

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, January 11, 2018

5:07 p.m.

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

Pat Skorkowsky, Superintendent of Schools

**FLAG SALUTE**

Liberty High School ROTC and Trustee Garvey led the Pledge of Allegiance.

**INVOCATION**

Pastor S. S. Rogers, Greater Mt. Sinai Missionary Recruiting Ministries, Las Vegas, Nevada, performed the invocation.

**ADOPT AGENDA**

*Adopt agenda, except note reference material provided for Item 5.03, note revised reference material provided for Item 3.13, and move Item 4.01 to follow Item 7.01 as 7.01a.*

*Motion: Edwards Second: Young Vote: Unanimous*

**PUBLIC COMMENT PERIOD**

Elena Rodriguez shared information she found in a Las Vegas Review Journal article regarding the District's budget deficit and the loss of trust in the Superintendent and in the Board. She said the Superintendent and the Board approved \$17 million for consultants in fiscal year 2015 while students, parents, teachers, and support staff have sacrificed.

Georgina Parra-Ureno said an assistant superintendent position is being advertised for the Budget and Finance Division that does not require a degree or experience in accounting or finance, and there are four assistant superintendents who have been removed from their positions but continue to make the same salary. She said administrators have been getting reclassified at higher positions while support staff employees continue to wait to be reclassified since 2008.

**PUBLIC COMMENT PERIOD** (continued)

Tracee Guenther spoke about the shortage of school psychologists and the severity of the need for more psychologists. She pointed out that CCSD is the most understaffed school district in the state for school psychologists.

Steve Brown said he knows of four teachers who relocated to Las Vegas and then did not receive the \$5,000.00 signing bonus they were promised. He asked the Board if they could look into this matter and make sure those teachers receive the bonus they were promised.

Cheryle Rasmussen said she and others are addressing the Board because it saddens them to know that with all of the information provided, they had still not received the reclassification they were to receive.

Tam Larnerd shared that he and 376 of his students at Spring Valley High School have asthma, and he encouraged the Board to take a strong stance against any expansion of the nearby Wells Cargo asphalt plant. He asked that the Trustees support a resolution which would call for the Clark County Commission to deny the current application and future applications for Wells Cargo to expand its operations in an area that is zoned for residential use. He talked about health-related issues for students and faculty.

Ronnie Hawkins said he and his neighbors are concerned about the air quality at Spring Valley High School. He talked about how the community members came together in the past to prevent Wells Cargo from expanding its operations but said Wells Cargo has filed an application to permit what they call non-permitted uses, but there has been no action taken as of yet. He encouraged the Board not to support this asphalt plant.

Julie Wignall spoke about the health and safety hazards of Wells Cargo being in close proximity to Spring Valley High School. She shared that studies have found higher levels of particulate matter at Spring Valley than the federal government allows. She said there are also many pollutants found at asphalt plants that they are not testing for. She noted that the Wells Cargo property itself also poses a safety hazard to students who could easily gain access to the property and because the chain link fence does not provide a sufficient barrier against the dust from their gravel mounds.

Diane Henry thanked the Board and Environmental Services for appealing Wells Cargo's permit which would allow them to increase asphalt production and potentially open a second plant. She said Spring Valley High School parents and community members have concerns about the already existing health and safety issues related to Wells Cargo's current operations. She said they are hoping that the Board would join them in requesting that the county not approve any further expansions of the Wells Cargo site and also that all non-permitted uses be immediately removed and that Title 30 and the Spring Valley Land Use Plan be followed.

**PUBLIC COMMENT PERIOD (continued)**

Superintendent Skorkowsky stated that the District did file an appeal to the application submitted by Wells Cargo, and Wells Cargo has requested that the District's appeal be dismissed. He said there is an air quality meeting scheduled to take place on February 8, 2018.

Trustee Edwards said she would request that the Board bring forth a resolution at the Board's January 25, 2018, meeting opposing any expansion of the Wells Cargo site and removal of non-permitted uses.

