

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, February 13, 2020

5:01 p.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

Flag Salute

Trustee Cavazos and the Chaparral High School ROTC led the Pledge of Allegiance.

Adoption of the Agenda

Adopt agenda, except delete Item 4.03, delete Item 5.01, and move Item 7.02 to follow Item 1.02 as 1.02a.

Motion: Cavazos Second: Ford Vote: Unanimous

Board and Superintendent Communication

Superintendent Jara discussed how staff was working to resolve issues with the new Human Capital Management (HCM) system.

Superintendent Jara introduced newly appointed administrators Amanda Lush, Principal, Quannah McCall Elementary School, and Ian Salzman, Principal, Lawrence and Heidi Canarelli Middle School. He shared that Robert Hinchliffe, Principal, Tyrone Thompson Elementary School, and Kerry Lamerd, Principal, Ed W. Clark High School, are principals that have recently transferred from another school in the District. He shared his plans to bring together a commission to include the community and address teacher vacancies and substitute teachers.

Trustee Wright asked if Superintendent Jara would be willing to work with staff in developing a heat map of the entire District that shows all money allocations for each school.

Board and Superintendent Communication (continued)

Trustee Cavazos thanked Superintendent Jara and Dr. Christopher Bernier, Chief of Staff, Office of the Superintendent, for providing an update on the HCM system and how they are addressing and resolving the payroll issues with employees. She asked that the Board continue to be updated in a timely manner.

Trustee Ford said before any commission is assembled in the future, they should first look at the problems that already exist that bring the community to the meetings and begin solving those problems.

Trustee Young commented on the report on achieving equity and access in the Clark County School District. She said Clark County is a very diverse community and said she wanted to share some information that speaks to how history dictates what is taking place today in trying to bring all people together. She shared a bit of history of how Black History Month came about.

Public Comment on Non-Agenda Items

Renee Paterson spoke about her experience in the District over the last 18 years, including her involvement in Advancement Via Individual Determination (AVID). She asked the Board to reconsider recent cuts to AVID funding. She said there is a direct correlation between AVID professional development and student success at Robert O. Gibson Middle School.

Emma Thurgood spoke about her experience and how through AVID she has been given many opportunities. She said cutting funding to AVID would negatively impact students for years to come.

Melanie Velez-Perez said being part of AVID has been an amazing experience for her. She said AVID has taught her many useful lessons and skills and has helped her achieve so much.

Fernando Valenzuela said he has been speaking about the exploitation and mistreatment of substitute teachers for the past three months and said substitute teachers have been completely ignored by the Board and Superintendent for the past three months. He said they have not received a raise in almost 20 years, are not entitled to sick days, and many do not have health insurance. He said CCSD simply does not prioritize giving substitute teachers a living wage. He provided a list of changes and stipulations written by substitute teachers.

Autumn Tampa said it would have been wiser to roll out the new HCM system during summer break instead of winter break. She suggested that perhaps CCSD should pay employees' late fees for the bills they were unable to pay on time. She said telling employees to plan accordingly is insulting and disrespectful. She said substitute teachers ought to be given an affordable, accessible healthcare option sooner than one year into their employment, and substitutes filling a vacancy should be given that option as soon as they begin filling that vacancy. She said CTT teachers that are used to cover day-to-day absences of classroom teachers should be given a fulltime position.

Public Comment on Non-Agenda Items (continued)

Yvette Abelard said she would like to request modification of the lottery process used to select students to attend magnet schools. She requested that at least 30 percent of the seats be held for honor roll students. She said the current system does not reward academic excellence.

David Gomez said his daughter is being hurt and abused at school and because someone is not doing their job, he has had to pay \$5,000.00 for a medical procedure for his daughter. He said on a different occasion, the school lost his daughter. He said there is no accountability.

Gina Venglass said she was bewildered by the news that the Board would no longer have an invocation at their meetings. She said last year she submitted a letter and included backup data to substantiate her points and contacted Trustee Wright several times but did not receive a response. She said her letter was pertaining to the forced magnet program at her school. She said she did not understand how the Board responded to a letter from a group in Wisconsin about the invocation but not to her, a resident and long-term community member who cares about the District.

Linda Jones, School Organizational Team (SOT) Project Coordinator for the Clark County Education Association (CCEA), gave a report on the work they have been doing, which included attending 183 SOT meetings since the beginning of the school year and review of a climate survey sent to SOT members. She offered to provide SOT training to administrators.

Elizabeth Michael-Martin said she has been a substitute teacher in CCSD since 2006. She said she has never received a pay increase and primarily teaches kindergarten through 12th grade and primarily teaches in the Title I schools near her home. She said she is now also a support staff substitute and although she loves what she does, it is very difficult to go into a classroom and make \$9.37 per hour.

