

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 27, 2020

5:02 p.m.

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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 Cepeda and the Desert Pines High School ROTC led the Pledge of Allegiance.

**Adoption of the Agenda**

*Adopt agenda.*

*Motion: Cavazos Second: Cepeda Vote: Unanimous  
Trustees Ford, Wright, and Young were not present for the vote.*

**Public Comment on Non-Agenda Items**

Fernando Valenzuela said no details are being provided about the recruitment and retention committee being formed to address the issue of substitute teachers. He insisted that in order for substitute teachers to be accurately represented, they should serve on the committee or have direct contact and communication with the committee.

**Board Member Arrives**

Trustee Young arrived at the Board meeting at 5:08 p.m.

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

Michael Rube spoke about the critical shortage of school psychologists and said school psychologists are leaving the District to go to other school districts and charter schools. He said CCSD school psychologists are asking for a competitive salary structure so open positions could be filled giving them reasonable workloads and responsibilities.

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

Vicki Kreidel said a survey she conducted of teachers in the District showed that 40 percent of current CCSD teachers plan to leave the District within the next two years, 48 percent said they would leave if they could, and only 12 percent were happy in CCSD. She shared the reasons teachers cited as issues in the District.

**Board Member Arrives**

Trustee Ford arrived at the Board meeting at 5:13 p.m.

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

Autumn Tampa said there is a systemic problem in the District in which there is a hierarchy based on social status and socioeconomic position and which promotes intimidation, harassment, and bullying among adults and children whenever people do not act accordingly. She said training for every employee is needed to help protect innocent children and employees and to begin healing CCSD.

Jeremy Bojorquez said his daughter has an anxiety disorder and the treatment plan put together by their therapist included in-school treatment, which was denied by the school principal. He said after working with an advocate, they were granted in-school treatment, but upon reviewing her 504 Plan, they were again denied in-school treatment.

Jada Beasley said hopefully the District will raise substitute teacher pay and realize the urgency to pay substitutes the correct pay they are entitled to. She shared the challenges and financial hardship she has had being a substitute teacher in the District, including homelessness.

Sarah Comroe said she requested minutes from the School Organization Team (SOT) meetings where approval of changes at Walter Bracken STEAM Academy supposedly took place, but she has not received those minutes. She said the situation at Bracken continues to worsen, and 72 percent of Bracken teachers are either transferring from Bracken or are being interviewed with the intent to leave.

Delilah Schultz spoke about an event at her school where they learned about the very important topic of bullying. She said it is not okay to bully anyone, children or adults, and it is never okay to make someone feel bad or sad. She said teachers at her school are being bullied, and it is unfair for the teachers and for the students at Bracken.

Kenneth Schultz talked about the reasons he loves being a student at Bracken. He said he wanted to attend Bracken because of their robotics program, and the program was almost lost because the robotics coach was being mistreated. He said it is important for people to know how special Bracken is.

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

Victorya Campe spoke in opposition to the discontinuation of the invocation during CCSD Board meetings. She said with reference to the complaint submitted to the District regarding prayer, the Freedom from Religion Foundation (FFRF) assumed that her words “children trained up righteously” meant “trained up as Christian.” She gave an approximation of the number of prayers given during CCSD Board meetings and said she refuses to let the Board or FFRF use her to remove prayer from anywhere.

Robert Cowles said he has been coming to Board meetings for years speaking about the retention problem in the District of teachers, support professionals, school psychologists, counselors, and bus drivers. He said this is an ongoing problem because as a District and as a state we refuse to address the issues of pay, benefits, and working conditions.

Alexis Salt said she addressed the Board at a previous meeting asking for help for the amount of time it takes her students to complete the Measure of Academic Progress (MAP) assessment. She invited Board members to come to her school and witness what happens when her students take the exam. She said District staff needs leaders who will listen to them. She reminded the Board that they are here to serve the children, and she asked them to do their job.

