

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, December 12, 2019

5:04 p.m.

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

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

**Flag Salute**

The Las Vegas High School ROTC and Trustee Cepeda led the Pledge of Allegiance.

**Invocation**

Sr. Chaplain Victorya Campe, Messages of Faith Ministry, performed the invocation.

**Announcements**

Superintendent Jara introduced newly appointed principals.

**Adoption of the Agenda**

*Adopt agenda, except note revised reference material provided for Item 4.11.*

*Motion: Garvey Second: Cavazos Vote: Unanimous*

**Recognition of the Student Advisory Committee**

Recognition of the Student Advisory Committee.

Trustee Cavazos recognized members of the Student Advisory Committee.

**Public Comment on Non-Agenda Items**

Fernando Valenzuela said the District exploits substitute teachers for their time and for their work. He said substitute teachers' benefits and wages are inadequately.

Autumn Tampa said the District services a very diverse community, and she expressed concern that not all families' and not all students' needs are addressed.

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

Clifton Berry thanked the Board and Superintendent for what they do. He said change is good.

Melanie Wilkerson spoke in support of the AVID program, and she asked why the District was cutting this program when it helps so many students and so many teachers.

Quincey Williams expressed concern and sorrow over the disqualification of the Canyon Springs High School football team by the Nevada Interscholastic Activities Association (NIAA). He said the students, parents, and the community are suffering because of this.

Beatrice Turner said she was outraged by what happened at Canyon Springs High School. She asked if the Superintendent would meet with the community to discuss the issue. She asked why the Board was not aware that the Superintendent's evaluation was due in one year.

Andres Carrasco said AVID would help him realize his dream, and he spoke about how AVID helped his sister who is now a college student. He expressed the overall importance of the AVID program for the many ways that it helps students.

Tam Larnerd said AVID has provided Spring Valley High School students equity and access and support. He shared what the AVID program means to students at Spring Valley High School.

Jolina Rose Miguel expressed concern that support for the AVID program would be discontinued. She spoke about the benefits of the program for students and how it has helped her personally.

Ella Zanders said AVID provided opportunities for her she did not know were possible, and she shared the many ways in which AVID helps students.

Michael Rube thanked the Board for their concern and positive comments shared at a previous Board meeting regarding the shortage of school psychologists. He spoke on behalf of bilingual school psychologists in CCSD who are also dealing with a serious shortage.

Cody Clarke spoke in support of the AVID program. He said by taking away this program, CCSD is sending students out unprepared. He said taking away funding for AVID hurts students and educators.

Alma Avila said changes are necessary at Walter Bracken Elementary School to increase its star rating back to five. She said many people are not willing to accept those changes partly because they are unwilling to accept the new administrator.

Riley Camp spoke about the positive impact attending Walker Bracken Elementary School had on him, and he expressed concern for how teachers at Bracken are being treated by the current administrator.

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

Diana Ramirez expressed concern for how the teachers are being treated by the principal at Walter Bracken Elementary School.

Kierstyn Bailey spoke about the many ways that the AVID program helps students and about the negative impact discontinuing the program would have.

**FOCUS: 2024 Strategic Plan Update**

Presentation and discussion on Focus: 2024 Indicators and Results pertaining to SS-3(C): CTE enrollment and diversity; SS-3(D): High-skill and high-demand programs of study; SS-3(E): International Baccalaureate; and SS-3(F): Magnet school enrollment.

Dr. Mike Barton, Chief College, Career and Equity Officer, College, Career, Equity and School Choice Unit; Kerry Larnerd, Director, Career and Technical Education, College, Career, Equity and School Choice Unit; Gia Moore, Director, Magnet/CTA and Technology Academies, College, Career, Equity and School Choice Unit; and Rachel Reid, Coordinator, Magnet/CTA and Technology Academies, College, Career, Equity and School Choice Unit, presented Remediation, Career and Technical Education, and International Baccalaureate as shown in Reference 3.01.

**Public Hearing**

Autumn Tampa said families have expressed to her that when the schools their autistic children were attending became magnet schools, their children were no longer able to attend. She said she wondered about the calculation of data and said testing adaptations for special needs students need to be reviewed.

Dr. S. S. Rogers suggested there should be a curriculum in place for African-American students to learn a second language beginning in elementary school and a class for African-American males who may have an interest in pursuing a career as an administrator.