Vicki Kreidel said CCSD is in crises. She shared some data that speaks to low morale and why it is being felt across many employee groups. She spoke about the payroll issues related to the new HCM system and how that has impacted employees. She said what substitute teachers are asking for is not unreasonable and could be given to them if the District chose to do so.

Theo Small spoke about the need for outstanding substitute teachers. He said they need professional pay. He spoke specifically about a substitute teacher that works at his school and has had issues with getting paid the correct amount because of the HCM system.

Gregory Kempton said there has been a shortage of substitute teachers at every school he has worked at. He said right now substitutes are paid \$90 to \$120. He said when a teacher sells their prep to cover those classrooms, the wage is based on the teacher's experience. He said at his school there are approximately five open jobs every day, and it is the most experienced teachers that are taking them, and it is costing the District money. He asked that this topic be placed on an agenda.

Public Comment on Non-Agenda Items (continued)

Beatrice Turner spoke about the meeting she attended at the Pearson Community Center the previous night. She said the District did not notify people appropriately so they could attend the meeting. She said she was going to start a petition to get Superintendent Jara out of the District.

Focus: 2024 Strategic Plan Update

Presentation and discussion on MAP Growth assessment data from fall 2019 to winter 2020 for students who attend the Clark County School District, in support of Focus: 2024 Student Success Priority Area 1: Increase student achievement in English language arts, mathematics, and science, and Student Success Priority Area 2: Decrease student proficiency gaps in English language arts, mathematics, and science.

Kelly O'Rourke, Assistant Superintendent, Assessment, Accountability, Research and School Improvement, Curriculum, Instruction, and Assessment Unit and Rebecca Meyer, Director, Assessment, Curriculum, Instruction, and Assessment Unit, provided an update on the Measure of Academic Progress (MAP) Growth Assessment as shown in Reference 3.01.

Public Hearing

Autumn Tampa said to help children succeed, you need to look at the human factor and not focus solely on data.

Dr. S. S. Rogers talked about the lack of African-American male principals in the District.

Alexis Salt said most of the data the District is using is invalid. She talked about the immense amount of time that is spent taking these assessments and said it is harmful.

Jana Pleggenkuhle said the purpose of assessments should be to guide instruction, but the tests are not always given to students at their individual instructional level. She said another issue with these assessments is that the results are a year behind so they are looking at data for students they do not even have in their classrooms anymore.

Trustee Garvey said she would have liked to have seen this data broken down by school. She asked if it was being communicated to schools, including the School Organizational Teams (SOTs) and communities, that with the MAP assessment other testing programs would no longer be necessary.

Superintendent Jara said they have sent out information regarding what tests are supposed to be eliminated. He said i-Ready is funded by Zoom so the decision was made that next year it would be MAP across the District and i-Ready only for English Language Arts because Zoom Schools are still using that. He said in terms of breaking down the information by school and providing it publically, with this tool there is a matter of manipulating what data is shown while keeping student information safe. He said staff could send that school data to the individual Trustees.

Focus: 2024 Strategic Plan Update (continued)

Trustee Garvey said there needs to be some conversation with the teachers to talk about where they are finding it takes a long time for their students to take the assessment and what are some of the challenges. She asked the Superintendent to decide how he would engage teachers and then bring that information back to the Board.

Superintendent Jara said they are also looking into a comprehensive professional learning plan for administrators and teachers. He said if the test is taking too long, they need to have a conversation with administrators and find out why, and they also need to consider the number of devices being used and Wi-Fi capabilities.

Trustee Young expressed concern that they are attempting to standardize assessments that would be the same for all schools, but all schools are not the same. She said in talking about equity and access, they must take staffing and other issues that are specific to a particular school into consideration.

Superintendent Jara stated that the assessment is not a “one size fits all” but rather adapts to the student’s level, and it helps in setting growth plans so this is individual to the child.

Trustee Young suggested including a glossary for these reports as parents and people in the community do not always understand all the terms and acronyms that are used.

Trustee Wright asked that the Trustees be provided with the list of exams to be eliminated.

Superintendent Jara agreed to provide that list to the Trustees.

Trustee Cavazos said the students ought to be considered here and their willingness and desire to be at school so they are not lost.

Trustee Ford said the Board, the Superintendent, and the community ought to have a conversation around what data really is, and she said that data should follow the student from school to school. She suggested there also needs to be a discussion around what student achievement means because she does not believe that grades are the most important factor.

