zero emission school bus, effective January 14, 2022 to September 30, 2022, with no impact to the general fund, and for the President and Clerk, Board of School Trustees, Clark County School District, and the Superintendent of Schools, Clark County School District, to sign the Memorandum of Agreement, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.15)

**3.16 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$10,443,861.12 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.16)

**3.17 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$2,876,205.57 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.17)

**3.18 Signature Designee.**

Discussion and possible action on approval to authorize Mark Campbell, Interim Chief of Facilities, to act as the Clark County School District Board of School Trustees designee to sign all construction project related documents, including documents granting; rights-of-way, easements, agreements, applications, and leasing of building or property needed for the Clark County School District, and other documents, and correspondence pertinent to the development of lands under local, state, or federal jurisdiction for educational and related school facilities. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.18)

**3.20 Report: Appraisals for the Disposition of Real Property Located at 6665 West Gary Avenue, Las Vegas, Nevada, 89139.**

Discussion and possible action on approval to recommend the disposal of a 2.06-acre parcel of land located at 6665 West Gary Avenue, Las Vegas, Nevada, 89139 and to accept the report of the appraisals of real property to determine the cash market value of \$990,000.00 for the 2.06-acre parcel of land, Assessor's Parcel Number 176-23-401-015; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.20)

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

**3.21 Contract Award: Construction Services Phase III Structure at Northeast Career and Technical Academy.**

Discussion and possible action on approval of an award of contract to CORE West, Inc., for the best qualified construction manager at-risk (CMAR) for Phase III Structure of the Northeast Career and Technical Academy, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001639; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.21)

**3.22 Architectural Design Services: Replace Heating, Ventilation, and Air Conditioning, Roof, Sewer, Utilities, and Miscellaneous Items at Kay Carl Elementary School.**

Discussion and possible action on approval to select the architectural firm of IZ Design 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 to replace the heating, ventilation, air conditioning components, roof, sewer, utilities, and miscellaneous items at Kay Carl Elementary School, in the amount of \$251,090.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015063; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.22)

**3.23 Professional Services Agreement: Building Commissioning Services at Northeast Career and Technical Academy.**

Discussion and possible action on approval to enter into a professional services agreement for building commissioning services with BCC Management, Inc., to provide third-party commissioning services for Northeast Career and Technical Academy in the amount of \$326,500.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001639; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.23)

**3.24 Professional Services Agreement: Geotechnical Services New High School South Career and Technical Academy.**

Discussion and possible action on approval to enter into a professional services agreement for geotechnical services with Geotechnical and Environmental Services, Inc., (GES) to perform a geotechnical evaluation in support of the new high school, South Career and Technical Academy, in the amount of \$162,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001640; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.24)



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

**3.25 Professional Services Agreement: Commissioning Services Phase III Replacement Gymnasium at Southeast Career and Technical Academy.**

Discussion and possible action on approval to enter into a professional services agreement for commissioning services with TMCX Solutions, LLC, to provide commissioning services in support of the phase III replacement gymnasium at Southeast Career and Technical Academy, in the amount of \$60,700.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013708; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.25)

**3.26 Engineering Services Agreement: Geotechnical Services Northeast Career and Technical Academy.**

Discussion and possible action on approval to enter into an engineering services agreement with GeoTek, Inc., in support of the Northeast Career and Technical Academy in the amount of \$284,071.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001639; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.26)

**3.27 Professional Services Agreement: Test and Balance Services School Replacement at Gene Ward Elementary 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 to replace the heating, ventilation, and air conditioning system at Gene Ward Elementary School in the amount of \$83,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001634; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.27)

**3.28 Professional Services Agreement: Test and Balance Services to Replace Heating, Ventilation, and Air Conditioning Controls and Roof at Fredric W. Watson Elementary School.**

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with RSAnalysis, Inc., to provide testing and balancing services to replace the heating, ventilation, and air conditioning controls and roof at Fredric W. Watson Elementary School in the amount of \$54,860.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014444; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.28)