The Board discussed various topics including, but not limited to, how students earn college credits and certifications and including the trades, addressing workforce needs in career and technical education, partnerships with higher education institutes, partnering with the unions to attract or recruit teachers, and special needs students and English Language Learner (ELL) students enrolled in career and technical education (CTE) programs.

Trustee Cepeda requested that the data of the completion rate for CTE programs be broken down to differentiate between career and technical academies (CTAs) and comprehensive high schools.

Trustee Ford asked for the percentage of special needs students and ELL students in the District compared to the percentage of these students enrolled in CTE programs.

**FOCUS: 2024 Strategic Plan Update**

Presentation and discussion on Focus: 2024 Indicators and Results pertaining to SS-4(C): Student suspensions; SS-4(D): Disproportionality in student suspensions; SS-4(E): Student discretionary expulsion referrals; and SS-4(F): Disproportionality in student discretionary expulsion referrals.

Dr. Barton, and Dr. Tammy Malich, Assistant Superintendent, Education Services Division, College, Career, Equity and School Choice Unit, presented a quarterly update on student discipline as shown in Reference 3.02.

**Public Hearing**

Autumn Tampa said she does not believe that all support staff employees feel included or feel like they are part of a team. She said this type of training should be available to support professionals.

Dr. S. S. Rogers said there are many community members who deal with students, and students know they can confide in them. He said there are many community members willing to reach out to families and students.

The Board discussed various topics including, but not limited to, educational options for violent offenders, a possible correlation between the number African-American and Hispanic students under suspensions and expulsions that are also participants in the Free and Reduced Lunch (FRL) program, continued care for students beyond the school day and partnering with community groups and organizations, tracking to ensure that all students are disciplined in the same manner for the same offenses, and continuing to include support professions in trainings.

Trustee Garvey suggested that if the District partners with community groups or organizations, those individuals should receive the same training as is expected of District employees and that those individuals' work with students is tracked.

Trustee Ford suggested thinking about what data is not being collected and might be useful, as they move forward, such as what programs did students with behavioral issues participate in or what programs did they have access to. She said then they could begin to implement some different data collections and have different conversations to address the needs of all students.

**FOCUS: 2024 Strategic Plan Update**

Presentation and discussion on Focus: 2024 Indicators and Results pertaining to TPS-1(D): Teacher professional learning; TPS-1(E): Learning strategist/teacher leader professional learning; and TPS-1(F): School administrator professional learning.

Dr. Brenda Larsen-Mitchell, Chief Curriculum, Instruction, and Assessment Officer, Curriculum, Instruction, and Assessment Unit, and Aalya Page, Assistant Superintendent, Curriculum and Professional Development Division, Curriculum, Instruction, and Assessment Unit, gave a presentation looking at highly effective staff as shown in Reference 3.03.

**FOCUS: 2024 Strategic Plan Update (continued)**

Trustee Garvey said she would like to receive updates on the outcomes of the professional development trainings.

The Board discussed tracking or measuring results from professional development training; looking at the cost of professional development in the future and the long-term plan for professional development; and continuing to listen to principals, teachers, and support professionals as this moves forward.

**Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

The following speakers commented on Item 4.14 Professional Services Agreement – Teach for America Program:

Olga Cruz spoke positively about her son's teacher who is part of the Teach for America (TFA) program and said the Board should vote yes to renew the contract for TFA.

Alejandro Gutierrez spoke positively about his fifth-grade teacher who was part of TFA. He said his teacher made learning fun and easy and said he looks forward to having more TFA teachers in his life in the future.

Derrick Sylvester asked that the Board renew the contract with TFA. He spoke about how TFA helped him become a teacher and continues to help him to continue to develop his teaching and leadership skills.

Miguel Gutierrez said he is a TFA alumni, and he loves his job and the career he is in. He spoke about the support he received from TFA as a new teacher and the tools that helped him become an effective teacher.

Elisa Marcheschi Hickey asked that the Board renew the contract for TFA. She shared that because of a monetary grant and professional development she received from TFA, she was able to launch a Saturday swim program for students at her school, and she talked about how that benefits students.

Jailene Arellano said she joined TFA because she had many TFA teachers growing up, and it was a positive experience and said she wants to have that same type of impact in Las Vegas.

Michelle Cabral said she has worked closely with many TFA teachers during the eight years she has been teaching in Clark County. She spoke positively about TFA Corps members and their work ethic and enthusiasm.