Dillard Scott addressed Superintendent Jara and said the Superintendent has caused discord within the District, has refused to listen and act on issues that protect the children, has failed to provide appropriate training which promotes tolerance and inclusivity. He requested that Superintendent Jara resign effective immediately. He requested that Trustee Brooks resign as well.

**Recess:** 5:38 p.m.

**Reconvene:** 5:47 p.m.

**Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

*Motion to approve the consent agenda.*

*Motion: Garvey    Second: Young*

**Public Hearing**

Beatrice Turner spoke on Item 3.04. She asked what the grounds for expulsion are.

**Board Member Arrives**

Trustee Wright arrived at the Board meeting at 5:51 p.m.

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

*Vote on Trustee Garvey's motion was unanimous.*

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

Discussion and possible action on the approval of the minutes of the special meetings of March 27, 2015, April 8, 2015, December 5, 2019, and January 24, 2020; and the regular meeting of March 26, 2015, is recommended. **(For Possible Action)** (Ref. 3.01)

### **3.02 Amend Explore Knowledge Academy Governing Body Bylaws and an Amendment to the Explore Knowledge Academy Contract.**

Discussion and possible action on the approval of allowing the Explore Knowledge Academy Governing Body to amend their bylaws and to amend the Charter Contract to reflect said changes, 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 amendment to the Charter Contract, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.02)

### **3.03 Amend Odyssey Charter Schools Governing Body Bylaws and an Amendment to the Odyssey Charter Contract.**

Discussion and possible action on the approval of allowing the Odyssey Charter School Governing Body to amend their bylaws and to amend the Charter Contract to reflect said changes, 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 amendment to the Charter Contract, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.03)

### **3.04 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. 3.04)

### **3.05 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 January 1, 2020, through January 31, 2020, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.05)

### **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)

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

**3.07 Unified Personnel Employment.**

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Jesus F. Jara] (Ref. 3.07)

**3.08 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. 3.08)

**3.09 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,348,127.76 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.09)

**3.10 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$2,001,002.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.10)

**3.11 Architectural Design Services to Install Parking on NV Energy Easement at Crestwood Elementary School.**

Discussion and possible action on approval to select the architectural firm of Gensler Architecture, Design and Planning, P.C., to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support of the Crestwood Elementary School Install Parking on NV Energy Easement, in the amount of \$83,860.00, to be paid from the Governmental Services Tax, Fund 3400000000, Project C0014604; and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' as the interim designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.11)

**3.12 Professional Services Agreement Test and Balance Services Classroom Building Addition, Modernization and Roof Replacement at C. H. Decker Elementary School.**

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with Tabitt, LLC, to provide testing and balancing of the air and water balance systems of the mechanical equipment and assist in the commissioning process in support of the classroom building addition, modernization, and roof replacement at C.H. Decker Elementary School in the amount of \$55,800.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014119; and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' as the interim designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.12)

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

### **3.13 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 \$8,800.00 to the agreements for Sandra B. Abston Elementary School (\$8,800.00) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001615, is recommended. **(For Possible Action)**  
[Contact Person: Jeff Wagner] (Ref. 3.13)

### **Approve Proclamation on the 2020 Census**

Approve a proclamation in support of the 2020 Census and its impact on education.

Felicia Ortiz, Co-Chair, Nevada Complete Count Committee, Education Subcommittee, requested that CCSD adopt a proclamation stating the District's support of the efforts around Census 2020. Ms. Ortiz stated that the census is one of the biggest driving forces for funding.

Ruben Murillo, Chair, Nevada Complete Count Committee, Education Subcommittee, said A Week of Action, an initiative to put focus on the census, came out of their committee and has been adopted by other organizations and subcommittees as a focal point and would take place March 30 through April 3. He said it is important to ensure that families have access to computers to complete the census, especially in the hard to count communities.

Trustee Cavazos asked how the District could help support A Week of Action.

