

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

TELECONFERENCE ONLY

Thursday, May 14, 2020

5:03 p.m.

Roll Call:	<u>Members Present</u>	<u>Member Absent</u>
	Lola Brooks, President	Irene Cepeda, Member
	Linda P. Cavazos, Vice President	
	Danielle Ford, Clerk	
	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 delete Item 3.02 and Item 3.04 and note additional reference material for Item 5.01.

Motion: Garvey Second: Young Vote: Unanimous

Public Comment on Agenda Items

Public comments can be found under the individual agenda items.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Autumn Tampa wrote regarding Items 3.12, 3.14, and 3.16 that to help with the critical labor shortage of teachers and substitute teachers, two full-time, classified positions should be created: one for vacancy substitute teachers; and one for day-to-day substitute teachers to fill high-risk area needs. Regarding Item 3.13, Ms. Tampa said higher pay and more respectful treatment by administrators and the District is needed to help with all critical labor shortages, especially for teachers and paraprofessionals in special education.

Steven J. Saladino wrote regarding Item 3.16 that the College of Southern Nevada (CSN) educates a large percentage of Accelerated Licensure Teacher Academy (ALTA) hires and current staff. He said when developing the new substitute teacher pay scale not only should the person's credits be recognized, but also their education focus. He asked that the District recognize that an associate's degree in education or a highly qualified sub certificate obtained at CSN is valued and should be supported with an increased rate differential on the new substitute teacher pay scale.

Approve Adoption of Consent Agenda (continued)

Timothy Lee wrote regarding Item 3.16 that substitute teachers are educated professionals who deserve the same daily pay as that of a salaried teacher, as well as special training seminars, and benefits. He suggested devising a feature for substitutes to opt in and out of automatic assignments based on location to maximize placement and productivity.

Shirley Ruben wrote regarding Item 3.16. She stated that support to substitutes received is not always favorable and that they feel undervalued. She said she would like the District to provide competitive salaries and to look at healthcare benefits. She said the current plan presents challenges.

On Item 3.16 Brooklyn and Reagan wrote that they feel substitutes are not treated with respect. They stated that they would like to receive unemployment benefits during the summer months. They expressed concern that Extended School Year (ESY) is not taking place on school campuses, which is an indication that they do not have reasonable assurance that school will return to normal. They mentioned that if the governor is not requiring people who are collecting unemployment benefits to seek employment, they should be given the same right.

Motion to approve the consent agenda.

Motion: Garvey Second: Wright Vote: Unanimous

Trustee Garvey said she would like to clarify that if Item 3.03 is approved, Student Support Services would maintain control over access to the health service providers and would be involved in the decision-making process of where the provider would be located; would review the facility usage permits and would be responsible for forwarding the annual reports required from the providers to the Board; and would provide a copy of the consent form showing the parents' decision of who would be accompanying the minor child during a telehealth visit.

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes of the special meeting of March 23, 2020; and the regular meeting of March 12, 2020, is recommended. **(For Possible Action)**
(Ref. 3.01)

3.03 Memorandum of Agreement Between the Clark County School District and Hazel Health, Inc., and School Based Urgent Care Network PC, DBA Hazel Health Services.

Discussion and possible action on authorization to enter into a Memorandum of Agreement with Hazel Health, Inc., and School Based Urgent Care Network PC, DBA Hazel Health Services for the provision of telehealth-based basic primary care services, at no cost to students in Grades pre-kindergarten through 13, effective May 15, 2020, through May 31, 2025, 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 Memorandum of Agreement, is recommended. **(For Possible Action)** [Contact Person: Brenda Larsen-Mitchell]
(Ref. 3.03)

Approve Adoption of Consent Agenda (continued)

3.05 Memorandum of Agreement Between the Clark County School District and the Public Education Foundation, Inc. for the Teacher Leader Academy.