Mackenzie McElduff spoke about the ongoing support provided by TFA, and she shared collaborative efforts she has been involved in recently.

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

Alexandra Bossert said she is a TFA alumnus and is in her 10<sup>th</sup> year of teaching. She said she chooses to work with new TFA teachers, and she talked about why she believes TFA is an important part of filling the need for teachers in Clark County.

Vicki Kreidel said it is the children that suffer most from the shortage of highly-qualified, certified teachers in the District. She said even though she has concerns with who has funded TFA in the past, something must be done now in CCSD. She recommended that the Board renew the contract with TFA but said it is vital that TFA educators receive adequate support from their organization.

Brian McAnallen spoke on Item 4.17 Purchase Awards. He stated that an annual purchase award in the amount of \$2.5 million as listed in Reference 4.17 should always be competitively bid for even though it is allowable under Nevada Revised Statutes (NRS) for the District to use a joint purchasing cooperative. He said this would empower the District to leverage resources and would ensure that the District is getting the best product at the lowest cost.

Trustee Brooks stated that Superintendent Jara requested that Item 4.18 be removed from the consent agenda.

*Motion to approve the consent agenda, deleting Item 4.18 and pulling Item 4.14 for separate discussion and vote.*

*Motion: Garvey Second: Ford*

*Trustee Ford asked that Item 4.31 be pulled for separate discussion and vote.*

*Trustee Garvey agreed to that amendment.*

*Vote on Trustee Garvey's motion was unanimous.*

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

Discussion and possible action on the approval of the minutes of the special meeting of November 6, 2019; and the regular meeting of October 17, 2019, is recommended. **(For Possible Action)** (Ref. 4.01)

### **4.02 Computer Science Education – Senate Bill 313 Nevada Department of Education.**

Discussion and possible action on authorization for the Clark County School District to accept a subaward funded through the Nevada Department of Education to provide professional development, to expand computer science coursework, and to purchase computing devices, for the purpose of student instruction, from December 13, 2019, through June 30, 2020, in an amount of \$400,000.00, to be paid from the Computer Science Senate Bill 313 grant, Fund 0279, with no impact to the general fund, is recommended. **(For Possible Action)**

[Contact Person: Mike Barton] (Ref. 4.02)

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

### **4.03 Professional Development Services: The Consortium on Reaching Excellence in Education.**

Discussion and possible action on authorization to purchase professional development services focusing on coaching and evidence-based, literacy strategies from the Consortium on Reaching Excellence in Education for approximately 143,000 students at 229 elementary schools, for an amount not to exceed \$225,703.42, from December 13, 2019, through June 30, 2020, to be paid through the Read by Grade 3 grant, Fund 0279 G4414000120, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Brenda Larsen-Mitchell] (Ref. 4.03)

### **4.04 Grant Application: Turnaround Grant – Autonomy Schools Nevada Department of Education.**

Discussion and possible action on the authorization to implement the state-funded grant application made available through the Nevada Department of Education aligned to the Nevada's Every Student Succeeds Act for developing strong school leaders, in an amount of \$180,000.00, effective December 13, 2019, through June 30, 2020, to be paid from the Turnaround Autonomy Schools Grant funding G4418000120, Fund 0279, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 4.04)

### **4.05 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. 4.05)

### **4.06 Capstone: Library Books.**

Discussion and possible action on approval to purchase library books in print format from Capstone, for an approximate amount of \$250,000.00, effective December 13, 2019, through December 31, 2020, to be funded by the 2015 Capital Improvement Program; Fund 3150000000; and Projects C0001616, C0001618, C0001624, C0001625, C0001626, and C0013575, is recommended. **(For Possible Action)** [Contact Person: Brenda Larsen-Mitchell] (Ref. 4.06)

### **4.07 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: Jason Goudie] (Ref. 4.07)

### **4.08 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 November 1, 2019, through November 30, 2019, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 4.08)

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

**4.09 Oversight Panel for School Facilities Membership.**

Discussion and possible action on approval of the membership of Rick Darnold to the Oversight Panel for School Facilities, as indicated, for a two-year term expiring December 31, 2022, and appointment of James Barrett to serve as chair, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 4.09)

**4.10 Revised Five-Year Capital Improvement Plan.**

Discussion and possible action on approval of the Clark County School District's revised Five-Year Capital Improvement Plan and authorization for the Plan to be submitted to the Nevada Department of Taxation and the Clark County Debt Management Commission, in accordance with Nevada Revised Statutes 354.5945, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 4.10)