Ms. Ortiz said they are asking that all schools participate in the Statistics in Schools. She said they also want to identify the schools in the hard to count communities so they can create community hubs where community members and families can come complete the census. She said it would be most helpful to get the message out and to make sure the kids are getting the message because they will take it back to their families and having all the children in their households be counted.

Mr. Murillo said it is important to let families know that if a person is undocumented, it is completely safe to participate in the census.

### **Public Hearing**

Dr. S. S. Rogers said as a state we miss out on millions of dollars when people in the community do not participate in the census. He said many families are afraid to fill out the census questionnaire, but he advised families to do so because that is how we receive money for our schools and our communities.

Trustee Ford suggested, as a means of getting the word out to families, sending a sticker home with students that reads, "I count. Help me get the funding I deserve."

Ms. Ortiz said she would bring that idea forward at their next subcommittee meeting.

## **Approve Proclamation on the 2020 Census (continued)**

*Motion to approve.*

*Motion: Cepeda    Second: Ford    Vote: Unanimous*

## **Human Capital Management System Update**

Presentation and update on the Human Capital Management System (HCMS).

Mike Casey, Chief Operating Officer, Operational Services Unit; Dr. Greg Halopoff, Director, Central Human Resources and Payroll Information Services, Operational Services Unit; Jason Goudie, Chief Financial Officer, Business and Finance Unit; and Nadine Jones, Chief Human Resources Officer, Human Resources Division presented the Human Capital Management (HCM) System update as shown in Reference 5.01.

### **Public Hearing**

Robert Cowles asked why the new HCM system was implemented during tax season. He asked why staff did not run the new system and the old system in parallel until the bugs were worked out. He asked why implementation took place in the middle of the school year as opposed to summer break.

Dr. S. S. Rogers said not being paid places an unfair burden on families. He said the District should have tested the new system and had a backup plan in the case that it failed.

Sarah Comroe said occasional updates are not enough. She said teachers, substitute teachers, and support staff are not being paid. She said there is no support for the people not getting paid, such as late fees on bills they were unable to pay or payday loan interest fees or protection from declining credit scores.

Ed Gonzalez stated that the HCM system came to be as part of the reorganization of the school district. He said page 9 of 11 notes that 160 school budgets were submitted as of February 13, 2020, but he would not list that as an accomplishment. He said many principals do not feel confident in those budgets. He asked if this system was ever tested fully and said he believes it is going to get worse.

Autumn Tampa said she was against this HCM system and against the reorganization of the District from the beginning. She questioned whether the system was fully vetted. She said the District should make reparations to people and the system developer ought to help the District fix the problem free of charge. She said the company that created this system and guaranteed it ought to be responsible.

Daniel Weber asked the Board to join him in asking Superintendent Jara to step down.

Trustee Brooks asked staff to address concerns conveyed by public speakers.

### **Human Capital Management System Update (continued)**

Mr. Halopoff said staff ran parallel payroll for one year with very good results.

#### Public Hearing (continued)

Terri Shuman said she called the payroll department when she realized a payment she was to receive was not on her paycheck, and she was on the phone for 56 minutes and 35 seconds. She said she had to call back again when she realized her regular paycheck was wrong as well, and she was on hold for 26 minutes the first time and 29 minutes the second time.

Trustee Brooks asked what staff is doing to ensure everyone knows how to use the new system.

Mr. Halopoff said they understand that employees in the payroll department have been inundated with not only phone calls, but emails and walk-ins as well, so he understands the hold time that people experience when calling. He said they have put something in place to help improve the responsiveness to concerns being submitted. He said with regards to the training, staff has been able to identify specific target areas for training to ensure that timekeepers, office managers and site administrators are using the timesheet properly.

Trustee Brooks asked about the security of the system.

Mr. Halopoff said there are unique scenarios that require that schools have access to some employees' timesheets. He said if there are any concerns with the use of the system and time management techniques going awry, staff needs to look at that and consider if there are alternative approaches.

