

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

TELECONFERENCE ONLY

Thursday, May 7, 2020

5:17 p.m.

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

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

Adoption of the Agenda

Adopt agenda and addendum, except note reference material provided for Item 5.01 and note revised reference material provided for Item 5.04.

Motion: Cavazos Second: Ford Vote: Unanimous

Public Comment on Agenda Items

Public comments can be found under the individual agenda items.

Trustees discussed the importance of public comment and how they might be able to hear from each person who submitted a comment while being mindful of the meeting time.

Cindy Krohn, Director, Board Office, gave a broad overview of the public comments that were submitted.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Motion to accept the consent agenda.

Motion: Wright Second: Young Vote: Unanimous

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes of the special meeting of March 4, 2020, is recommended. **(For Possible Action)** (Ref. 3.01)

Approve Adoption of Consent Agenda (continued)

3.02 Title VI Indian Education Program, United States Department of Education.

Discussion and possible action on authorization to submit and implement the Indian Education Program application, funded through the Office of Indian Education, United States Department of Education, to provide American Indian and Alaska Native students with the opportunity to meet the same challenging state standards as all other students and meet the unique educational and culturally-related needs of these students, submitted in the amount of \$126,898.00, to be paid from Fund 0280, from July 1, 2020, through June 30, 2021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Christopher Bernier] (Ref. 3.02)

3.03 Interlocal Agreement Clark County Chronic Absenteeism Collaborative.

Discussion and possible action on the approval to enter into a Interlocal Agreement between the Clark County School District and the Clark County Department of Juvenile Justice Services, to address chronic absenteeism for the purpose of providing interventions and resources to students to eliminate barriers to school attendance, with no impact to the general fund, for the identified term of agreement, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County Board of School Trustees, to sign this Agreement, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.03)

3.04 Grant Application Title I, 1003(g): School Improvement Grant Application Nevada Department of Education - Dr. William H. Bailey Middle School.

Discussion and possible action on authorization to implement the Title I, 1003(g) School Improvement Grant application to purchase evidence-based high-quality instructional programs, submitted in the amount of \$150,000.00, to be paid from the Title I, 1003(g) School Improvement Grant, Fund 0280, effective July 1, 2020, through September 30, 2021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Karla Loria] (Ref. 3.04)

3.05 Grant Application Title I, 1003(g): School Improvement Grant Application Nevada Department of Education - Eldorado High School.

Discussion and possible action on authorization to implement the Title I, 1003(g) School Improvement Grant application to purchase high-quality instructional materials, submitted in the amount of \$150,000.00, to be paid from the Title I, 1003(g) School Improvement Grant, Fund 0280, effective July 1, 2020, through September 30, 2021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Karla Loria] (Ref. 3.05)

3.06 Engagement with Sherman & Howard L.L.C.

Discussion and possible action on the approval of the engagement with Sherman & Howard L.L.C. as bond counsel and special counsel to the Clark County School District in connection with the General Obligation (Limited Tax) Building Bonds, Series 2020A, beginning May 8, 2020, through December 31, 2020, for an approximate fee of \$116,000.00 to be paid from the 2015 Capital Improvement Program Bond Fund, Fund 3150000000, Cost Center 1031502060, and for the chief financial officer to sign the engagement, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.06)

Approve Adoption of Consent Agenda (continued)

3.07 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. 3.07)

3.08 Licensed Personnel Employment.

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.08)

3.09 Licensed Personnel Dismissal Recommendations.

Discussion and resolution to approve the Superintendent's recommendation for dismissal of licensed personnel, as listed, is recommended. (CONFIDENTIAL) **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.09)

3.10 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$537,275.51 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.10)

3.11 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$3,430,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.11)

3.12 Engineering Services Agreement: Geotechnical Services School Replacement at Myrtle Tate Elementary School.

Discussion and possible action on approval to enter into an engineering services agreement with Geotechnical & Environmental Services, Inc., for the replacement of Myrtle Tate Elementary School in the amount of \$277,280.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001627; 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)

3.13 Engineering Design Services: Replace Heating, Ventilation, and Air Conditioning Components at Sue H. Morrow Elementary School.

