

MINUTES
CLARK COUNTY SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121

Thursday, October 18, 2018

5:02 p.m.

Roll Call:	<u>Members Present</u>	<u>Member Absent</u>
	Deanna L. Wright, President	Chris Garvey, Member
	Carolyn Edwards, Vice President	
	Lola Brooks, Clerk	
	Linda P. Cavazos, Member	
	Kevin L. Child, Member	
	Linda E. Young, Member	

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

Flag Salute

Clark High School ROTC led the Pledge of Allegiance.

Invocation

Thirty seconds of silence was observed.

Adoption of the Agenda

Adopt agenda and addendum, except note reference material provided for Item 5.05.

Motion: Cavazos Second: Edwards Vote: Unanimous

Public Comment Period on Non-Agenda Items

Autumn Tampa said there were over 600 vacancies posted in CCSD support staff job openings mostly for Title I specialized programs teacher assistants and instructional assistants. She said the District used to have range 4, Title I positions, and those need to be reinstated to fill the vacancies and ensure the needs of special education students are being met. She also discussed the need for substitute teachers and the success of the support staff substitute teacher position pilot program.

Tehran Boldon suggested that the District should install metal detectors and bag searches at the entrance of schools and have employees and students checked for weapons. He said cell phones should be completely banned from school campuses. He said they create a hostile environment and violate privacy rights of students, parents, and staff.

Public Comment Period on Non-Agenda Items (continued)

Robert Cowles said he questions the timing of the pay increase given to Jason Goudie, Chief Financial Officer, Business and Finance Unit, and the perception of that, meantime, teachers' pay would be frozen this year and the step increase for last year would not be retroactive for July and August. He said many teachers work two jobs, and teachers should not have to do that in order to afford to be a teacher.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Public Hearing

Autumn Tampa spoke on Item 3.03. She said she had concerns regarding how students are disciplined and how behavior is managed.

Robert Cowles spoke on Item 3.03. He said he believes the biggest discipline issue in the District is related to the fact that many teachers do not understand the culture or subculture groups of the students they serve. He said all teachers should go through cultural sensitivity training.

Motion to approve the consent agenda.

Motion: Edwards Second: Brooks

Trustee Cavazos asked that Item 3.09 be pulled for separate discussion.

Trustee Edwards and Trustee Brooks agreed.

Trustee Edwards commented that the heading for Item 3.20 Acknowledgment of Findings of Fact and Conclusions of Law Pursuant to NRS 241.0395 is not very clear. She clarified that this is an acknowledgement of a violation of Open Meeting Law (OML) that occurred on January 29 and February 22, which was addressed in subsequent meetings.

Vote on Trustee Edwards' motion was unanimous.

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes of the special meeting of August 17, 2018, is recommended. **(For Possible Action)** (Ref. 3.01)

3.02 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: Brenda Larsen-Mitchell] (Ref. 3.02)

Strategic Imperative(s): School Support (SI-3)

Focus Area(s): Disproportionality (FA-6)

Approve Adoption of Consent Agenda (continued)

3.03 Progressive Discipline Plans.

Discussion and possible action on acceptance of the District Implementation Report for progressive discipline plans to submit to the Superintendent of Public Instruction as required by Nevada Revised Statutes 392.4644, is recommended. **(For Possible Action)**

[Contact Person: Brenda Larsen-Mitchell] (Ref. 3.03)

Strategic Imperative(s): School Support (SI-3)

Focus Area(s): Disproportionality (FA-6)

3.04 Interlocal Agreement between the Clark County School District and the Nye County School District — Curriculum Engine.

Discussion and possible action on approval to renew an Interlocal Agreement with the Nye County School District for the Nye County School District's use of a copy of the Clark County School District's Curriculum Engine Web application, from November 1, 2018, through October 31, 2019, with the inclusion of the option to renew the agreement, if agreed upon by both parties, and for the Superintendent of Schools, Clark County School District, and the President and Clerk of the Clark County School District Board of Trustees, to sign the Agreement, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Brenda Larsen-Mitchell]

(Ref. 3.04)

Strategic Imperative(s): School Support (SI-3)

Focus Area(s): Value/Return on Investment (FA-5)

3.05 Lynda.com

Discussion and possible action on the authorization for Career and Technical Education to purchase 40 site licenses from Lynda.com to support the information and media technology programs of study for all Career and Technical Education programs, at an approximate cost of \$3,000.00 per school, effective October 19, 2018, through June 30, 2019, for an amount not to exceed \$120,000.00, to be paid from Carl Perkins Basic Local Grant, Unit 0137, Grant 6631019, Project 6631000519, Fund 0279, with no impact to the general fund, is recommended.

