

Minutes
Clark County School District
Regular Meeting of the Board of School Trustees
Edward A. Greer Education Center, Board Room
2832 East Flamingo Road, Las Vegas, Nevada 89121

Thursday, June 9, 2022

5:02 p.m.

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

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

Teleconference Call Connected

Teleconference call with Trustee Brooks, Trustee Ford, and Trustee Guzmán was connected at 5:02 p.m.

Flag Salute

Trustee Cavazos led the Pledge of Allegiance.

Adoption of the Agenda

Adopt agenda.

Motion: Cavazos Second: Garcia Morales Vote: Unanimous

Trustee Williams was not present for the vote.

Public Comment on Non-Agenda Items

Kelly Edgar addressed an email licensed employees received on May 31, 2022. She shared how she said the email was perceived by veteran teachers. She said the District incentivizes coming to the District but does not incentivize staying and said this is not a historic raise for teachers but is a publicity stunt.

John Carlo appreciated the raises and bonuses for teachers, stating it is a good start. He said he is running for CCSD School Board Trustee, District G, and said let the people speak. He said he wants a CCSD that people are happy with.

Public Comment on Non-Agenda Items (continued)

Karlana Kulseth agreed with comments made by Ms. Edgar, and she asked when the District is going to make an effort toward retaining teachers. She said right now veteran teachers feel undervalued and replaceable.

Ashley Tewey recalled the horrific acts of violence that took place on school campuses across the country. She said more needs to be done around mental health and what is needed is prevention, intervention, and reaction.

James Bayliss said the situation at Basic High School has not changed and the incident in which his son was attacked has not been addressed. He stated the school is supposed to be responsible for his son when he is at school.

Desiree Rodriguez stated after all the meetings she has attended and conversations she has had with District staff, little progress has been made toward improving student outcomes. She addressed school violence; support, guidance, and services for students; and funding.

Vicki Kreidel spoke about the benefits of improving workplace culture and said healthy workplaces have team autonomy, frequent employee recognition, positive relationships with employees, and open transparency and communication. She asked the Board to imagine all the good that could be accomplished if CCSD had a positive culture.

Timothy Underwood said CCSD students on gender plans who begin a course of puberty blockers would take the same drug sex offenders are forced to take to cause chemical castration. He stated CCSD has 153 girls on track to castrate themselves.

Walter Jones III said after the violence that has occurred in schools, nothing has changed. He said the potential \$50,000.00 starting salary for teachers is still not sufficient. He said the Board needs to care more about the students.

Teleconference Call Connected

Teleconference call with Trustee Williams was connected at 5:27 p.m.

Public Comment on Non-Agenda Items (continued)

Jennifer Kilkenny expressed concerns regarding safety, stating some people that attend the Board meetings are very dangerous. She spoke about the behavior of one person at Board meetings, whom she said is a neo-Nazi with their social media account reflecting that and who is supported by Trustee Williams. She discussed Trustee Williams' behavior on social media.

Public Comment on Non-Agenda Items (continued)

Felicia Hayes asked what the purpose was of the resign renewal agreement. She said when educators and their unions are left out of processes that impact them, it harms retention efforts. She said the Nevada State Education Association (NSEA) generally agrees with the recommendation of the Educator Recruitment and Retention Taskforce and named areas that are not adequately addressed in the plan. She spoke about having her evaluation, which deemed her ineffective during the pandemic, reevaluated and said it was inconceivable that her union would have her prove that she is worth defending.

Eyan Bayliss shared that he had been sexually and physically assaulted at several different schools. He said the Trustees claim to be in their positions for the students but are only in it for themselves.

Kamilah Bywaters announced that she stands in solidarity with Felicia Hayes and said Ms. Hayes is another example of Black woman erasure in CCSD. She said workplace discrimination continues to be problem. She stated the fact that there are so few Black women in leadership positions in high schools is an example of Black woman erasure. She suggested that CCSD's evaluation process for teachers and administrators needs to be reformed.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Public Hearing

Jamie Tadrzynski spoke on Items 3.01, 3.18, 3.20, 3.21, and 3.39. She recalled that during public comment at the March 24, 2022, Board meeting, a public speaker asked the Board to show empathy. She said they have seen very little of that, with snide comments made at Board meetings and behavior on social media. She stated empathy is not a word in District vocabulary and should be. She said after her warning that more than 28,000 students would begin the school year without a highly qualified teacher, the numbers have climbed with hundreds more teachers planning to leave the District.

Ms. Tadrzynski recalled that at that same meeting, a candidate for CCSD School Board Trustee declared that the U.S. Constitution is not taught in CCSD, and Ms. Tadrzynski reminded everyone of the ways that the Constitution is taught in the District. She spoke in support of Item 3.18, stating it is an excellent program and should be continued for the betterment of our society. On Item 3.39 she said she was glad to see the guidelines updated to be more inclusive with respect to the CROWN Act but stated it is atrocious that a Trustee suggested that people should dress according to gender. With regard to Items 3.20 and 3.21, she commented on the number of newly hired licensed personnel versus the number of licensed personnel who have left the District and stated more than 15 of those who left said they were dissatisfied with the District.

Approve Adoption of Consent Agenda (continued)

Ms. Tadrzynski said the District is losing hundreds upon hundreds of teachers and talked about the impact this is having and said it is not helpful to the students or to quality educators. She spoke about the many school shootings that have occurred over the years, including an incident in which a student was shot and killed on the campus of her school. She spoke about a Trustee's social media posts after the Uvalde, Texas, school shooting and the actions of people from My Children's Advocate at the previous Board meeting in which they called out her name and her school and said they would be coming. She said they have threatened her and her kids and her community.

James Bayliss spoke on Item 3.02 and said his son has been in the District's special education program for nearly 10 years for which the District receives funding. He asked why his son's Individualized Education Program (IEP) has never been followed. He said he has been in due process since July but has only had one meeting. He said the District wants to ask for money for these students but are not providing the services.

Eyan Bayliss spoke on Item 3.02. He stated as far as what he has received from the District, he has not learned much but has been getting attacked. He said the District has not provided the help that he has needed. He said if the Trustees are not in their positions to help the students, they should not be Trustees.

