

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, October 28, 2021

5:08 p.m.

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

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

**Flag Salute**

Trustee Cavazos led the Pledge of Allegiance with the flag salute led by the Western High School ROTC.

**Adoption of the Agenda**

*Adopt agenda and addendum, except note reference material provided for Item 3.02.*

*Motion: Ford Second: Guzmán Vote: Unanimous*

**Public Comment on Non-Agenda Items**

Autumn Tampa expressed concern that not everyone is following the health and safety protocols put in place to help lessen the spread of Covid-19 infections.

Sarah Comroe talked about things going on in the District at this time and said people are drowning and the Board does not seem to care. She said the District is failing students with individual Education Plans (IEPs), and she provided ideas and solutions to consider.

Delilah Schultz shared concerns she has as a special education student in the District, such as schools not following all IEP accommodations.

Kamilah Bywaters said with the Board facilitating the redistricting process, she was hoping to see redistricting maps representing more equity but the three maps presented were instead gerrymandering.

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

Hannah Comroe asked what the District is doing to entice people to join or stay with CCSD. She spoke specifically about strategists and substitutes and asked that the Board listen to what people are saying so improvements can be made

Jamie Tadrzynski spoke about how her students are engaging and being culturally responsive as they create redistricting maps in class.

Vicki Kreidel talked about the stress educators are under and said things continue to worsen. She shared her own personal struggles with how her job has affected her health.

Lorena Cardenas stated Superintendent Jara does not deserve to be in charge of making decisions for children. She asked that the District stop forcing children to wear masks.

Norma Scurlock said the “dems” have brought Marxism to the state of Nevada. She said parents want what is best for all children and said school is about education and not indoctrination.

Shaun Navarro said he believes creating the best schools starts with educators and said educators are dealing with many different crises. He said the Board’s words and actions send a powerful message to educators.

Suynn Davis said her grandchildren experienced racism in school and said things remain the same because no one wants to tell the truth. She said the children are watching the adults to see what they do.

Belinda Lams said people’s rights are being taken away in the name of safety. She disagreed with children having to wear masks and with staff being coerced into being vaccinated.

Desiree R. called for the support of teachers, community members, and students to reallocate the funds budgeted for the CCSD Police Department. She said campus security guards provide no benefit to her education.

Diana Battista raised concerns related to IEP information and documentation not being provided to parents in Spanish.

Rut Laureano stated Superintendent Jara will not limit public comment by requiring masks and cannot stop parents from protecting their children. She requested that there be no mandate for Covid-19 vaccines for children.

James Bayliss expressed concerns related to the IEP program, stating his son’s IEP has been violated on many occasions and his son has been sexually, and otherwise, assaulted on campus.

Ian (phonetic) Bayliss shared an incident that took place at Foothill High School in which he was assaulted by gang members, and said he was in fear for his life.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Termination of Employment Contract**

Approval on termination for convenience by the Board of Trustees of the employment agreement with Dr. Jesus Jara, pursuant to subsection 7 of his employment agreement.

**Public Hearing**

Marie Neisess wondered why termination of the Superintendent's contract was being discussed weeks before a formal, public evaluation was scheduled to take place.

Autumn Tampa stated terminating someone should not be taken lightly and should not be done for political reasons.

Sarah Comroe suggested the Trustees ask themselves if they would want their child in a CCSD classroom with the climate and culture Superintendent Jara is creating.

Delilah Schultz said she is not happy as a CCSD student and CCSD is failing all of its students, especially special education students and students who have English as a second language and students of color.

Jim Frazee said bringing this item forward is another example of some Trustees putting political and personal agendas before their duty to students, families, and CCSD employees.

Kamilah Bywaters stated Superintendent Jara has missed the mark in being able to unify the community. She said Superintendent Jara has not proven he has the necessary leadership skills for the position.

Hannah Comroe shared her hopes for the District and a Superintendent and said that environment does not exist with the current Superintendent.

Landynn Meyers shared that he struggles with addiction and spoke about how Superintendent Jara has supported him.

Keven Cuellar shared that he struggles with addiction and spoke about how Superintendent Jara has shown love and support to the students at Mission High School.

Rene Rehmel said Superintendent Jara has always demonstrated respect and concern for the students of Mission High School, and she talked about his positive interactions with students.

Diana Battista spoke about why she feels Superintendent Jara should not continue as Superintendent of Schools, noting a failure on staff's part to remove public policy violations.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Termination of Employment Contract (continued)**

Vicki Kreidel said there is a culture of fear in the District and some have experienced retaliation for speaking up and the culture in the District has become toxic under the leadership of Superintendent Jara.

Bonnie Taylor suggested Superintendent Jara is in violation of other codes under the law and of office. She called for the Superintendent to resign.

Silvia Lazos suggested the Board make a decision on this today and not six weeks from now. She recalled the previous superintendent search and said it is time to move on.

Amanda Sandoval spoke about the difficulties last year for students and recent proficiency scores. She said the children and the taxpayers deserve more, stating some Trustees repeatedly undermine the Superintendent and make it impossible for anyone to do their job.

Kelly Adkison said the Superintendent has not taken an oath and is paid with public funds. She said this requires immediate termination.

Kathia Sotelo shared a comment from a student which states the Superintendent has met with students but has not answered their questions or supported them regarding removing pepper spray from use on campuses. She said they support terminating the Superintendent's contract. Regarding Item 3.02, she spoke on behalf of students in support of Trustee Cavazos.