Trustee Brooks asked if the amount of minutes it takes for students to complete an assessment could be imported into Infinite Campus so parents can see it.

Ms. O’Rourke said they have found that once teachers are able to make students understand that it is a growth assessment, and the students will have some wrong answers, the amount of time students take to complete the assessment decreases. She said she made note of Trustee Brooks’ question.

Focus: 2024 Strategic Plan Update (continued)

Trustee Garvey asked if it is known how absenteeism affects this data and if there is a scatter map to show the areas where this is occurring. She also expressed concern, as did Trustee Young, regarding schools that are not fully staffed, and she asked if there was the flexibility to say the test would only be administered when a licensed teacher is present. She said staff should be looking at that and developing a strategy for handling those situations. She also suggested looking at the challenges and solutions associated with availability and use of technology.

Trustee Cepeda requested a list of all tests that must be performed in the District from kindergarten through 12th grade and who is the mandating body.

Superintendent Jara said he could provide that information.

Public Hearing

Magoliene Enyard agreed with comments made by Trustee Young. She said some students are simply afraid of the word “test” and may need to be prepared separately. She said it is also very important that the parents are involved.

Trustee Ford talked about the fact that students of the same age are not necessarily on the same level and how there are many reasons students may not test well, and she suggested looking at how they can allow for flexibility in administering these testes.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Public Hearing

Noel Kleemann spoke on Item 4.02. She commended the Board for supporting programs such as this one in looking to remove barriers and increase diversity. She said this needs to happen more often, however. She said there are more barriers at the state level for teachers like her looking to move into other positions such as special education and areas that are hard to fill such as mathematics and science. She asked that the Board look for solutions to support educators.

Motion to approve the consent agenda, noting Item 4.03 was deleted.

Motion: Garvey Second: Cavazos

Trustee Garvey referred to Item 4.15 and asked what would happen in the case that there is an unforeseen condition that exceeds the \$54,750.00 contingency amount.

Eleissa Lavelle, General Counsel, Office of the General Counsel, said the construction portion of this agreement had already been approved, and the project as planned is priced significantly below the contingency amount. She added that the idea of this agreement is that Friends of Las Vegas Academy of the Arts will not produce any more funds for this, but the District would be in control of the project.

Approve Adoption of Consent Agenda (continued)

Trustee Garvey asked that if problems do arise, this be brought back to the Board immediately to discuss how to move forward with partnerships like this.

Vote on Trustee Garvey's motion was unanimous.

4.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes of the special meeting of January 8, 2020; and the regular meetings of January 9, 2020, and January 23, 2020, is recommended. **(For Possible Action)** (Ref. 4.01)

4.02 Chinese Guest Teacher Program.

Discussion and possible action on authorization to submit an application for participation in the Chinese Guest Teacher Program, for the schools listed, in the amount of \$271,371.00, to be paid from the participating schools' Strategic Budgets, Fund 0100, and the Chinese Guest Teacher Program, Fund 0170, effective July 1, 2020, through June 30, 2021, is recommended. **(For Possible Action)** [Contact Person: Brenda Larsen-Mitchell] (Ref. 4.02)

4.04 Student Expulsion.

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. 4.04)

4.05 Automotive Training Equipment Snap-On Tools.

Discussion and possible action on the request for the purchase of automotive training equipment from Snap-On Tools, for the purpose of student instruction, for an amount not to exceed \$136,776.18, effective February 14, 2020, through June 30, 2020, to be paid through the Strategic Budget of Southeast Career Technical Academy, Fund 0870, Cost Center 9310001870, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Karla Loria] (Ref. 4.05)

4.06 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. 4.06)

4.07 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. 4.07)

Approve Adoption of Consent Agenda (continued)

4.08 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,315,304.03 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 4.08)

4.09 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$5,138,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 4.09)

4.10 Vegas PBS, State Technology Implementation Funds Grant, Nevada Commission on Educational Technology.

Discussion and possible action on authorization to accept and implement a Nevada Commission on Educational Technology (NCET) State Technology Implementation Funds grant, to increase the reach and impact of Vegas PBS statewide distance learning resources through OnePlace Nevada and the resources offered through the Special Needs Resource Library in cooperation with the Nevada Department of Education in the amount of \$392,329.00 for an anticipated project period of February 14, 2020, to June 30, 2020, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Thomas Axtell] (Ref. 4.10)

4.11 Landscape Conversion Agreement between the Clark County School District and the Southern Nevada Water Authority for Legacy High School.

Discussion and possible action on approval to enter into a Landscape Conversion Agreement between the Clark County School District and Southern Nevada Water Authority at Legacy High School, and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.11)

4.12 Landscape Conversion Agreement between the Clark County School District and the Southern Nevada Water Authority for J. E. Manch Elementary School.