(For Possible Action) [Contact Person: Mike Barton] (Ref. 3.05)

Strategic Imperative(s): Academic Excellence (SI-1)

Focus Area(s): College and Career Readiness (FA-4)

3.06 Licensed Personnel Employment.

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Andre Long] (Ref. 3.06)

Strategic Imperative(s): Academic Excellence (SI-1)

Focus Area(s): Proficiency (FA-1); Academic Growth (FA-2); Achievement Gaps (FA-3); Disproportionality (FA-6)

Approve Adoption of Consent Agenda (continued)

3.07 Warrants.

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Diane Bartholomew] (Ref. 3.07)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.08 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 September 1, 2018, through September 30, 2018, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.08)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.10 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,173,882.90 as listed, is recommended. **(For Possible Action)** [Contact Person: Rick Neal] (Ref. 3.10)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.11 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$5,025,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Rick Neal] (Ref. 3.11)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.12 Contract Award: Classroom Building Addition and Modernization at Daniel Goldfarb Elementary School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for a new 2-story, 18 classroom building addition and modernization at Daniel Goldfarb Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013857; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.12)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

Approve Adoption of Consent Agenda (continued)

3.13 Contract Award: Classroom Building Addition and Modernization at John F. Mendoza Elementary School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for a new 2-story, 18 classroom building addition and modernization at John F. Mendoza Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013855; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.13)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.14 Architectural Design Services: Classroom Building Addition and Modernization at Roger M. Bryan Elementary School.

Discussion and possible action on approval to select the architectural firm of Ethos Three Architecture, to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction for the new 2-story classroom building addition and modernization of existing school systems at Roger M. Bryan Elementary School in the amount of \$633,714.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014117; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.14)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.15 Architectural Design Services: Classroom Building Addition, Roof Replacement, and Modernization at William K. Moore Elementary School.

Discussion and possible action on approval to select the architectural firm of Ethos Three Architecture, to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction for the new 2-story classroom building addition, modernization of existing school systems, and roof replacement at William K. Moore Elementary School in the amount of \$718,067.50, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014122; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)**

[Contact Person: Blake Cumbers] (Ref. 3.15)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

Approve Adoption of Consent Agenda (continued)

3.16 Architectural Design Services: Elementary School Replacement at Howard Wasden Elementary School.

Discussion and possible action on approval to select the architectural firm of SH Architecture, to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support of the Howard Wasden Elementary School replacement in the amount of \$1,635,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001625; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.16)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.17 Professional Services Agreement: Test and Balance Services Replace Heating, Ventilation, and Air Conditioning System Components and Roof Replacement at Eldorado High School.

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with Penn Air Control, Inc., to provide testing and balancing of the air and water balance systems of the mechanical equipment, and participate in the commissioning process in support of the replacement of the heating, ventilation, and air conditioning system components at Eldorado High School in the amount of \$136,176.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013667; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.17)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.18 Professional Services Agreement: Test and Balance Services Replace Heating, Ventilation, and Air Conditioning Components and Roof Replacement at Duane D. Keller Middle School.

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with Tabitt, LLC., to provide testing and balancing services in support of the replacement of the heating, ventilation, and air conditioning components and roof system at Duane D. Keller Middle School in the amount of \$81,640.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013663; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.18)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

Approve Adoption of Consent Agenda (continued)

3.19 Change in Services: Architectural/Engineering Services Agreement.

Discussion and possible action on ratification of total change in services to the architectural/engineering services agreement for a net increase of \$45,027.00 to the agreements for Wing and Lilly Fong Elementary School (\$1,650.00) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013509; Don and Dee Snyder Elementary School (\$43,377.00) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001610, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.19)

Strategic Imperative(s): Clarity and Focus (SI-4)

Focus Area(s): Value/Return on Investment (FA-5)

3.20 Acknowledgment of Findings of Fact and Conclusions of Law Pursuant to NRS 241.0395.

Discussion and possible action on the acknowledgment of the Attorney General's Findings of Fact and Conclusions of Law regarding the Special Meeting of the Board of School Trustees held on January 29, 2018. **(For Possible Action)** (Ref. 3.20)

Approval of Appeal

Approval to appeal court order in Jill Leff, et al. vs. Clark County School District (District), concluding Plaintiffs' procedural due process rights were violated, and any other orders entered in the case as determined by the Office of General Counsel to be in the best interest of the District to contest on appeal, and to authorize counsel to take all appropriate actions, as recommended in Reference 3.09.