**4.11 Unified Personnel Employment.**

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

**4.12 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. 4.12)

**4.13 Licensed Personnel Dismissal Recommendations.**

Discussion and resolution to approve the Superintendent's recommendation for dismissal of licensed personnel, as listed, is recommended. **(CONFIDENTIAL) (For Possible Action)** [Contact Person: Nadine Jones] (Ref. 4.13)

**4.15 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 80th Session of the Nevada Legislature 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, 2019, through June 30, 2020, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 4.15)

**4.16 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$2,063,258.21 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 4.16)

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

### **4.17 Purchase Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$4,869,751.40 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 4.17)

### **4.19 Grant of Easement to Las Vegas Valley Water District at Seigle Diagnostic Center.**

Discussion and possible action on approval to grant and convey a perpetual access easement to the Las Vegas Valley Water District at Seigle Diagnostic Center, 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 David P. McKinnis, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)**

[Contact Person: David McKinnis] (Ref. 4.19)

### **4.20 Grant of Pedestrian Access Easement to City of Las Vegas at Howard Wasden Elementary School.**

Discussion and possible action on approval to grant a pedestrian access easement along the north side of Howard Wasden Elementary School, for non-exclusive pedestrian passage over, on, upon, and across, including ingress and egress to and from adjacent properties, and for David P.

McKinnis, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: David McKinnis]

(Ref. 4.20)

### **4.21 Landscape Conversion Agreement Between the Clark County School District and the Southern Nevada Water Authority for Ruthe Deskin Elementary School.**

Discussion and possible action on approval to enter into a Landscape Conversion Agreement and Conservation Easement between the Clark County School District and Southern Nevada Water Authority at Ruthe Deskin Elementary School, and for David P. McKinnis, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended.

**(For Possible Action)** [Contact Person: David McKinnis] (Ref. 4.21)

### **4.22 Landscape Conversion Agreement Between the Clark County School District and the Southern Nevada Water Authority for Lorna J. Kesterson Elementary School.**

Discussion and possible action on approval to enter into a Landscape Conversion Agreement and Conservation Easement between the Clark County School District and Southern Nevada Water Authority at Lorna J. Kesterson Elementary School, and for David P. McKinnis, Chief of Facilities, to act as the Board of School Trustees, designee to sign the granting documents, is

recommended. **(For Possible Action)** [Contact Person: David McKinnis] (Ref. 4.22)

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

**4.23 Landscape Conversion Agreement Between the Clark County School District and the Southern Nevada Water Authority for D'Vorre and Hal Ober Elementary School.**

Discussion and possible action on approval to enter into a Landscape Conversion Agreement and Conservation Easement between the Clark County School District and Southern Nevada Water Authority at D'Vorre at Hal Ober Elementary School, and for David P. McKinnis, Chief of Facilities, to act as the Board of School Trustees, designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: David McKinnis] (Ref. 4.23)

**4.24 Second Amendment to the Ground Lease Between Pre Mine, LLC and Black Raven, LLC and the Clark County School District for the Goodsprings Elementary School.**

Discussion and possible action on approval to enter into a second amendment for a ground lease agreement between Pre Mine, LLC and Black Raven, LLC and the Clark County School District to lease an approximate one-acre parcel located at 305 West Spring Street, Goodsprings, Nevada, 89019 until September 30, 2024, and for David McKinnis, Chief of Facilities, to act as the Board of School Trustees' designee to sign the second amendment, is recommended. **(For Possible Action)** [Contact Person: David McKinnis] (Ref. 4.24)

**4.25 Architectural Design Services: Replace Roof Covering at Lee Antonello Elementary School.**

Discussion and possible action on approval to select the architectural firm of Vedelago-Petsch Architects, Inc., to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction to support the replacement of the roof covering at Lee Antonello Elementary School, in the amount of \$89,330.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014434; and for David P. McKinnis, Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: David McKinnis] (Ref. 4.25)

**4.26 Architectural Design Services: Replace Heating, Ventilation, Air Conditioning, and Roof at Ruthe Deskin Elementary School.**

Discussion and possible action on approval to select the architectural firm of Bloc9 Architecture, LLC, to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support to replace the heating, ventilation, air conditioning and roof at Ruthe Deskin Elementary School, in the amount of \$206,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0014174; and for David P. McKinnis, Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: David McKinnis] (Ref. 4.26)