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Clark County School District and the Public Education Foundation Inc.; effective from July 1, 2019, through June 30, 2021, and which may be renewed with the written consent of both Parties for one-year terms thereafter, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign this Memorandum of Agreement, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.05)

3.06 Memorandum of Agreement Between the Clark County School District and the Clark County Public Education Foundation, Inc. for the Executive Leadership Academy.

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Clark County School District and the Clark County Public Education Foundation, Inc.; effective from July 1, 2020, through June 30, 2021, and which may be renewed with the written consent of both Parties for one year terms thereafter, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign this Memorandum of Agreement, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.06)

3.07 2020A Building Bond Resolution.

Discussion and possible action on the 2020A Building Bond Resolution, authorizing the issuance of General Obligation (Limited Tax) Building Bonds, Series 2020A, in the aggregate principal amount not to exceed \$200,000,000.00, for the Improvement Project; and authorization for the superintendent or the chief financial officer to specify the terms of the bonds, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.07)

3.08 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. 3.08)

3.09 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 April 1, 2020, through April 30, 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. 3.09)

Approve Adoption of Consent Agenda (continued)

3.10 Clark County School District Annual Insurance Policy Renewals.

Discussion and possible action on approval to purchase property insurance from FM Global for an annual premium of \$2,459,463.00, flood insurance from the National Flood Insurance Program for an annual premium of \$12,486.00, excess liability coverage from Safety National for an annual premium of \$770,561.00, additional excess liability coverage from Genesis Insurance for an annual premium of \$629,510.00, possible additional excess liability coverage from the reinsurance market for an annual premium not to exceed \$779,250.00, crime and employee dishonesty coverage from National Union for an annual premium of \$39,755.00, workers' compensation insurance from Safety National for an annual premium of \$242,918.00, non-owned aircraft liability coverage from Endurance American for an annual premium of \$34,125.00, broadcast errors and omissions insurance from Federal Insurance Company for an annual premium of \$15,803.00, and the third year premium of \$87,581.00 for the previously paid premium on the pollution liability policy with Illinois Union Insurance, to be paid from various cost centers, Fund 7000000000; for a total amount of \$5,071,452.00 for the period of July 1, 2020, through June 30, 2021; is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.10)

3.11 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. 3.11)

3.12 Clark County School District Critical Labor Shortage - Secondary Mathematics, Science, and English.

Discussion and possible action on authorization to redesignate secondary mathematics, science, and English licensed personnel positions as critical labor shortage areas for a two-year period beginning July 1, 2020, through June 30, 2022, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.12)

3.13 Clark County School District Critical Labor Shortage - Special Education.

Discussion and possible action on authorization to redesignate special education as a critical labor shortage area for a two-year period beginning July 1, 2020, through June 30, 2022, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.13)

3.14 Clark County School District Critical Labor Shortage - Elementary Grades (Prekindergarten, Kindergarten, and Grades 1-5).

Discussion and possible action on authorization to redesignate elementary classroom licensed personnel positions (Prekindergarten, Kindergarten, and Grades 1-5) as a critical labor shortage area for a two-year period beginning July 1, 2020, through June 30, 2022, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.14)

Approve Adoption of Consent Agenda (continued)

3.15 Clark County School District Critical Labor Shortage - Bus Drivers.

Discussion and possible action on authorization to redesignate bus driver positions as a critical labor shortage area for a two-year period beginning July 1, 2020, through June 30, 2022, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.15)

3.16 Clark County School District Critical Labor Shortage - Substitute Teacher.

Discussion and possible action on authorization to redesignate currently retired licensed personnel to fill all content/subject areas for substitute teacher positions as a critical labor shortage area for a two-year period beginning July 1, 2020, through June 30, 2022, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.16)

3.17 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$248,293.84 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.17)

3.18 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$720,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.18)