Trustee Cavazos asked for clarification of the basis for the decision.

Jon Okazaki, Interim General Counsel, Office of the General Counsel, Ancillary Support, said the decision in this case was made purely on a legal basis and did not involve an analysis of individual teacher evaluations.

Motion to approve Item 3.09.

Motion: Edwards Second: Young Vote: Unanimous

Approve Naming of School Facilities - Sandra B. Abston Elementary School

Approval to name an elementary school the Sandra B. Abston Elementary School, as recommended in Reference 4.01.

Kirsten Searer, Chief Communications, Marketing, and Strategy Officer, Communications Office, Ancillary Support, recognized Sandra B. Abston for her contribution to education and community.

Motion to approve.

Motion: Edwards Second: Young Vote: Unanimous

Approve Naming of School Facilities - Earl N. Jenkins Elementary School

Approval to name an elementary school the Earl N. Jenkins Elementary School, as recommended in Reference 4.02.

Ms. Searer recognized Earl N. Jenkins for his contribution to education and community.

Motion to approve.

Motion: Child Second: Edwards Vote: Unanimous

Approve Naming of School Facilities - Helen Anderson Toland Elementary School

Approval to name an elementary school the Helen Anderson Toland Elementary School, as recommended in Reference 4.03.

Ms. Searer recognized Helen Anderson Toland for her contribution to education and community.

Motion to approve.

Motion: Young Second: Cavazos Vote: Unanimous

Recess: 5:50 p.m.

Reconvene: 5:57 p.m.

Public Hearing for the Ratification of the 2018-2019 Collectively Bargained Agreement between the Clark County School District and the Education Support Employees Association

This is the time and place to conduct a public hearing for the ratification of the 2018-2019 collectively bargained agreement between the Clark County School District and the Education Support Employees Association.

Trustee Brooks read the public hearing statement.

Public Hearing

Robert Cowles said the 3 percent one-time bonus being awarded to support staff employees does not contribute to the Public Employees Retirement System (PERS), does not continue beyond the one-time payout, and does not make up for the fact that they are paid far less than they deserve.

Dr. S.S. Rogers said the Ministers Alliance would like them and the Trustees to have more input on school and community issues like employee contracts. He said schools cannot run effectively without support staff and administrators alike.

Autumn Tampa said she has concerns with the process for disciplining employees because of the actions of some administrators towards employees, such as intimidation tactics.

Approve Ratification of the 2018-2019 Collectively Bargained Agreement between the Clark County School District and the Education Support Employees Association

Approval on ratification of the 2018-2019 collectively bargained agreement between the Clark County School District and the Education Support Employees Association.

Autumn Tampa said she is appreciative for the bonus. She said she has learned that since it is a bonus it is taxed at a higher rate, and she said there are some employees who did not support this because they are frustrated and felt they deserved more. She said she supports this, but she would continue to fight for more.

Motion to accept.

Motion: Edwards Second: Young

Trustees agreed that much more needs to be done for support staff.

Vote in Trustee Edwards' motion was unanimous.

Public Hearing for the Ratification of the 2017-2019 Collectively Bargained Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees

This is the time and place to conduct a public hearing for the ratification of the 2017-2019 collectively bargained agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-technical Employees.

Trustee Brooks read the public hearing statement.

There was no one wishing to speak on this item.

Approve Ratification of the 2017-2019 Collectively Bargained Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-Technical Employees

Approval on ratification of the 2017-2019 collectively bargained agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-technical Employees.

Motion to accept.

Motion: Young Second: Child Vote: Unanimous

Superintendent Jara stated that employee morale is a priority for the Board and for him as superintendent. He agreed this is not enough but thought it was very important to find resources to be able to offer something in good faith and in partnership to work together.

