

Minutes
Clark County School District
Regular Meeting of the Board of School Trustees
Las Vegas Academy of the Arts High School, Lowden Theater
875 E. Clark Avenue
Las Vegas, Nevada 89101

Thursday, March 11, 2021

5:06 p.m.

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

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

Teleconference Call Connected

Teleconference call with Trustee Garcia Morales and Trustee Williams was connected at 5:06 p.m.

Adoption of the Agenda

Adopt agenda, except delete Items 3.17, 3.18, 5.12, 5.13, 5.14 and 5.15 and note revised reference material provided for Item 5.11.

Motion: Ford Second: Guzmán Vote: Unanimous

Public Comment on Non-Agenda Items

In-person public comments:

Jshauntae Marshall asked that the Board review the demands sent to them regarding an anti-racist policy for the District. She stated that No Racism in Schools 1865 is demanding that an anti-racist policy be in place by the beginning of the upcoming school year.

Akiko Cooks said currently there is no policy in place to protect students and staff of color in CCSD, and she said the anti-bullying policy is inefficient and vague. She demanded that there be an agenda item for an anti-racist policy and that the Board have a discussion with the community, specifically, the community affected by racism.

Anna Binder said in order for the Board to have everyone believe that the public has trust in the District to do what is right, the Board must start doing what is right.

Public Comment on Non-Agenda Items (continued)

Jim Frazee asked the Board to approve the Memorandum of Agreement (MOA) between CCSD and the Clark County Education Association (CCEA). He asked that the Board show that they care about educators' working conditions and their health.

Lucas Partridge said Dr. William H. Bailey Middle School has not received the appropriate funding for the number of students based on the formula provided by Jason Goudie, Chief Financial Officer, Business and Finance Unit.

Voice-recorded public comments:

Bernadette Quander-Stith expressed concern for her health and safety and that of her family with teens returning to school, and she asked if the District has considered testing the students.

Autumn Tampa expressed concern for the safety of all with the decisions being made around reopening schools and safety protocols. She said they should stay with the hybrid model that was presented to the Board, parents, and the community.

Heather Brewton said she was in full support of establishing an anti-racist policy in CCSD. She said doing this would create a safer place for children.

Robin thanked the Board for discussing anti-racist policies at their previous meeting and said CCSD is long overdue in establishing anti-racist policies.

Sara Maddeo stated that the Board must establish a community-involved, anti-racist policy. She asked the Board to choose to actively work against racism in our schools.

Mandy Smith expressed her full support of the Board establishing an anti-racist policy. She said doing this would be a step toward ensuring children are safe and protected at school.

Katie Membreno said she was speaking on behalf of her former classmates who are still students in CCSD, and she spoke in support of the Board establishing an anti-racist policy. She asked the Board to take the steps many other districts are already doing.

Vicki Kreidel said it is past time for the District to address the inequities that exist in CCSD schools, and she spoke in favor of an anti-racist policy. She said all students have the right to feel safe and protected.

Delilah Schultz said CCSD needs to have an anti-racist policy in place so every student and every teacher can feel safe at school.

Kenneth Schultz said CCSD needs to write an anti-racist policy because racism is not right. He said we are all human beings.

Public Comment on Non-Agenda Items (continued)

Colin Schultz said we need an anti-racist policy because everyone needs to be treated fairly and no one should be treated badly.

Mendy Winslow asked that an agenda item be added to discuss the Extended School Year (ESY) program for special education students and other students who are failing because of this past year. She expressed concern for student athletes and asked that they be allowed to play their senior games.

Cindy Windslow talked about the mental health of special needs students. She said these students do not understand that they cannot go to school every day, and she asked principals to submit a plan to have their special education students return to school more than two days per week.

Kamilah Bywaters said the Las Vegas Alliance of Black School Educators would like to thank Trustee Cavazos for her leadership and all that she is doing for students.