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

**4.27 Engineering Services Agreement, Geotechnical Services for the Unnamed Middle School at Mountains Edge Parkway and South Buffalo Drive.**

Engineering Services Agreement, Geotechnical Services for the Unnamed Middle School at Mountains Edge Parkway and South Buffalo Drive. Discussion and possible action on approval to enter into an engineering services agreement with Nova Geotechnical & Inspection Services in support of the new middle school to be located at Mountains Edge Parkway and South Buffalo Drive, in the amount of \$479,855.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001628; and for David P. McKinnis, Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)**  
[Contact Person: David McKinnis] (Ref. 4.27)

**4.28 Contract Award: Unnamed Middle School Located at West Mountains Edge Parkway and South Buffalo Drive.**

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for construction of a new unnamed middle school to be located at West Mountains Edge Parkway and South Buffalo Drive, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001628, is recommended. **(For Possible Action)**  
[Contact Person: David McKinnis] (Ref. 4.28)

**4.29 Change In Service.**

Change in Services. Discussion and possible action on ratification of total change in services to the architectural/engineering services agreement for a net increase of \$670.55 to the agreements for John F. Mendoza Elementary School (\$670.55) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013855, is recommended. **(For Possible Action)**  
[Contact Person: David McKinnis] (Ref. 4.29)

**4.30 Change Orders.**

Change Orders. Discussion and possible action on ratification of total change order for a net increase of \$259,684.92 to the construction contract for Shelley Berkley Elementary School (\$25,564.28) (Rafael Construction, Inc., – 2015 Capital Improvement Program); Harvey N. Dondero Elementary School (\$234,120.64) (Burke Construction Group, Inc., – 2015 Capital Improvement Program), is recommended. **(For Possible Action)**  
[Contact Person: David McKinnis] (Ref. 4.30)

### **Approve Professional Services Agreement – Teach For America Program**

Approval on authorization to contract to hire up to 100 Teach For America teachers in FY21 and FY22 to teach in critical need subject areas in at-risk schools for two-year periods, at the then current salary negotiated between the Clark County School District and the Clark County Education Association; with Teach For America receiving an annual per-teacher payment of \$1,500.00 during the first year only of employment with the District for each teacher placed, and an annual per-teacher payment of \$2,500.00 during the second year only of employment with the District for each teacher placed, with costs to the District determined directly by the number of teachers placed; and with the amount not to exceed \$150,000.00 in FY21, and in subsequent years not to exceed \$400,000.00; effective July 1, 2020, through June 30, 2023, using pending funds from the Teach For America Cost Center 1010012031, Fund 0100, Functional Area F100002570, for a first-year total not to exceed \$150,000.00, with subsequent years in the amount not to exceed \$400,000.00; with a final payment of up to \$250,000.00 for FY23, as recommended in Reference 4.14.

Trustee Garvey expressed concern with the retention rate of TFA teachers over time. She said she was concerned about the investment the District is making over the long-term and suggested looking at whether or not this is the best investment of the dollars. She said she would like the Superintendent and staff to have a discussion and bring more information to the Board for discussion and vote in January.

Sean Parker, Executive Director, Teach for America Las Vegas, discussed the recruitment timeline for TFA.

Trustee Garvey said she feels the Board needs to make a more informed decision on this because of the retention rate and the cost.

Nadine Jones, Chief Human Resources Officer, Human Resources Division, explained that the District would not be able to replicate what TFA provides at the cost they are paying TFA for recruitment, training, support, et cetera.

Trustee Ford said she believes the District needs teachers desperately, and there is a pool of wonderful teachers with TFA so she would be in support of the contract. She said she would also be in support of postponing this decision and having more discussion.

Trustee Cavazos asked how many teachers they would be losing if they did not vote on this item tonight.

Mr. Parker said because of their recruitment season, they would be losing approximately 20 to 30 teachers, and those teachers would be placed somewhere else. He offered that as an alternative, they could work with District charter schools to bring teachers to Clark County.

### **Approve Professional Services Agreement – Teach For America Program (continued)**

Further discussion was held regarding concerns around the cost of the TFA contract and the retention rate of TFA teachers, looking at reallocating resources, and the fact that there is a nationwide teacher shortage.

*Motion to accept Item 4.14.*

*Motion: Cepeda Second: Young*

Discussion continued around the need for teachers, looking at other options in the future, and addressing recruitment and retention.