Dr. Kyle Rogers spoke on Items 3.17, 3.21, 3.38, and 3.40. He spoke in support of the changes to the dress code for employees and students. Regarding Item 3.38, he pointed out areas in the policy that need attention or need to be modified. He asserted that this policy was poorly written on purpose and provided data to support this claim while discussing problems within the District and challenges for District staff if this law were to be followed as intended. He asked that the policy be adopted as he has written and provided and that a presentation be given on discipline and achievement data broken down by race and other demographics. He volunteered to create the presentation.

Felicia Hayes spoke on Item 3.21. Stated she was a 20-year licensed employee, and she shared information regarding her being placed on probation without representation and subsequently removed from the program. She said administrators need more accountability for teacher performance.

Anna Binder spoke on Items 3.02, 3.10, 3.12, 3.16, 3.17, 3.37, and 3.38. She stated that with regard to the special education grant money, the Office of Civil Rights has accepted the complaint she filed. She asked how the 85/15 is applied with special education funding. She said she takes issue with Item 3.16 because the STARBASE program is an amazing program that all students should have access to and having it in Henderson lacks diversity. She expressed concern with the number of special education students being suspended. She stated if IEPs and 504s are being done properly and the District has manifestation data, the percentage of special education students being suspended should be at approximately .10 percent.

Approve Adoption of Consent Agenda (continued)

Ms. Binder stated there is a conflict with Item 3.37. She said a person named on the list in Reference 3.37 is a board member of A Better Choice for Students political action committee (ABC PAC) who is endorsing a CCSD Board member for reelection. Regarding Item 3.38, she said when overrepresented and underrepresented students are being disproportionately suspended, it shows there are serious issues. She said she cannot find data in the Office of Civil Rights since 2019.

Vicki Kreidel spoke on Item 3.37. She acknowledged that Terri Janison is an ABC PAC board member and said she wanted to make sure there is no conflict of interest or perceived conflict of interest.

Fernando Romero spoke on Item 3.37, and he asked that Terri Janison not be considered for the Bond Oversight Committee (BOC) membership appointment. He stated there is a conflict of interest.

Kamilah Bywaters spoke on Items 3.17, 3.21, 3.22, and 3.37. She agreed with comments made by Dr. Rogers with regard to climate and culture in the District. She said regarding Item 3.31, she has sent emails regarding Black woman erasure and emails concerning three specific individuals. Said these Black women have dedicated time and effort to the District and one person has the ability to dismantle their career and prevent them from securing a job elsewhere. She suggested a meeting to determine what the strategies and solutions are to address these issues. On Item 3.37, she suggested if there is a perceived conflict, they hash that out during the discussion. She asked who her direct contact was that she could speak to today about the issues she addressed. She said she hoped that the new chief of staff, Shana Rafalski, named in Reference 3.22, would be a fair person and could be her point of contact.

Valerie Wright spoke on Item 3.21. She spoke about CCSD's application process for teachers and said it is a convoluted process and the requirements for documentation are expensive and time consuming. She said even with these requirements, CCSD starts all licensed new hires at the same level, fails to recognize the National Teachers Exam, and does not offer competitive salaries. She addressed CCSD's recruitment efforts.

Robert Cowles spoke on Item 3.37 and said there is a clear conflict of interest with Terri Janison being appointed to the BOC. He said although it may not be, it looks like a case of quid pro quo and appearances matter. He stated her name must be removed from consideration.

Jacqueline DaVania Williamson spoke on Items 3.10, 3.12, 3.17, and 3.22. She stated the early education program is not known to the community, and she said many parents are simply unaware of how to navigate the system for their children. She said if the District provided support for special education students beginning at an early age, it would help them to thrive. She spoke about the need for students to have their IEPs and 504s followed correctly. She said there needs to be better communication to parents and to the public, and there must be a better way for the public to communicate with the Trustees. She noted that Shana Rafalski is from Florida and asked if the District is unable to find anyone to add to the executive cabinet outside of Florida.

Approve Adoption of Consent Agenda (continued)

Diana Battista spoke on Items 3.02 and 3.12. She said there is a magnet issue related to equity and the Individuals with Disabilities Education Act (IDEA) and said she requested to have that discussion with the team.

Motion to approve the consent agenda, pulling Item 3.37 for separate discussion and vote.

Motion: Ford Second: Guzmán Vote: Yeses – 3 (Cavazos, Ford, Guzmán); Noes – 4 (Brooks, Cepeda, Garcia Morales, Williams)

The motion failed.

Trustee Ford said the Board typically places Board committee appointments under the Trustee and Superintendent Business Items section of the agenda, and this is the first time it has been placed within the consent agenda.

Superintendent Jara stated that in 2020 an at-large member was added via consent agenda.

Motion to approve the consent agenda, pulling Items 3.37 and 3.38 for separate discussion and vote.

Motion: Cepeda Second: Garcia Morales Yeses – 5 (Cavazos, Cepeda, Ford, Garcia Morales, Guzmán); Noes – 2 (Brooks, Williams)

The motion passed.

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes from the regular meetings of March 24, 2022, and April 7, 2022, is recommended. **(For Possible Action)** (Ref. 3.01)

3.02 Grant Application: Individuals with Disabilities Education Act Part B: Local Plan, United States Department of Education.