Sarah Comroe stated that she was denied remote teaching and her request to go home during her lunchtime was also denied. She said the Board needs to create an anti-racist policy. She said while there is an anti-bullying policy, racist acts and bullying are not always the same thing.

Dillon said he agreed with the Board that there needs to be an anti-racist policy in place and was disappointed when one Trustee claimed that the anti-bullying policy that is already in place was enough. He asked that the Board not wait on this issue and that they write the policy.

Cindy Krohn, Director, Board Office, provided a summary of the written comments submitted, as follows:

A writer provided concerns with the hybrid plan, in that there seems to be lack of communication between CCSD and the community; concerns that teachers have to update their lesson plan to fit a years' worth of content into a few months; lessons have to be taught as if they were virtual; students and teachers only see each other once a week. They asked that principals be informed before information is sent out to parents.

A special education teacher said she writes quality Individual Education Plans (IEPs) that portray her student's entire range of skills, needs, extra support, accommodations, goals and benchmarks. She is asking that the Board approve \$40.00 per IEP revision from now until the end of the school year.

A teacher expressed concern with the hybrid plan for high schools on a six-period schedule. They provided several solutions that may help and suggested that seniors who have open periods take their classes during the morning only so they can hold their jobs.

Public Comment on Non-Agenda Items (continued)

A teacher appreciates all of the decisions made and information that has been provided by the Board and Dr. Jara. They mentioned two events that included the Nevada Supreme Court case with Nevada State Education Association (NSEA) and National Education Association (NEA), as well as an incident that occurred with local blogger.

Comments were received asking that the District allow a limited amount of spectators at CCSD spring sports.

A parent said when they ask a question for direction in regards to their child's schedule and transportation, they do not receive clear details from their child's school and are told to review the hybrid manual.

Students, former students, and parents expressed their support to establish anti-racism policies that will define CCSD's position and response in regards to racism and racist acts and said the policies are a step towards assuring our children are always safe and protected as school.

The Northwest Area Residents Association stated that unless there are reasonable and functional changes to R-3613 through the ongoing CCSD pilot program, initiated February 14, 2019, to address the unaffordable liability insurance requirement for non-District, after school residents and civic groups, it could be argued that the Open Schools-Open Doors title is at the very least in violation of the spirit and intent of the Open Meeting Law (OML).

A student wrote in support of his school nurse Charlene Melton. He said without her availability, guidance, help and support, he would have not been able to attend high school because of his disability.

A teacher is concerned with the workload under the hybrid plan of having to teach all three cohorts simultaneously. He said he will need to build approximately 400 to 500 minutes per week of instruction, which is significantly more than is taught under normal conditions. He said schools must develop reopening plans with teachers involved in the planning process.

The Las Vegas Alliance of Black School Educators asked that the educational system embrace and enact equity now. They also asked that when funding is received that it be disseminated to students fairly and that schools and students who need resources the most are funded. In addition, they asked how Elementary and Secondary School Emergency Relief (ESSER), ESSER II, Governor's Emergency Education Relief (GEER) and GEER II will be funded to address community concerns.

A substitute teacher for the District is aware of the \$1,000.00 incentive but asked where the health benefits, sick leave, and paid time off is.

Public Comment on Non-Agenda Items (continued)

Another feels that the incentive is not enough for the amount of work they are required to do.

A mother asked how her child, who is medically fragile, can access their teacher via zoom or even use a computer.

Comments were received asking that Dr. Jara leave the District.

Several comments were received asking that school return full time, that seniors be allowed to play sports, as well as give parents the opportunity to attend sports.

A parent listed the following items in order of priority: they would like to see more face time with additional teachers daily and asked if the District looked at AM/PM types of options for five days a week; would like to have straight classes with staggered nutrition breaks and keep Cohort C; and in addition, would like more thought, communication, and visible professional action when making decisions for students.