Maria-Teresa Liebermann expressed anger that students continue to be negatively impacted by operational problems and that issues impacting educators and support staff have been going on for years under Superintendent Jara.

Annette Magnus expressed anger and disappointment in certain Trustees and in the Superintendent. She said Superintendent Jara needs to be held accountable for his actions and lack of leadership.

Tommy Henderson questioned why this item was added to the agenda and asked are there not more important issues to discuss. He said Superintendent Jara is an ineffective leader.

James Bayliss said he was unable to reach the Superintendent for assistance for his son who was being bullied and having other issues and he was unable to get any help from anyone. He said Superintendent Jar is supposed to be protecting the kids, not himself.

Ian (phonetic) Bayliss stated Superintendent Jara said he would look into his sexual abuse case but did nothing. He asked if the Superintendent was going to help them.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Termination of Employment Contract (continued)**

Brione Minor said the Nevada African American Administrators and Superintendents Association (NVAAASA) focuses on the support of African Americans in leadership roles and their goal has been working with the Superintendent to remove the barriers that have kept African-American teachers from moving into leadership roles. She said that work has been successful but more needs to be done. She stated the focus needs to be on student achievement, not on politics.

David Gomez said through reading emails between some Trustees, this agenda item seems to be of a vindictive nature. He said they seem angry that the Superintendent will not do what they want him to do.

Kelcey West asked that the Trustees lead by example to look into the eyes of the children and act accordingly. He said the District needs to lead like Trustees. He thanked the Superintendent for communicating with him and for working with him.

David Jones said he told Superintendent Jara this would happen. He said it was the Trustees' job to ensure the Superintendent performed at the highest level possible and they did not. He said there are many employees afraid to speak out.

Chris Giunchigliani stated that the dysfunctional leadership, dishonest, climate of fear, and possible misappropriation of public funds means enough is enough. She said that is why this agenda item is needed now.

Brianna Martinsen spoke in opposition to the Superintendent's decisions regarding Covid-19 safety protocols. She said she hopes Superintendent Jara is not replaced by someone who would micromanage teachers or bully and harass staff.

Dr. S. S. Rogers said Superintendent Jara has not been doing the right thing since he began serving as Superintendent and the Historic West Las Vegas community has not been supported.

Mike Mitchell said the problem is not so much the schools as it is the parents making excuses for bad behavior. He said his child is of mixed race and asked who she is supposed to hate, mom or dad.

Henry Thorns said you will have discord in the schools when the administration is White and the students are Black and brown. He said he was never taught racism in school but he sees it here and understands why students are fighting.

Walter Jones III said everyone must come together. He said CCSD does searches for superintendent's elsewhere when there is talent right here in Clark County. He said there is too much bickering on the Board, and he asked that they focus on the children.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Termination of Employment Contract (continued)**

Maria Nieto stated that Mi Familia Vota urges the termination of Superintendent Jara. She said the Superintendent has been divisive and has not been able to bring the community together. She said this is due to a lack of trust and a lack of confidence. She shared comments from teachers and students.

Fernando Romero said he realized right away that Superintendent Jara was not the right person to lead CCSD. He said Superintendent Jara has created a culture of lies, inequality, inequity, fear, and racism.

Chelsy Fischer said the District continues to be in violation of the Americans with Disabilities Act (ADA). She spoke about an incident in which she said she was assaulted by CCSD police. She demanded the removal of the Superintendent and the Trustees and demanded a full financial audit with regards to money spent on Covid-related illegal mandates.

Dr. Tara Raines read a letter from the Las Vegas My Brother's Keeper Alliance in support of Superintendent Jara. She implored the Board to reinforce the work Superintendent Jara is doing for students who have been historically overlooked.

Karl Byrd said this agenda item is a power play. He said no matter who is in place as Superintendent, that person does not work alone and some of the people mentioned tonight work with Superintendent Jara.

Alexis Salt said CCSD employees are afraid of Superintendent Jara and she has been the target of retaliation and bullying. She said there is a 15-year-old girl missing and this is how the Board chooses to spend its time. She said she ran for School Board Trustee because students' needs are not being met.

Mack Miller said he believes Superintendent Jara is being made a scapegoat but said he does not agree with the Superintendent's salary with the District performing so low. He said it is the Trustees who need to negotiate the contract better. He said the public wants a more interactive meeting with the Board so they can hear the Trustees' responses.

Angela Salazar expressed concern with the timing of this decision and the cost associated with it. She said because that money is so desperately needed, the remainder of the Superintendent's contract should instead be allowed to play out.

Tyler Smith pointed out "failed leadership policies" he surmised from goals stated on the District's website, such as all schools being three-stars or higher, and the statement "our people drive our success" when there are more than 800 vacancies.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Termination of Employment Contract (continued)**

Jose Solorio said it has been a lifelong goal of his to improve the condition of Latinos in Southern Nevada. He spoke in support of Superintendent Jara and said the Superintendent has always been receptive to ideas and has done much for the District from the viewpoint of all employees he has spoken to.

Rudy Zamora said it has been clear that the Superintendent has not been able to do his job effectively. He said the Superintendent does not represent his community.

Kenneth Zamora talked about the Superintendent's salary and how many students could be served with that amount of money. He said this is the salary of someone who has failed to do his job.

