

Minutes  
Clark County School District  
Regular Meeting of the Board of School Trustees

**TELECONFERENCE ONLY**

Thursday, April 23, 2020

5:04 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

**Adoption of the Agenda**

*Adopt agenda, except note revised reference material provided for Item 3.07, and note reference material provided for Item 5.01.*

*Motion: Cavazos Second: Wright Vote: Unanimous*

**Public Comment on Agenda Items**

Public comments can be found under the specific agenda items.

**Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

**Public Hearing**

Dr. Christopher Bernier, Chief of Staff, Office of the Superintendent, read the public comments submitted to the Board.

Autumn Tampa wrote regarding Items 3.07 and 3.08, expressing concerns about probationary licensed and non-licensed employees not being given a fair chance to be successful. She questioned if would be more prudent to use the grant money in Item 3.08 to hire more employees in this category or to use the funds to help with the budget deficit.

*Motion to approve the consent agenda, pulling Item 3.02 for separate discussion and vote.*

*Motion: Wright Second: Garvey*

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

Trustee Garvey asked that regarding Item 3.20 the Superintendent work with staff to ensure that the Trustees are notified of change orders in a timely manner and to ensure that the change orders are categorized appropriately.

Superintendent Jara said he has had a conversation with staff, and they are aware of the expectation.

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

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

Discussion and possible action on the approval of the minutes of the special meeting of March 2, 2020; and the regular meeting of February 27, 2020, is recommended. **(For Possible Action)** (Ref. 3.01)

### **3.03 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. 3.03)

### **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 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 March 1, 2020, through March 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 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. 3.06)

### **3.07 Nonrenewal of Probationary Licensed Contracts.**

Discussion and possible action on approval to notify probationary licensed employees of nonrenewal of probationary licensed contracts, as listed, is recommended. (CONFIDENTIAL) **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.07)

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

**3.08 Proposal to Continue Four-Day School Week: Sandy Valley Schools and Goodsprings Elementary School.**

Discussion and possible action on the request to continue an alternative four-day school week schedule, as provided under Nevada Revised Statute 388.090 upon state approval, at Sandy Valley Schools and Goodsprings Elementary School, effective July 1, 2020, through June 30, 2022, with no impact to the general fund, is requested. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.08)

**3.09 Grant Application Renewal: Teach Nevada Scholarship Program, Nevada Department of Education.**

Discussion and possible action on the authorization to accept an award and provide scholarships to college students pursuing teacher preparation programs that will result in Nevada licensure in the areas of Early Childhood Education, Elementary, Secondary, Special Education Autism, Early Childhood Developmentally Delayed, Generalist, Intellectual Disabilities, or Speech Language Impairments, funded through the Nevada Department of Education as authorized by the 80th Session of the Nevada Legislature and approved by the Nevada State Board of Education, in the amount of \$432,000.00, to be paid from Fund 0279, State Grants/Projects Fund, Grant Number 4415020, from July 1, 2020, through June 30, 2021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.09)

**3.10 Certified Employee State-Funded Salary Programs.**

Discussion and possible action for permission to accept grant funds for the Certified Employee State-Funded Salary Programs for the 2019-2020 school year, to be paid from FY20, Fund 0279, State Grants/Projects Fund, Grant Number 4428020 for School Counselors and School Psychologists, Grant Number 4423020 for Speech Pathologists, and Grant Number 4433020 for School Library Media Specialists, in the approximate amount of \$747,673.01, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.10)

**3.11 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$355,712.27 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.11)

**3.12 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$13,660,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.12)

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

**3.13 Agreement Between Clark County School District and YMCA of Southern Nevada.**

Discussion and possible action on approval of the Agreement between the Clark County School District Food Service Department and YMCA of Southern Nevada to provide delivery of and receive payment for providing bulk food products and supplies during the 2019-2020 school year, and for David Wines, Director, Food Service Department, to sign the agreement, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.13)

**3.14 Architectural Design Services: Replace Heating, Ventilation, and Air Conditioning Components and Roof at Ernest A. Becker Middle School.**

Discussion and possible action to select the architectural firm of Ysidro Barron Architecture, to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction to replace the heating, ventilation, and air conditioning components and roof at Ernest A. Becker Middle School, in the amount of \$465,989.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014414; 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. 3.14)

**3.15 Contract Award: Replace Heating, Ventilation, and Air Conditioning Components and Roof Replacement at Martha P. King Elementary School.**

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to replace the heating, ventilation, and air conditioning controls, and roof replacement at Martha P. King Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014176; 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. 3.15)