Discussion and possible action on approval to select the engineering firm of HPA Consulting Engineers, to provide engineering 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 at Sue H. Morrow Elementary School in the amount of \$179,820.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014409; 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)

Approve Adoption of Consent Agenda (continued)

3.14 Architectural Design Services: Replace Heating, Ventilation, and Air Conditioning Components and Roof at Lied STEM Academy.

Discussion and possible action on approval to select the architectural firm of LG Architects, Inc., 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 Lied STEM Academy, in the amount of \$481,725.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014429, 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 Architectural Design Services: School Replacement at Gene Ward Elementary School.

Discussion and possible action on approval to select the architectural firm of Tate Snyder Kimsey Architects, Ltd., to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction for school replacement at Gene Ward Elementary School, in the amount of \$1,137,781.46, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001634; 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 Roof at Helen M. Jydstrup Elementary School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the roof replacement at Helen M. Jydstrup Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014167, 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 Contract Award: School Replacement at Myrtle Tate Elementary School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the replacement of Myrtle Tate Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001627; 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. 3.17)

3.18 Change in Services.

Discussion and possible action on ratification of total change in services to the architectural/engineering services agreement for a net increase of \$330.00 to the agreements for John F. Mendoza Elementary School (\$330.00) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013855, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.18)

Approve Adoption of Consent Agenda (continued)

3.19 Computer-Aided Dispatch and Records Management System—ProPhoenix Corporation.

Discussion and possible action on authorization to contract with ProPhoenix Corporation, for the purchase of a maintenance and support agreement to be utilized by the Clark County School District Police Department, effective May 8, 2020, through June 30, 2023; for an approximate total cost of \$258,114.75, to be paid from Unit 0156, FY20, Cost Center 1010002156, Fund 0100, is recommended. **(For Possible Action)** [Contact Person: Henry M. Blackeye] (Ref. 3.19)

COVID-19 Update and The Clark County School District's Response

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

Public Hearing

Autumn Tampa suggested being prepared for the possibility of an uptick in Coronavirus cases. She expressed health and safety concerns with the District's phase I reopening plan and offered possible solutions for the reopening of schools.

The Nevada Latinos Education Subcommittee outlined specific recommendations to help ensure that all children are reached and are provided with what they need during the school closures.

MaryCarmen Sanchez expressed concern for herself and other students getting the education they need at this time with many students not having access to technology and others working more hours.

Bianca Balderas shared that students are feeling disconnected and not getting access to resources they need now to engage in distance learning and to prepare for their future after high school.

Dr. Christopher Bernier, Chief of Staff, Office of the Superintendent; Dr. Brenda Larsen-Mitchell, Chief Curriculum, Instruction, and Assessment Officer, Curriculum, Instruction, and Assessment Unit; and Dr. Brad Keating, Director, Government Relations Department, Community Engagement Unit, presented an update on COVID-19 and the District's response as shown in Reference 5.01.

Trustee Ford read the public comment submitted by the Nevada Latinos Education Subcommittee.

Trustee Cepeda asked that the next presentation include the demographic breakdown of students that was provided per her request at a previous meeting.

Trustee Ford suggested that the information that goes out to parents be clear and concise. She suggested also that staff create some very short videos for parents to watch that include specific, limited information, such as how to navigate Infinite Campus or how to find information on the CCSD website.

Trustee Wright pointed out that the District was indeed involving parents in the reopening of schools although there was no "parent" component in the working group on Page 10 of 14.

COVID-19 Update and The Clark County School District's Response (continued)

Trustee Cavazos asked if the names of the working group members would be made public.

Superintendent Jara once the list is finalized, the names would be shared with the public and with the Board.