Discussion and possible action on authorization to submit and implement the Individuals with Disabilities Education Act (IDEA) Part B: Local Plan, Public Law 108-446 application, funded through the United States Department of Education, to assist school districts in the initiation, expansion, and improvement of programs for educating all students with disabilities, in the amount of \$55,570,239.00, to be paid from the IDEA Part B: Local Plan Grant, Fund 0280, from July 1, 2022, through June 30, 2023, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Monica Cortez] (Ref. 3.02)

3.03 Grant Application: Career and Technical Education State Competitive Grant, Nevada Department of Education.

Discussion and possible action on authorization to implement the Career and Technical Education State Competitive Grant through the Nevada Department of Education for career and technical education programs to increase the number of students who have access to complete CTE programs of study and the ability to earn a Certificate of Skill Attainment, from July 1, 2022, through June 30, 2023, in an amount of \$2,094,653.45, to be paid from the Career and Technical Education State Competitive Grant, Fund 0279, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.03)

Approve Adoption of Consent Agenda (continued)

3.04 Grant Application: Career and Technical Education State Allocation Grant, Nevada Department of Education.

Discussion and possible action on authorization to implement the Career and Technical Education State Allocation Grant through the Nevada Department of Education to develop new career and technical education programming, support program expansion, provide improvement, and maintain support, from July 1, 2022, through June 30, 2023, in an amount of \$7,123,197.84, to be paid from the Career and Technical Education State Allocation Grant, Fund 0279, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.04)

3.05 Grant Application: Perkins Corrections Funds Grant — Strengthening Career and Technical Education for the 21st Century Act, United States Department of Education.

Discussion and possible action on authorization to implement the Perkins Corrections Funds Grant under the Strengthening Career and Technical Education for the 21st Century Act to develop academic, career, and technical skills of secondary education students at youth correctional facilities, from July 1, 2022, through June 30, 2023, in an amount of \$51,240.40, to be paid from the Perkins Corrections Funds Grant, Fund 0280, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.05)

3.06 Grant Application: Perkins Local Formula Funds Grant — Strengthening Career and Technical Education for the 21st Century Act, United States Department of Education.

Discussion and possible action on authorization to implement the Perkins Local Formula Funds Grant under the Strengthening Career and Technical Education for the 21st Century Act to develop the academic knowledge, technical skills, and employability skills for secondary education students, from July 1, 2022, through June 30, 2023, in an amount of \$4,834,673.30, to be paid from the Perkins Local Formula Funds Grant, Fund 0280, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.06)

3.07 Credit Toward Graduation from High School for Courses Taken Through the Nevada System of Higher Education.

Discussion and possible action to approve the requested Dual Enrollment courses, aligned to the Nevada System of Higher Education to improve student achievement, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.07)

3.08 Grant Application: McKinney-Vento Education for Homeless Children and Youth Program, United States Department of Education.

Discussion and possible action on authorization to implement the McKinney-Vento Education for Homeless Children and Youth Program Grant funded through the United States Department of Education by the McKinney-Vento Homeless Assistance Act to facilitate the academic success of children and youth experiencing homelessness and guaranteeing access to all appropriate educational opportunities and services, from July 1, 2022, through September 30, 2025, in an amount of \$600,000.00, not to exceed \$200,000.00 per year, to be paid from Federal Funds, Fund 0280, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.08)

Approve Adoption of Consent Agenda (continued)

3.09 Grant Application: Title IV, Part A Student Support and Academic Enrichment Grant, United States Department of Education.

Discussion and possible action on authorization to implement the Student Support and Academic Enrichment Grant, Title IV, Part A of the Every Student Succeeds Act of 2015 to improve the capacity of schools to provide all students with access to a well-rounded education, to improve school conditions for student learning, and to improve the use of instructional technology, from July 1, 2022, through September 30, 2023, in an amount of \$8,577,824.00, to be paid from the Student Support and Academic Enrichment Title IV-A Grant, Fund 0280, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.09)

3.10 Grant Application: Title I, Part A of the Every Student Succeeds Act, United States Department of Education.

Discussion and possible action on authorization to submit and implement the Title I, Part A of the Every Student Succeeds Act grant application to meet the specialized needs of students in school attendance areas with high concentrations of students from low-income families at public and private schools, from July 1, 2022, through September 30, 2023, to be paid from the Title I, Part A Grant, Grant 000633, Unit 0137, Fiscal Year 2023, Fund 0280, in an amount of \$111,814,747.00, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.10)

3.11 Memorandum of Agreement Between the Clark County School District and Robert B. McBeath, M.D. II, P.C.

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Clark County School District and Robert B. McBeath, M.D. II, P.C., to provide school-based health services at designated, mutually agreed-upon locations on Clark County School District property through the Mobile Healthcare Clinic, at no cost to the Clark County School District, for the period of June 10, 2022, through June 9, 2027, 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: Monica Cortez] (Ref. 3.11)

3.12 Grant Application: Individuals with Disabilities Education Act Part B: Early Childhood, United States Department of Education.

Discussion and possible action on authorization to submit and implement the Individuals with Disabilities Education Act (IDEA) Part B: Early Childhood, Public Law 108-446 application, funded through the United States Department of Education, to assist school districts in the initiation, expansion, and improvement of programs for educating Pre-Kindergarten students with disabilities, at an approximate cost of \$1,587,960.00, to be paid from the IDEA Part B: Early Childhood Grant, Fund 0280, Cost Center 1000010137, from July 1, 2022, through June 30, 2023, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Monica Cortez] (Ref. 3.12)

Approve Adoption of Consent Agenda (continued)

3.13 Memorandum of Agreement Between the Clark County School District and Stride Career.

Discussion and possible action on approval for the Clark County School District to establish a Memorandum of Agreement with Stride Career to implement the Stride Career Platform for a collaboration to collectively support high school students, effective June 10, 2022, through August 1, 2025, 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, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.13)

3.14 Grant Application: American Rescue Plan Act of 2021, Round II, United States Department of Education.

Discussion and possible action on authorization to implement the American Rescue Plan Act of 2021, Round II to identify homeless children and youth, provide wraparound services, and provide assistance needed to enable homeless children and youth to attend school and participate in school activities, from July 1, 2022, through September 30, 2024, in an amount of \$3,069,708.58, to be paid from Federal Projects, Fund 0280, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.14)

3.15 Grant Application, Supporting Effective Instruction — Title II, Part A State Grant, United States Department of Education.

Discussion and possible action on authorization to submit the grant application and implement the Supporting Effective Instruction — Title II, Part A State Grant of the Elementary and Secondary Education Act, reauthorized as the Every Student Succeeds Act, to provide professional learning in accordance with educational needs and priorities that are consistent with the improvement of instruction through educator professional learning, from July 1, 2022, through June 30, 2023, funded through the United States Department of Education, submitted in the approximate amount of \$9,271,887.38, to be paid from the Supporting Effective Instruction — Title II, Part A State Grant, Fund 0280, Grant 6668023, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.15)

3.16 Memorandum of Agreement Between the Clark County School District and the State of Nevada Office of the Military, Nevada National Guard.