**3.16 Contract Award: Replace Chiller and Central Plant at Roy W. Martin Middle School.**

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to replace chiller and central plant at Roy W. Martin Middle School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014438; 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. 3.16)

**3.17 Engineering Services Agreement: Geotechnical Services School Replacement at George E. Harris Elementary School.**

Discussion and possible action on approval to enter into an engineering services agreement with Terracon Consultants, Inc., in support of the George E. Harris Elementary School Replacement in the amount of \$267,814.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001631; and for Jeff Wagner, Director, Construction Management, to act as the Board of School Trustees' interim designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.17)

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

**3.18 Engineering Services Agreement: Geotechnical Services School Replacement at Mabel Hoggard Elementary School.**

Discussion and possible action on approval to enter into an engineering services agreement with Terracon Consultants, Inc., in support of the Phase II Replacement of Hoggard Elementary School in the amount of \$250,429.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013670; and for Jeff Wagner, Director, Construction Management, to act as the Board of School Trustees' interim designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.18)

**3.19 Change in Services.**

Discussion and possible action on ratification of a change in services to the architectural/engineering services agreement for a total net increase of \$21,780.00 to the agreements for William G. Bennett Elementary School (\$21,780.00) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014388, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.19)

**3.20 Change Order.**

Discussion and possible action on ratification of a change order for a total net increase of \$107,074.90 to the construction contract for Lomie G. Heard Elementary School (\$107,074.90) (Trade West Construction, Inc., – 2015 Capital Improvement Program), is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.20)

**3.21 Landscape Conversion Agreement Between the Clark County School District and the Southern Nevada Water Authority for Lawrence and Heidi Canarelli Middle School.**

Discussion and possible action on approval to enter into a Landscape Conversion Agreement between the Clark County School District and Southern Nevada Water Authority at Lawrence and Heidi Canarelli Middle School, and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.21)

**3.22 Landscape Conversion Agreement Between the Clark County School District and the Southern Nevada Water Authority for Aldeane Comito Ries Elementary School.**

Discussion and possible action on approval to enter into a Landscape Conversion Agreement between the Clark County School District and Southern Nevada Water Authority at Aldeane Comito Ries Elementary School, and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.22)

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

**3.23 Landscape Conversion Agreement Between the Clark County School District and the Southern Nevada Water Authority for Elaine Wynn Elementary School.**

Discussion and possible action on approval to enter into a Landscape Conversion Agreement between the Clark County School District and Southern Nevada Water Authority at Elaine Wynn Elementary School, and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee to sign the granting, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.23)

**Approve Grant Amendment and Professional Services Title IV, Part A Grant Program Nevada Department of Education**

Approval on authorization to contract with the National Equity Project (NEP) to provide professional learning, in an amount of \$70,000.02, from April 24, 2020, through June 30, 2020, to be paid from Fund 0279, with no impact to the general fund, as recommended in Reference 3.02.

Trustee Young said implicit and explicit bias need to a part of this training. She expressed concern with the cost of the training in this current climate and suggested trying to get the price reduced. She also mentioned that the group of teachers and administrators had already received training from Dr. Milton Bennett. She asked if the professional learning webinars would be provided to all employees or only employees at identified schools. She stated that information was never analyzed from a previous training program. She said the intended outcome of the training and the sustainability also need to be defined.

Superintendent Jara noted that this was being funded through federal Title IV dollars. He said this is a continuation of work that is underway and is an opportunity to include all staff in cultural responsiveness and implicit bias training through the webinars.

Dr. Mike Barton said implicit bias is part of this training, and specific webinars would be offered to all employees within that topic. He said data has driven everything the District has done with the National Equity Project (NEP) but said completion of the Culturally Inclusive School Analysis was put on hold because of the Coronavirus pandemic. He said part of the work with NEP is to build capacity so that ultimately internal staff would be able to provide the training.

Trustee Young suggested taking some time to consider including other aspects in this training specifically related to current issues and people's responses to the COVID-19 pandemic and time to bring in others that could enhance the training.

Trustee Ford said she would first like to know what the survey questions would be and know how the District is gathering that data and know what they expect the data to show. She said it would be irresponsible to expand this program without data.

**Approve Grant Amendment and Professional Services Title IV, Part A Grant Program  
Nevada Department of Education (continued)**

Trustee Garvey said she also had concerns about the effectiveness of this training being through webinars and not in-person training, but she said in the current situation, staff would have more time to participate in the training. She suggested that comparing outcomes of in-person participants to webinar participants would help guide decisions about the most efficient way to provide this training to all employees in the District. She asked if there was a timeline for utilizing this money.