3.19 New Grant Application, Electric Vehicle Custom Grant Program, NV Energy.

Discussion and possible action on authorization to submit an application for the Electric Vehicle Custom Grant Program, funded by NV Energy and the Nevada Division of Environmental Protection, via the Environmental Protection Agency EPA, to offset the cost of purchasing one new school bus and installing the charging station in an amount of approximately \$500,000.00, to be paid from Fund 0279 from August 4, 2020, through June 30, 2021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.19)

3.20 Appointment of Bond Oversight Committee Members.

Discussion and possible action on approval to reappoint Deborah Earl, Robert Gurdison and Chad Konrad, to the Bond Oversight Committee as at-large appointees of the Board of School Trustees for a period of two years, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.20)

Approve Adoption of Consent Agenda (continued)

3.21 Architectural Design Services: Replace Heating, Ventilation, and Air Conditioning Components and Roof at Barbara and Hank Greenspun Junior High School.

Discussion and possible action on approval to select the architectural firm of Gary Guy Wilson Architects, P.C., 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 Barbara and Hank Greenspun Junior High School in the amount of \$445,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014435; 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 Architectural Design Services: School Replacement at Harley Harmon Elementary School.

Discussion and possible action 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 construction manager at-risk project in support of the Harley Harmon Elementary School replacement in the amount of \$1,157,781.46, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001633; 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)

3.23 Architectural Design Services: Replace Heating, Ventilation, and Air Conditioning Components and Roof at Sig Rogich Middle School.

Discussion and possible action to select the architectural firm of KME Architects, LLC., 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 Sig Rogich Middle School, in the amount of \$491,525.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014428, and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.23)

3.24 Contract Award: Replace Heating, Ventilation, and Air Conditioning Components at W. Mack Lyon Middle School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to replace heating, ventilation, and air conditioning components at W. Mack Lyon Middle School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013664; 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. 3.24)

Approve Adoption of Consent Agenda (continued)

3.25 Construction Services: School Replacement at George E. Harris Elementary School.

Discussion and possible action on approval of an award of contract to the best qualified construction manager at-risk for the replacement of George E. Harris Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001631; and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.25)

3.26 Construction Services: School Replacement at William E. Ferron Elementary School.

Discussion and possible action on approval of an award of contract to the best qualified construction manager at-risk for the replacement of William E. Ferron Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001630; and for Jeff Wagner, Director of Construction, to act as the Board of School Trustees' interim designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.26)

3.27 Memorandum of Understanding Between the Clark County School District and the Assistance League of Las Vegas.

Discussion and possible action on approval to enter into an agreement between the Clark County School District and the Assistance League of Las Vegas to provide year-long free goods and resources to Clark County Schools with a long-term goal of reducing the barriers to attendance and encourage success for identified students. This MOU will remain in effect from the date of Approval of the CCSD Board of Trustees, and shall run for five (5) years from the effective date, unless by a mutually agreed upon written amendment or termination. Approval from 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: Maria Marinch] (Ref. 3.27)

3.28 Memorandum of Understanding Between the Clark County School District and Project 150.

Discussion and possible action on approval to renew an agreement between the Clark County School District and Project 150 to provide year-long food, clothing, hygiene items, and school supplies to area high school students with a long-term goal of reducing the barriers to attendance and encourage success for high school students, from July 1, 2020, through June 30, 2022, and for 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: Maria Marinch] (Ref. 3.28)

3.29 Amendment of Clark County School District Policy 4340.

Discussion and possible action on approval of the amendment of Clark County School District Policy 4340, Discipline: All Employees, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.29)

Approve Resolution to Support Additional State and Federal Funding for School Districts

Approval of a resolution of the Clark County School District (CCSD) Board of Trustees in support of additional state and federal funding for school districts, and for the President and Clerk, CCSD Board of Trustees to sign the necessary document; to be submitted to the Nevada State and Federal delegation, as recommended in Item 4.01.

Public Hearing

Autumn Tampa wrote that this is an excellent document showing the need for adequate state and federal funding for education.

Trustee Cavazos presented the resolution as outlined in Reference 4.01.