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Clark County School District and the State of Nevada Office of the Military, Nevada National Guard to offer the STARBASE Henderson program to elementary school students, from June 10, 2022, through July 31, 2025, 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, with no impact to the general fund, is recommended. **(For Possible action)** [Contact Person: Dustin Mancl] (Ref. 3.16)

Approve Adoption of Consent Agenda (continued)

3.17 Student Expulsions.

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. 3.17)

3.18 Memorandum of Agreement Between the Clark County School District and the Sunrise Children's Foundation.

Discussion and possible action on approval to renew a Memorandum of Agreement between the Clark County School District and the Sunrise Children's Foundation to provide an on-campus childcare program at Desert Rose High School, from June 10, 2022, through June 10, 2024, 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, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.18)

3.19 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. 3.19)

3.20 Unified Personnel Employment.

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Carol Tolx] (Ref. 3.20)

3.21 Licensed Personnel Employment.

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Carol Tolx] (Ref. 3.21)

3.22 Employment Agreement – Chief of Staff.

Discussion and possible action on approval of an employment agreement for Shana Rafalski, assigned as Chief of Staff. **(For Possible Action)** [Contact Person: Carol Tolx] (Ref. 3.22)

3.23 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 81st Nevada Legislative Session 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, 2022, through June 30, 2023, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Carol Tolx] (Ref. 3.23)

Approve Adoption of Consent Agenda (continued)

3.24 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$22,756,709.72 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.24)

3.25 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,867,873.90 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.25)

3.26 Contract Award: Preconstruction Services Comprehensive Renovation at Bonanza High School.

Discussion and possible action on approval of an award of contract to the best qualified construction manager at-risk for preconstruction services for the comprehensive renovation at Bonanza High School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014823; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.26)

3.27 Professional Services Agreement: Constructability Services Comprehensive Modernization at Brian and Teri Cram Middle School.

Discussion and possible action on approval to enter into a professional services agreement for IZ Design Studio, to provide constructability services in support of the comprehensive modernization at Brian and Teri Cram Middle School in the amount of \$65,085.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project; C0015066; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.27)

3.28 Professional Services Agreement: Test and Balance Services Comprehensive Modernization at Brian and Teri Cram Middle School.

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 services and assist in the commissioning process in support of the comprehensive modernization at Brian and Teri Cram Middle School in the amount of \$131,840.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project;C0015066; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.28)

Approve Adoption of Consent Agenda (continued)

3.29 Professional Services Agreement: Constructability Review Comprehensive Modernization at Green Valley High School.

Discussion and possible action on approval to enter into a professional services agreement for constructability review services with Stefko Consulting Group, LLC, to provide constructability review services of the comprehensive modernization at Green Valley High School in the amount of \$62,600.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project; C0015058; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.29)

3.30 Professional Services Agreement: Constructability Review Comprehensive Modernization at Silverado High School.

Discussion and possible action on approval to enter into a professional services agreement for constructability review services with Vedelago Petsch Architects, Inc., to provide constructability review services of the comprehensive modernization at Silverado High School in the amount of \$64,600.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project; C0015059; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.30)

3.31 Professional Services Agreement: Constructability Services Comprehensive Modernization at Theron L. Swainston Junior High School.

Discussion and possible action on approval to enter into a professional services agreement for constructability services with PGAL, LLC, to provide constructability services in support of the comprehensive modernization at Theron L. Swainston Junior High School in the amount of \$75,295.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project; C0015060; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.31)

3.32 Third Amendment to the Sublease Agreement Between Acelero Learning Clark County and Clark County School District at Yvonne Atkinson Gates Early Childhood Development Center.

Discussion and possible action on approval to enter into a Third Amendment of a Sublease Agreement between Acelero Learning Clark County and the Clark County School District for subleasing 10,181 square feet of space at the Yvonne Atkinson Gates Early Childhood Development Center until June 30, 2025, and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the Third Amendment, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.32)

Approve Adoption of Consent Agenda (continued)

3.33 Third Amendment to the Sublease Agreement Between Acelero Learning Clark County and Clark County School District at Cecile-Walnut Early Childhood Development Center.

Discussion and possible action on approval to enter into a Third Amendment of a Sublease Agreement between Acelero Learning Clark County and the Clark County School District for subleasing 10,181 square feet of space at the Cecile-Walnut Early Childhood Development Center until June 30, 2025, and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the Third Amendment, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.33)

3.34 Third Amendment to the Sublease Agreement Between Acelero Learning Clark County and Clark County School District at Reynaldo Martinez Early Childhood Development Center.

Discussion and possible action on approval to enter into a Third Amendment of a Sublease Agreement between Acelero Learning Clark County and the Clark County School District for subleasing 10,181 square feet of space at the Reynaldo Martinez Early Childhood Development Center until June 30, 2025, and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the Third Amendment, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.34)

3.35 Interlocal Agreement between Clark County School District and City of Las Vegas at Baker Park and John C. Fremont Professional Development Middle School and Academy of Medical Sciences.