The Ministers Alliance of Southern Nevada wrote about the Student Equity and Access Advisory Commission and asked for an update of the Commission. They feel that when they ask questions of Dr. Jara, there are no responses, and they feel ignored or dismissed. They asked that Dr. Jara step down.

A retired CCSD special education teacher said that retired and licensed teachers should be paid extra when they substitute teach for their experience and education level. They asked that Dr. Jara and the Board consider a dialogue with substitute teachers to improve a pay structure and benefits that are fair and reasonable.

Comments were received asking that activities resume for students, and that parents and spectators are allowed at all events. In addition, they would like seniors to be able to participate in at least one last event competing against another school before they graduate.

A writer asked that Dr. Jara resign due to mismanagement of the District and where he left children at a disadvantage. They said there has been a lack of leadership during Covid and since his tenure.

A student athlete asked that spectators be able to attend sporting events.

Comments were received asking that schools be open as well as sports.

A teacher thanked Trustee Cavazos for her leadership and for always listening even when they disagree. They know that she will do what she feels is best for our students and staff.

Public Comment on Non-Agenda Items (continued)

A teacher feels the hybrid return for secondary is sloppy and rushed. She asked that you continue to care about the mental health of students from here on out.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

In-person public comments:

Anna Binder thanked the Board for the discussion on creating an anti-racist policy during their March 3, 2021, work session. She spoke on Item 3.03, stating the agreement is vague and the actual reimbursement amount is not stated.

Tracy Leonard spoke on Item 3.03 and expressed concerns with the transportation logistics, the remote location of Sandy Valley, and the health of students who might have respiratory illnesses.

Voice-recorded public comments:

Mendy Winslow spoke on Item 3.03, and she asked if CCSD would be receiving funds from California to supplement the cost of this agreement. She also spoke on Item 3.07 and asked if an audit had been done on how much money was spent on software, software maintenance, and support. She asked if the District is paying for all of it or if any of the companies are donating to the District. She said the money is needed elsewhere.

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

Item 3.03

A writer asked why students are not being bussed to Las Vegas instead of Sandy Valley and asked if families are aware of the remote location of Sandy Valley.

In-person public comment:

Anna Binder spoke on Items 3.06, 3.08, and 3.09. She discussed the amount of purchase orders over the past year and questioned services or supplies that were purchased at specific times, such as medical or janitorial supplies when no one was in school. She questioned where the money went that was awarded last year for Covid testing for student athletes and activities. She questioned a \$240,000.00 purchase made last June to a company owner that did not go through the competitive bid process and whose mother is a CCSD employee.

Motion to approve the consent agenda, noting Items 3.17 and 3.18 were deleted during adoption of the agenda.

Motion: Guzmán Second: Cepeda Vote: Unanimous

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes from the regular meeting of January 28, 2021, is recommended. **(For Possible Action)** (Ref. 3.01)

Approve Adoption of Consent Agenda (continued)

3.02 Grant Application: Southern Nevada Regional STEM Network Grant, J. Marlan Walker International School, Nevada Governor's Office of Science, Innovation, and Technology.

Discussion and possible action on authorization to apply for and utilize funds made available through the Nevada Governor's Office of Science, Innovation, and Technology with a Southern Nevada Regional Science, Technology, Engineering and Mathematics (STEM) Network Grant to create and implement professional learning and planning sessions that will build educator capacity for STEM education, in an amount not to exceed \$7,114.00, to be paid from the Southern Nevada Regional STEM Network Grant, Fund 0279, from March 12, 2021, through June 30, 2021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Deanna Jaskolski] (Ref. 3.02)

3.03 Tuition Agreement for Non-Resident Students from Baker Valley Unified School District.

Discussion and possible action on approval of the tuition agreement between the Clark County School District and Baker Valley Unified School District, 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 agreement, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.03)

3.04 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. 3.04)

3.05 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. 3.05)

3.06 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,391,562.76 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.06)