Discussion and possible action on approval to enter into a Landscape Conversion Agreement and Conservation Easement between the Clark County School District and Southern Nevada Water Authority at J. E. Manch Elementary School, and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.12)

Approve Adoption of Consent Agenda (continued)

4.13 Landscape Conversion Agreement between the Clark County School District and the Southern Nevada Water Authority for Dean Petersen Elementary School.

Discussion and possible action on approval to enter into a Landscape Conversion Agreement and Conservation Easement between the Clark County School District and Southern Nevada Water Authority at Dean Petersen Elementary School, and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.13)

4.14 Grant of Easement to City of North Las Vegas at Jo Mackey Elementary School.

Discussion and possible action on approval to grant and convey a perpetual access easement to the City of North Las Vegas generally located along a portion of the north, east, west, and south property lines of Jo Mackey 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 Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.14)

4.15 Memorandum of Agreement for the Renovation of the Performing Arts Center Theater at the Las Vegas Academy of the Arts.

Discussion and possible action on approval to enter into an Agreement for the Renovation of the Performing Arts Center Theater at the Las Vegas Academy of the Arts, between the Clark County School District and Friends of the Las Vegas Academy of the Arts, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.15)

4.16 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 \$9,528.00 to the agreements for J. D. Smith Middle School (\$9,528.00) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001616, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.16)

Public Hearing for the Approval of the Memorandum of Agreement Regarding the 2019-2021 Negotiated Agreement Between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees

This is the time and place to conduct a public hearing for the approval of the Memorandum of Agreement Regarding the 2019-2021 Negotiated Agreement Between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees.

Trustee Ford read the public hearing statement. There was no one wishing to speak on this item.

Approval of the Memorandum of Agreement Regarding the 2019-2021 Negotiated Agreement Between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees

Approval of the Memorandum of Agreement Regarding the 2019-2021 Negotiated Agreement Between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees.

Luke Puschnig, Assistant General Counsel, Office of the General Counsel, briefly reviewed the terms of the agreement.

Motion to approve.

Motion: Wright Second: Garvey Vote: Unanimous

Innovative Middle Schools

Presentation and discussion on Academic Plans for the eight middle schools identified as Innovative Middle Schools.

Grant Hanevold, Region Superintendent, Region 1; Alaina Criner, School Associate Superintendent, Region 1; Ann Hembrook, School Associate Superintendent, Region 1; Andrea Womack, Principal, Harold J. Brinley Middle School; Louis Markouzis, Principal, Carroll M. Johnston Middle School; Belinda Marentic, Principal, Marvin M. Sedway Middle School, Monica Lang, Principal, Preparatory Institute, School for Academic Excellence at Charles I. West Hall (West Prep); Debbie Brockett, Region Superintendent, Region 2; Lorna James-Cervantes, School Associate Superintendent, Region 2; Roxanne James, Principal, Jerome Mack Middle School; Anthony Nunez, Principal, William E. Orr Middle School; Dr. Karla Loria, Region Superintendent, Region 3; Dr. Dustin Mancl, School Associate Superintendent, Region 3; Keith France, Principal, Mario C. and JoAnne Monaco Middle School; and Leonardo Amador, Principal, Ed Von Tobel Middle School, presented data and shared site-specific challenges, successes, and strategic plans for student success.

Public Hearing

Gregory Keptin expressed concern that this is a costly “experiment” and for it to take place at the beginning of a school year when there was no administrator for a time caused issues. He said better decisions should be made in the future to do what is best for children.

Brian Harris stated that when he went to teach as a substitute teacher at Theron L. Swainston Middle School, there had not been a 7th-grade math teacher there for the entire semester. He said he took the students from failing to 75 percent of students passing. He shared that he is not a teacher but has degrees in electrical engineering and technology. He said he left because of the pay. He said the District needs to be innovative and needs to pay educators what they are worth.

Dr. S. S. Rogers talked about the issues with transportation and the need for role models for young, Black males and the lack of male, Black principals in the District.

Innovative Middle Schools (continued)

Trustees and staff discussed what resources are most valuable, MAP growth assessment challenges and achievements, what current principals consider a gift left by the former principals of their schools, the support dog on the campus of Jerome Mack Middle School, how this program is helping students compared to previous years, addressing trauma in students, family engagement, and restorative justice practices.

Trustee Garvey asked that the next presentation be preceded by a briefing for the Trustees, so they may have time to absorb the data.

