

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, January 24, 2019

5:04 p.m.

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

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

Flag Salute

Trustee Cepeda and Rancho High School ROTC led the flag salute.

Invocation

Thirty seconds of silence was observed.

Adoption of the Agenda

Adopt agenda, except delete Item 5.07 and Item 5.09 and note additional reference material for Item 5.01.

Motion: Cepeda Second: Cavazos Vote: Unanimous

Public Comment Period on Non-Agenda Items

Terri Shuman said nine-month support staff employees have been given two furlough days. She said if support staff employees attend a conference they were invited to, they would have to do so without pay because it is scheduled during one of the furlough days. She asked that support staff employees be treated equitably and be paid like other conference attendees.

Catherine Lopez expressed concern that her daughter, a student at Durango High School, failed algebra because her teacher had no control in her classroom, but now she is financially responsible for summer school.

Public Comment Period on Non-Agenda Items (continued)

LeAnn Brecke expressed concern with the content of a book being read in her son's honors English class at Arbor View High School. She said she was never notified that this particular book was on the reading list or of its content. She said she was given an alternate book that she said does not meet the same standards, and her son is being forced to read his book and do the assignment alone in another classroom.

Vicki Kreidel said the oversight of charter schools in CCSD falls on the State of Nevada, but she feels that the District is able to have some control and input over how charters operate within the District. She said charter schools impact CCSD schools negatively. She asked that the Board limit the number of charter schools in close proximity to CCSD schools.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Public Comment Period on Non-Agenda Items (continued)

Yvette Williams shared the Clark County Black Caucus legislative education priorities for the 2019 Legislative Session with the Board. She also provided a summary of the recommendations of the Legislative Committee on Education, as well as the Black Caucus's presentation to the Interim Legislative Committee on Education of June 21, 2018.

Approve Adoption of Consent Agenda (continued)

Public Hearing

Yvette Williams spoke on Item 3.02 and expressed concern that the 30 schools selected for the grant money should be schools that do not currently have a program or that do not have a robust program in place. She suggested that grant recipients should be prioritized.

Motion to accept the consent agenda as presented.

Motion: Garvey Second: Cepeda Vote:

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes of the regular meetings of November 8, 2018, November 29, 2018, and December 13, 2018; and the special meetings of December 5, 2018, and January 7, 2019, is recommended. **(For Possible Action)** (Ref. 3.01)

3.02 Grant Application: STEM Lockheed Martin Grant.

Discussion and possible action on authorization to submit and implement the STEM Lockheed Martin grant, to add STEM robotics classes to 30 Clark County School District schools, for an amount not to exceed \$1,040,500.00, to be paid from the STEM Lockheed Martin Grant, Fund 0279, from January 25, 2019, through December 31, 2019, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.02)

Strategic Imperative(s): Academic Excellence (SI-1)

Focus Area(s): College and Career Readiness (FA-4)

Approve Adoption of Consent Agenda (continued)

3.03 Grant Application: Sig Rogich Middle School - Prevention, Advocacy, Choices, and Teamwork (PACT) Coalition.

Discussion and possible action on authorization to submit and implement the Prevention, Advocacy, Choices, and Teamwork (PACT) Sig Rogich Middle School grant, funded by the PACT Coalition and the Nevada Department of Health and Human Services, to implement the All Stars Plus evidence-based prevention program, for an amount not to exceed \$34,600.00, to be paid from the Prevention, Advocacy, Choices, and Teamwork Coalition grant, Fund 0280, from January 25, 2019, through September 30, 2019, with no impact to the general fund, is recommended.

(For Possible Action) [Contact Person: Brenda Larsen-Mitchell] (Ref. 3.03)

Strategic Imperative(s): Engagement (SI-2)

Focus Area(s): Family/Community Engagement and Customer Service (FA-7)

3.04 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: Brenda Larsen-Mitchell] (Ref. 3.04)

Strategic Imperative(s): School Support (SI-3)

Focus Area(s): Disproportionality (FA-6)

3.05 Annual Report of Charter School Performance.

Discussion and possible action on acceptance of Nevada Revised Statutes 388A.351, updated annual report of charter school performance, to submit to the Nevada Department of Education, as required by Nevada Revised Statutes 388A.351, is recommended. **(For Possible Action)**

[Contact Person: Brenda Larsen-Mitchell] (Ref. 3.05)

Strategic Imperative(s): Academic Excellence (SI-1)

Focus Area(s): Proficiency (FA-1)

3.06 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. 3.06)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.07 Recap of Budget Appropriation Transfers.