3.07 Software Licenses, Maintenance, and Support, Computer Associates Technologies, Inc.

Discussion and possible action on approval to contract with Computer Associates Technologies, Inc. (CA), for the annual purchase of CA Service Desk Manager maintenance and support, additional license seats, CA Education Training Services, and CA Professional Services with an approximate annual cost of \$90,000.00, for an approximate three-year cost of \$270,000.00, effective March 12, 2021, through March 31, 2024, to be paid from Fund 1000000000, Cost Center 1010001057, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.07)

Approve Adoption of Consent Agenda (continued)

3.08 Non-Instructional Related Out-of-District Consultant Employee "Cooling Off" Period.

Discussion and possible action for authorization to contract Mr. Thomas Nacos through AppleOne Temporary Services, to provide RFP development and procurement contracting services, for an approximate total cost of \$35,000.00, effective March 15, 2021, through December 14, 2021, to be paid from Unit 070, Fund 1000000000, Cost Center 1010001070, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.08)

3.09 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$10,608,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.09)

3.10 Contract Award: School Replacement at Ira J. Earl Elementary School.

Discussion and possible action on approval of award to the lowest responsive and responsible bidder for the replacement at Ira J. Earl Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001632; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.10)

3.11 Contract Award: Heating, Ventilation, Air Conditioning Components and Roof at Barbara and Hank Greenspun Junior High School.

Discussion and possible action on approval of award to the lowest responsive and responsible bidder to replace heating, ventilation, air conditioning components and roof at Barbara and Hank Greenspun Junior High School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014435; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.11)

3.12 Professional Services Agreement: Building Commissioning Services to Replace Heating, Ventilation, Air Conditioning Components, and Roof at Francis H. Cortney Junior High School.

Discussion and possible action on approval to enter into a professional services agreement for building commissioning services with TMCx Solutions, LLC., to provide third-party commissioning to replace the heating, ventilation, air conditioning components and roof at Francis H. Cortney Junior High School in the amount of \$80,900.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014448; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.12)

Approve Adoption of Consent Agenda (continued)

3.13 Professional Services Agreement: Test and Balance Services to Replace Elementary School at Ira J. Earl Elementary School.

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with Penn Air Control, Inc., to provide testing and balancing services for the replacement of Ira J. Earl Elementary School in the amount of \$88,500.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001632; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.13)

3.14 Professional Services Agreement: Building Commissioning Services to Replace Heating, Ventilation, Air Conditioning Components at Irwin and Susan Molasky Junior High 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 services in support for the replacement of the heating, ventilation, air conditioning components at Irwin and Susan Molasky Junior High School in the amount of \$135,800.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014410; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.14)

3.15 Access to Equipment Easement Agreement to NV Energy at Dean Petersen Elementary School.

Discussion and possible action on approval between the Clark County School District and NV Energy to enter into an agreement for access to equipment easement at Dean Petersen Elementary School, for a perpetual right and easement to access the electric meter room, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.15)

3.16 Right of Entry to NV Energy at Dean Petersen Elementary School.

Discussion and possible action on approval for a right-of-entry to NV Energy at Dean Petersen Elementary School, to construct, operate, add to, modify, maintain, and remove communication and electrical facilities as delineated by NV Energy, upon, over, under, and through the property, and provide unrestricted passage of employees, contractors and subcontractors, and their vehicles, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.16)

Formative Board Reports and Updates

None.

Legislative Updates

Discussion and update regarding state legislation that could affect education, including, but not limited to, reports of current legislative issues and events; the establishment of the District's position on proposed legislation; and guidance to the superintendent and legislative staff.

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

The Ministers Alliance of Southern Nevada feels that the Trustee for District C does not understand the needs of Historic Las Vegas and feels that they are not being heard. With this, they still want to be able to elect Trustees for District C and not have an appointed Board.

Dr. Brad Keating, Director, Government Relations Department, Office of the Superintendent, provided an update on the current legislative session.