Amy Keller shared that she is leaving the District. She said it is clear that employees and students are not the Board's top priority, and she urged people to advocate for the schools in their communities.

Jason Nellis said Superintendent Jara represents what the problem is but the problem will persist when his contract term expires. He said Superintendent Jara should not be Superintendent any longer and the Board should represent the voices of the parents of the District.

Darlene Anderson said the people are entitled to access the data for all children and said she has requested it in the past in person and in writing. She suggested that the Board may need to be disbanded because there is no data to show that the children generating the federal dollars are receiving any of the services.

Hugh Anderson said the Las Vegas Chamber of Commerce has a long history of supporting the District. He expressed frustration that what is happening among the leaders in the District is undermining the success of students.

Nicholas Fědě pointed out items that are not on the agenda instead, such as improving math scores and education as a whole. He blamed the Board and said they are wasting time on this item and said if the Superintendent goes, so should the Trustees.

*Motion to terminate the employment agreement of Dr. Jesus Jara for convenience by the Board of Trustees.*

*Motion: Ford      Second: Guzmán*

Trustee Brooks made a statement expressing her disagreement with the termination of Superintendent Jara's employment agreement and her feelings regarding the dynamic and behavior of the Board and individual Board members.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Termination of Employment Contract (continued)**

**Call for the Question**

Trustee Ford called for the question.

*Motion to table terminating Superintendent Jara for convenience until January 4, 2023, at the earliest.*

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

*Vote on Trustee Ford's motion: Yeses – 4 (Cavazos, Cepeda, Ford, Guzmán); Noes – 3 (Brooks, Garcia Morales, Williams)  
The motion passed.*

Dr. Jara stated, in part, that he remained focused on improving the wellbeing and academic success of CCSD students since his arrival and continued to be dedicated to protecting staff from overreach and interference by the Board.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Rescission of the Election of Trustee Linda P. Cavazos as President**

Approval on rescission of the election of Trustee Linda P. Cavazos as Board President.

**Public Hearing**

Sarah Comroe said the Board has more important things to focus on, such as mental health of students and staff; building a District, culture, and community worth something; CCSD's disastrous special education program; and anything having to do with the education, wellbeing, and safety of students and staff.

Autumn Tampa said she cannot believe this item has been brought forward. She said what she sees between the Trustees is bullying and harassment and she believes this item is a form of retaliation.

Jamie Tadrzynski talked positively about her personal interactions with Trustee Cavazos. She said she was tired of some of the Trustees' behavior toward one another.

Jim Frazee said far too often Trustees put their personal agenda ahead of those who voted to put them in office. He stated certain Trustees need to start representing their office. He said Trustee Cavazos is entitled to due process.

Vicki Kreidel spoke positively about how Trustee Cavazos has helped people and said there are some Trustees who never respond when someone reaches out for assistance or guidance.



**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Rescission of the Election of Trustee Linda P. Cavazos as President (continued)**

Bonnie Taylor suggested Trustee Cavazos is in violation of other codes under the law and office. She said Trustee Cavazos was served an Affidavit of Maladministration to which she has not responded. She called for Trustee Cavazos to step down.

Sylvia Lazos said this Board is an example of an elected board in peril, and she asked the Board to put aside the hurtful things that are going on between them and help the public establish confidence and trust in the Board.

Kelly Adkison read comments posted by Trustee Cavazos and said a person making decisions about the education system should not be making such comments. She asked Trustee Cavazos to resign.

Maria-Teresa Liebermann said Trustee Cavazos' graceful and professional behavior has demonstrated why she is and should be Board president. She said this agenda item is retaliation.

Annette Magnus spoke in support of Trustee Cavazos and talked about the kind of leadership she expects from those that have been elected. She said this agenda item is retaliation.

Tommy Henderson read a comment posted by Trustee Cavazos and said after that comment was made, he left a meeting feeling that his voice was not heard and said this was validated when later the Trustees voted in favor of a vaccine mandate. He said he was disgusted with Trustee Cavazos' leadership.

Michael Kershaw expressed support of Trustee Cavazos. He said school board meetings across the country have become disruptive and embarrassing. He said through it all Trustee Cavazos has demonstrated a commendable amount of composure and has continued to do what she thinks is right for the students.

Diana Battista stated that Trustee Cavazos has taken the time to respond to her when she has raised issues or concerns. She expressed her support of Trustee Cavazos.

Brianna Martinsen said allowing discrimination against children is horrid, and she spoke about Covid-19 testing and vaccine protocols.

Natalie Larson said the current culture in the District needs to be addressed. She said she does not feel Board policy GP-6: President's Role is being carried out in a way that thoroughly represents students or that the intent of the policy is actually being carried out.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Rescission of the Election of Trustee Linda P. Cavazos as President (continued)**

Maria Nieto expressed her support of Trustee Cavazos and said this item is in complete retaliation and should be voted against. She said teachers and students and future generations deserve a unified Board now.

Fernando Romero said he is proud of Trustee Cavazos and her leadership and he respects, trusts, and supports her. He said he was appalled by this act of retaliation.

Dolly Rowan said she believes the District can improve if everyone works together. She spoke positively about Trustee Cavazos and said this item is in retaliation.

Mercedes Krause spoke fondly about her interactions with Trustee Cavazos, stating she has always felt she could go to Trustee Cavazos and feel heard. She asked that in voting on this item, Trustees let go of personal and political motivations.