Trustee Young suggested Including socioemotional health in the Daily Instructional Guide under Wellness Activities on page 7 of 14, Reference 5.01.

Dr. Larsen-Mitchell said more social components could be embedded into the Daily Instructional Guide. She noted that counseling and wellness services have been put together by the CCSD counseling department and are on the CCSD website.

Trustee Young suggested including some of the work that is being done with special education students and English Language Learner (ELL) students in the presentations so people are made aware of that work. She asked about assistance for families who have students that need the summer school program but cannot afford to pay the fee.

Dr. Larsen-Mitchell said a waiver is available for those families.

Trustee Young suggested that the information about the waiver be shared with families so they are aware.

Dr. Larsen-Mitchell said staff could provide that information on the CCSD website.

Trustee Young suggested adding “parents and families” to the first bullet and “patience” to the last bullet under Guiding Principles on Page 10 of 14, Reference 5.01, and adding “parents and families” and “staff” to the components of Reopening Our Schools on Page 10 of 14.

Superintendent Jara said these are only the components and reflects the national model. He said teachers, parents, families and students are all incorporated in the different components.

Trustee Ford agreed with adding “parents and families” to the components on Page 10 of 14 as suggested by Trustee Young.

Substitute Teacher Pay Structure

Presentation and discussion on the substitute guest teacher pay structure.

Public Hearing

Courtney Cefaratti wrote that substitute teachers deserve to be treated with respect and deserve a respectable wage and health benefits.

Substitute Teacher Pay Structure (continued)

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.

Professor Steven J. Saladino wrote about the possibility of the District instituting a Highly Qualified Substitute level on the substitute teacher pay scale as proposed previously.

Dr. Rochelle Hooks wrote that it would be in the District's best interest to provide an incentive to substitute teachers coming to the District with a degree in education earned by College of Southern Nevada (CSN) students.

Coco Thomas shared her experience as a former substitute teacher and expressed frustration and anger and as a full-time teacher demanded better treatment for substitute teachers.

Chris Wilson wrote that when the work that is required of a substitute teacher is considered, a substitute should be paid at least what a CTT is paid. He said a substantial increase in pay would bring in substitutes to cover the need.

Crystal Stanley said substitute teachers are not appreciated for the money they save the District. She said the schools cited in the proposal are not comparable to CCSD, the proposal should be rejected, and is not appropriate for the level of work substitutes do.

Elizabeth Michael-Martin wrote that substitute teachers work without many benefits including health insurance, retirement benefits, and sick leave and asked why they have not received a pay increase in over 20 years. She said the District will face a crisis if substitute teacher pay is not increased.

Virginia C. Waltker shared her experience as a substitute teacher and her love for teaching children and spoke about the cost of being a substitute. She asked that this be considered a priority area when realigning the budget.

Sandra Hinds wrote about the importance of substitute teachers and the significant role they play and the reasons why their pay should be increased.

Autumn Tampa said substitute teachers and substitute support staff should have received a pay increase along with all other staff and should be offered affordable healthcare benefits. She suggested the District create a full-time position for substitute teachers and substitute support staff.

John Conn wrote that he believes he should be paid for the period of the school closure for the substitute teaching assignment he had accepted and was to begin on March 16, 2020.

JoAnn Stoll urged the Board to listen to substitute teachers, pay them a livable wage and help them become highly qualified teachers.

Substitute Teacher Pay Structure (continued)

Cynthia Tillemans said the proposed pay increase is not adequate for the work CCSD substitutes do or the education and experience they bring to their role. She said they would not be satisfied until they are given a livable wage.

Lisa Roe wrote about her experience as a teacher for over 32 years and now as a substitute teacher. She said with Covid-19 she would not be returning to the classroom and risking her health for low wages and no affordable healthcare options. She said all substitutes deserve a living wage and benefits.

Marvin Nieman wrote that the proposed pay increase for substitute teachers is unacceptable when considering there has been no cost of living raise since 2003. He requested that the Board consider raising the substitute teacher daily pay rate to \$150.00.

