

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, March 12, 2020

5:03 p.m.

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

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

**Teleconference Call Connected**

Teleconference call with Trustee Ford was connected at 5:03 p.m.

**Flag Salute**

Trustee Garvey led the Pledge of Allegiance.

**Adoption of the Agenda**

*Adopt agenda, except delete Items 5.01, 5.02, 5.03, and 5.05; move Item 5.06 to precede Item 5.04; note additional reference material provided for Item 5.06; and note reference material provided for Item 5.04.*

*Motion: Cavazos    Second: Garvey    Vote: Unanimous*

**Public Comment on Non-Agenda Items**

Sarah Comroe said teachers are leaving Bracken STEAM Academy because of abuse and retaliation of teachers and staff by administration. She requested a meeting with Superintendent Jara to discuss and resolve this matter.

Alexis Salt said she is unable to find disinfecting wipes and cannot wipe down her classroom as advised, making it impossible to do her job effectively and safely. She said the Board and Superintendent need to be making decisions based on the current situation.

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

Daniel Weber said substitutes not having health insurance leaves them vulnerable, which also affects students and staff. He said the issues with the Human Capital Management System (HCMS) still have not been fully resolved for substitute teachers. He asked for Superintendent Jara's resignation.

Fernando Valenzuela said the HCMS issues have not been resolved. He said the majority of substitute teachers do not have health insurance, sick days or personal days. He asked what they are supposed to do if they become ill during this time of the Coronavirus pandemic.

Robert Cowles said some measures have been taken in addressing the pandemic, but people should not be coming together in large groups. He said this meeting should have been canceled, and schools should be closed.

Gregory Kempton said there is a teacher shortage across the country. He said substitute teachers are not being paid enough and are living in poverty, and they are a resource.

Autumn Tampa said there seems to be an error in the HCMS related to vacation payout. She said a policy needs to be implemented that would allow nine-month employees to use vacation or sick days to supplement furlough days. She shared that she was given a memorandum that an employee received from her principal seemingly directing employees to work off the clock with no compensation.

Brian Harris said he is an entrepreneur and sometimes works as a CCSD substitute teacher, and he talked about his time working as a math teacher at Theron L. Swainston Middle School and the success students had. He said after four months he left that position because it is a very difficult position with low wages.

Walter Jones said people have expressed the extremely difficult situations they are in and still people have not been paid. He said changes need to be made.

Beatrice Turner said she attended the meeting with parents and the principal at Canyon Springs High School, and she said that meeting was a "joke," and she left early because she was disgusted.

Dr. S. S. Rogers said there is a lack of African-American principals in CCSD schools. He said there is no one on the Nevada Interscholastic Activities Association (NIAA) representing African-American students.

Dr. Dillard Scott said it seems Superintendent Jara has aligned himself with a political party. He said he would work with Trustees to get rid of Superintendent Jara.

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

Jennifer Eason introduced herself as the democratic candidate challenging Congressman Steven Horsford for the U.S. House of Representatives. She spoke about the safety of students. She said the lack of leadership in CCSD needs to be addressed.

Jenna Robertson said families have been informed that as a precautionary measure all extracurricular activities have been canceled, but she said classrooms are overcrowded and cannot be safe for students at this time.

Kimberly Travis said she has decided to enroll her child in online school because her child is being bullying, and now she must consider her child's safety with regards to Coronavirus as well.

**Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

Dr. Dillard Scott spoke on Item 3.09 and said he does not feel the concerns around administration at Jo Mackey Elementary School have been appropriately addressed and should be addressed before this service agreement is considered. Regarding Item 3.10 he questioned why a school in this area would be named after Tyrone Thompson when that was not the area Assemblyman Thompson represented.

Robert Cowles spoke on Items 3.09 and 3.10 and said he has come before the Board and recommended numerous times ways to balance and test the HVAC systems to ensure the schools are heated or cooled efficiently.