Trustee Young said in the past the District had a partnership with Silver State Schools Credit Union by which teachers could get a type of loan if they did not get their paycheck while the District worked out the issues. She said something like this is needed now to help all of these employees not receiving their pay. She said there are also some legal questions here because the District paid for a product that is not working.

Trustee Garvey agreed with Trustee Young. She said the District does have partners such as NV Energy who can take care of late fees and disconnections, and Three Square who can get food to these families immediately. She also said the training needs to be vigorous, and fixing the payroll issues needs to be the priority.

Trustee Wright said department heads have offered to help go line by line to figure out what their employees were owed and what they were paid, and staff ought to let them help. She suggested bringing in some temporary employees to help so trained employees can focus on fixing the payroll issues. She expressed disappointment and said having this magnitude of a problem at this juncture says that people coming forward with issues in the beginning were not being listened to, end users were not involved, and the system was not fully tested properly.



### **Human Capital Management System Update (continued)**

Trustee Ford said this particular problem of people not receiving their pay needs to be fixed immediately. She said after that, the District needs to develop and implement a process that addresses unexpected emergencies like this in the future. She said she believes that if District employees had already been receiving a decent salary, adequate healthcare benefits and had always been treated well and respected, everyone would be more understanding and patient during this time.

Trustee Cepeda stated that the "Accomplishments" list on page 9 of 11 was tone deaf, and she asked for more sensitivity when presenting this information. She asked if it would be possible to run more off-cycle payrolls and what would be needed to do so.

Mr. Halopoff said in running off-cycle payrolls, staff has to be careful not to interfere with the work being done to prepare the on-cycle payrolls. He said if they could run more off-cycle payrolls they would do so, and they would certainly try.

Mr. Goudie said it really is a matter of the amount of time between cycles, and there must be enough time to perform the amount of work that is needed. He said to keep in mind that staff is working to identify the errors at the same time. He said essentially the payroll department would be running as many additional pay cycles as possible.

Trustee Cepeda asked if there would be an assessment of how much these issues have cost the District.

Superintendent Jara said the current priority is to get all employees paid. He said they would be looking at other issues around accountability and cost at a later time after these issues are resolved and employees are paid.

### **Public Hearing (continued)**

Vicki Kreidel questioned why this is a discussion item and not an action item on the agenda.

Superintendent Jara expressed that everyone is feeling frustration for employees impacted by this issue and said staff is working as fast as they can to fix it. He said staff is also reaching out to community partners, such as NV Energy and Three Square, to see what relief could be provided to employees.

### **Qualitative Budget Forecast Update**

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

Mr. Goudie presented the qualitative budget forecast update for fiscal year 2020 as shown in Reference 5.02.

### **Qualitative Budget Forecast Update (continued)**

#### Public Hearing

Fernando Valenzuela said it is unfortunate that people had to send emails, reach out to the media, and come forward with their stories to be heard and to get to this point. He said there is still no discussion regarding the lack of raises and health benefits for substitute teachers. He asked if the District's budget would include livable raises and affordable health insurance for substitute teachers. He asked how much of the budget would be wasted on paying for prep buyouts.

Autumn Tampa said the District did not save any money and only succeeded in decreasing employee morale and having students suffer in their educational experience by eliminating the full-time support staff substitute teacher position. She said she would like to see more transparency in the budget and more understanding of the budget for the general public.

Trustee Garvey asked for a future update on school supply carryover and school vacancy carryover.

Trustee Young proposed changing the title "substitute" teachers to something more positive and inclusive. She acknowledged the value all employees bring to the District and talked about the need for more funding.

#### Public Speaker (continued)

Sarah Comroe said as a secondary teacher, she receives her hourly wage when she covers someone's class who could not get a substitute teacher, but elementary level teachers sometimes do not. She asked where that money is going, if not to the teachers.