Dr. Barton said Title IV allows for carryover, but in the current situation, staff may need to look at using Title IV dollars to support something else.

Trustee Garvey asked if there was any flexibility within this contract to add content and expand the scope to possibly include different types of implicit bias.

Dr. Barton said NEP is understanding of the current situation, and while there is a deadline on this item, he believes NEP would be willing to come back at a later time to work with the District on some of those points.

Trustee Garvey asked if NEP would be willing to support District staff as a type of mentor or coach as the District builds capacity.

Dr. Barton said he has not had the opportunity to have that discussion with NEP.

Trustee Garvey asked that District staff have those discussions with NEP regarding flexibility in the contract.

Trustee Cavazos asked when the data would be available.

Dr. Barton said staff is having discussions now about a plan to complete the survey to gather the post assessment data.

Trustee Cavazos asked about the length and number of webinars to be completed by the different employee groups.

Dr. Barton clarified that support professionals would view a single webinar, and teachers and administrators would watch a series of three webinars.

Dr. Barton pointed out that some of the webinars are adaptable, and content could be added to reflect the current climate for certain schools. He said there are follow-up questions in the webinars, and those could be looked at for current context and overall learning.

**Approve Grant Amendment and Professional Services Title IV, Part A Grant Program  
Nevada Department of Education (continued)**

Trustee Ford said she would like to get answers to all the questions brought up by Trustees and have this come back to the Board as soon as possible.

*Motion to accept Item 3.02, noting the conversation and asking for flexibility within the contract to address COVID-19 biases and issues and for possible future face-to-face follow-up with staff.*

*Motion: Garvey Second: Wright*

Trustee Cavazos asked if the motion would include getting the data by May 20, 2020.

Trustee Garvey said she is not sure that could be accomplished by that date but said making every effort to get the data within the time of the contract would be desirable.

Superintendent Jara said there is some data that could be provided to the Trustees by May 20, 2020.

*Vote on Trustee Garvey's motion: Yeses – 5 (Brooks, Cavazos, Cepeda, Garvey, Wright); Noes – 2 (Ford, Young)*

*The motion passed.*

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

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

Dr. Bernier; Dr. Barton; Dr. Brenda Larsen-Mitchell, Chief Curriculum, Instruction, and Assessment Officer, Curriculum, Instruction, and Assessment Unit; and Dr. Diane Gullett, Deputy Superintendent, Office of the Deputy Superintendent, presented an update on COVID-19 and the District's response as shown in Reference 5.01.

**Public Hearing**

Cindy Krohn, Director, Board Office, read the public comment submitted to the Board.

Autumn Tampa asked if there would be protocols in place once everyone returns to work and what accommodations would be available for those who are at high risk.

The following public comment was submitted after 2:00 p.m. and was not read during the meeting:

Zach Billot wrote asking how the District plans to support homeless students.



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

Discussion was held regarding getting information out to families and the community about the summer learning opportunities; the possibility of implementing an idea submission process for alternative operations of the District; consistency of expectations for school work and grading across the District; what the District is doing to reach out to students who have not been engaged; plans to provide devices to each student; supporting English Language Learner (ELL) students and their teachers; gathering data showing the percentage of ELL students who are engaged and responding to instruction; support and services for special needs and special education students; looking at what is being done well in schools and what needs to be improved; outreach to students whose parents do not speak English; collecting updated student and parent contact information through registration packets, wellness checks, and returned report cards; and looking at ways to share information to help families get through this process with less stress.

Trustee Garvey requested that as appropriate the Board have opportunities to connect with Nevada Department of Education Superintendent Jhone Ebert and other leaders to have conversations around staggered bell times, social distancing in schools, and other changes that might impact the schools and the community and how those things would be accomplished.

Trustee Cepeda requested demographic information of the students who have not been engaged in digital learning.

Trustee Brooks requested information showing the number of teachers, social workers, or counselors that speak another language and are attempting to reach parents who speak that language. She also asked what percentage of families have completed their school registration packets.

### **2020-2021 Tentative Budget Summary**

Presentation and discussion on the summary of the 2020-2021 Tentative Budget.

Jason Goudie, Chief Financial Officer, Business and Finance Unit, presented a summary of the 2020-2021 Tentative Budget as shown in Reference 5.02.

### **Public Hearing**

Mrs. Krohn read the public comments submitted to the Board.

Karl N. Christ wrote that in order to retain quality substitute teachers, the District must pay them a livable wage and offer healthcare benefits and an incentive program.