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Administrators Association of the Clark County School District

This is the time and place to conduct a public hearing for the approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Administrators Association of the Clark County School District. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, March 11, 2021.

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

Fikisha Miller, Chief Negotiator and Assistant General Counsel, Office of the General Counsel, briefly reviewed the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Administrators Association of the Clark County School District, as shown in Reference 5.02.

Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Administrators Association of the Clark County School District Police Department.

Approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Administrators Association of the Clark County School District Police Department.

Motion to approve Item 5.03.

Motion: Williams Second: Guzmán Vote: Unanimous

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Officers Association of the Clark County School District

This is the time and place to conduct a public hearing for the approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Officers Association of the Clark County School District. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, March 11, 2021.

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

Ms. Fikisha Miller briefly reviewed the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Officers Association of the Clark County School District, as shown in Reference 5.04.

Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Officers Association of the Clark County School District

Approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Police Officers Association of the Clark County School District (POA).

Motion to approve Item 5.05.

Motion: Williams Second: Cepeda Vote: Unanimous

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association

This is the time and place to conduct a public hearing for the approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, March 11, 2021.

Trustee Cavazos read the public hearing statement.

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association (continued)

Ms. Fikisha Miller briefly reviewed the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association, as shown in Reference 5.06.

Voice-recorded public comment:

Autumn Tampa expressed support of this MOA and said she is glad to see these employees recognized for their value and more appropriately compensated for the work they do and services they provide.

Trustee Guzmán disclosed that she works for the NSEA and said she would be abstaining from the vote in Item 5.07.

Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association

Approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association.

Motion to approve Item 5.07.

Motion: Ford Second: Brooks Vote: Yeses – 6 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales, Williams); Abstain – 1 (Guzmán)

The motion passed.

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association

This is the time and place to conduct a public hearing for the approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, March 11, 2021.

Trustee Cavazos read the public hearing statement.

In-person public comment:

DeAnn Baker discussed the services school nurses provide, as well as their level of training and the demands they meet as state law changes.

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association (continued)

Cheryl White talked about the services and support school nurses provide. She said 17 school nurses have left the District this year and they are approaching critical staffing levels.

Ms. Fikisha Miller read the fiscal note attached to this MOA.

In-person public comment:

Sharrisa McGlynn talked about how the CCSD school nurse team meets all challenges as they serve students at very high ratios.

Megan Ryan expressed support of Item 5.08, and she discussed the services and supports school nurses provide to students and to the community.

Marie Neisses spoke in favor of Item 5.09, stating school nurses support students' social, emotional, and physical well-being and play an essential role in reopening schools. She said for years CCSD has had issues recruiting and retaining school nurses and this MOA is a step in the right direction.

Gail Morin-Milburn shared that in her 30-plus years of being a nurse, the time she has served as a school nurse has been the most gratifying of her career. She said during the ongoing public health crisis, school nurses have worked nonstop to support students, staff, parents, and each other, as well as the community.

Trina Petty stated that pre-pandemic, school nurse duties were already extensive, and now those duties have multiplied with the same amount of time and staff to accomplish them. She invited the Trustees to visit a school and shadow the school nurses to see what they do.

Charlene Melton said the acuity needs of students, medical needs, and procedural coverage has increased tremendously, and she talked about the care and services school nurses provide to students, as well as training they provide to staff and students.

Farah Moiso shared that she took a \$16,000.00 decrease in pay for more responsibilities when she came to the District but said she has come to love school nursing. She said their workload has increased more than twofold in the last four years. She talked about the many things school nurses do outside of their contracted time to complete tasks.

Molly Little said she currently covers four schools in three different cities as a CCSD school nurse. She thanked the Board for considering this item and said it speaks to the understanding that the nurses are taking on additional responsibilities during the pandemic beyond their regular duties but said she is afraid there is very little understanding of the magnitude of their regular duties.