*Vote on Trustee Cepeda's motion: Yeses – 5 (Brooks, Cavazos, Cepeda, Ford, Young); No – 1 (Garvey)*

*The motion passed.*

### **Approve New Grant Application**

Approval on the authorization to submit and implement the School Safety Facility Improvements grant, from January 1, 2020, through June 30, 2021; to be paid from Unit 0137, Fund 0279, in the amount of up to \$15,000,000, with no impact to the General Fund, as recommended in Reference 4.31.

Trustee Ford asked that staff provide information regarding this item and speak about the District's efforts to obtain funding to secure schools.

Rich Easter, Grant Writer and Coordinator, Grants Development and Administration Department, College, Career, Equity and School Choice Unit, spoke about how the District was able to apply for four funding streams related to school safety through funding created for the school safety account by the legislature and sent to the Nevada Department of Education (NDE). He spoke specifically about the process for applying for funding for school safety audits and the resulting infrastructure improvements as requested in the NDE Request for Application (RFA) and where CCSD is now in that process.

*Motion to approve Item 4.31.*

*Motion: Ford Second: Cavazos Vote: Unanimous*

### **Adopt Amendment of Clark County School District Board of Trustees' Governance Policy GP-10: Construction of the Agenda**

Adoption of Clark County School District Board of Trustees' Governance Policy GP-10: Construction of the Agenda, as recommended in Reference 5.01.

### **Board Member Leaves**

Trustee Ford left the dais.

**Adopt Amendment of Clark County School District Board of Trustees' Governance Policy GP-10: Construction of the Agenda (continued)**

Public Hearing

Dr. S. S. Rogers said the president of the Board should not be allowed to drive everything, including the agenda. He said some Trustees do not represent their districts well. He said requests from District C typically go unanswered because the Board president feels she has the power to make all decisions.

*Motion to accept.*

*Motion: Garvey*

Trustee Garvey requested that the Trustees be provided with notes on their calendar so they are aware of when certain topics would be addressed.

*Trustee Cepeda seconded Trustee Garvey's motion.*

*Vote on Trustee Garvey's motion was unanimous.*

*Trustee Ford was not present for the vote.*

**Adopt 2019-2020 Amended Final Budget**

Adoption of the 2019-2020 Amended Final Budget, and authorization for members of the Board of School Trustees to sign and file as required by Nevada Revised Statutes 354.598005, as recommended in Reference 6.01.

**Board Member Returned**

Trustee Ford returned to the dais.

**Adopt 2019-2020 Amended Final Budget (continued)**

Steven Osburn, Director II, Budget Department, Business and Finance Unit, presented 2019-2020 Amended Final Budget as shown in Reference 6.01.

*Motion to accept Item 6.01.*

*Motion: Garvey Second: Cavazos Vote: Unanimous*

**Approve Items 6.02 through 6.06**

Approval of Items 6.02, 6.03, 6.04, 6.05, and 6.06, respectively, as follows:

**Approve Notice of Intent - Clark County School District Regulation 3611**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 3611, Sale of District Personal Property, prior to submission to the Board of School Trustees for approval on Thursday, January 9, 2020, as recommended in Reference 6.02.

**Approve Items 6.02 through 6.06 (continued)**

**Approve Amendment of Clark County School District Regulation 3432**

Approval of the amendment of Clark County School District Regulation 3432, District Liability Claim Resolution, as recommended in Reference 6.03.

**Approve Adoption of Clark County School District Regulation 3432.1**

Approval to adopt Clark County School District Regulation 3432.1, District Workers' Compensation Claim Resolution, as recommended in Reference 6.04.

**Approve Amendment of Clark County School District Regulation 4231**

Approval of the amendment of Clark County School District Regulation 4231, Alcohol and Controlled Substances (Drug) Testing, as recommended in Reference 6.05.

**Approve Amendment of Clark County School District Regulation 4343**

Approval of the amendment of Clark County School District Regulation 4343, Disciplinary Action: Support Staff and School Police Employees – Causes, as recommended in Reference 6.06.

*Motion to approve Items 6.02 through 6.06.*

*Motion: Young Second: Garvey Vote: Unanimous*

**Trustee Reports**

Trustee Garvey reported that all Trustees have met their first and third year required trainings, and that would be posted on the website.