Hannah Comroe said Trustee Cavazos has been doing a great job given the circumstances and said the real issue on the Board is Trustee Brooks. She stated that if past presidents were not removed, Trustee Cavazos should not be either.

Alexis Salt stated there have been more egregious acts committed by other Board members. She said bringing this item forward is retaliatory behavior and said there is a real retaliation issue in the District.

Jenna Robertson said in attending community events in Trustee Cavazos' district, she has always found Trustee Cavazos to be communicative, helpful, accessible, and engaged and said she still finds her to be that way in her role as Board President.

Darlene Anderson asked what happened to the data for the African-American children. She said when Trustee Cavazos started to address unethical things that have happened in the past, other Trustees started attacking her.

Terri Shuman shared how Trustee Cavazos assisted her at the start of the pandemic and talked about Trustee Cavazos' positive interactions with people. She said the Trustees need to decide that they want to work together for the sake of the staff and the students.

Rudy Zamora agreed with previous speakers that this item is retaliatory and said other presidents were not asked to step down. He said the only Latina member on the Board that is accessible to the community and has addressed their concerns is Trustee Cavazos and stated this is a racist attack on Trustee Cavazos.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Rescission of the Election of Trustee Linda P. Cavazos as President (continued)**

Tyler Smith said the community was disingenuously led to believe the school year would be different with regard to Covid-19 protocol, and he disagreed with those protocols. He asked for a re-evaluation and that parents be included.

**Board Member Leaves**

Trustee Williams left the Board meeting at 9:37 p.m.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Rescission of the Election of Trustee Linda P. Cavazos as President (continued)**

Ceciley Gallac thanked Trustee Cavazos for demonstrating grace and professionalism, and she expressed her support of Trustee Cavazos and Trustee Cepeda. She commended Trustee Ford for being more involved in the community.

Joseline Cuevas expressed her support of Trustee Cavazos and stated in working with Mi Familia Vota, it has been amazing to see how Trustee Cavazos reaches out to the community and interacts and listens to students.

Amy Reusch said her support of Trustee Cavazos wavers because teachers have brought concerns to the Board but have not seen any changes. She said if Trustee Cavazos remains in her role, she would like to see true support for teachers.

Anna Binder spoke about her interactions with each of the Trustees and said she does not understand when she hears people say the Trustees have been unresponsive. She thanked the Trustees for everything they do.

Veronica Melton expressed her support of Trustee Cavazos. She spoke about what she has witnessed in recent Board meetings and said through it all Trustee Cavazos has maintained her composure as a real professional does.

Chelsy Fischer disagreed with mask mandates in schools. She said Board members should remain neutral and said she was appalled by Trustee Cavazos' Twitter post.

Trustee Garcia Morales stated that the perceived failure of the Superintendent is the direct result of the failure of the Board. She said the Board needs a leader that could help them get through the next moment that will require a tremendous amount of unity.

*Motion to rescind the election of the Board President.*

*Motion: Garcia Morales      Second: Brooks*

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Rescission of the Election of Trustee Linda P. Cavazos as President (continued)**

Trustee Brooks expressed support of this item and spoke about why she brought this item forward and discussed her concerns with Trustee Cavazos' behavior, performance, and leadership.

Trustee Cavazos made a statement discussing what she has experienced during this time in her role as Board President with all the issues facing the District and the Board. She generally addressed the statements that have been made regarding her behavior, denying those claims.

Trustee Guzmán spoke to the manner and expedience in which Trustee Cavazos has addressed issues that involved her directly.

*Motion to table this item.*

*Motion: Guzmán Second: Brooks Vote: Yeses – 5 (Brooks, Cepeda, Ford, Garcia Morales, Guzmán); No – 1 (Cavazos)*

*The motion passed.*

*Trustee Williams was not present for the vote.*

Trustee Ford spoke about the role and responsibility of the Board President and said Trustee Cavazos has taken action and has acted accordingly as it concerns her. She said she does not believe any of the allegations spoken against Trustee Cavazos are true.

**Board Member Leaves**

Trustee Garcia Morales left the dais at 10:29 p.m.

**Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

**Public Hearing**

Susan Proffitt spoke on Item 4.02 and said she was not sure why this was on the agenda because it was not presented to the Board for prior review.

Jamie Tadrzynski spoke in favor of Item 4.02, stating thousands of CCSD students would benefit from this program. She said her concern is how social workers will be hired and retained. She spoke in support of Items 4.06 and 4.07 and talked about how much special education teachers provide. Speaking about Item 4.11, she noted the number of teachers leaving the District, and she mentioned the current health insurance issues educators are dealing with.

Sarah Comroe spoke in support of Item 4.12 but said in a particular situation, the teacher is expected to carry out the duties of a mentor teacher with a student teacher but is not getting the stipend. She talked about the fact that staff continue to leave the District, as shown in Item 4.11, because of pay, benefits, and work environment.