Discussion and possible action on approval of an Interlocal Agreement between the Clark County School District and the City of Las Vegas for the shared access and use of a parking lot at the John C. Fremont Professional Development Middle School and Academy of Medical Sciences, and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the agreement, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.35)

3.36 Access to Equipment Easement Agreement to NV Energy at Legacy High School Vacant Property.

Discussion and possible action on approval to enter into an agreement between Clark County School District and NV Energy for access to equipment easement at the Legacy High School vacant property future site of a Career and Technical Academy, to grant a perpetual right and easement to construct, operate, add to, modify, maintain, and remove the Facilities within, on, over, and across the Utility Yard, and for Mark Campbell, Interim Chief of Facilities to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.36)

Approve Adoption of Consent Agenda (continued)

3.39 Amendment of Clark County School District Regulation 5131.

Discussion and possible action on approval of the amendment of Clark County School District Regulation 5131, Dress and Appearance, prior to submission to the Board of School Trustees for approval on Thursday, June 9, 2022, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.39)

3.40 Amendment of Clark County School District Regulation 4280.

Discussion and possible action on approval of the amendment of Clark County School District Regulation 4280, Dress and Grooming: All Employees, is recommended. **(For Possible Action)** [Contact Person: Carol Tolx] (Ref. 3.40)

3.41 Naming of a Technical Training Academy.

Discussion and possible action to forward a recommendation to name a technical training academy, the Central Technical Training Academy, is recommended. **(For Possible Action)** [Contact Person: Tod Story] (Ref. 3.41)

3.42 Naming of Portions of Facilities - Liberty High School.

Discussion and possible action to forward a recommendation to name the quad at Liberty High School, the Emilio Fernandez Student Complex / Plaza, is recommended. **(For Possible Action)** [Contact Person: Tod Story] (Ref. 3.42)

3.43 Naming of Portions of Facilities - Shadow Ridge High School.

Discussion and possible action to forward a recommendation to name a soccer field at Shadow Ridge High School, the Hillary LaVoie Field, is recommended. **(For Possible Action)** [Contact Person: Tod Story] (Ref. 3.43)

3.44 Naming of Portions of Facilities - Eldorado High School.

Discussion and possible action to forward a recommendation to name a soccer field at Eldorado High School, the Gerald Pentsil Field, is recommended. **(For Possible Action)** [Contact Person: Tod Story] (Ref. 3.44)

Approve Items 3.37 and 3.38

Approval of Items 3.37 and 3.38, respectively, as follows:

Approve Appointment of Bond Oversight Committee Members

Approval to appoint Michael Flores and Terri Janison to the Bond Oversight Committee as an at-large Board of School Trustees appointee commencing June 10, 2022, as recommended in Reference 3.37.

Approve Items 3.37 and 3.38 (continued)

Approve Amendment of Clark County School District Regulation 5114.1

Approval of the amendment of Clark County School District Regulation 5114.1, Discipline: Suspension Procedures, prior to submission to the Board of School Trustees for approval on Thursday, June 9, 2022, as recommended in Reference 3.38.

Superintendent Jara asked for legal counsel to speak to whether there is a conflict of interest with Terri Janison being appointed to the BOC.

Luke Puschnig, General Counsel, Office of the General Counsel, stated the alleged conflict is that Terri Janison is part of a PAC. He said if that is correct, then there is no disqualifying conflict.

Trustee Cavazos said she had concerns about this and consulted with Superintendent Jara and was informed that general counsel had reviewed the information. She noted that Mrs. Janison being a member of the ABC PAC board was not included in her resumé and therefore was not included in the reference material. She said the question she discussed with Superintendent Jara was whether Mrs. Janison's application was incomplete.

Superintendent Jara stated that during his conversation with Trustee Cavazos, he said they could discuss the cabinet's process for reviewing everything before it is posted for the public. He said he mentioned that he does not write resúmes for anyone else.

Trustee Cavazos asked Mr. Puschnig if he was aware that Mrs. Janison was on the ABC PAC when he made the determination that there was no disqualifying factor since the information was not on the resumé.

Mr. Puschnig answered no, he was not.

Trustee Garcia Morales said pulling Mrs. Janison from this item feels oddly personal. She stated Mrs. Janison is a respected leader in the community who has made a positive impact in the community. She asked Trustee Cavazos if she contacted Mrs. Janison to ask why she did not include that information on her resumé.

Motion to approve Item 3.37 and Item 3.38.

Motion: Garcia Morales Second: Williams

Trustee Ford said she feels Mrs. Janison would be a great addition to the BOC, but it is her opinion that this is a conflict of interest. She said this is not personal and has nothing to do with Mrs. Janison's qualifications. She asked how these appointees came forward.

Superintendent Jara discussed the recommendation and appointment process.

Approve Items 3.37 and 3.38 (continued)

Trustee Ford suggested utilizing an application process for the recommendations. She said with the current process, she would not support these recommendations.

Trustee Garcia Morales withdrew her motion.

Trustee Garcia Morales asked if an ethical problem is created if a sitting Trustee blocks staff's recommendation and that Trustee was not endorsed by the group representing the person being recommended by staff.

Nicole Malich, Board Counsel, District Attorney's Office, stated the difficulty would be in proving that that was the Trustee's sole purpose for not supporting the recommendation.

Motion to approve Item 3.37 and Item 3.38.

Motion: Williams Second: Garcia Morales

Trustee Cepeda stated she would be abstaining from the vote.

Vote on Trustee Williams' motion: Yeses – 3 (Brooks, Garcia Morales, Williams); Noes – 3 (Ford, Cavazos, Guzmán); Abstain – 1 (Cepeda)

The motion failed.

Motion to approve Item 3.38.

Motion: Ford Second: Guzmán Vote: Yeses – 6 (Brooks, Cavazos, Ford, Garcia Morales, Guzmán, Williams); No – 1 (Cepeda)

The motion passed.

Trustee Brooks asked if the BOC has enough members to meet quorum and conduct their work.

Superintendent Jara said they do.

Trustee Brooks suggested approving the appointment of Michael Flores only and perhaps considering Mrs. Janison at another time.

Motion to approve Item 3.37 for the appointment of Michael Flores only at this time.

Motion: Brooks Second: Cepeda Vote: Unanimous

Focus: 2024 Strategic Plan Update – Student Discipline

Presentation and discussion on Focus: 2024 Indicators and Results pertaining to SS-4(C): Student discipline.

Dr. Mike Barton, Chief College, Career, Equity and School Choice Officer, College, Career, Equity and School Choice Unit, and Dr. John Anzalone, Assistant Superintendent, Education Services Division, College, Career, Equity and School Choice Unit, provided an update on student discipline, as shown in Reference 4.01.

Focus: 2024 Strategic Plan Update – Student Discipline (continued)

Public Hearing

Dr. Kyle Rogers referred to the document he provided earlier and noted that Senate Bill (SB) 354, highlighted in the document, requires that every school post their discipline data by demographic group and by type of offense. He said the demographic groups include students in foster care and students whose parents are in the military. He stated the data under “suspensions with instruction” is being manipulated and explained how.