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning December 1, 2018, through December 31, 2018, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.07)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

Approve Adoption of Consent Agenda (continued)

3.08 Licensed Personnel Employment.

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Andre Long] (Ref. 3.08)

Strategic Imperative(s): Academic Excellence (SI-1)

Focus Area(s): Proficiency (FA-1); Academic Growth (FA-2); Achievement Gaps (FA-3); Disproportionality (FA-6)

3.09 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$709,240.99 as listed, is recommended. **(For Possible Action)** [Contact Person: Rick Neal] (Ref. 3.09)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.10 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$280,500.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Rick Neal] (Ref. 3.10)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.11 Professional Services Agreement: Building Commissioning Services School Replacement at E. W. Griffith Elementary School.

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 of the mechanical, electrical, and plumbing systems in support of the replacement of E. W. Griffith Elementary School in the amount of \$148,590.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001621; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.11)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment FA-5)

Approve Adoption of Consent Agenda (continued)

3.12 Professional Services Agreement: Building Commissioning Services Replace Heating, Ventilation, and Air Conditioning Components at Doris Hancock Elementary School.

Discussion and possible action on approval to enter into a professional services agreement for building commissioning services with Henderson Building Solutions, LLC, to provide third-party commissioning of the mechanical, electrical, and plumbing systems in support of the replacement of the heating, ventilation, and air conditioning system components at Doris Hancock Elementary School in the amount of \$116,500.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013650; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.12)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.13 Professional Services Agreement: Building Commissioning Services School Replacement at Twin Lakes Elementary School.

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 of the mechanical, electrical, and plumbing systems in support of the replacement of Twin Lakes Elementary School including the remaining administration and multi-purpose room buildings in the amount of \$140,170.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013500; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.13)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.14 Grant of Easement to Las Vegas Valley Water District at E.W. Griffith Elementary School.

Discussion and possible action on approval to grant and convey two perpetual access easements to the Las Vegas Valley Water District at E.W. Griffith 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, egress, over, on, above, across, and under, and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.14)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

Approve Adoption of Consent Agenda (continued)

3.15 Grant of Easement to Las Vegas Valley Water District at J. M. Ullom Elementary School.

Discussion and possible action on approval to grant and convey six perpetual access easements to the Las Vegas Valley Water District at J. M. Ullom 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, egress, over, on, above, across, and under, and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.15)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.16 Contract Award: Replace Heating, Ventilation, and Air Conditioning Components at Advanced Technologies Academy.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the replacement of the heating, ventilation, and air conditioning components at Advanced Technologies Academy, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013725; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.16)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.17 Contract Award: Replace Heating, Ventilation, and Air Conditioning Components; Roof System; and Turnaround Classroom Upgrades at William E. Orr Middle School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the replacement of the heating, ventilation, and air conditioning components; roof system; and turnaround school classroom upgrades at William E. Orr Middle School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013781; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)**

[Contact Person: Blake Cumbers] (Ref. 3.17)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

Approve Adoption of Consent Agenda (continued)

3.18 Contract Award: Construction Services and Phase II Replacement at Southeast Career and Technical Academy.

Discussion and possible action on approval of an award of contract to Sletten Construction of Nevada, Inc., for the best qualified construction manager at-risk (CMAR) for construction services in support of the Southeast Career and Technical Academy Phase II Replacement, package II-A, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013575; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)**

[Contact Person: Blake Cumbers] (Ref. 3.18)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.19 Change in Services: Architectural/Engineering Services Agreement.

Discussion and possible action on ratification of total change in services to the architectural/engineering services agreement for a net increase of \$1,952.50 to the agreements for Don and Dee Snyder Elementary School (\$1,952.50) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001610, is recommended. **(For Possible Action)**

[Contact Person: Blake Cumbers] (Ref. 3.19)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.20 Change Orders.