Daniel Weber wrote that substitute teachers not being given a pay raise in 20 years, not being offered sick days, and not being offered healthcare benefits is unacceptable.

Dolores de Vera wrote that the proposal before the Board is unacceptable. She said all vacancy substitutes should be given healthcare benefits and all other substitutes should be given access to healthcare. She said she and other substitutes in Tucson and across the country are watching how CCSD treats their substitute teachers.

Brandon Summers stated that the proposed pay increase before the Board does not take into account the increased cost of living or the need for benefits and is unacceptable. He suggested a tiered pay system that reflects the guest teacher's level of commitment and experience.

Fernando Valenzuela expressed disappointment and said the proposal is inadequate as it does not include sick days and does not address inflation over the last 20 years nor in the future. He said they will not return next school year if this proposal is not improved.

Peter Henry wrote in support of the CCSD Unified Substitutes for Higher Wages and Better Benefits. He said what substitutes are paid is not a living wage, making it difficult for the District to find substitutes, which negatively impacts students and teachers. He shared how substitutes are paid in Seattle and why they do not have a shortage of substitute teachers.

Nidia Ramirez wrote in support of all CCSD substitutes. She said substitutes should be given a comprehensive benefits package and a living wage. She noted that support staff substitutes' work a maximum of 720 hours annually, and when their time runs out, it affects the students. She suggested this time limit be increased or eliminated.

Joe Sedlak wrote about how disruptive it is when teachers are unable to find a substitute for their class. He said this issue could be solved by providing a livable wage for substitutes teachers and providing access to healthcare.

Substitute Teacher Pay Structure (continued)

The Little Red School House Podcast wrote that CCSD's actions show that they do not respect their employees, students, or families. They said they hope the Board would make the right decision and pay the substitutes what they deserve.

Allison Toney wrote that the proposal before the Board is insufficient and does not address the concerns expressed by substitute teachers. She said they deserve a living wage that reflects their skill level and experience, paid sick leave, and affordable health insurance.

Sade Erinfolami stated that she lives in South Carolina and people across the country are watching how CCSD treats substitute teachers, and the proposed raise is an insult. She said substitutes deserve a higher raise in addition to sick days and adequate health insurance.

Jamie Gruber wrote that the proposed pay structure is grossly inadequate; that it should reflect that substitute positions are hard to fill; that it should address inflation; that it should be reflective of the fact that substitutes do the same job as licensed teachers; and that it should include sick days.

Gregory Kempton cited several areas of concern in the District but said the most important issue is the teacher shortage crisis. He said the District needs to focus on teacher recruitment and substitute teachers are the best way to do that.

Samantha Reber stated that as a current substitute teacher she refuses long-term assignments because of the workload and the low pay. She said the District relies heavily on their substitutes and needs to pay them a decent wage and offer them benefits. She asked why there was no path for substitutes working on an education degree to become teachers.

Gregory Kempton wrote about how the substitute teacher shortage affects teachers and questioned how much this shortage costs the District.

Vicki Kreidel wrote that she believes the District has been taking advantage of the only employee group not represented by collective bargaining. She spoke about why taking care of substitutes should be a priority as it relates to the well-being of students. She said what substitute teachers are asking for is not unreasonable.

Nadine Jones, Chief Human Resources Officer, Human Resources Division, and Kimberly Daniels, Director, Recruitment: Substitute Services, Human Resources Division, presented Substitute Teacher Pay Structure as shown in Reference 5.02.

Trustee Brooks asked if there was a way to include employees who are not under contract when salary increases for all employee groups are priced out.

Superintendent Jara said staff could look at making that the practice if that is the pleasure of the Board.

Substitute Teacher Pay Structure (continued)

Trustee Cepeda asked about higher increases in pay for substitute teachers who have a teaching license or a degree.