90-Day Entry Plan - Phase II

Presentation and discussion on information gleaned from the Superintendent's Listening and Learning Tour.

Superintendent Jara presented information from his Listening and Learning Tour as shown in Reference 5.05 and discussed areas of success as well as challenges and goals.

Approve Employee Agreement - General Counsel

Approval of an employment agreement with Eleissa Lavelle, a confidential employee, assigned as General Counsel, as recommended in Reference 5.06.

Public Hearing

Dr. S.S. Rogers spoke in support of the employment contract but expressed some concerns and posed questions regarding other employees in that group receiving the same pay, opportunities for advancement for current employees, and whether the salary for this employee would be prorated.

Superintendent Jara thanked Mr. Okazaki for stepping in and doing a phenomenal job as Interim General Counsel.

Superintendent Jara recommended Board approval of this item with the deletion of Section 8 on page 2 of 3 of the employment contract.

Motion to approve 5.06 with the stipulation of removing Section 8 of the contract.

Motion: Edwards Second: Young Vote: Unanimous

Approve Accountability Actions for Clark County School District - Sponsored Charter Schools

Approval of the Clark County School District's staff recommendation regarding the Clark County School District-sponsored charter schools that appear on the list of 2018 Rising Stars Schools and to take necessary actions, as recommended in Reference 3.21.

Trustee Wright noted that the addendum item is numbered Item 3.21 incorrectly and should be Item 5.07.

Brenda Larsen-Mitchell, Chief Instructional Services Officer, Instructional Services Unit, and Dan Tafoya, Director, Office of Charter Schools, Instructional Services Unit, presented staff's recommendations for accountability actions for Clark County School District-sponsored charter schools as shown in Reference 3.21.

Public Hearing

Kyle Konold, Superintendent, Delta Academy, shared data that explained the school's current status. He stated that before a sponsor can take action, the school must be given notice so they can attempt to correct the deficiencies. He said Delta Academy does not meet the criterion to be considered for this action.

Approve Accountability Actions for Clark County School District - Sponsored Charter Schools (continued)

Rachelle Connor, Principal, 100 Academy of Excellence, said there is more to a student than just a test score, and she shared some of the school's successes which are not considered in the current rating system.

Irene Andrade, Registrar, 100 Academy of Excellence, spoke positively about how the staff of 100 Academy of Excellence serves its students and families.

Lynda Delgado, teacher at 100 Academy of Excellence, shared how she has been in service to the community for 25 years in different capacities. She said the focus of 100 Academy of Excellence is on the student and their success.

Melanie Palmer, teacher at 100 Academy of Excellence, shared some of the successes of the school's students.

Diane Pollard, founder of Rainbow Dreams Academy, said the students the academy serves are students with the highest need. She said they want to be part of the discussion concerning improvement of their students' achievement. She said they are looking to create a working relationship with Superintendent Jara and staff to move forward.

Motion to approve Item 5.07.

Motion: Young Second: Brooks Vote: Unanimous

Trustee Reports

Trustee Brooks thanked everyone for attending the first community forum hosted by she and Trustee Garvey around school finance. She said the next community forum would be hosted by two other Trustees, and the topic would be School Organizational Teams (SOTs).

Board and Superintendent Communication

Trustee Child suggested looking into banning cell phones from school campuses as suggested by Mr. Boldon.

Trustee Requests for Agenda Items or Information

Trustee Edwards requested that Capital Improvement Program, Revision 4 come back with options included for priorities for the building program for discussion at the final Board meeting of 2018.

Trustee Brooks expressed concerns that there may be problems with the substitute teacher pool and with getting a substitute in a classroom when a teacher calls out. She said she wants to look at ways to address that and she wants to look at chronic teacher absenteeism.

Trustee Cavazos requested a review and summary of the District's current cultural competency training.

Trustee Requests for Agenda Items or Information (continued)

Trustee Wright noted that the joint Board and Audit Advisory Committee meeting was scheduled for November 8, 2018.

Trustee Young noted that a community meeting with the Urban Indian community was scheduled for November 5, 2018, at 6:00 p.m. at the CCSD Administrative Center.

Public Comment Period on Non-Agenda Items

None.

Adjourn: 8:26 p.m.

Motion: Brooks Second: Edwards Vote: Unanimous