## **Approve Adoption of Consent Agenda** (continued)

*Motion to approve the consent agenda.*

*Motion: Guzmán Second: Ford Vote: Unanimous*

*Trustee Garcia Morales and Trustee Williams were not present for the vote.*

### **4.01 Approval of the Minutes.**

Discussion and possible action on the approval of the minutes from the work session of September 1, 2021, is recommended. **(For Possible Action)** (Ref. 4.01)

### **4.02 Grant Application: American Rescue Plan Act of 2021 for Homeless Children and Youth, United States Department of Education.**

Discussion and possible action on authorization to implement the American Rescue Plan Act of 2021 for Homeless Children and Youth, United States Department of Education grant application to provide wraparound services to enable homeless children and youth to attend school and participate in school activities, including face-to-face instruction, from October 29, 2021, through September 30, 2023, in an amount of \$342,417.49, 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. 4.02)

### **4.03 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.

### **4.04 Cognia Accreditation Membership Fees.**

Discussion and possible action on authorization to pay annual accreditation fees of approximately \$70,000.00 to Cognia for Clark County School District high schools committed to systemic and sustainable continuous improvement, in an amount of \$350,000.00 for the five-year period, from October 29, 2021, through July 31, 2026, to be paid from Student Activities, Unit 0111, Cost Center 1010000111, GL 5810000000, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 4.04)

### **4.05 Early Childhood Curriculum: Teaching Strategies®.**

Discussion and possible action for the Early Childhood Department within the Student Services Division to purchase *The Creative Curriculum® for Preschool* tool kit resources from Teaching Strategies®, effective October 29, 2021, through June 30, 2022, for an approximate amount of \$182,400.00 to be paid from the Individuals with Disabilities Education Act: Local Plan, Public Law 108-446, Fund 0280, Grant 6639022, Internal Order G6639009921; \$91,162.50 to be paid from the Title I Pre-Kindergarten Set Aside Funds, Fund 0280, Grant 633-22, Internal Order G6633015821; \$7,000.00 to be paid from Cohort VII of the Nita M. Lowey 21st Century Community Learning Centers program, Fund 0280, Cost Centers 9100010234 and 9100010253; and \$42,900.00 to be paid from the Nevada Ready! State Pre-Kindergarten program, Fund 0279, Grant 4407022, Internal Order G4407000122, with a total cost of \$323,462.50, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 4.05)

**Approve Adoption of Consent Agenda** (continued)

**4.06 American Rescue Plan Act of 2021, Elementary and Secondary School Emergency Relief Fund, Individuals with Disabilities Education Act: Preschool Grant, United States Department of Education.**

Discussion and possible action on authorization to submit and implement the American Rescue Plan Act of 2021, Elementary and Secondary School Emergency Relief (ESSER) Fund, Individuals with Disabilities Act: Part B Section 619: Preschool, Public Law 117-2 grant application funded through the United States Department of Education to assist students in the Clark County School District recover from the impact of the COVID-19 pandemic, safely reopen schools, and sustain safe operations while providing a free appropriate public education in the least restrictive environment with a focus on activities associated to assist approximately 6,300 students with disabilities ages three-five, effective July 1, 2021, through September 30, 2023, submitted in the amount of \$829,419.00, to be paid from Federal Projects, Fund 0280, Cost Center 1000010137, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Manc] (Ref. 4.06)

**4.07 American Rescue Plan Act of 2021, Elementary and Secondary School Emergency Relief Fund, Individuals with Disabilities Education Act: Local Plan Grant, United States Department of Education.**

Discussion and possible action on authorization to submit and implement the American Rescue Plan Act of 2021, Elementary and Secondary School Emergency Relief (ESSER) Fund, Individuals with Disabilities Education Act, Part B Section 611: Local Plan, Public Law 117-2 grant application funded through the United States Department of Education to assist students in the Clark County School District recover from the COVID-19 pandemic, safely reopen schools, and sustain safe operations while providing a free appropriate public education in the least restrictive environment for students with disabilities, effective July 1, 2021, through September 30, 2023, submitted in the amount of \$11,744,353.00, to be paid from Federal Projects, Fund 0280, Cost Center 1000010137, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Manc] (Ref. 4.07)

**4.08 Warrants.**

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 4.08)

**4.09 Recap of Budget Appropriation Transfers.**

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning September 1, 2021, through September 30, 2021, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 4.09)

**Approve Adoption of Consent Agenda** (continued)

**4.10 Unified Personnel Employment.**

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 4.10)

**4.11 Licensed Personnel Employment.**

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 4.11)

**4.12 Professional Services Agreement: Paraprofessional Pathway Project.**

Discussion and possible action on authorization for the Clark County School District, Human Resources Division to enter in a Professional Services Agreement with the Board of Regents of the Nevada System of Higher Education on behalf of the University of Nevada, Las Vegas, to have services performed to cultivate support professional employees of the Clark County School District to pursue teaching licenses in Nevada through the Paraprofessional Pathway Project (PPP), at a cost of up to \$1,000,000.00, to be paid through the United States Department of Education, Elementary and Secondary School Emergency Relief (ESSER III) Fund, Fund 0280, Grant 6619021, effective December 15, 2021, through December 10, 2022, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 4.12)

**4.13 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,780,512.74 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 4.13)

**4.14 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$7,851,726.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 4.14)

**4.15 Engineering Services Agreement: Geotechnical Services New School Northeast Career and Technical Academy.**

Discussion and possible action on approval to enter into an engineering services agreement with GeoTek, Inc., for the new school Northeast Career and Technical Academy in the amount of \$281,024.25, to be paid from the 2015 Capital Improvement Program, Fund 3150000000 Project C0001639; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.15)