Discussion and possible action on ratification of total change order for a net increase of \$1,077,485.62 to the construction contracts for Lois Craig Elementary School (\$129,002.00) (Burke Construction Group, Inc., - 2015 Capital Improvement Program); Laura Dearing Elementary School (\$183,300.34) (Pace Construction – 2015 Capital Improvement Program); Global Community Alternative High School (\$60,056.21) (A & B Environmental, LLC. – 2015 Capital Improvement Program); Doris Hancock Elementary School (\$346,576.38) (Ryan Mechanical, Inc., – 2015 Capital Improvement Program); Halle Hewetson Elementary School (\$158,831.13) (Martin Harris Construction – 2015 Capital Improvement Program); Robert E. Lake Elementary School (\$180,536.70) (Burke Construction Group, Inc., - 2015 Capital Improvement Program); Elaine Wynn Elementary School (\$19,182.86) (Cobblestone Construction – 2015 Capital Improvement Program), is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.20)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

Approve Susan Brager Occupational Education Scholarship

Approval of the amount of \$1,000 for the Board's annual Susan Brager Occupational Education Scholarship G/L 5610000000, Internal Order 500504, FY 19, Fund 1700000000, Function Area F10002310, as requested.

Motion to approve.

Motion: Young Second: Cavazos Vote: Unanimous

Approve Appointment of Members to the Clark County School District Board of Trustees Audit Advisory Committee

Approval to reappoint Patricia Morris and Joshua Robinson to the Clark County School District Board of Trustees Audit Advisory Committee for a two-year term, effective July 1, 2018, through June 30, 2020, as recommended.

Trustee Brooks stated that Patricia Morris had expressed that she was no longer interested in serving on the Audit Advisory Committee.

Motion to reappoint Joshua Robinson to the Audit Advisory Committee.

Motion: Young Second: Garvey Vote: Unanimous

Public Hearing Regarding the Reconstitution of the Clark County School District-Sponsored Charter School – 100 Academy of Excellence Elementary School and Middle School

This is the time and place to conduct a public hearing as required by Nevada Revised Statutes 388A.330, regarding the Notice of Intent to Reconstitute the 100 Academy of Excellence Elementary School and Middle School dated November 1, 2018.

Trustee Garvey read the public hearing statement.

Brenda Larsen-Mitchell, Chief Instructional Services Officer, Instructional Services Unit, presented staff's recommendation for the reconstitution of 100 Academy of Excellence Elementary and Middle School.

Trustee Brooks closed the recommendation and response portion of the public hearing.

Trustee Garvey announced the public comment period for Item 5.01.

There was no public comment on this item.

Approve Action Regarding Recommendation to Reconstitute the Clark County School District-Sponsored Charter School – 100 Academy of Excellence Elementary School and Middle School.

Approval on Clark County School District's staff recommendation that the 100 Academy of Excellence Elementary School and Middle School has not corrected the deficiencies under Nevada Revised Statutes 388A.330, and as a result should be reconstituted, as recommended in Reference 5.02.

Trustee Garvey asked if the time given to make improvements once entered into receivership aligns with the remaining time of the District's current contract with 100 Academy of Excellence.

Dan Tafoya, Director, Office of Charter Schools, said the time to make improvements does run parallel with the contract.

Trustee Garvey asked for an overview of the procedure for entering into receivership and the relationship between CCSD and the receiver.

Dr. Larsen-Mitchell briefly explained the procedure for reconstitution of the charter school and the receiver's role.

Trustee Young asked for an explanation of what supports the District has provided to 100 Academy of Excellence.

Mr. Tafoya talked about the role of the District in supporting a charter school which includes oversight, what support the District has provided, and what the charter's responsibilities are.

Motion to recommend reconstitution of the Clark County School District-sponsored charter school 100 Academy of Excellence Elementary School and Middle School as provided in 5.02.

Motion: Garvey Second: Cavazos Vote: Unanimous

Public Hearing Regarding the Reconstitution of the Clark County School District-Sponsored Charter School – Delta Academy Middle School and High School

This is the time and place to conduct a public hearing as required by Nevada Revised Statutes 388A.330, regarding the Notice of Intent to Reconstitute the Delta Academy Middle School and High School dated November 1, 2018.

Trustee Garvey read the public hearing statement.

Dr. Larsen-Mitchell presented staff's recommendation for reconstitution of Delta Academy Middle and High School.