*Motion to approve the consent agenda as presented.*

*Motion: Garvey Second: Young Vote: Unanimous*

**3.01 Services to the Blind and Visually Impaired — Intrastate Interlocal Contract Between the Clark County School District and the Department of Employment, Training and Rehabilitation Bureau of Vocational Rehabilitation/Bureau of Services to the Blind and Visually Impaired.**

Discussion and possible action on authorization to enter into an Intrastate Interlocal Contract with the Department of Employment, Training and Rehabilitation Bureau of Vocational Rehabilitation/Bureau of Services to the Blind and Visually Impaired, to continue to provide pre-employment transition services and vocational training skills for students with disabilities in Grades 9 through 13, effective March 13, 2020, through June 30, 2022, with no impact to the general fund, 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 Intrastate Interlocal Contract, is recommended. **(For Possible Action)** [Contact Person: Brenda Larsen-Mitchell] (Ref. 3.01)

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

**3.02 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. 3.02)

**3.03 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. 3.03)

**3.04 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. 3.04)

**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 \$1,557,925.90 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.06)

**3.07 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$2,528,686.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.07)

**3.08 Vegas PBS Consulting Services Dumont Communications LLC.**

Discussion and possible action on authorization to extend the Contract for Services between Vegas PBS and Independent Contractor, Dumont Communications, LLC, to manage and develop the Vegas PBS Strategic Plan 2020-2025; expenditures in the amount of \$47,850.00 have been completed; Vegas PBS is proposing additional purchases in the amount of \$12,650.00, for an approximate total of \$60,500.00, effective March 13, 2020, through June 30, 2020, to be paid from FY 20, Unit 0140, Fund 2200000000, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Thomas Axtell] (Ref. 3.08)

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

**3.09 Professional Services Agreement: Test and Balance Services for School Replacement at Jo Mackey Elementary School Academy of Leadership and Global Communication.**

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 of the air and water balance systems of the mechanical equipment and assist in the commissioning process in support of the replacement of Jo Mackey Elementary School, Academy of Leadership and Global Communication in the amount of \$80,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001624; 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. 3.09)

**3.10 Professional Services Agreement: Test and Balance Services Tyrone Thompson Elementary School near Mountains Edge Parkway and El Capitan Way.**

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with RSAnalysis, Inc., to provide testing and balancing of the air and water balance systems of the mechanical equipment and assist in the commissioning process in support of Tyrone Thompson Elementary School near Mountains Edge Parkway and El Capitan Way in the amount of \$56,760.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001618; 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. 3.10)

**3.11 Architectural Design Services: Replace Heating, Ventilation, Air Conditioning Components and Roof at John R. Beatty Elementary School.**

Discussion and possible action on approval to select the architectural firm of Vedelago-Petsch Architects, Inc., to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support to replace the heating, ventilation, air conditioning and roof at John R. Beatty Elementary School, in the amount of \$180,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014411; 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. 3.11)

**3.12 Architectural Design Services: Replace Heating, Ventilation, Air Conditioning Components and Roof at Cowan Alternative Junior/Senior High School.**

Discussion and possible action on approval to select the architectural firm of DG Koch Associates to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support to replace the heating, ventilation, air conditioning and roof at Cowan Alternative Junior/Senior High School, in the amount of \$135,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014447; 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. 3.12)

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

**3.13 Architectural Design Services: Replace Heating, Ventilation, and Air Conditioning Components and Roof Systems at Marion B. Earl Elementary School.**

Discussion and possible action on approval to select the architectural firm of Bloc9 Architecture, to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support to replace the heating, ventilation, and air conditioning components, and roof systems at Marion B. Earl Elementary School in the amount of \$274,300.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014412; 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. 3.13)

**3.14 Change Orders.**

Discussion and possible action on ratification of total change order for a net increase of \$6,409.00 to the construction contract for Shelley Berkley Elementary School (\$6,409.00) (Rafael Construction, Inc., – 2015 Capital Improvement Program), is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.14)

**2019-2020 Winter Application Cycle for Proposed Charter Schools**

Presentation and discussion regarding the proposed State Public Charter School Authority sponsored public charter schools.

This item was removed from the agenda.

**Public Hearing**

Dr. S. S. Rogers expressed concern regarding a graduation gap for students in Trustee District C and said it is because there is little interaction with that community, and the District C Trustee is not supported by fellow Board members and is outvoted on every issue. He said the community does not support another charter school in District C.