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

**3.29 Grant of Easement to Las Vegas Valley Water District at Mabel W. Hoggard Elementary School.**

Discussion and possible action on approval to grant and convey perpetual access easements to the Las Vegas Valley Water District at Mabel W. Hoggard Elementary School, for the construction, operation, use, maintenance, repair, replacement, reconstruction, and removal of pipelines, all underground and surface appurtenances for conducting water, and any facilities ancillary thereto, such as electric power, fiber optic, and the rights of ingress and egress, over, on, above, across, and under, and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.29)

**3.30 Change in Services.**

Discussion and possible action on ratification of total change in services to the architectural/engineering services agreement for a net increase of \$1,125,698.23 to the agreements for Global Community High School (\$1,115,697.00) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001622; Oran K. Gragson Elementary School (\$10,001.23) to be paid from the 2015 Capital Improvement Program, Fund 315000000, Project C0014610, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.30)

**Public Hearing on and Approval of the 2021-2023 Negotiated Agreement 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 approval of the 2021-2023 Negotiated Agreement between the Clark County School District and the Police Officers 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 by 2:00 p.m., Thursday, January 13, 2022.

Trustee Cepeda read the public hearing statement.

**Public Hearing**

Diana Battista said her comments are not regarding the good police officers in Clark County. She expressed concerns regarding the increase of \$45 million that taxpayers would be paying and other adjustments that are proposed. She spoke about the negative history of the CCSD Police Department related to engaging in the coverup of felony child abuse, harassing families, failing to properly investigate student reporting of abuse by staff members, and more.

**Public Hearing on and Approval of the 2021-2023 Negotiated Agreement between the Clark County School District and the Police Officers Association of the Clark County School District** (continued)

Luke Puschnig, General Counsel, Office of the General Counsel, presented the 2021-2023 Negotiated Agreement between the Clark County School District and the Police Officers Association of the Clark County School District, as shown in Reference 5.01.

*Motion to approve.*

*Motion: Williams    Second: Guzmán    Motion: Unanimous*

**Public Hearing on and Approval of the 2021-2023 Negotiated Agreement between the Clark County School District and the Police Administrators Association of the Clark County School District**

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Trustee Cepeda read the public hearing statement.

There was no one wishing to speak on this item.

Mr. Puschnig presented the 2021-2023 Negotiated Agreement between the Clark County School District and the Police Administrators Association of the Clark County School District, as shown in Reference 5.02.

*Motion to approve.*

*Motion: Williams    Second: Guzmán    Vote: Unanimous*

**Revised Plan for Path Forward Program of Distance Education and Plan for the Safe Return to In-Person Instruction and Continuity of Services**

Information and discussion of the revised Plan for Path Forward Program of Distance Education and Plan for the Safe Return to In-Person Instruction and Continuity of Services for the 2021-2022 school year.

Dr. Monica Cortez, Assistant Superintendent, Health Services, Student Services Division, and Kellie Ballard, Chief Strategy Officer, Office of the Superintendent, presented the revised Plan for Path Forward Program of Distance Education and Plan for the Safe Return to In-Person Instruction and Continuity of Services for the 2021-2022 school year, as shown in Reference 5.03.

**Revised Plan for Path Forward Program of Distance Education and Plan for the Safe Return to In-Person Instruction and Continuity of Services (continued)**

Public Hearing

Autumn Tampa spoke in opposition to this plan. She said she does not think it is effective enough and she does not think the Board should support it. She said it needs to include testing for people who have been exposed to Covid-19.

Jim Frazee stated that the Clark County Education Association (CCEA) does not want to close schools but wants a safe environment for students and teachers and staff. He requested that the District work with staff when it comes to quarantining and said this process should not be punitive to educators and staff.

Anna Binder said during the initial closure of schools due to the pandemic, school districts were to ensure that students with disabilities who were engaged in distance education would receive all legally required services and said that did not happen. She asked if there is an additional closure beyond the five-day pause, the District keep these recommendations in mind. She suggested that the District look into offering an asynchronous distance education option.

John Carlo talked about declining grades and lack of attendance during distance learning. He suggested having geothermal temperature checks in the schools. He asked the Board to consider meeting with him.