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association (continued)

Tonya Tetonis said as school nurses they work as leaders to bridge healthcare and education, and she spoke about the additional healthcare needs in schools and in the community school nurses have taken on due to the pandemic.

Lillian Dickey said she was a critical care nurse for 10 years and has been a CCSD school nurse for less than two years. She said she has never done anything this difficult in her life, and she asked the Board to support the MOA.

Tamara Duff said she loves her job. She stated that school nurses also generate funds through Medicaid reimbursement.

Voice-recorded public comment:

A caller talked about the changes she has seen as a school nurse over the years in the District. She said a large portion of their workload is special education participation, which might be overshadowed by the additional duties they have due to the pandemic.

Molly Little spoke about an instance in which a colleague of hers, a school nurse, discovered a positive Covid-19 staff member who inadvertently exposed numerous students. She said it took approximately 15 hours between Friday and Monday to discover who was exposed and alert the appropriate people.

Lori Baumann said under normal circumstances school nursing is hard, and she spoke about their role during this time of the pandemic and the services they provide as part of their regular duties. She asked for the Board's support.

Christina Banzon said school nurses have risen to the occasion and have volunteered to serve the community through several crises. She spoke about their duties and asked that the Board support them.

Jordana Myles said they have all faced challenges over the years without complaining but she feels it is time to request a change. She said two school nurses on her team have made the difficult decision to leave school nursing in the past month.

Bonnie Pepper said she is proud of the work she is doing that spans across the entire student body and includes the community. She said since the beginning of the pandemic, her duties have grown exponentially, and she asked the Board to support CCSD nurses.

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association (continued)

Julie Thomas said she covers two schools and mentors a new school nurse. She said it can be overwhelming for school nurses to cover two schools, much less four, but she said this happens in CCSD because they are not offered a competitive salary and turnover is high. She listed some of their duties and said now there are added duties because of the pandemic.

Tracy Nabors spoke in favor of Item 5.08. She talked about the duties of school nurses since the beginning of the pandemic to serve the community.

Kim Malachowski said she was in support of Item 5.08.

Lori Cowen said one reason that she and other nurses left hospital nursing for school nursing was the relative safety in the type of work they would be doing. She talked about safety in terms of reopening schools full time.

Dr. Diane Elmore expressed support of Item 5.08, stating it is imperative that school nurses receive the appropriate compensation for the work they have been doing during the pandemic. She said CCSD saying they want the best school nurses and then paying them “bargain basement” salaries is counterintuitive.

Debbie Shinogi said she was in favor of Item 5.08.

Johnny Marcum expressed support of Item 5.08.

Robin Acosta spoke about her experience as a school nurse caring for students and providing service to the community and staff and said her duties have always included covering two to three schools. She asked the Board to support Item 5.08.

June Limerino said school nurses are trained and respond to health crises, community emergencies, and CCSD suicide protocols, and she talked about ways in which they have responded and served the community through different crises.

Jennifer Dobard said school nurses are school health professionals and they provide care to and advocate for students and provide education to students, their families, and staff. She said school nurses also volunteer within the community.

Ramona Stanley spoke in support of the proposed MOA. She said school nurses are vital and serve important roles for students, parents, staff, and the community.

Sharon Gordon spoke about the duties and responsibilities of school nurses in supporting students, parents, and staff.

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association (continued)

Dianne Beckman asked that the Board seriously consider and approve Item 5.08. She said school nurses contribute positively to students and parents in helping them achieve academic success. She said approving this MOA would show appreciation and recognition.

Kelly Thompson expressed support of the proposed MOA. She said school nurses are vital and serve important roles for students, parents, staff, and the community.

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

A nurse provided her perspective on being a CCSD school nurse. She said nurses are being stretched thin, stating some have two schools and others have three. She feels many of their tasks have been doubled and asked that the District take this into consideration when hiring nurses and remember those who have been doing the job.