**Approve Adoption of Consent Agenda** (continued)

**4.16 Engineering Design Services: New School South Career and Technical Academy.**

Discussion and possible action on approval to select the engineering firm of Lochsa Engineering to provide engineering design services to prepare plans, specifications and other construction documents for a construction manager at risk method of construction in support of the new school, South Career and Technical Academy, in the amount of \$97,800.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001640; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.16)

**4.17 Contract Award: Replace Heating, Ventilation, and Air Conditioning Components, Roof, and Security at Walter Johnson Junior High School Academy of International Studies.**

Discussion and possible action on approval of award to the lowest responsive and responsible bidder to replace the heating, ventilation, and air conditioning components, roof, and security at Walter Johnson Junior High School Academy of International Studies in the amount of \$7,569,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014449; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.17)

**4.18 Contract Award: Phase III Gymnasium Replacement at Southeast Career and Technical Academy.**

Discussion and possible action on approval of award to the lowest responsive and responsible bidder for the phase III gymnasium replacement at Southeast Career and Technical Academy in the amount of \$19,786,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015392; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.18)

**4.19 Grant of Easement to Las Vegas Valley Water District at Maryland Parkway and Oakey Boulevard.**

Discussion and possible action on approval to grant and convey perpetual access easement to the Las Vegas Valley Water District at Maryland Parkway and Oakey Boulevard property, for the construction, operation, use, maintenance, repair, replacement, reconstruction, and removal of pipelines, all underground and surface appurtenances for conducting water, and any facilities ancillary thereto, such as electric power, fiber optic, and the rights of ingress and egress, over, on, above, across, and under, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.19)



**Approve Adoption of Consent Agenda** (continued)

**4.20 Grant of Easement to Regional Transportation Commission of Southern Nevada at Maryland Parkway and Oakey Boulevard.**

Discussion and possible action on approval to grant and convey perpetual access easement to the Regional Transportation Commission of Southern Nevada at Maryland Parkway and Oakey Boulevard property, for a bus shelter pad including all rights necessary for the construction, operation, maintenance and repair of the bus shelter pad and appurtenances thereon; upon, over, under and across the easements, and the right of ingress and egress to and over said easements; together with permission to maintain landscaping as deemed reasonably necessary to ensure the safe and proper operation of the bus shelter pad, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.20)

**4.21 Memorandum of Agreement: Study to Determine Upper Room UVC Impact on Absenteeism.**

Discussion and possible action on the approval for Clark County School District to enter into a Memorandum of Agreement with R-Zero Systems, Inc., to provide to Clark County School District all equipment to include hardware components, software components and R-Zero Systems Inc., client dashboard services to support a pilot project study to help improve student performance and quality of learning by reducing the spread of infectious disease and thereby improve student, teacher, and staff attendance, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County Board of School Trustees, to sign the Memorandum of Agreement Study to Determine Upper Room UVC Impact on Absenteeism with no cost to the Clark County School District. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.21)

**4.22 Change Order.**

Discussion and possible action on ratification of total change order for a net increase of \$22,549.97 to the construction contract for Liliam Lujan Hickey Elementary School (\$22,549.97) (Ryan Mechanical, Inc., – 2015 Capital Improvement Program), is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 4.22)

**Board Member Returns**

Trustee Garcia Morales returned to the dais at 10:45 p.m.

**Formative Board Reports and Updates**

None.

**Presentation of Proposed new Policy 5139 and Amendment of Policy 5137**

Presentation and discussion on Proposed new Policy 5139, Anti-Racism, Equity, and Inclusion and Amendment of Policy 5137, Safe and Respectful Learning Environment: Bullying and Cyberbullying.

There was no presentation on this item.

### **Approve Notice of Intent – Clark County School District Policy 5139**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Policy 5139, Anti-Racism, Equity, and Inclusion, prior to submission to the Board of School Trustees for approval on Thursday, November 18, 2021, as recommended in Reference 6.02.

#### Public Hearing

Sarah Comroe stated that it is her job to amplify the voices of the LGBTQ+, neuro-diverse and disabled, and BIPOC students and staff in CCSD. She said she was told that this is a descent policy so she will now be watching for how it is implemented.

Jamie Tadrzynski said now that the policy is written, it needs to be implemented and upheld and monitored and any failures need to be addressed. She said the work has commenced and they need to remain vigilant.

Jose Solorio spoke about the work of the committee, CCSD staff, organizations, and outside consultants on this policy. He said everyone should be proud of where they come from and the District should integrate culture into the curriculum so everyone can learn from it.

Annette Magnus noted the presentation states “rejects all forms of racism” and said there was a man in the hallway during tonight’s meeting with a Confederate flag that had to be forcibly removed. She mentioned Assembly Bill (AB) 371 and said the District should already have an antiracism policy in place, so if they want to comply with state law, they need to stay on track.

Maria-Teresa Liebermann talked about the staff that left the meeting before presenting on this item and said they need to be held accountable.

Jenna Robertson talked about different situations and actions that have taken place and pointed out why there is a need for an antiracism policy. She said the District must address all hate-based activity.

Lisa Bailey said she witnessed the hate speech in the hallway and when she mentioned the law to the officer, the officer thought it was not law, but policy. She said the antiracism policy is part of a law; therefore, the man with the flag was violating state law. She thanked the team who crated the policy.

Tashika Lawson said antiracism is not new and should be something that everyone wants to protect their kids, and she said this does not only protect Black and brown and BIPOC children, but it protects all children. She asked that the Board do its job and move this forward.