Trustee Cavazos shared information about positive events that have taken place recently including the holiday extravaganza at the Smith Center where students performed, Hope Squad training, UNLV Summit on Education, the middle school spelling bee, and the 30<sup>th</sup> CCSD commemoration ceremony.

Trustee Cepeda recognized the National Distinguished Schools and Nevada State College (NSC) School of Education graduates.

Trustee Young reported on the Vegas PBS 7<sup>th</sup> Annual Victoria Tea where over \$38,000.00 was raised for the Masterpiece Theater programming. She stated that a U. S. Department of Education study conducted in Las Vegas showed that Vegas PBS "The Cat in the Hat Knows a lot About That," a digital resource, boosts children's performance scores in certain areas by 15 percent.

**Board and Superintendent Communication**

Superintendent Jara shared that the Liberty High School football team beat out Centennial High School for the first time in 10 years. He reported on the Las Vegas Sun Youth Forum he attended with Trustee Young and said he was very proud of the students. He shared information about a program in partnership with Westgate Resort in CCSD high schools and middle schools that brings awareness to students about the impact of drugs and opioid addiction.

### **Trustee Request for Agenda Items or Information**

Trustee Ford requested information regarding the thought process in the decision that was made to shift Title II funding and discontinue funding to the AVID program.

Trustee Young requested the data that supports AVID, particularly for children of color, and what prompted the District to shift funding away from that program with its success rate.

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

Alma Hernandez expressed concern with a program being taken away that helped her daughter, a student at Walter Bracken Elementary School. She said her daughter is now struggling academically. She said the environment at Bracken has changed as well.

Dennis Lay talked about how the environment at Bracken Elementary School has changed in a negative way and said the new principal has fostered a hostile work environment. He said many teachers have expressed their reluctance to come forward due to fears of retaliation, and teachers have decided they would be seeking employment opportunities elsewhere.

Kim Cooper said she was concerned about the future of Bracken Elementary School. She spoke positively about what Bracken offered in terms of education and the school's climate and environment but said now she is concerned that Bracken is in jeopardy because of the principal's leadership style.

Victoria Zblewski said change is difficult, and it was not easy to accept a new administrator, but changes needed to be made at Bracken Elementary School. She said she has been able to get her questions answered directly by the principal. She said the principal has worked hard to get where she is, is passionate about education, and cares about children.

Cynthia Ortega said she feels the principal at Bracken Elementary School has not been honest or transparent. She said her daughter, a student at Bracken, is affected by the change in the environment there and has expressed that she does not want to attend Bracken anymore.

Frederick Ives, Jr. read a letter Sara Ives wrote expressing her concern with changes that have occurred at Bracken Elementary School.

Ember Ives said being diagnosed with dyslexia and Attention Deficit Hyperactivity Disorder (ADHD), she faces many challenges that other students do not. She said while she was a student at Bracken Elementary School, teachers inspired her and believed in her. She said as long as her brother, who was recently diagnosed with autism, has the amazing teachers and programs that make Bracken what it is, he can succeed.

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

Nancy Torres Elias expressed concern that counseling sessions have not been implemented this year at Bracken Elementary School. She said the counselor has actually been assigned to other duties, which is taking away from other duties and responsibilities, which may include group or one-on-one counseling sessions.

Shelley Chiazzese said her child has not been receiving counseling at school as she consented to and because of this, he is having difficulties at school. She said she reached out to his teacher and counselor and was informed that group counseling sessions had not started due to an administrative issue.

Sarah Comroe said her children, who attend Bracken Elementary School, are autistic, and finding the right school for them was difficult. She said they chose Bracken because of the programs and the staff and the school's reputation. She said she has a legal right to attend her child's Individualized Education Program (IEP) meetings, but this year she was given only one scheduled time to attend the IEP meeting, but she is unable to because she has to be at work during that time.

Nancy Torres Elias read a letter from Elizabeth Perris (phonetic), expressing concerns that individual counseling sessions have been canceled and activities are being removed as well.

Superintendent Jara said regional staff is working with the principal at Bracken Elementary School. He clarified that some programs have been eliminated but at the recommendation of the School Organization Team (SOT).

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

Rosa Garcia said due to the support of her son's teachers when he attended Bracken Elementary School, he is now a successful high school student. She asked that the Superintendent consider retaining the teachers who are at Bracken. She asked that the Superintendent do something about the hostile environment and retain the teachers.

**Adjourn:** 10:42 p.m.

*Motion: Garvey    Second: Ford    Vote: Unanimous*