Anna Binder said there are hundreds of families whose Change of School Assignment (COSA) request is pending and said over 300 families have contacted her personally who were told they may not have an answer before August. She said she thinks there was an oversight in the COSA application requiring families to upload documents to central office, which they are uncomfortable with, so they are not enrolling their students.

Kamilah Bywaters said in all the presentations there are organizations and groups listed that she believes are shown to say they are there to help improve the expulsion numbers for Black students, but she said the data continues to look the same. She asked what the work they are doing looks like, what services are being offered to students, how students are being referred for these services, and how many students' behavior has changed due to working with the organizations partnering with the District.

Casey Banner said he believes restorative practices can be beneficial to many students but said they cannot be a substitute for consequences, which some students need in order to understand they should not be repeating those behaviors. He said he hoped expulsions with students coming back will eventually deter negative behavior. He asked for clarification of recommendation rather than requirement for expulsion.

Sarah Comroe said she has seen things going on with her students at school and with students at other schools that do not jibe with what is being presented here. She said restorative justice does not mean that there are no consequences. She touched on the importance of student engagement and sense of belonging to help support their needs, and she asked how that is going to happen when the Board just passed a policy that excludes the teacher from engaging with the student for a restorative meeting. She agreed with comments made by Ms. Binder regarding undocumented students and issues their families are having with the COSA requirements.

Trustee Ford discussed looking at data that shows the number of students having behavior problems that participate in extracurricular activities such as music or athletics. She asked if this is something staff is considering gathering data for, if staff believes that data to be an important piece, and if there is a plan to begin comparing the issues happening with students to extracurricular-type activities in a school setting.

Focus: 2024 Strategic Plan Update – Student Discipline (continued)

Superintendent Jara stated staff is bringing information to the Board that the Board voted on as part of the strategic plan monitoring. He said they know students that are involved in athletics and performing arts and extracurricular activities are engaged in school, and he mentioned the work they are doing to expand and offer the chess program in elementary school. He said staff is not collecting that data and including it as part of the strategic plan.

Trustee Ford requested that at a work session in the near future, they have a discussion around the type of data points that are in these presentations and specifically in areas that are important and hot topic areas such as suspensions and violence.

Trustees thanked Dr. Anzalone for his years of service with CCSD and wished him well in his new position.

Focus: 2024 Strategic Plan Update – Nevada System of Higher Education Remediation Rates

Presentation and discussion on Focus: 2024 Indicators and Results pertaining to SS-3(A): College remediation rates.

Dr. Barton; Gia Moore, Director, Career and Technical Education, College, Career, Equity and School Choice Unit; and Amy Adams, Coordinator, Innovative Programs/College and Career Readiness, College, Career, Equity and School Choice Unit, provided a presentation of Nevada System of Higher Education (NSHE) remediation rates, as shown in Reference 4.02.

Jamie Tadrzynski said reading specialists are not in middle and high schools, and she is trying to change that. She said she sees students in high school who are below grade level in reading, but these students were below grade level in third grade and in sixth grade and are likely going to graduate below grade level. She suggested the District place a focus on literacy.

Sarah Comroe asked if there is data that shows those who need remediation at NSHE broken down by different demographics. She said she would like to know how many special education students the District is not appropriately preparing for college. She asked what supports are in place for special education students in remediation. She said many people are unaware that if a student takes their last full IEP from high school to the disability department at their college, the college will provide almost the exact supports.

Terolyn Thompson commented that when students are pulled for remediation, they do not always have the opportunity to have any electives or participate in any extracurricular activities. She said there is nothing joyous in school for those students. She stated they need to find a way for those students to have those experiences.

Focus: 2024 Strategic Plan Update – Nevada System of Higher Education Remediation Rates (continued)

Trustee Brooks asked Dr. Barton if he was able to determine if there was a difference in remediation rates between CCSD graduates attending college in Nevada versus those attending college out of state.

Dr. Barton stated based on the information from the National Student Clearinghouse and the metric they use, there are differences between students attending an NSHE institution and students attending a non-NSHE institution. He gave the example that the percent below in English for NSHE students is 40.5 percent and for non-NSHE students it is 32.73 percent.

Trustee Brooks suggested this seems like a conversation worth exploring with NSHE in terms of their metrics looking at this as only a remediation problem, but it could also be looked at from the perspective of an issue with attracting the highest performing students and keeping them in-state.

Trustee Garcia Morales acknowledged the work being done with the intent to ensure that all students have a rigorous and meaningful academic experience, and she acknowledged the challenges that exist in the District and with the system at large.

Trustee Cavazos asked if comparable school districts would be included in a future update.

Dr. Barton said they have presented what they were able to capture at this time.

Trustee Cavazos expressed appreciation for the public commenters.

Trustee Cepeda asked about a modified metric with NSHE's change in their system of remediation and what that would look like in terms of how they monitor.

Dr. Barton said as they rely on others' data, it is possible that the metrics could shift as they have in this case. He said it might be time to explore a new metric and staff would continue to provide updates to cabinet and to the Board.

Approve Notice of Intent – Clark County School District Policy 5127

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Policy 5127, High School Graduation Requirements, prior to submission to the Board of School Trustees for approval on Thursday, July 14, 2022, as recommended in Reference 5.01.

Dr. Barton reviewed proposed changes to CCSD Policy 5127, as shown in Reference 5.01.

Motion to approve.

Motion: Garcia Morales Second: Cavazos Vote: Unanimous

Approve Notice of Intent – Clark County School District Regulation 5127

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 5127, High School Graduation Requirements, prior to submission to the Board of School Trustees for approval on Thursday, July 14, 2022, as recommended in Reference 5.02.

Dr. Barton reviewed proposed changes to CCSD Regulation 5127, as shown in Reference 5.02.