Akiko Cooks said she and others had to watch the man with the Confederate flag wrapped around his body and then were told to ignore it by CCSD police. She stated #1865 No Racism in Schools is dedicated to holding everyone accountable for the antiracism policy.

**Approve Notice of Intent – Clark County School District Policy 5139 (continued)**

Mercedes Krause requested that the community be provided with highlights or monthly information regarding the taskforce, the Board meetings and anything related to the antiracism policy.

Rudy Zamora said the writing of the policy is a start but implementation needs to begin. He said the real issues students are facing are not being addressed. He asked what the Board is doing to keep students protected and make sure they feel safe at school.

Anna Binder mentioned the work and effort that members of the community have had to put forth in order to get this policy written. She said she believes now everyone can work together to build trust and change the tone of frustration that has been expressed.

*Motion to approve.*

*Motion: Cavazos      Second: Garcia Morales*

Trustee Cepeda stated the committee is made up of appointments by the Superintendent but she would like to see a hybrid committee with some of those appointments being made by the Board.

Trustee Cavazos accepted Trustee Cepeda's amendment.

Trustee Garcia Morales also accepted the amendment.

Trustee Brooks noted that if the Board appoints anyone, the meetings would have to fall under Open Meeting Law (OML).

Mary-Anne Miller, Board Counsel, District Attorney's Office, advised that Trustee Cepeda include specific language for the policy now or make a motion for additional language to be included when the policy comes back for final approval.

Trustee Cavazos suggested Trustee Cepeda write the language and present the hybrid option on November 18, 2021, when this comes back for approval.

Trustee Cepeda said she would be willing to discuss the language for a possible hybrid option at an Officers Meeting.

*Vote on Trustee Cavazos' motion was unanimous.*

*Trustee Williams was not present for the vote.*

**Approve Notice of Intent – Clark County School District Policy 5137**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Policy 5137, Safe and Respectful Learning Environment: Bullying and Cyberbullying, prior to submission to the Board of School Trustees for approval on Thursday, November 18, 2021, as recommended in Reference 6.03.

**Approve Notice of Intent – Clark County School District Policy 5137 (continued)**

*Motion to approve.*

*Motion: Guzmán Second: Ford Vote: Unanimous*

*Trustee Williams was not present for the vote.*

**2022-2023 School Calendars and 2023-2024 School Calendars**

Discussion and possible action on approval to adopt the 2022-2023 School Calendars for Staff and Students, and the 2023-2024 School Calendars for Staff and Students, is recommended.

**Public Hearing**

Sarah Comroe said she was disappointed that the full week of Thanksgiving is not being added back to the calendar, as attendance is low, as well as participation and focus for those who are in attendance. She said the unassigned days should be the Monday and Tuesday of that week. Regarding Item 6.05, she spoke in support of recommending Juneteenth as a CCSD holiday, as there are children who attend school during the summer.

The Board agreed to postpone this item until a later date since staff was not present to answer questions.

No action was taken on this item.

**2021-2022 School Calendar for Staff**

Discussion and possible action on approval to amend the 2021-2022 School Calendar for Staff, to include the Juneteenth Holiday, is recommended.

The Board agreed to postpone this item until a later date since staff was not present to answer questions.

No action was taken on this item.

**Approve 2021 Summer Application Cycle for Proposed Charter Schools**

Approval regarding the proposed State Public Charter School Authority sponsored public charter schools for the 2021 Summer Application Cycle.

Dan Tafoya, Director, Office of Charter Schools, College, Career, Equity and School Choice Unit, presented the 2021 Summer Application Cycle for Proposed Charter Schools, as shown in Reference 6.06.

**Public Hearing**

Anna Binder asked about the retention of new staff and a CCSD Office of General Counsel staff member also sitting on the State Public Charter School Authority board.

Jose Solorio asked who would be in charge of the school district without a Superintendent.

**Approve 2021 Summer Application Cycle for Proposed Charter Schools (continued)**

*Motion to accept.*

*Motion: Guzmán Second: Cepeda Vote: Unanimous*

*Trustee Williams was not present for the vote.*

**Public Hearing on and Possible Approval of the New Memorandum of Agreement between the Clark County School District and the Education Support Employees Association Regarding the Transportation Needs of Students**

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new Memorandum of Agreement between the Clark County School District and the Education Support Employees Association Regarding the Transportation Needs of Students. 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](mailto:BoardMtgComments@nv.ccsd.net) by 2:00 p.m., Thursday, October 28, 2021.

Trustee Cavazos read the public hearing statement.

Trustee Guzmán stated she would be abstaining from voting on this item, as the Education Support Employees Association (ESEA) is part of the Nevada State Education Association (NSEA).

**Public Hearing**

Sarah Comroe said she reached out to support staff employees regarding this item and the input she received was concerning the low salary for the job they are doing taking care of children.

Fikisha Miller, Chief Negotiator and Assistant General Counsel, Office of the General Counsel, presented the new Memorandum of Agreement between the Clark County School District and the Education Support Employees Association Regarding the Transportation Needs of Students.

**Public Hearing**

John Morrison said many students are having trouble making it to school because of a lack of bus drivers and in many cases they have started class 10 to 15 minutes late because students could not get there on time.