A school nurse wrote in support of the MOA. She said nurses make sure students with or without a disability are able to attend school and achieve academic success, they attend trainings, generate funds from Medicaid billing, and work with the local community. She also feels that her duties have increased.

Other school nurses wrote in support of the MOA. One nurse wrote about the first week of being back in school and how she has been busy with managing Covid-positive cases for students and families. She said some are scared and some parents are upset and question the need to quarantine their child for 10 days. She stated that she explains the guidelines set forth by the Center for Disease Control and Prevention (CDC), the Southern Nevada Health District (SNHD) and CCSD to keep all students safe.

A school nurse asked that their ideas be considered to improve the role that CCSD school nurses play in keeping all students, families, and communities healthy to optimize success in school and in life.

A school nurse wrote in support of this item, stating that since October 1, school nurses have provided urgent counseling services at night and continue to work in shifts of 24 hours to provide emotional support and counseling services at the Victim Trauma Center. In addition, nurses work past their contracted hours to provide urgent services to the community.

A school nurse submitted comments for Items 5.08 and 5.09 and wrote about the tasks that they do, such as being active members in school mental health teams, evaluating students in the special education process, reviewing and clarifying medication orders, and completing daily procedures from diabetic care to G-tube feeding in the schools.

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association (continued)

An employee commented on Items 5.09, 5.10, and 5.11. He stated based on scientific studies, they are concerned with the mandatory testing by Fulgent. He said tests collected by Fulgent could lead to false negatives, which are more dangerous than false positives. He also feels there is an infringement on medical privacy. In addition, he said that the CDC does not recommend random testing in schools.

Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association

Approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association.

In-person public comment:

DeAnn Baker said school nurses are an integral part of CCSD's suicide protocols. She stated that school nurses provided urgent care to the community and schools following the October 1 mass shooting. She talked about how school nurses continue to assist the community during the pandemic afterhours and during weekends.

Voice-recorded public comments:

Maile Baumann said school nurses are an asset to schools and are always there for whatever the students need. She said school nurses support students' families as well.

Anthony Burton said school nurses work hard, working at multiple schools, are always supportive and do an amazing job.

Bill Canavan said there are differing viewpoints in terms of whether the schools should be open but said everyone can agree that school nurses are doing very difficult, very vital work and are going above and beyond during this time.

Dolly Rowan said they do not have the right to change social distancing guidelines and teachers and staff need to be kept safe. She said they need to maintain six feet of distance in the classrooms to keep staff and students safe. She said those who are vaccinated can still contract the virus and pass it to students.

Liberty Ebert said throughout her life school nurses have helped her tremendously. She said school nurses work very hard and continue to support the schools and the community during the pandemic. She asked that the Board support them.

Aaron Lee said school nurses have always helped him and have always played an important role throughout his school career, and he said school nurses deserve everyone's support.

Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association
(continued)

William talked about how school nurses work tremendously hard and provide support to people on a daily basis in the face of the pandemic, putting themselves at risk. He said that deserves to be recognized.

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

A parent expressed gratitude for all that nurses do and wrote about how school nurses assisted her child while attending CCSD. She said CCSD needs more school nurses to meet the varied needs of the students in the District, both regular and special education.

A writer gave accolades to CCSD school nurses and all that they do in helping meet the visual needs of the youth and children in the community.

Parents wrote in support of school nurse Charlene Melton. One said Ms. Melton made a point to know her daughter personally, demonstrated compassion and understanding of their medical and emotional needs by making herself available when she needed support. They are grateful for Ms. Melton and all school nurses who dedicate themselves to reducing the impact of children's health challenges with their education success.

Comments were received asking that secondary teachers be able to return home during the extended midday break to teach virtual afternoon classes to allow custodial staff the opportunity to begin cleaning some rooms earlier in the day. They said they would also be able to use their home technology.

Trustee Guzmán stated that since this agreement does not benefit nor detract from her employer, she would be voting on this item.