Public Hearing

Tavorra Elliot asked if there was anything in place to accommodate students whose parents may not be able to go to their child's school to work with a school counselor as described in Reference 5.02, page 2 of 9, Section I. A. She asked if school staff is assisting students in applying for the Governor Guinn Millennium Scholarship. She asked that the College and Career Readiness Assessment administration dates be disclosed so students are aware.

Sarah Comroe agreed with offboarding one of the diploma types as there are so many, as well as offering it as an option through 2025. She expressed appreciation for the changes toward gender-neutral language. She said she thinks it would be a mistake to remove "Individualized Education Program" and replacing it with "IEP."

Casey Banner referenced the weighted GPA bonus points being discontinued for Advanced Placement (AP) and International Baccalaureate (IB) courses but continued for Honors courses. He said he was considering how to have that discussion with his students when they talk about taking AP and IB courses and how that might impact their GPA and how a student taking a "lesser" course would receive the bonus points. He asked why staff chose to keep the advanced diploma and discontinue the advanced honors diploma.

Trustee Williams expressed hesitancy in supporting this Item because of the addition of a GPA cap resulting in each class having many valedictorians.

Trustee Cepeda clarified that AP and IB students would still receive the bonus points.

Trustee Garcia Morales asked Dr. Barton to clarify the process for students to receive the Millennium Scholarship.

Dr. Barton stated the qualifying student's information is forwarded to the state and the student is awarded the scholarship.

Trustee Garcia Morales asked for clarification of why the advanced diploma was maintained and not the advanced honors diploma.

Chad Gregorius, Counselor Specialist, HS, Guidance and Counseling, College, Career, Equity and School Choice Unit, stated the advanced diploma is a state-level diploma and still recognized by the state, and the advanced honors diploma was specific to CCSD.

Approve Notice of Intent – Clark County School District Regulation 5127 (continued)

Motion to approve.

Motion: Garcia Morales Second: Cavazos Vote: Yeses – 6 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales, Guzmán); No – 1 (Williams)

The motion passed.

Approve Notice of Intent – Clark County School District Regulation 6174

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 6174, Dual Enrollment Programs, prior to submission to the Board of School Trustees for approval on Thursday, July 14, 2022, as recommended in Reference 5.03.

Dr. Barton reviewed proposed changes to CCSD Regulation 6174, as shown in Reference 5.03.

Public Hearing

Tavorra Elliot noted that in Regulation 6174, page 2 of 3, Section II. A., it does not mention a parent having to be present when the student meets with the counselor. She asked if students who do not meet their academic plan are able to remain in the District until the age of 22 and have access to those services like special education students.

Motion to approve.

Motion: Cavazos Second: Guzmán Vote: Unanimous

Public Hearing on and Possible Approval of New Memoranda of Agreements Regarding the Negotiated Agreements between Clark County School District and the Clark County Education Association, Education Support Employees Association, Clark County Association of School Administrators and Professional-Technical Employees, Police Officers Association, and the Police Administrators Association

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new Memoranda of Agreements regarding the Negotiated Agreements between CCSD and the Unions to which the Negotiated Agreements apply regarding retention bonuses to full-time or regular employees, changes to the CCEA agreement with increases in teacher starting salaries, changes to the professional growth system and sick leave pool, elimination of spring surplus, additional amounts paid to health savings plans and a suspension of Article 18-9. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net by 2:00 p.m., Thursday, June 9, 2022.

Trustee Cepeda read the public hearing statement.

Public Hearing on and Possible Approval of New Memoranda of Agreements Regarding the Negotiated Agreements between Clark County School District and the Clark County Education Association, Education Support Employees Association, Clark County Association of School Administrators and Professional-Technical Employees, Police Officers Association, and the Police Administrators Association (continued)

Public Hearing

Todd Taylor spoke about the teacher morale problem in the District and the challenges teachers face. He said if the District wants to solve its teacher shortage problem, it must first solve its teacher morale problem.

Dan Price said raising the starting salary for new hire teachers will help make the District more competitive but said he does wish the funds were available to raise every educator's pay. He talked about the work Clark County Education Association (CCEA) did with CCSD to also try to address giving veteran teachers more money. He said he feels this Memorandum of Agreement (MOA) is a step in the right direction.

Vicki Kreidel expressed appreciation for the bonuses. She said it was wrong for the District to suspend the program that allowed veteran teacher so buy out their 30th year with their accrued sick leave. She said the focus on only raising the salary of beginning educators is causing a lot of resentment among staff. She stated when it comes to teacher retention, you cannot ignore pay and benefits.

Karl Byrd stated a previous speaker mentioned empty promises, and he pointed out that CCEA and CCSD together were able to secure mining money that would go toward this MOA if approved. He asked that in the next two years the District make every effort to reinstate the buy out program for veteran teachers. He said he would like to see everyone working together in the 2023 session to ensure that veteran teachers are addressed.

Jennifer Steele shared information related to teacher salary, the cost of education, and the differences in pay for teachers at different levels. She noted if this MOA passes, teachers with a bachelor's degree and up to eight years of experience would earn the same salary as a new, inexperienced teacher. She suggested the money could have been used to give increases to everyone.

Jan Giles spoke in support of the retention bonuses for support professionals. She said this bonus will help ensure schools are properly staffed and said constant staff turnover is a burden on students and is costly. She stated proper compensation leads to a committed workforce and a better public education experience for all.

Tavorra Elliot asked given how the economy is currently and how people are struggling financially, why the bonuses are being split into two payments instead of given in a lumpsum. She said cabinet members did not have to wait to receive their money.

Public Hearing on and Possible Approval of New Memoranda of Agreements Regarding the Negotiated Agreements between Clark County School District and the Clark County Education Association, Education Support Employees Association, Clark County Association of School Administrators and Professional-Technical Employees, Police Officers Association, and the Police Administrators Association (continued)

Robert Cowles said he appreciates the bonus. He said this is the third time since he has been a teacher with CCSD that the District has raised the floor of the teacher pay scale while neglecting everyone else. He spoke about how the District needs to advocate for more funding. He said teacher pay has been neglected, their benefits are declining, and their working conditions are increasingly hostile, and teachers are going to continue to leave.