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

**Public Hearing**

Robert Patterson spoke on Item 3.02 and expressed concern that some systems in place in CCSD are not conducive to some students moving forward in their education. He said his black granddaughter was spit on by a white classmate, and his granddaughter was expelled.

**Legislative Priorities**

Discussion and possible action regarding the approval of Clark County School District's state legislative platform for the 2021 Nevada Legislative Session, is requested.

This item was removed from the agenda

**Legislative Priorities** (continued)

Public Hearing

Dr. Dillard Scott said he finds it to be counterproductive that every year lobbyist push for CCSD, but in the off-season the Superintendent is socializing with the democratic establishment.

**2019-2020 Winter Application Cycle for Proposed Charter Schools** (continued)

Presentation and discussion regarding the proposed State Public Charter School Authority sponsored public charter schools.

This item was removed from the agenda.

Superintendent Jara clarified that the recommendation would be to deny the charter school application.

**COVID-19 Update and the Clark County School District's Response Plan**

Update on COVID-19 (coronavirus) and the response plan for the Clark County School District.

Superintendent Jara said he was notified that Governor Steve Sisolak has stated in a press conference that the State of Nevada is under a state of emergency. He said CCSD has been working in collaboration with Clark County, the Governor's office, the Southern Nevada Department of Health, and the Nevada Department of Education (NDE) to address the health crisis.

Dr. Christopher Bernier, Chief of Staff, Office of the Superintendent; Yvette Wintermute, Chief Nurse, Health Services, Curriculum, Instruction, and Assessment Unit; Linda Kalekas, Coordinator, Health Services, Curriculum, Instruction, and Assessment Unit; and Michael Wilson, Director, Emergency Management, Police Services, presented information on Covid-19 and CCSD's response plan as shown in Reference 5.06

Superintendent Jara stated that with field trips being canceled, the District would be working to refund parents for money spent toward those trips.

Public Hearing

Beatrice Turner said to ensure student safety the schools need cleaning supplies. She said those supplies were not available at Canyon Springs High School.

Autumn Tampa expressed disappointment with the District's response and communication to employees regarding the pandemic.

Fernando Valenzuela said he has concerns as a substitute teacher regarding health insurance, sick days and personal days, and pay if schools close.

**COVID-19 Update and the Clark County School District's Response Plan** (continued)

Bryan Wachter thanked the Board and Superintendent and staff for providing this information. He suggested that while looking at social distancing protocols, they should consider the fact that students are potential carriers of the virus.

Sarah Comroe said closing District facilities is a precaution. She expressed concern with employees having to stay home but do not have enough sick days and keeping schools open while canceling afterschool activities.

Daniel Weber said CCSD does not provide health insurance or sick days to substitute teachers. He said if this continues, substitute teachers will go on strike.

Max Salerno said extracurricular activities have been canceled but attending school and being with so many other students is not safe. He said it is disappointing that students work so hard for something and now cannot be rewarded for their efforts by performing.

Frank Lopez said the pandemic brings forth the problems of our education system and economic system. He said he supports social distancing efforts, but many students rely on food from the District and parents rely on the schools so they can work and employees rely on the District for an income.

Gregory Kempton said his school has the cleaning supplies it needs, and the desks in his classroom are cleaned after every class, but that is not happening in every classroom. He talked about the number of students coughing, touching their faces, and interacting and touching other students. He expressed concern with the virus spreading to families and communities.

Robert Cowles said CCSD needs to take decisive action now, like closing all schools and then figuring out how to get food to the students.

Topics that were addressed included looking at how school-based employees would be paid if schools were closed, a process for continuing to provide food to students, distributing cleaning supplies to schools, and student absence letters.

The Board, Superintendent Jara, and staff discussed the possibility of school closures and how that would be communicated, accommodations for employees with underlying health conditions and those with compromised immune systems, how to ensure the safety of students and staff if families travel, taking measures to keep the virus from spreading through schools and the community, ensuring schools are being cleaned sufficiently, training and support for First Aid Safety Assistants (FASAs), ensuring the safety of medically fragile children, and distance learning.



## **COVID-19 Update and the Clark County School District's Response Plan (continued)**

### Public Hearing

Sarah Comroe asked if ill teachers are going to be forced to go home and she asked who would then cover their classes. She said students are kept at school if they have a temperature below 100 degrees even if they have other symptoms. She said schools have not been sanitized.