Public Hearing Regarding the Reconstitution of the Clark County School District-Sponsored Charter School – Delta Academy Middle School and High School (continued)

Stephanie Allen, Kaempfer Crowell, said in 2017 Delta was mandated to increase its graduation rate over a time period of three years, and Delta achieved that goal in one year. She said they would appreciate the opportunity to improve through a remediation plan rather than turn the school over to a receiver. She also noted that the school's ranking is based on old data that cannot be considered. She said they believe receivership is an extreme measure at this point.

Kyle Konold, Delta Academy, pointed out that Delta Academy Middle School was designated as a one star school because one student did not get tested, and the school was penalized for academic achievement points. He noted that the middle school outperformed in their African-American subpopulation; that they outperformed the local CCSD middle school by 700 percent in math and 400 percent in English language acquisition (ELA); and that they outperformed the CCSD average by over 100 percent and the state average by over a 100 percent. He said they are moving in the right direction.

Trustee Brooks closed the recommendation and response portion of the public hearing.

Trustee Garvey announced the public comment period for Item 5.03.

There was no public comment on this item.

Approve Action Regarding Recommendation to Reconstitute the Clark County School District-Sponsored Charter School – Delta Academy Middle School and High School

Approval on Clark County School District's staff recommendation that the Delta Academy Middle School and High School has not corrected the deficiencies under Nevada Revised Statutes 388A.330, and as a result should be reconstituted, as recommended in Reference 5.04.

Trustee Garvey asked staff to address comments made by representatives of Delta Academy.

Dr. Larsen-Mitchell noted that significant improvement, as measured by the Nevada School Performance Framework, was not achieved by Delta Academy High School. She cited Nevada Revised Statute (NRS) 388A.330 Section 1 (e) and (g), as factors for consideration for reconstitution of the charter school.

Trustee Garvey asked if Delta Academy had the financial stability for receivership.

Mr. Tafoya answered the school would have the capability to look at the cost of receivership and be able to support that.

Trustee Garvey said she would rather see the school get assistance than to have it be shut down.

Approve Action Regarding Recommendation to Reconstitute the Clark County School District-Sponsored Charter School – Delta Academy Middle School and High School
(continued)

Trustee Young said according to guidelines a school would only be eligible for remediation if it was on the rising star list for the first time. She agreed with the sentiment expressed by Trustee Garvey and said she would not want to see the school shut down.

Mr. Konold said the middle school was on the rising star list in 2015-2016 for old data, and they did not receive a remediation plan at that time. He said when the high school was designated as a rising star school and received a remediation plan, they exceeded it.

Trustee Cavazos asked if Delta Academy could enter into an alternative school status.

Dr. Larsen-Mitchell said based on the options provided to the District from the Nevada Department of Education (NDE), Delta Academy was not eligible to enter the Clark County School District regarding the Alternative Schools Performance Framework.

Tammy Malich, Assistant Superintendent, Education Services Division, explained that the Alternative Schools Performance Framework has a set window in which to apply established by the NDE. She said schools have to apply within that time period and they have to qualify, and Delta did apply but did not meet the criteria as decided by the state. She said they would not be eligible to apply again to be considered for alternative framework until May of this year for the 2019-2020 school year.

Jessica Saylor, President, Delta Academy Board of Directors, spoke in support of Delta Academy and about how much effort they put into improving and providing better services for students and for parents.

Ms. Allen said if there was an opportunity for reconstitution without receivership, that would be their preference.

Trustee Ford asked what it would look like if the Board voted for a remediation plan.

Dr. Larsen-Mitchell said that option is only permissible if they had not been on the rising star list or if they showed significant improvement on the Nevada School Performance Framework.

Trustee Ford asked what would be the consequence if they went forward with that anyway.

Eleissa Lavelle, General Counsel, Office of the General Counsel, Ancillary Support, said she does not believe the Board has that option.

Motion to follow the staff's recommendation to reconstitute the Clark County School District-sponsored charter school Delta Academy Middle School and High School with receivership.
Motion: Garvey Second: Cavazos Vote: Unanimous

Qualitative Budget Forecast Update

Presentation and discussion on the current budget forecast related to the most recent actual financial information available.