Dr. Kyle Rogers provided a document that shows job postings from the CCSD website and said it does not provide specific job information to potential applicants. He asked where the effort is to truly recruit staff. He shared data analysis he compiled from information on the CCSD website related to the number of CCSD teachers every month for the last six years. He asked if a data analysis was done to determine whether previous recruitment efforts had been effective.

Sarah Comroe said this decision has already been made. She stated the CCSD Trustees' official Twitter account retweeted an ad for new teachers stating they would be making \$50,115.00. She said she was a new teacher in 2015-2016 and benefited from the previous bonus and raise and noted of the five new social studies teachers at her school at that time, only two remain in CCSD. She agreed with eliminating the opt-in for PGS.

Jessica Jones spoke in support of the MOA. She said looking at the number of vacancies, there are potentially thousands of students who may start the school year without a highly qualified teacher. She said this agreement raises the base pay for teachers to be more competitive with other school districts. She expressed appreciation for the bonuses for teachers and support professionals.

Ed Gonzalez asked of the \$167 million, what is the difference between what are federal dollars and how much is coming from the general fund for the new teachers. He suggested people who have an issue with the bonuses and the restriction of federal dollars should talk to the federal delegation. He said in terms of teacher vacancies, this crisis did not exist nationwide in 2015 and said the number of vacancies dropped significantly when the base pay was raised.

Terolyn Thompson said she has given 18 years to the students in CCSD and all in Title I schools and talked about all the time and effort she puts into her job. She said for working as hard as she does, she received not a raise, but a bonus. She said this sends a clear message to teachers that CCSD does not value or appreciate the time, effort, or loyalty teachers give to the District and that they do not care if teachers stay.

Public Hearing on and Possible Approval of New Memoranda of Agreements Regarding the Negotiated Agreements between Clark County School District and the Clark County Education Association, Education Support Employees Association, Clark County Association of School Administrators and Professional-Technical Employees, Police Officers Association, and the Police Administrators Association (continued)

Trustee Guzmán stated she would be abstaining from the vote as she is employed by NSEA.

David Hall, Assistant General Counsel/Chief Negotiator, Office of the General Counsel, reviewed the new Memoranda of Agreements regarding the Negotiated Agreements between CCSD and the Unions, as shown in Reference 5.04.

Motion to approve.

Motion: Garcia Morales Second: Brooks

Trustee Ford said she was not completely comfortable with supporting this. She said she would suggest going back to negotiations and trying to resolve the sick leave buyout issue. She said they should be doing everything they can to show veteran teachers that they are valued.

Trustee Cavazos said although she is not against raising the base salary for new teachers, she does not think it should be done while neglecting the teachers who dedicated time and effort through the pandemic. She said she has fiscal and ethical concerns with how this is being rolled out.

Vote on Trustee Garcia Morales' motion: Yeses – 4 (Brooks, Cepeda, Garcia Morales, Williams); Noes – 2 (Cavazos, Ford); Abstain – 1 (Guzmán)
The motion passed.

Public Comment on Non-Agenda Items

Terolyn Thompson discussed issues related to Teachers Health Trust (THT) and the medical and financial challenges it is causing and how it is affecting her quality of life. She said these issues are affecting many people as they struggle to find doctors who accept THT.

Sarah Esser said many students are struggling, but they cannot focus on the problems when a certain Trustee distracts from that with her behavior on social media. She said this can easily be rectified by censuring that Trustee.

Dr. Kyle Rogers spoke about his interaction with Dr. Barton regarding making changes to CCSD Regulation 5114.1 and the opportunity that came out of that but said he is afraid he would not be able to take advantage of the opportunity because he spoke out against the policy. He said he risked his career, and the Board did not even listen to him.

Public Comment on Non-Agenda Items (continued)

Esperanza Mauger stated there is a disproportionate impact of hot classrooms among marginalized, impoverished communities which have antiquated facilities. She said the high temperatures are making staff and students sick and only temporary, inadequate repairs have been done on the equipment since 2021. She stated they expect this to be fixed by Monday, June 13, 2022, and if not, staff has requested to move to remote learning.

Robert Cowles stated he came to the Board and requested specific items and security measures related to school safety approximately four years ago. He said what they got were random searches. He said they have started to do controlled access but are still not screening people as they enter the building. He named several security concerns and said many security issues could have been solved years ago.

Ed Gonzalez spoke about the lack of professionalism in the boardroom and said he took issue with Ms. Malich being referred to as the "lady attorney" by a previous speaker. He talked about increases in money given to teachers in raises and in health insurance benefits since 2017. He thanked Superintendent Jara for a health clinic opening at Dr. William H. "Bob" Bailey Middle School and said he wants to make sure they are involved in the process.

Jessica Jones said she is also excited about movement toward Dr. William H. "Bob" Bailey Middle School health clinic, and she thanked the Board and Superintendent Jara for their work.

Jan Giles asked that the Board consider awarding bonuses to temporary education support professionals (ESPs) that work less than four hours. She said their work should still be acknowledged even though they do not work a full day. She noted ESPs do not have the option of using sick leave for early retirement and when they do retire, they earn about \$.07 for cashing in their sick leave.

David Gomez said he knows what it is like to be disregarded and progress is made when people fight for other people. He commented that when a student was speaking earlier, he heard someone say to stay on topic. He said the speaker was a child and should be allowed to speak no matter what.

Sarah Comroe said she thinks the base pay increase for new teachers is great, but other educators are expected to keep working with the promise of someday being adequately compensated, and she said it never happens. She wondered if next year, support professionals would be responsible for any increase in their health insurance. She stated speaking on teacher retention, part of the reason the District repeatedly violates IDEA is because they do not have adequate staff to support the needs of special education students.

Upcoming Meeting of the Board of Trustees – Thursday, June 16, 2022, 5:30 p.m.

Trustee Cepeda stated the next Board meeting would be held on Thursday, June 16, 2022, at 5:30 p.m. at the Moapa Indian Reservation, and the next regular Board meeting would be held on June 23, 2022, at 5:00 p.m. in the boardroom.

Adjourn: 10:19 p.m.

Motion: Cavazos Second: Cepeda Vote: Unanimous