Trustee Brooks asked if elementary schools have the equivalent of a prep buyout and what controls that.

Mr. Goudie said he could get that information for the Board.

Trustee Brooks asked that staff note that as a request for information. She asked that a column be added to the school attrition dollars table that shows the vacancy savings for every school.

### **Accept Annual Report of Charter School Performance**

Acceptance of Nevada Revised Statutes (NRS) 388A.351, Annual Report of Charter School Performance, to submit to the Nevada Department of Education (NDE), as required by NRS 388A.351, as recommended in Reference 5.03.

Dan Tafoya, Director, Office of School Choice and Online and Digital Blended Learning, Curriculum, Instruction, and Assessment Unit, presented the annual report of charter school performance as shown in Reference 5.03.

**Accept Annual Report of Charter School Performance** (continued)

Trustee Garvey asked what the infractions were for the schools that did not meet standards in the organizational and operational category.

Mr. Tafoya said CCSD keeps records of the infractions for each school, and that could be provided.

Trustee Garvey asked if very serious infractions are included in the audit questions for the schools.

Mr. Tafoya stated that if the schools had fallen below standards, staff would have brought a recommendation to the Board for some kind of sanction against the school.

Trustee Garvey asked what the timeline would be for addressing Rainbow Dreams Academy's rating.

Mr. Tafoya said staff would be reviewing the Nevada School Performance Framework (NSPF) when it comes out in September, and if the NSPF rating is a 1 Star, it would then be passed through the process to determine that the school did not meet the letter of the contract, and a recommendation to the Board would then come forward for the Board to consider.

Trustee Garvey asked if staff has looked at the cost to the District for maintaining the food service facilities and operations to be able to provide food service to the charter schools and whether the District is in line with what it charges the charters versus what the reimbursement rate is.

Mr. Tafoya said he does not know the financial piece of the Food Service Department but understands why the charter schools choose to use the District for those services. He said that is something that could be discussed with administration.

Trustee Garvey said she would request that this be reviewed with District financial and operational staff and determine if this service needs to be reevaluated.

*Motion to accept the Annual Report of Charter School Performance.*

*Motion: Garvey Second: Cepeda Vote: Unanimous*

**Approve Items 5.04 Through 5.09**

Approval of Item 5.04, 5.05, 5.06, 5.07, 5.08, and 5.09, respectively, as follows:

Ms. Jones and Demetrius Johnson, Executive Director, Recruitment and Development, Human Resources Division, presented the notices of intent to amend the regulations as shown in Reference 5.04 through Reference 5.09.

**Approve Items 5.04 Through 5.09 (continued)**

Public Hearing

Sarah Comroe referenced Item 5.05, CCSD Regulation 4113, Selection: Licensed Employees, and asked about retention. She said the District is not retaining teachers, and she spoke about the number of Walter Bracken STEAM Academy teachers leaving and planning to leave the District. She said the number of teachers leaving the school is evidence that something is wrong, and no one is taking it seriously. She commented on Item, 5.07, Regulation 4122, Employment of Substitute Teachers and Substitute Support Staff, and asked again, how the District is retaining substitute teachers. She asked for a meeting with parents on the committee they formed and Superintendent Jara to discuss the problems at Bracken.

Trustee Garvey asked that Items 5.05, 5.06, and 5.07 be pulled for separate discussion and vote.

**Approve Notice of Intent – Clark County School District Regulation 4100**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 4100, Relationships, Interactions, and Communications Between District Employees or Representatives/Volunteers and Students, prior to submission to the Board of School Trustees for approval on Thursday, March 26, 2020, as recommended in Reference 5.04.

**Approve Notice of Intent – Clark County School District Regulation 4123**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 4123, Assignment: Cooperating Teachers/Student Teachers, prior to submission to the Board of School Trustees for approval on Thursday, March 26, 2020, as recommended in Reference 5.08.