Motion to approve the resolution as presented.

Motion: Young Second: Ford Vote: Unanimous

Council of the Great City Schools Review of Special Education Services

Presentation and discussion on the findings of the Council of the Great City Schools review of special education services, as presented by Michael Casserly, Executive Director, Council of the Great City Schools.

Public Hearing

Autumn Tampa wrote that along with more federal and state education funding, higher pay, greater support and a greater show of respect for all special education employees would help improve the District's ability to meet the needs of special education students and fill vacancies more completely and effectively.

Sylvia Lazos wrote that the Council of the Great City Schools' report is thorough and is a useful roadmap. She asked the Board to look at important aspects of the report that do not require money, which include having a principal at cabinet level to ensure the special education system is functioning properly; prioritizing filling vacancies; tasking the Curriculum and Professional Development (CPD) Division with developing Tier 2 and 3 structures and curriculum; integration with Multi-tiered System of Supports (MTSS), positive behavior intervention and supports (PBIS), and English Language Learner (ELL); and providing more special education training for teachers and principals.

Carol Ferranti shared that her son had been denied an Individualized Education Plan (IEP) several times and only now qualified for an IEP because of the Independent Education Evaluation (IEE). She expressed frustration that he has lost any chance of being accepted by a college, the opportunity to qualify for scholarships that his peers are applying for, and the ability to obtain any letters of recommendation from teachers.

Council of the Great City Schools Review of Special Education Services (continued)

Deanna Jaskolski, Associate Superintendent, Student Services Division, Curriculum, Instruction, and Assessment Unit, thanked everyone for their involvement in the creation of this report. She stated the effort to better provide and increase services and supports to the most vulnerable students would be the work of the District, parents, schools, and community together.

Dr. Michael Casserly, Executive Director, Council of the Great City Schools; Julie Wright Halbert, Legislative Counsel, Council of the Great City Schools; and Sue Gamm, former Chief Officer for Specialized Services for Child Protective Services (CPS) and national special education consultant, presented Council of the Great City Schools' report "Improving Special Education in the Clark County School District" as shown in Reference 5.01.

Topics of discussion and questions included, but were not limited to, how larger class sizes may correlate to the inclusion rate of students with disabilities; the different dynamics of rural schools; how to begin moving forward in aligning the organization; the importance of a curriculum structure that sets the standards for academic expectations; how the District compares to the rest of the state and to other large urban districts in the country in terms of staffing levels and parent involvement; necessary and adequate professional development for educators; the Board's role in supporting MTSS; inadequate funding and decentralization issues; teacher and staff morale and the importance of retention; structuring how the District spends its resources; and proper training and collaboration.

Human Capital Management System Update

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

Mike Casey, Chief Operating Officer, Operational Services Unit, and Mike Del Prado, Project Recovery Manager, presented an update on the Human Capital Management System (HCMS) as shown in Reference 5.02.

Topics of discussion and questions included, but were not limited to, why issues were not found before launch of the system; issues related to the Taleo component and how that is being addressed; how information from Cherry Road might have impacted decisions made by District staff; the involvement of different departments in the implementation and functionality of the system; the potential for the growth of this system into other areas of the District; the importance of having something in place in the instance of changes in personnel, including education and training and proper documentation of information; and assuring that the system is being adequately tested during this time with the impact of the health crisis and the non-usage of certain pay scenarios in the system.

Trustee Brooks asked that there be a review to see where some of the critical failures were in the implementation of this system so they can be addressed and to help staff be more forward-thinking in the future.

Human Capital Management System Update (continued)

Mr. Del Prado said as part of this process they identify gaps or issues and processes that worked so with future projects they can avoid those issues or optimize key process.

Trustee Garvey requested that a future HCMS update include information on what the Superintendent sees for the future of this system in terms of preserving the knowledge and maintaining consistency as this process transfers from external experts to CCSD staff and building a pipeline that would sustain through changes in personnel.