Ms. Jones said staff could look at separating those out who have a teaching license.

Trustee Ford asked what it would cost to provide health insurance for substitute teachers.

Ms. Jones said she did not have that information readily available but could get that estimate and share it with the Board.

Trustee Ford asked if the \$45 million in attrition money that has been mentioned by public speakers is accurate, and she asked how attrition works in school budgets.

Ms. Jones said the \$45 million estimate is accurate, and that attrition money remains at the schools. She explained that for the additional cost of the structure presented here, the \$1.6 million for vacancy substitute teachers would reduce the carryover at the schools; and the \$3.2 million for regular substitute teachers would be an additional budget requirement.

Trustee Young proposed changing “substitute teacher” to “guest teacher” so that it has a more positive perception.

Ms. Jones said she would check to see if there are any legal conflicts that would prevent CCSD from changing the name.

Trustee Young suggested a guest teacher academy and presenting guest teachers with a certification upon completion of the academy. She suggested recognizing the “outstanding guest teacher of the month.” She also suggested perhaps offering guest teacher positions to student teachers in the Teach Academy while they continue their educational training.

Trustee Cavazos spoke about concerns surrounding the lack of healthcare benefits for substitute teachers, particularly during this time of a health crisis.

Trustee Ford asked what the District’s plan was toward providing healthcare benefits to substitute teachers.

Superintendent Jara said he would need to speak with staff to see what the cost for healthcare insurance would be.

Public Hearing for the Approval of Two Memoranda of Agreement Regarding the 2019-2021 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 two (2) Memoranda of Agreement Regarding the Negotiated Agreement Between the Clark County School District and the Education Support Employees Association. Please submit comments in writing by email to BoardMtgComments@nv.ccsd.net by 2:00 p.m., Thursday, May 7, 2020.

Trustee Brooks read the public hearing statement.

Approval of Two Memoranda of Agreement Regarding the 2019-2021 Negotiated Agreement Between the Clark County School District and the Education Support Employees Association.

Approval of two (2) Memoranda of Agreement Regarding the Negotiated Agreement Between the Clark County School District and the Education Support Employees Association.

Luke Puschnig, Assistant General Counsel, Office of the General Counsel, briefly reviewed the Memoranda of Agreement Regarding the Negotiated Agreement Between the Clark County School District and the Education Support Employees Association as shown in Reference 5.04.

Motion to approve Item 5.04.

Motion: Wright Second: Cavazos Vote: Unanimous

Superintendent Communication

None.

Trustee Request for Agenda Items or Information

Trustee Ford requested an agenda item to discuss health insurance for substitute teachers.

Trustee Cavazos requested information related to how school counselors and school psychologists would be able to help the District create a strategic plan to meet the Nevada Department of Education (NDE) recommended ratios.

Public Comment on Non-Agenda Items

Autumn Tampa expressed disappointment and frustration with how the public comment process has been changed for the virtual Board meetings. She said the numerous changes are confusing and asked for clarification of the process.

Stephanie Patton stated that the NDE voted on recommended ratios of Specialized Instructional Support Personnel, and Senate Bill (SB) 89 requires school district to create a strategic plan to meet those recommendations. She said the Nevada Association of School Psychologists (NVASP) is offering to assist the District in creating their strategic plan.

Public Comment on Non-Agenda Items (continued)

Vicki Kreidel asked that the Reopening Our Schools Working Group members include representatives of parents and employees as this effort should not be a union effort only but should include everyone.

Dr. S. S. Rogers expressed concerns that there is a disparity of distance education access for students of color, and that minority-owned business were not given the opportunity to participate in CCSD's bidding process to provide products and services.

Dr. S. S. Rogers mentioned the Student Equity and Access Advisory Commission created by the Superintendent in July 2019, and he listed several concerns that he said are issues not mentioned in the Equity and Access Report.

Adjourn: 8:18 p.m.

Motion: Cavazos Second: Ford Vote: Unanimous