**Approve Notice of Intent – Clark County School District Regulation 4312**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 4312, Identification Cards, Fingerprints, and Employment Eligibility Verification: All Employees, prior to submission to the Board of School Trustees for approval on Thursday, March 26, 2020, as recommended in Reference 5.09.

*Motion to approve Items 5.04, 5.08, and 5.09.*

*Motion: Garvey Second: Ford Vote: Unanimous*

**Approve Items 5.05, 5.06, and 5.07**

Approval of Items 5.05, 5.06, and 5.07, respectively, as follows:

**Approve Notice of Intent – Clark County School District Regulation 4113**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 4113, Selection: Licensed Employees, prior to submission to the Board of School Trustees for approval on Thursday, March 26, 2020, as recommended in Reference 5.05.

**Approve Items 5.05, 5.06, and 5.07 (continued)**

**Approve Notice of Intent – Clark County School District Regulation 4114**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 4114, Selection: Support Staff and School Police Employees, prior to submission to the Board of School Trustees for approval on Thursday, March 26, 2020, as recommended in Reference 5.06.

**Approve Notice of Intent – Clark County School District Regulation 4122**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 4122, Employment of Substitute Teachers and Substitute Support Staff, prior to submission to the Board of School Trustees for approval on Thursday, March 26, 2020, as recommended in Reference 5.07.

Trustee Garvey referred to Item 5.05, page 4 of 5, Section III. She said she would like to have language added that the Chief of Human Resources will personally review those documents provided by the applicant and sign off on them. She said she would like that language addition to also apply to Item 5.06, page 4 of 4, Section II, and Item 5.07, page 3 of 5, Section III. She noted that in Item 5.07, page 5 of 5, line 1, “a” should be added before “teacher.”

Trustee Brooks asked how many such cases there are.

Ms. Jones said she would have to get that information back to the Board. She said with the current process, only a number of them rise to the level of being reviewed by the Chief of Human Resources or a director. She suggested adding a designee to review the documents in the instance the Chief of Human Resources was unavailable to do so.

Trustee Garvey said her concern is that in the case that there is a lack of judgement in the selection of an applicant, how the Board would hold the Superintendent accountable and how the Superintendent would hold that employee accountable. She said while some may have parking violations, that is usually not the case.

Trustee Brooks suggested adding language that differentiates between minor and major offenses or more substantial crimes.

Trustee Garvey said it should include investigations as well.

Trustee Brooks said she would need to know how many cases there are to be able to determine whether it would be feasible for a single individual to review all of the cases.

Trustee Cavazos asked Ms. Jones to speak to the factors staff takes into account when reviewing the application and documentation.

**Approve Items 5.05, 5.06, and 5.07 (continued)**

Ms. Jones explained the procedure that is in place. She said staff uses a matrix as a guide in determining whether an application would move forward or be rejected, and when it is not clear from consulting the matrix, it is required to be brought to a director or manager. She said if it is still not clear, the case then escalates to one of the top three leaders in the department.

Trustee Garvey offered the language, “Any application that has investigations, convictions, or arrest records that are not minor or are actively open or have not been resolved, will be reviewed and signed off on by the Chief of Human Resources.”

Ms. Jones agreed to that language.

Trustee Ford suggested developing a type of color-coded system whereby if a case is categorized under a certain color, that would be reviewed and signed off on by the Chief of Human Resources.

Trustee Young expressed concern with a single individual being responsible for reviewing and signing off on these applications because that person may not be available.

Superintendent Jara said for consistency across all regulations when decision are made at this level, this should not include a designee. He said if it becomes a problem, it could be brought back before the Board.

**Board Member Leaves**

Trustee Ford left the dais at 9:31 p.m.