Trustee Reports

Trustee Cepeda reported on the Nevada Association School Boards (NASB) meeting she attended. She said they discussed the NASB code of conduct, upcoming training for Lincoln, Churchill, and Washoe County school boards on Silver State Governance, and the superintendent search for Elko County. She stated that the NASB annual conference was scheduled to be held November 12-14, 2020, in South Lake Tahoe, California.

Trustee Brooks added that two items would be added to the Board's next work session related to a book study and the code of conduct.

Trustee Young reported on the Southern Nevada Public Television board meeting of January, 21, 2020, where they approved the annual financial audit, accepted grant awards, approved a grant application, and approved a legislative engagement strategy. She shared that celebrity chef Marcus Samuelsson's studio appearance last night was attended by over 300 people. She said Vegas PBS now offers certification exams over 300 days per year in an effort to support the District's goal of having a licensed teacher in every classroom.

Trustee Garvey announced the Each One Read One author visit would be on March 5-6, 2020, at Ruby Duncan, Kenneth Divich, Robert E. Lake, Hal Smith, and Marlan J. Walker Elementary Schools and the West Las Vegas Library.

Trustee Brooks said Trustee Wright would be serving on NASB's school land trust committee.

Trustee Request for Agenda Items or Information

Trustee Ford requested an agenda item to discuss possible policy related to emotional support animals and service animals.

Trustee Cavazos requested information related to substitute teachers and how many preps on average are being sold where substitutes are not available and what the average shortage of substitutes is on any given day.

Trustee Request for Agenda Items or Information (continued)

Trustee Cepeda requested information related to how substitute teachers are represented within the District in terms of a bargaining unit. She restated her request for the testing requirements for students.

Trustee Ford requested information related to the cost of offering health insurance to substitute teachers in their first year.

Trustee Wright requested information related to the number of substitute teachers in the pool and their availability and shortages.

Trustee Young requested an agenda item to discuss the process for addressing concerns related to Trustees being contacted by a constituent in another district.

Trustee Brooks suggested having that conversation when they discussion Superintendent and Board communication.

Trustee Young said Trustees ought to be made aware of things happening in the community so they have the opportunity to participate. She asked that the agenda item include this topic as well.

Trustee Brooks said her expectation is that the communication piece being brought back would include that. She said the Board would be conducting policy updates as well.

Trustee Young requested that the communication discussion include consideration of a process and criteria for bringing forth an agenda item based, in part, on the number of times a topic was brought to the Board by a member of the public.

Public Comment on Non-Agenda Items

Dr. S. S. Rogers talked about the lack of African-American male principals in the District. He expressed disappointment that no Black males were presented tonight as being appointed as principals in the District. He said also Black teachers are not promoted.

David Desmarais thanked the Board for the decision to discontinue religious invocations at their meetings. He said in providing a secular education, CCSD has a responsibility to remain neutral on the subject of religious.

Alethea Nelson said CCSD is in desperate need of substitute teachers. She said substitutes are mistreated by students and administrators and are underpaid. She urged the Board to not only ask for information but to put this topic on the agenda and take action.

Raul Martinez thanked the Board for discontinuing the invocation at their meetings. He thanked the Board for following a law that is in place to protect all people.

Public Comment on Non-Agenda Items (continued)

Sarah Comroe said her sister, a new teacher, has not yet been fully paid. She talked about the need for substitute teachers. She said more often than not when a teacher is absent at her school, another teacher will have to cover that teacher's class. She said this results in students not learning. She said substitute teachers should be paid more.

Allen King said the education system, like the legal system, is based on the beliefs of white supremacy. He said someone has to work in job fields such as housekeeping or custodial so it becomes fiscally important to keep kids of color uneducated so someone could do those jobs.

Antonio Bowen asked how the Board can answer a request from an organization in another state, but not address the concerns raised by teachers, staff, and community members. He asked that the Board inform the community and give the community a voice.

Laurelle Revelation Daniels read a statement from a concerned parent expressing their concern regarding an outside source being able to change what happens in Nevada and the influence that group has over the Board.

Vanessa Johnson talked about all the things God is and what He does and how we need God.

Daniel Weber told the Board to ask for the Superintendent's resignation for being incompetent.

Frank Lopez asked how the Board considers the pay teachers receive, how substitute teachers are paid, and overcrowded classrooms. He said the current education system only serves to hold students back, especially students of color. He said resources are being squandered but could be used to help educators and students.

Terri Shuman said she was happy to hear from the middle school principals. She said she has heard very positive things about Jerome Mack Middle School principal, Ms. James.

Adjourn: 10:49 p.m.

Motion: Wright Second: Garvey Vote: Unanimous