*Motion to approve.*

*Motion: Garcia Morales Second: Cepeda Vote: Yeses – 5 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales); Abstain – 1 (Guzmán)*

*The motion passed.*

*Trustee Williams was not present for the vote.*

**Public Hearing on and Possible Approval of the New Memorandum of Agreement between the Clark County School District and the Clark County Education Association Regarding the Negotiated Agreement for 2021-2022 and 2022-2023 School Years**

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new Memorandum of Agreement between the Clark County School District and the Clark County Education Association Regarding the Negotiated Agreement for 2021-2022 and 2022-2023 School Years. 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](mailto:BoardMtgComments@nv.ccsd.net) by 2:00 p.m., Thursday, October 28, 2021.

Trustee Cavazos read the public hearing statement.

**Public Hearing**

Marie Neisess said it is unacceptable that it took this long to reach an agreement. She said students are impacted daily due to staff shortages and said educators deserve to be respected and compensated as professionals. She asked that the Board pass this agreement.

Kenny Belknap said it was hope of the Clark County Education Association (CCEA) that CCSD would be able to use funds dedicated to public education during the 2021 Legislative Session to address critical issues. He said instead the Board has chosen personal politics. He said this agreement should have been passed months ago, and he urged the Board to do so tonight.

Paige Myers said educators are overwhelmed. She asked that the Board pass this agreement and show educators that they are respected.

Jim Frazee stated approving this agreement should have been done. He talked about what this agreement does for educators, and he talked about the frustration expressed by many educators.

Sarah Comroe said educators desperately need a contract but spoke out against the continued use of the Teachers Health Trust (THT). She said passing this contract does not change the fact that they still have bad health insurance and said the Board should be fighting for a better contract.

Karl Byrd said people have contacted him expressing worry over this item. He said he and others have worked hard to find a solution for the healthcare issues related to THT. He stated educators need a contract and cannot wait any longer.

Jessica Jones said she loves her job but this year has been very difficult for her and for her colleagues. She said the educators at her worksite were happy that an agreement had been reached and said it is a fair contract and could do a lot to improve morale.

**Public Hearing on and Possible Approval of the New Memorandum of Agreement between the Clark County School District and the Clark County Education Association Regarding the Negotiated Agreement for 2021-2022 and 2022-2023 School Years** (continued)

Kristan Nigro said educators need this contract. She said it has been a challenging couple of years and morale is so low. She asked the Board to please vote in favor of this agreement.

Hannah Comroe said she does not fully agree with the proposed contract. She asked for an explanation of the four additional days for special education teachers and being in compliance with IEPs. She asked how educators are going to be able to see healthcare providers going forward and at what point the decision will be made to stop using THT.

Ms. Fikisha Miller presented the new Memorandum of Agreement between the Clark County School District and the Clark County Education Association Regarding the Negotiated Agreement for 2021-2022 and 2022-2023 School Years.

Trustee Guzmán stated she would be abstaining from voting on this item, as there may be NSEA members who would benefit from this agreement.

*Motion to approve.*

*Motion: Garcia Morales Second: Cepeda Vote: Yeses – 5 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales); Abstain – 1 (Guzmán)*

*The motion passed.*

*Trustee Williams was not present for the vote.*

**Public Hearing on and Possible Approval of the 2021-2023 Negotiated 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 on, discussion of, and possible action on approval of the 2021-2023 Negotiated Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-technical Employees. 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](mailto:BoardMtgComments@nv.ccsd.net) by 2:00 p.m., Thursday, October 28, 2021.

Trustee Cavazos read the public hearing statement.

There was no one wishing to speak on this item.

Ms. Fikisha Miller presented the 2021-2023 Negotiated Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-technical Employees (CCASAPE).

**Public Hearing on and Possible Approval of the 2021-2023 Negotiated Agreement between the Clark County School District and the Clark County Association of School Administrators and Professional-technical Employees** (continued)

*Motion to approve.*

*Motion: Ford Second: Guzmán Vote: Unanimous*

*Trustee Williams was not present for the vote.*

**Trustee Community Activity Reports**

None.

**Public Comment on Non-Agenda Items**

Jose Solorio said he was glad to hear that there will be more transparency with the THT. He said it is also important to ask for enough money at the legislature to appropriately pay teachers.

Mercedes Krause spoke about issues concerning licensing for educators and said many teachers are going through these problems. She said this needs to be researched.

Terri Shuman raised an issue with CCSD Covid-19 testing site hours and complications this is causing.

John Johnson asked who the interim superintendent would be. He said as the Board president, Trustee Cavazos is supposed to command order and decorum, and Trustee Williams should have been asked to leave for not wearing her mask.

Ed Gonzalez said he was sad for what has taken place and because he is unsure of where to go from here. He noted there is still no Memorandum of Agreement (MOA) for a health clinic at Sister Robert Joseph Bailey Elementary School. He said in terms of the redistricting maps, he feels the Board did not give good guidance on communities of interest.

Antonio Bowen encouraged the Board to keep moving forward and bringing new ideas forward and get back to the task of educating.

**Board Self-Assessment Assignment**

None.



**Upcoming Meeting of the Board of Trustees – Wednesday, November 3, 2021, 8:00 a.m.**

Trustee Cavazos stated the upcoming meeting would be held at 8:00 a.m. and subsequent work sessions would begin at 9:00 a.m.

**Adjourn:** 1:00 a.m.

*Motion: Garcia Morales    Second: Guzmán    Vote: Unanimous*

*Trustee Williams was not present for the vote.*