**Approve Items 5.05, 5.06, and 5.07 (continued)**

*Motion to approve Items 5.05, 5.06, and 5.07 with the suggested language changes to each of those regulations, and the addition of “a” in Item 5.07.*

*Motion: Garvey Second: Cavazos Vote: Yeses – 5 (Brooks, Cavazos, Cepeda, Garvey, Wright); No – 1 (Young)*

*The motion passed.*

*Trustee Ford was not present for the vote.*

**Trustee Reports**

Trustee Wright reported on her virtual parent and community (PAC) meeting held yesterday at the Transportation Department Wallace yard. She said they were given a tour and talked about processes and attended a training class.

Trustee Young reported on the America’s Public Television Stations (APTS) Public Media Summit held recently. She said that meeting included review of funding requests, and Tom Axtell, General Manager, Vegas PBS, was awarded the 2020 Pillar of Public Service Award.

### **Board and Superintendent Communication**

Superintendent Jara reported on the recent meeting he held with parents and community leaders. He said they discussed School Organizational Team (SOT) communication and said they agreed to work on setting guidelines for SOTs so there is consistency. He said he and the Clark County Education Association (CCEA) are also considering mandatory training for SOTs, and he would be discussing that with the Education Support Employees Association (ESEA) and Parent Teacher Association (PTA).

### **Board Member Returns**

Trustee Ford returned to the dais at 9:44 p.m.

### **Board and Superintendent Communication (continued)**

Superintendent Jara said he is working in collaboration with CCEA to address some of the concerns expressed regarding school climate for teachers. He shared that CCSD would be enacting its emergency management team tomorrow to begin addressing the Coronavirus as a District and communicating with parents and the community.

Trustee Young said there are many racial issues going on in the District, but people are not always aware of how the District is addressing or resolving those issues. She wondered how the District wanted to respond and communicate what is happening with the community.

Trustee Cepeda mentioned the National Association for Bilingual Education (NABE) Annual Conference and asked Superintendent to speak about the event.

Superintendent Jara said there were 3,000 educators from across the world here in Las Vegas for the NABE 49<sup>th</sup> Annual Conference. He said he was able to welcome the group and share future plans for bilingual education.

Trustee Cavazos said she would have liked to attend the conference but did not know about it, and she asked that communication go out to Trustees regarding upcoming conferences and events.

### **Trustee Request for Agenda Items or Information**

Trustee Brooks asked that the Trustees review their pending agenda item requests and mark where they think that agenda item would be met and return it to Cindy Krohn, Director, Board Office. She said if any of them do not align to the policy for placing items on the agenda, they will bring it back and discuss it publicly.

Trustee Cavazos said after speaking with a trainer who would provide implicit bias training to the Board and Superintendent, the trainer would like to start with a 4-hour training session. She asked if Trustees would like for that to be a separate training for the Board and Superintendent or have it held at a work session. She said the participants in the training have the option of having their individual communication with the trainer via telephone or an anonymous survey. She shared that the trainer is Verjeana Jacobs.

**Trustee Request for Agenda Items or Information (continued)**

The Board agreed to hold the training as a separate meeting.

Trustee Garvey requested an agenda for possible action to hear a plan from the Superintendent to address the substitute teachers, especially as they relate to shortages in the schools and fiscal impact.

Superintendent Jara said he could bring a plan forward at the last meeting in March.

The Trustees supported Trustee Garvey's request.

Trustee Cavazos said she previously requested an update on the employee reporting system, EthicsPoint, and that was not in the list of her pending agenda item requests.

Trustee Young requested an agenda item or information for an update on the HCM system specifically related to payroll issues and actions steps.

**Public Comment on Non-Agenda Items**

Terri Shuman said 9-month employees are being given a furlough day for March 9. She expressed concern that many paraprofessionals have been negatively affected by surplus, and new employees come into the District as 11- or 12-month employees and are not affected by this furlough day. She said it is unfair to punish 9-month employees with furlough days. She asked questions regarding a possible closure due to the Coronavirus, specifically, how employees would be paid and how school days would be made up.

**Adjourn:** 10:13 p.m.

*Motion: Cavazos    Second: Wright    Vote: Unanimous*