Trustee Ford said she would like to use this as an opportunity for everyone to extend more understanding and leniency for staff in other areas who may struggle and are learning in their rolls.

Trustee Brooks suggested including in a future update a review of the staffing levels in the department and whether the department is appropriately staffed to handle this process, as well as including budget cuts to that department over the last several years.

Superintendent Jara offered to bring an update on HCMS to the Board in June.

Trustee Brooks suggested bringing a presentation to the Board showing that all current issues have been remedied before moving to phase 2 and how they would mitigate any issues going into phase 2.

Superintendent Communication

Superintendent Jara shared that Andrea Hill has been appointed as principal at John Dooley Elementary School; and Jaime Witte has been appointed as the principal at Sue H. Marrow Elementary School.

Superintendent Jara reported on his recent meeting with the Clark County Association of School Administrators and Professional-technical Employees (CCASAPE) Executive Board where topics of discussion included consistent messaging and high school graduation ceremonies.

Trustee Request for Agenda Items or Information

Trustee Garvey said with upcoming budget cuts, the librarian position is at risk. She said the law allows for a staff member who meet certain criteria to fill that librarian position, and she would like to discuss how the Board could put structures in place that would allow for informational oversight in this area to ensure those duties and responsibilities are being met.

Trustee Cavazos requested information regarding the structure of the Reopening Our Schools Working Group and how the members were selected and how the Board would be updated on the progress.

Trustee Ford requested a presentation around plans to address the findings in the Council of the Great City Schools' report.

Trustee Request for Agenda Items or Information (continued)

Trustee Young requested information related to access of Chromebooks broken down by Trustee districts and by schools.

Trustee Brooks stated that information has been provided to the Board

Trustee Young requested information on how organizations of different cultural groups can access opportunities to bid on contracts with the District. She requested an agenda item for discussion of the Trustees' communication system to their constituents. She also requested an agenda item for the Board to receive a presentation on what Vegas PBS is doing during this time of the health crisis.

Public Comment on Non-Agenda Items

Autumn Tampa wrote that the Board should determine their own process for public comment during this health crisis which shows the public the respect and consideration they deserve.

Daniel Schantol wrote that he was pleased with the support and proactive nature the District and Board have taken to provide the best educational environment for students. He said the CCSD guitar teachers would like guidance on how teachers can share guitars within the classrooms once students are permitted to attend classes in school buildings.

Anita Hernandez asked if substitutes are the only employees in Nevada who are ineligible to receive unemployment compensation during the summer months while they are not working and to receive unemployment during this pandemic like others who will be returning to work. Ms. Hernandez included a copy of the email that was sent to all CCSD Employees regarding Reasonable Assurance – Summer 2020.

Christine Copeland wrote that she would like substitute teachers to receive a salary that they could live on throughout the year. She stated that she has been substituting since 2013 and said the wages are not enough to live on.

Maria Isabel Salcedo wrote that she is a long-term substitute in an at-risk vacancy. She stated that her roll is that of a licensed teacher but without the same benefits and with such little pay. She expressed concern that when she has to call in sick, she will have a day without pay. She said she would like to see increased substitute pay and added benefits that support staff have.

Melissa Johnson wrote that she has subbed in the District for over 10 years and takes vacancy positions so she is able to receive \$150.00 per day. She stated that she would like to see substitutes received affordable, good health insurance for their families and better pay as well as holiday pay. She wrote that she would also like to receive unemployment benefits during the summer months; otherwise, many substitutes will need to look for other jobs.

Public Comment on Non-Agenda Items (continued)

Robert Drinkwine wrote that he would like to see realistic compensation for CCSD substitute teachers. He stated that he has over 33 years of experience conducting classroom and hands-on training. He said substitute teachers deserve fair pay and benefits for the services they provide and said he would like the District to appropriately compensate long-term substitutes.