Jason Goudie, Chief Financial Officer, Finance Department, Operational Services Unit, provided an update on the current budget forecast as shown in Reference 5.05.

Approve Supplemental Legislative Platform

Approval regarding the supplemental legislative platform for the 80th Regular Session of the Nevada Legislature, as recommended in Reference 5.06. The supplemental legislative platform will provide the Board of School Trustees with the opportunity to take a stance on other issues that may arise during the legislative session.

Kirsten Searer, Chief Communications, Marketing, and Strategy Officer, Communications Office, Ancillary Support; Brad Keating, Director, Government Relations Department, Community Engagement Unit; William Horne, Strategies 360; and Edith Duarte, Strategies 360, presented the supplemental legislative platform.

Trustee Young talked about the challenges in addressing chronic absenteeism.

Trustee Garvey said with regard to the alternative licensure program in art in physical education, she wants to ensure that support professionals entering into these programs are protected.

Superintendent Jara said he would like to look at partnering with state education institutions to ensure the programs are done in the most cost effective way for participants.

Trustee Garvey suggested focusing on the recognized higher education institutes.

Trustee Ford proposed the Board decide its position on the sex education opt-in/opt-out policy and consider adding it to the supplemental legislative platform.

Mr. Horne suggested that the Board should remain neutral regarding the sex education policy until such time there is an actual bill with language.

Trustee Garvey said she would like to have a discussion with the Board about whether or not the lobbying team should address issues regarding how schools are penalized for student absences and perhaps give the District some authority in how absenteeism is addressed.

Mr. Keating said Senate Bill (SB) 79 was moving forward and would essentially tell the Board how to address chronic absenteeism.

Trustee Garvey stated that she was opposed to efforts to transfer authority over CCSD schools to local charter school operators as well as out-of-state charter school operators.

Approve Supplemental Legislative Platform (continued)

Public Hearing

Jana Pleggenkuhle expressed appreciation for everyone having the same priorities. She said she is concerned with how the system works. She said she was excited to hear the governor would be directing more funds to compensation for education staff but expressed concern that in the past that money never reached teachers. She said she also hopes the District is gathering data to show legislators how many teachers are due for a column increase.

Robert Cowles said he was glad to see an effort toward holding students and parents accountable for student absenteeism, and he was glad to see the state requirement for a student to obtain a driver's license but said he would like to see a grade point average minimum attached to that as well. He suggested that the Board should address the governor's per pupil spending recommendations, which he said is inadequate.

Ms. Searer said staff could explore the possibility of exerting that an excused absence as provided by a parent should not count toward chronic absenteeism.

Superintendent Jara suggested that is something that could be addressed in Board policy.

Trustee Ford said she would like to have a discussion on the sex education policy. She suggested placing it under "Efforts to improve absenteeism" or taking a position and adding it to the supplemental legislative platform.

Trustee Brooks commented regarding the sex education policy position that there is positive momentum at the moment with the community, and she would not want to jeopardize that though she does support comprehensive sex education. She stated also that the Board previously put a lot of time and effort into testifying and voting against issues related to sex education. She said she would prefer not to have anything legislatively mandated regarding chronic absenteeism. She said that metric is determined by the state who uses federal guidelines for chronic absenteeism. She said she feels that is a community problem and needs to be a partnership between schools and parents.

Trustee Garvey disagreed with adding a sex education position to the platform. She said there is a high utilization of the District sex education program because not many parents opt out.

Trustee Wright agreed with comments made by Trustee Brooks regarding the positive place the community is in right now. She stated that the goal and the message needs to continue to be to fund the base.

Trustee Ford said in the past it seems most of the Board and many community members were in favor of developing an evidenced-based sex education curriculum and adopting an opt-out policy and adding it to the school registration form. She cited statistics regarding teen pregnancy and said there is a lack of support for these students.

Approve Supplemental Legislative Platform (continued)

Trustee Brooks suggested that the issues raised by Trustee Ford could be addressed with the Sex Education Advisory Committee.

Trustee Cavazos agreed that there are some issues that need to be addressed with regard to the sex education curriculum but said the Board needs to consider the timing and focus on the goal of funding the base.

Trustee Garvey agreed that the focus needs to be on funding the base. She said she also agreed that the conversation regarding sex education could occur through the Board and then the Sex Education Advisory Committee.