Joshua Nicolaides pointed out that while the after-school activities were canceled to prevent large groups of students from being together, many more students would be gathering in places such as shopping malls and restaurants.

Discussion continued around possible school closures and procedures and protocol for closing and communicating with parents and community members.

### Public Hearing

Chantelle Louis expressed concern regarding the graduating class of 2020, including senior prom and graduation ceremonies, the cancellation of extracurricular activities, and continued learning for students if schools are closed. She also asked about pay for District employees.

## **Human Capital Management System Update**

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

Superintendent Jara said a number of employees have taken advantage of the financial assistance offered by the District, and community partners are working with employees who have requested assistance.

Dr. Greg Halopoff, Director, Central Human Resources and Payroll Information Services, Operational Services Unit, gave an update on the HCMS as shown in Reference 5.04.

### Public Hearing

Fernando Valenzuela said progress is good but enough is not happening. He said all issues have still not been resolved. He asked if substitute teachers would be able to file for unemployment benefits.

Dr. S. S. Rogers said there are still many employees who are not receiving their pay, and those employees need their money now.

Daniel Weber said there is a shortage of substitutes and hundreds of them plan on leaving the District. He said they are planning a strike if issues related to pay and health insurance are not resolved.

Frank Lopez said it would be in the best interest of the District to pay substitute teachers and provide all employees with their pay and health benefits.

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

Darlene Anderson expressed concern with the way resources are distributed to schools in Clark County and said the resources are not used equitably.

Sarah Comroe said many times things are discussed, but no action is taken. She said giving paper checks to employees is inconvenient as checks take 10 days to clear the bank.

Lisa Roe said substitute teacher pay is too low and said she is considering not coming back next year. She said she has been missing pay with the new HCMS.

Jennifer Eason talked about what her priorities would be related to CCSD staff and students if she were elected.

Trustee Garvey said there should be a way to communicate and send information to substitute teachers so they are all aware of the financial assistance available to them. She asked for information related to the checks employees are receiving and why they would take 10 days to clear.

Trustee Garvey requested that Superintendent Jara look at the vacation payout process and ensure it is working properly. She requested an update on the HCMS and the Taleo portion of the system at the next Board meeting.

### **Trustee Reports**

Trustee Cavazos shared her experience interacting with the children during Nevada Reading Week.

### **Board and Superintendent Communication**

None.

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

Trustee Young requested an agenda item to discuss technology support for students as the District is impacted by Covid-19 and a way to look at the pandemic as a learning opportunity, including exploring career paths for students.

Trustee Cavazos asked for information related to the use of Google Classroom as an online option for distance education. She reiterated her previous request for information related to prep buyouts.

### **Public Comment on Non-Agenda Items**

Jeany Carroll said the Supreme Court declared that public boards are free to open their meetings with a Christian prayer. She asked that the Board bring the invocation back to their meetings.

Kahlil Warren shared that his life is better because of God.

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

Bryana Adams shared a message which discussed why religious classes should be allowed in school.

Brooklyn Adams stated that her school had books on witchcraft but no bibles, students hung posters related to witchcraft, and students were allowed to speak in class about witchcraft. She said if that is allowed, she should be able to talk about her faith and religion.

Darlene Anderson said the number of suspensions and expulsions for African-American children is disproportionate to their peers. She said she is unsure how substitute teachers are able to participate in the District's school site plan for improvement for those children.

Gregory Kempton said the Clark County Education Association (CCEA) is launching a Strategic Horizon Campaign and said he hoped the Trustees were in support of it. He said supervisors were not mentioned during the HCMS update, and they need a voice as well. He asked that substitute teacher issues be placed on the agenda for discussion.

Hannah Comroe shared what California schools are doing to address the impact of Coronavirus and preparation for school closures. She said she feels that staff is not being honest about the length of time it is going to take to resolve the HCMS problems. She asked when employees could expect the money that is owed them.

**Board and Superintendent Communication** (continued)

Superintendent Jara shared that all urban school districts would be having a virtual meeting tomorrow to address the Coronavirus impact and response.

**Adjourn:** 10:15 p.m.

*Motion: Young    Second: Garvey    Vote: Unanimous*