Maggie Longley expressed concern with a lack of respect of guest teachers. She said guest teachers are required to take tests, view yearly webinars, teach, manage discipline, and go on duty and protect children all for \$12.50 an hour. She said guest teachers need a higher wage and better benefits.

Marvin Nieman stated that he has been a substitute teacher for CCSD for 10 years. He wrote that substitutes work all day without a prep period, without earning extra pay, whereas teachers do earn extra pay when they sub during their prep period. He said substitutes save the District a lot of money when they cover for a teacher, and he requests an increase of \$150 per day.

Laneshia Parnell-Brooks wrote that much is required of substitute teachers, and she feels they should be compensated for what they do. She said she is a hard-working substitute teacher and loves her job and students she comes in contact with. She asked that substitutes be shown appreciation with a salary increase.

Ellen Ruth Van Soolen wrote that she is concerned with the low rate of pay for substitute teachers and would like to see an increase in pay. She said she would like to see benefits offered to substitutes who work a specified number of days each month as well as extended during the summer months. She has been as a long-term substitute for four years and feels the \$150.00 per day does not compensate for the irregular pays and missed pay dates.

Martha Simon thanked the Board for their interest in discussing substitute teacher wages and benefits and asked that they be given the wages and benefits they are all waiting for.

Walter Jones asked what the District would be doing to subsidize income for teachers and support staff who normally work during the summer months. He pointed out that there are families in District C who do not have access to technology. He said for students who did not perform well in a classroom setting, Chromebook learning may not be the best environment for them. He asked how the District would accommodate those students who need a classroom setting for summer school.

Verika Dildy said pay for substitutes should be increased because they play a vital and essential role for the District, and she feels the District would have more substitutes if they received a living wage. She mentioned that long-term substitutes are responsible for all of the work a licensed teacher would be responsible for but are paid significantly less. She also said the cost of living has increased, however the substitute pay has remained the same.

Public Comment on Non-Agenda Items (continued)

Lisa Muraca wrote that paying substitute teachers would benefit CCSD. She said a more diverse group of people would consider being a substitute, and more substitutes would continue working for CCSD instead of looking for other employment.

Vicki Kreidel wrote that she is disturbed by the disparities between how different schools are handling the end-of-year cleanup and procedures. She stated some are giving staff three to four hours to clear their rooms, some are giving a couple of days, and others are asking educators to be in their classrooms everyday next week. She expressed concern with safety and asks that guidelines from the top be made available.

Carolyn Wood asked why Clark County private schools are restricted from opening if they are able to implement social distancing and preventive measures. She asked if there were any concerns about teachers choosing not to return to school due to distance learning and asked what measure CCSD has in place for reopening.

Alexis Salt expressed frustration with the lack of educators and support professionals on the committee to reopen schools. She said the committee is made up of many of the same voices that are frequently heard within CCSD.

Gil Lopez expressed support of the suggestion of Trustee Cepeda made at the May 7, 2020, meeting regarding the summer school session being available at no cost to students, especially those attending Title I schools. He said he was concerned that many children have not been contacted during the current school closure and suggested that tuition-free summer school can be part of the remedial plan going forward.

Vicki Kreidel wrote that she was disturbed at how the Reopening Our Schools Working Group has evolved. She said it is imperative that everyone feel they have a seat at the table. She said she feels several groups were not considered or are represented and asked that additional members be added to bring much needed perspectives as the District begins to reopen.

Public Comment on Non-Agenda Items (continued)

Jenna Robertson express disappointment with the makeup of the Reopening Our Schools Working Group and concern with who has been excluded as she did not recognize any special education educators or advocates or anyone from Nevada Learning Academy. She mentioned the difficulty in trying to reach out to be considered for the position. She said she would have liked to see new and diverse faces at the table and a more inclusive selection process.

Adjourn: 8:38 p.m.

*Motion: Young Second: Cavazos Vote: Unanimous
Trustee Wright was not present for the vote.*