Trustee Ford thanked school nurses for everything they do day-to-day and for how much they have taken on since the pandemic. She said they have heard from school nurses about the duties, tasks, and services they provide, including contacting students and families to check on students' health statuses and to provide community referrals; providing input and support during virtual meetings for students with IEPs and 504 Plans; providing counseling services and emotional support to students and families, including suicide intervention; assisting directly with the Covid-19 community response along with Health Services administrators, as well as meeting the needs of students and staff in schools related to the pandemic. She said she is very much in support of the proposed MOA.

Motion to approve.

Motion: Cepeda Second: Garcia Morales Vote: Unanimous

Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association

This is the time and place to conduct a public hearing for the approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, March 11, 2021.

Trustee Cavazos read the public hearing statement.

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

A teacher wrote in support of the MOA with CCEA and requested that CCSD and CCEA work to provide additional compensation to special education teachers beyond what is laid out in the MOA in order to recruit and retain the educators.

An employee commented on Items 5.09, 5.10 and 5.11. Based on scientific studies, they are concerned with the mandatory testing by Fulgent. He said tests collected by Fulgent could lead to false negatives, which are more dangerous than false positives. He also feels there is infringement on medical privacy. In addition, he said that the CDC does not recommend random testing in schools.

Ms. Fikisha Miller briefly reviewed the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association, as shown in Reference 5.10.

Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association

Approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association.

Voice-recorded public comments:

Autumn Tampa asked the Board to vote no on this item, stating the agreement needs to be renegotiated. She said the proposed MOA poses safety concerns for students, their families, and staff.

Kamilah Bywaters said the Las Vegas Alliance of Black School Educators opposes the proposed MOA in Item 5.11.

Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Clark County Education Association
(continued)

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

Item 5.11

A teacher asked if they could be allowed to go home and work remotely during the second half of the day to care for their own children.

An employee commented on Items 5.09, 5.10 and 5.11. Based on scientific studies, they are concerned with the mandatory testing by Fulgent. He said tests collected by Fulgent could lead to false negatives, which are more dangerous than false positives. He also feels there is infringement on medical privacy. In addition, he said that the CDC does not recommend random testing in schools.

Trustee Guzmán disclosed that she would be abstaining from this vote.

Trustee Ford said she would not be supporting this proposed MOA because on January 14, 2021, the Board approved giving principals the flexibility and autonomy to bring students back to school in small groups and in a way that would be safe for students and staff. She said that never rolled out and she did not recall approving this model.

Mary-Anne Miller, Board Counsel, District Attorney's Office, stated the contents of the school day and the hours per day are within the Superintendent's operational authority and do not require Board approval.

Trustee Ford agreed with Ms. Mary-Anne Miller but stated if this model had been approved originally, she would agree this was an operational change but said she does not believe the original plan had been approved.

Motion to approve.

Motion: Williams Second: Brooks Vote: Yeses – 5 (Brooks, Cavazos, Cepeda, Garcia Morales, Williams); No – 1 (Ford); Abstain – 1 (Guzmán)

The motion passed.

Trustee Discussion Items

None.

Trustee Community Activity Reports

None.

Public Comment on Non-Agenda Items

Ms. Krohn stated all comments on non-agenda items have been heard.

Public Comment on Non-Agenda Items (continued)

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

Item 12.03

A writer provided her concerns with certain hires and asked for an investigation.

In-Person public comment:

Tracy Leonard stated her concerns regarding certain hires who had been criminally charged with crimes having to do with solicitation of a minor.

Board Self-Assessment Assignment

None.

Upcoming Meeting of the Board of Trustees – Thursday, March 25, 2021, 5:00 p.m.

Trustee Cavazos stated the March 25, 2021, Board meeting would be held at the Las Vegas Academy of the Arts High School in the Lowden Theater.

Adjourn: 7:33 p.m.

Motion: Cepeda Second: Brooks Vote: Unanimous