Trustee Cepeda agreed that the sex education curriculum discussion needs to occur with the Committee and that the Board should focus on the goals and platform already set for this legislative session.

Trustee Brooks clarified that the majority of the Board agrees that they should be moving forward with the Sex Education Advisory Committee on those issues discussed.

Motion to accept the supplemental legislative platform and to incorporate items discussed between the Board and Superintendent; and if sex education is brought up during the legislative session, that the Board be informed.

Motion: Garvey Second: Cavazos Vote: Unanimous

Approve Three-year Pilot Program – Teacher Recruitment and Retention

Approval to enter into a Memorandum of Agreement between the Clark County Education Association and the Clark County School District for teachers recruited to work at targeted schools to receive recruitment and retention supplemental pay based on established criteria, effective August 2019 through June 2022, and for the Superintendent of Schools, Clark County School District, to sign the Memorandum of Agreement, with no impact to the general fund as recommended.

Superintendent Jara said this partnership between the Clark County Education Association (CCEA) and CCSD would incentivize teachers who are interested in working with students in the highest needs areas. He said this also addresses the equity issue in recruiting and retaining teachers. He noted that the cost for this program is funded out of roll forward Title I funds.

Public Hearing

David Wilson said he was excited about this prospect. He expressed concern that this Memorandum of Agreement (MOA) appears to encompass separate, competing goals, and that it appears that CCEA may be able to come back and bargain on what that goal is on a quarterly basis. He suggested also signing an MOA with support staff, stating they have been as important as administrators and teachers at his schools for achieving success.

Approve Three-year Pilot Program – Teacher Recruitment and Retention (continued)
Public Hearing

Stephen Augspurger expressed concerns identified by the Clark County Association of School Administrators and Professional-Technical Employees (CCASAPE) with the MOA. He listed five issues in the MOA that he said would be challenging related to the different assessment goals for teachers and administrators, the additional planning time for teachers for specific things unavailable for school leadership, the ability for the union to play a role in determining the selection criteria for teachers, the ability for the union to play a role in determining the performance indicators, and the ability for the union to conduct a quarterly review and make changes to what has been done. He requested that the MOA not be approved at this time and that the issues identified be addressed.

Vicki Kreidel said as a teacher she appreciates Superintendent Jara's efforts to improve our schools. She said she has an issue though with the \$10,000.00 incentive being offered to only administrators and teachers. She questioned what some individual's motives might be with that type of incentive and whether this is the best way to attract and retain quality teachers at these schools.

Jana Pleggenkuhle agreed with the previous speaker's comments. She questioned whether money makes the difference in retaining these teachers beyond three years. She said teachers who choose to go to Title I schools do not make that choice because of the money. She expressed concern about what happens after the three years and the money is gone.

Yvette Williams said she has concerns related to expansion, retention for three years, diversity of staff, inclusion of support staff, benchmarks and evaluations, teachers at other Title I schools that need additional incentives as well, and how growth would be measured at these schools.

Theo Small pointed out that the last article in the CCEA contract through 2021 is that CCEA and CCSD would work together on pilot projects. He said the role here is to work together to make sure the toughest schools are the fastest improving schools, and the alternative would have NDE moving forward with an Achievement School District (ASD) model. He shared that he has received calls from principals who are excited about the partnership.

Catherine Lopez said special needs students need to be included. She said her son is in middle school and has not made progress in three years. She said CCSD's special education program is not fair.

Superintendent Jara said staff has pushed for an incentive for support staff personnel, but that was denied, but staff would make that request again. He said sustainability beyond three years and in expanding to other schools is important, and his concern is that they do not create low-performing schools. He said his recommendation for approval of this pilot for three years to learn, gather data, and work collaboratively to support the students with the highest needs, he believes is a first step.

Approve Three-year Pilot Program – Teacher Recruitment and Retention (continued)

Trustee Garvey said she wants the Board to be kept informed of selection criteria for teachers as well as the assessment goals or performance criteria. She suggested with relation to including support staff, that perhaps community partnerships could be explored to find someone willing to fund that portion of the pilot program. She asked that language be added to page 2 of 4, Section IV, second paragraph, third sentence, to read, "... , meaning that each recruited retained teacher shall be entitled to a contribution to such teacher's individual PERS account with respect to the extra 34 minutes of planning time, and such contribution shall be in addition to the salary supplement described above."

