

Minutes  
Clark County School District  
Regular Meeting of the Board of School Trustees  
Liberty High School, Theater  
3700 Liberty Heights Avenue, Henderson, NV 89052

Thursday, August 22, 2019

5:10 p.m.

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

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

#### **Announcements**

Trustee Brooks noted that Trustee Garvey would not be in attendance.

#### **Flag Salute**

Liberty High School ROTC led the flag salute; Trustee Wright led the Pledge of Allegiance.

#### **Invocation**

Thirty seconds of silence was observed.

#### **Adoption of the Agenda**

*Adopt agenda, except move Item 6.01 to follow Item 2.01 as 2.01a and note revised reference material provided for Item 6.04.*

*Motion: Cavazos Second: Young Vote: Unanimous*

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

Kelly Edgar said the Superintendent and Board are denying the District's best teachers the column advancements they have earned. She said the District makes promises it cannot keep, and this is why they cannot retain quality teachers.

Harold Nicholas said because of the constant pay freezes, he would no longer be able to teach without the column advancement. He said also it is bothersome that the District matches teacher pay for incoming teachers from other districts that have a higher pay scale than CCSD. He said the District's hiring process is foolish.

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

Paul Kleemann said there is a lack of respect for teachers in the District. He asked that the Board honor the collectively bargained contract. He said CCSD has a history of not honoring contracts and needs to reevaluate what is important and honor the contract.

Vikki Courtney said educators expect their contract to be honored and expect to be treated with respect. She said educators were promised compensation for improving their practice, and it is the District's turn to keep that promise.

Autumn Tampa spoke in support of teachers receiving the raises they were promised. She suggested everyone should demand a special legislative session and conduct a rally at the state capitol. She said she has watched support staff bear the burden of balancing the budget year after year. She expressed hope that CCSD would conclude negotiations with the Education Support Employees Association (ESEA) as soon as possible.

Nathan Van Buskirk spoke about the District being fiscally responsible and why it is essential that the District honor the teachers' contract as promised. He pointed out there is a line item which describes a \$2,400.00 Peloton bike for the Superintendent, which he says comes at a time when schools have had to cut thousands of dollars from their budgets.

Danny Price said he is appalled by this process. He said if the District did not have enough money to pay teachers for raises and column increases, more funding should have been requested during the legislative session. He said he found it offensive that Trustee Ford was on her phone during public comment.

Lashaun Limbrick said he is loyal and dedicated to the District but does not feel the loyalty of the District when it comes to salary increases and column advancements. He said he is pursuing a doctorate degree, which would directly benefit students, with the hope of earning a step increase and column advancement this year. He asked why the District emailed educators the request for column advancement if the funds were not there.

Jim Frazee said he has always believed he could rely on the Board to do the right thing, but for the last three years, educators have spent hundreds of hours and thousands of dollars earning credit units (CUs) to earn more money in the Professional Growth System (PGS) plan only to be told they would not receive their column increases. He asks that the Board honor their word.

Alexis Salt asked that the Board stop antagonizing teachers. She said the District should have been honest from the beginning and told everyone if the money was not there. She said in order for her daughter to get the quality education she deserves, the District must do better.

Michael Jahn said he participated in the PGS plan but not right away because he did not trust the Board, but he put his faith in Superintendent Jara, and he has been let down by the District. He said if the District does not give educators what they have earned, they will walk.

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

Matthew Kranz said he made the choice to teach for CCSD instead of the charter school that offered him more money and saw potential when he saw the new PGS plan. He said he spent thousands of dollars and committed himself to earning his CUs. He said when the District wants to find money for something, they find it.

Vicki Kreidel said trust is a crucial factor in student success and in retaining teachers in CCSD. She said it is destroying morale to have educators who worked hard to earn their column increases being told that they will not receive them.

Melissa Gardener said for 10 years CCSD has broken faith with her and her colleagues, both support staff and educators. She said with 10 years' experience in CCSD, she is at the bottom of column 1 and is now being told there is no way for her to advance. She said every day she and her colleagues not only honor their contract, but go beyond, and she asked when the District would keep its word to educators.

The meeting was ended, and no other items were heard.