Lisa Roe wrote about how paying substitute teachers a living wage and offering healthcare benefits would save the District money.

**2020-2021 Tentative Budget Summary (continued)**

Jennifer Ghaffari wrote about the cost to the District of teacher vacancies and substitute teachers leaving the District and said CCSD would save money by paying substitute teachers a livable wage.

Vicki Kreidel wrote asking that safety measures be taken as people return to work; that budget cuts be kept away from the classroom; and that creative outlets remain in place.

Autumn Tampa wrote asking if the tentative budget includes the governor's request to reduce the budget and about a possible reduction in force (RIF) to address the budget shortfall.

Brandon Summers wrote expressing concerns regarding substitute teacher pay and asked if substitute teachers are essential, why they are not paid a livable wage and provided healthcare benefits.

Jamie Gruber wrote about the essential role of substitute teachers and suggested the District create a better pay scale for substitutes and create a program that would retain quality substitute teachers.

Jazzmyne Lizarraga-Valle wrote that increasing pay for substitute teachers would save the District money, and she discussed the impact of prep buyouts on teachers and students.

Fernando Valenzuela wrote about the lack of pay raises and healthcare benefits for substitute teachers and about the financial impact to the District of not retaining substitute teachers.

Brief discussion was held with questions around sales tax projections and state obligation, the financial impact of distance learning and social distancing in schools, and possible budget cuts.

Trustee Ford requested that the Board be given at least seven days' notice of budget cuts before the cuts are made so the Board could have input.

Trustee Brooks said the Trustees could also be briefed on the budget cuts.

**Approve Notice of Intent – Clark County School District Policy 4340**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Policy 4340, Discipline: All Employees, prior to submission to the Board of School Trustees for approval on Thursday, May 14, 2020, as recommended in Reference 5.03.

*Motion to approve.*

*Motion: Young    Second: Cavazos    Vote: Unanimous*

### **Board and Superintendent Communication**

Superintendent Jara shared the appointment of Ronda Reedom as the principal at John Vanderburg Elementary School, and the appointment of Joseph Uy as the principal at Gwendolyn Woolley Elementary School. He announced that Dr. Larsen-Mitchell would be moving into her new role as Deputy Superintendent for CCSD.

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

Trustee Garvey reiterated her request for a meeting with Ms. Ebert and policy makers when appropriate.

Trustee Ford requested an agenda item to receive updates on the Human, Capital Management System (HCMS) and the EthicsPoint system.

Trustee Young requested an agenda item to discuss the possibility of putting together a community technology committee to discuss the digital divide or inequity issues.

Trustee Cepeda reiterated her request for a breakdown of the demographics of students that are not engaging in digital learning.

Trustee Brooks asked for information related to the number of students not registered for school, and if those are the same students not engaging in distance learning. She said that information could be combined with the information requested by Trustee Cepeda.

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

Mrs. Krohn read the public comments submitted to the Board.

Terri Shuman asked several questions regarding the surplus and options for employees, including filing for unemployment benefits.

Pastor S. S. Rogers opposed the proposed Resolution of the Clark County School District Board of Trustees Regarding Limited Authority Granted to Approve Certain Matters Following the Meeting of the Board Pursuant to NRS 241.0220(3) that was on the April 16, 2020, meeting agenda. He expressed concerns related to disparities in resources for distance education for students of color.

Vicki Kreidel expressed frustration with a lack of consistency in direction being given to educators related to distance education. She asked that teachers be given a date to retrieve their property to be able to plan for the next school year.

Quincy Williams wrote expressing concerns regarding inequities at Canyon Springs High School and asked the Superintendent to take action.

Allison Toney wrote that unless there is a substantial pay increase and healthcare benefits offered to substitute teachers, she would not be returning next school year.

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

Fernando Ricardo Valenzuela wrote that increasing pay for substitute teachers would result in savings for the District.

Tim Lee wrote about the value and role of substitute teachers, stating they should be paid at the same rate as a teacher.

Sergio Mayoral asked what the District's plan was for creating a task force to develop a distance learning education plan.

Carol Wentz asked for assistance in getting their child enrolled in third grade instead of second grade.

The following public comments were submitted after 2:00 p.m. and were not read during the meeting:

Quincy Williams wrote expressing concern for the homeless student population.

Chad Christensen asked why lawn maintenance cannot be performed on school grounds during this time.

**Adjourn:** 9:26 p.m.

*Motion: Cavazos    Second: Young    Vote: Unanimous*