Motion to approve Item 5.08 with the amended language as stated.

Motion: Garvey Second: Wright

Public Hearing

Stephen Augspurger asked for clarification of the conditions that must exist for performance pay to be paid to teachers and for performance pay to be paid to administrators. He said if the student outcomes piece results in a performance bonus for teachers, but principals only get a performance bonus if the school moves to 3 stars, that would not be equitable.

Superintendent Jara said the criteria for student outcomes for teachers would be focused around the individual student and would be aligned to the star rating. He said fairness between administrators and teachers is not part of this particular discussion and does not belong in an MOA.

Trustee Garvey asked if the Board had the ability to approve the MOA with the stipulation that the criteria would need to be approved by the Board before being implemented.

Ms. Lavelle stated that an MOA is intended to be a memorandum of something to come, not necessary as a final contract, and this MOA anticipates that there might be further clarification.

Superintendent Jara said it has been made clear that the Board would be holding him accountable to the high expectations they have set and said he believes it is his responsibility as superintendent to provide a system in partnership to address the most challenging issues. He said staff would continue to share information with the Board, but the modification is never to lower the expectations.

Trustee Ford said she is concerned about the present climate of teachers and does not feel this is equitable for all teachers as all teachers would not be able to apply for this because of their personal situations. She suggested that when the District moves forward with something that impacts teachers, all teachers should be surveyed not just the union. She said the only way the pilot program makes sense is if the goal is not to turn around a school, but to create a process for turning around a school.

Approve Three-year Pilot Program – Teacher Recruitment and Retention (continued)
Vote on Trustee Garvey's motion was unanimous.

Trustee Reports

Trustee Cepeda said she was able to attend the My Brother's Keeper mentorship summit.

Trustee Garvey reported on the recent Bond Oversight Committee (BOC) meeting where she said members received information about the maintenance needs and issues, and she said there was some discussion regarding a possible Revision 4 coming forward.

Trustee Young reported on the Dr. Martin Luther King, Jr. parade she participated in along with Trustee Cavazos, Trustee Cepeda, and Superintendent Jara. She shared that she attended an event for the Minorities in Technology program.

Teleconference Call Disconnected

Teleconference call with Trustee Wright was disconnected at 9:00 p.m.

Trustee Reports (continued)

Trustee Cavazos reported that community partners Black and Cherry Platinum Realty presented a check for \$6,000.00 at Josh Stevens Elementary School toward the lunch debt for middle and high school students. She said she was able to attend the My Brother's Keeper conference, and the Future Cities competition held at Northwest Career and Technical Academy (NWCTA) which was won by Hyde Park Middle School.

Trustee Ford reported on the Clark County Department of Air Quality hearing held on January 17, 2019, regarding the Wells Cargo expansion at which she spoke on behalf of the Board.

Board and Superintendent Communication

Superintendent Jara clarified that a comment he made during the State of the Schools Address, "If we fix Clark, we fix the state," was to say if Clark County School District improves, the state would improve as a whole. He addressed funding and said there are challenges in this community that may not exist across the state so he would continue to advocate for adequate funding for the students of CCSD.

Trustee Requests for Agenda Items or Information

Trustee Ford requested an agenda item to discuss the sex education curriculum and including the opt-in process on the school registration forms. She said she would like to look into allowing the public to provide their input in other ways, such as submitting a 30 second video. She said she would like to discuss what plans the District has for early childhood education.

Trustee Requests for Agenda Items or Information (continued)

Trustee Brooks said the Southern Nevada Regional Planning Coalition (SNRPC) and Debt Management Commission representative appointments needs to come back before the Board for approval. She requested a presentation on the District's process in addressing bullying, and a presentation on how data moves from CCSD sponsored charter schools through Assessment, Accountability, Research and School Improvement (AARSI) and to the state.

Trustee Cepeda asked that support staff movement and separations be included in the Information portion of the agenda.

Trustee Young requested information related to cultural competency training in schools and departments throughout the District.

Public Comment Period on Non-Agenda Items

None.

Adjourn: 9:17 p.m.

Motion: Garvey Second: Cepeda Vote: Unanimous

Trustee Wright was not present for the vote.