There was some discussion around testing capacity, the turnaround time for results, clearing staff and students to get them back in school safely, full-time distance education for students who are quarantining, and opportunities for full-time distance learning at Nevada Learning Academy for all students.

Dr. Cortez shared that the Connection Line is open for students Friday through Tuesday from 8:00 a.m. to 4:00 p.m. at 702-799-6632, and that resources SafeVoice for employees and Now Clinic for employees are available.

**Public Hearing on and Approval of the New Memoranda of Agreements Regarding the Negotiated Agreements between the Clark County School District and the Clark County Education Association, Education Support Employees Association, Clark County Association of School Administrators and Professional-Technical Employees, Police Officers Association, and the Police Administrators Association for Covid-19 Retention Bonuses**

This is the time and place to conduct a public hearing on, discussion of, and approval of the new Memoranda of Agreements regarding the negotiated agreements between the Clark County School District and the Clark County Education Association, Education Support Employees Association, Clark County Association of School Administrators and Professional-Technical Employees, Police Officers Association, and the Police Administrators Association regarding two (2) \$1,000.00 Covid-19 retention bonus payments to full-time employees. 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) by 2:00 p.m., Thursday, January 13, 2022.

Trustee Cepeda read the public hearing statement.

**Public Hearing**

Kenny Belknap spoke about the challenges educators have faced in the last several months and said it is nice to finally see their work recognized by the Superintendent and the Board in the form of this retention bonus. He said this bonus is the first in hopefully many changes to better support the work of educators.

Jim Frazee thanked the Board for this action. He spoke about the need for the District to retain quality educators and said this is a first step.

Autumn Tampa said working in the school and working in the classroom is unlike working in other jobs and said she took a pay cut just to work with children. She said this bonus is going to help her and she is grateful.

Anna Binder expressed appreciation for teachers, staff, and administrators and everyone who has worked to keep schools open.

Mr. Puschnig presented the new Memoranda of Agreements regarding the negotiated agreements between the Clark County School District and the Clark County Education Association, Education Support Employees Association, Clark County Association of School Administrators and Professional-Technical Employees, Police Officers Association, and the Police Administrators Association, as shown in Reference 5.04.

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

**Public Hearing on and Approval of the New Memoranda of Agreements Regarding the Negotiated Agreements between the Clark County School District and the Clark County Education Association, Education Support Employees Association, Clark County Association of School Administrators and Professional-Technical Employees, Police Officers Association, and the Police Administrators Association for Covid-19 Retention Bonuses** (continued)

*Motion to approve.*

*Motion: Cavazos      Second: Garcia Morales*

Trustees expressed their appreciation for teachers and staff and the work they do, especially during these challenging times, and the Board's willingness and eagerness to offer this to staff as a way to acknowledge them and show their appreciation.

*Vote on Trustee Cavazos' motion: Yeses – 6 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales, Williams); Abstain – 1 (Guzmán)*

*The motion passed.*

**Trustee Discussion Items**

None.

**Trustee Community Activity Reports**

None.

**Public Comment on Non-Agenda Items**

Diana Battista noted the \$350,000.00 being allocated for translation of Individualized Education Plans (IEPs) and additional documents and said she hoped this would include services and assessments. She asked if this included the drafts of the documents as well.

Kamilah Bywaters said there are issues related to the hiring process for substitute teachers, and she asked that staff look into those issues. She stated the expulsion rate for Black students in 2017 was reported at 41.7 percent and said she would like to see the data to see if those rates have decreased. She said she would like to work with Trustee Cepeda on creating a Black excellence plan and addressing expulsions of Black students.

**Board Self-Assessment Assignment**

None.

**Upcoming Meeting of the Board of Trustees – Thursday, January 27, 2022, 5:00 p.m.**

Trustee Cepeda said the upcoming Board meeting scheduled for Thursday, January 27, 2022, at 5:00 p.m. would be held in the boardroom.

**Announcement**

The Trustees presented Trustee Cavazos with a plaque in appreciation for her service as Board President.

**Adjourn:** 7:11 p.m.

*Motion: Guzmán    Second: Williams    Vote: Unanimous*