**ANNOUNCEMENT**

Trustee Wright acknowledged Boy Scout Troop 223 present in the audience.

**APPROVE ADOPTION OF CONSENT AGENDA**

Approval of consent agenda, as submitted, as recommended.

**Public Hearing**

Robert Cowles spoke on Items 3.12 and 3.13. He said he worked at Mike O'Callaghan Middle School after its HVAC system was replaced, and the system never worked properly during the four years that he worked there. He said when a contractor is hired, there is something called "hold back" that the District could utilize, whereby a certain percentage of money is held back until the system is balanced and functioning properly. He suggested that the specifications in the bids should include the balanced temperature from room to room.

Trustee Edwards recognized the Sandy Valley community members in the audience who attended the meeting in support of their consent agenda item.

*Motion to approve the consent agenda.*

*Motion: Edwards Second: Garvey*

Trustee Garvey referred to Items 3.12 and 3.13 and noted that bids are coming in higher than the District's estimate. She asked if that was a trend.

Blake Cumbers, Associate Superintendent, Facilities Division, Operational Services Unit, said that is an ongoing trend in all levels of construction right now and staff sees that accelerating as new projects come online, such as the arena and the stadium and hotel projects. He said they are seeing shortages of labor and materials, and those things are becoming more expensive.

Trustee Garvey asked if the Board could have an agenda item placed on the Bond Oversight Committee (BOC) meeting agenda to discuss possible problems for the District related to the shortage of labor, the increase in bid awards, et cetera.

Mr. Cumbers said these issues also extend to construction management and the technical support level in having qualified employees willing to work for the salary the District is able to offer.

**APPROVE ADOPTION OF CONSENT AGENDA** (continued)

Trustee Garvey said that may be a topic for a future Board discussion. She asked if this bid award includes the balancing.

Mr. Cumbers said the commissioning services listed here are for the balancing of the equipment.

*Vote on Trustee Edwards' motion was unanimous.*

- 3.01 APPROVAL OF THE MINUTES. Discussion and possible action on the approval of the minutes of the special meetings of October 6, 2017, October 13, 2017, October 23, 2017, and November 14, 2017, is recommended. **(For Possible Action)** (Ref. 3.01)
- 3.02 NEW GRANT APPLICATION: LEADERSHIP NETWORK, NEVADA DEPARTMENT OF EDUCATION. Discussion and possible action on authorization to apply for and implement the state-funded grant application made available through the Nevada Department of Education by granting underperforming schools the opportunity to leverage change and dramatically improve student achievement by making targeted investments in areas aligned to Nevada's Strategic Plan, in an amount not to exceed \$31,500.00, effective July 1, 2017, through June 30, 2018, to be paid from the Leadership Network Grant – noncompetitive funding, Fund 0279, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.02)  
**Strategic Imperative(s):** School Support (SI-3)  
**Focus Area(s):** Academic Growth (FA-2)
- 3.03 GRANT APPLICATION: 2016-2017 SALARY INCENTIVES FOR LICENSED EDUCATIONAL PERSONNEL, STATE OF NEVADA. Discussion and possible action on authorization to submit and implement the state-funded program for salary incentives for eligible 2016-2017 licensed personnel to be paid from FY18, Salary Incentives for Licensed Educational Personnel Grant 4439018, Fund 0279, in the approximate amount of \$389,070.51, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Andre Long] (Ref. 3.03)  
**Strategic Imperative(s):** School Support (SI-3)  
**Focus Area(s):** Value/Return on Investment (FA-5)

**APPROVE ADOPTION OF CONSENT AGENDA** (continued)

- 3.04 GRANT APPLICATION: REFUGEE SCHOOL IMPACT GRANT, CATHOLIC CHARITIES OF SOUTHERN NEVADA, SUBGRANT AWARD. Discussion and possible action on authorization to implement the Refugee School Impact Grant, funded by the United States Department of Health and Human Services Office of Refugee Resettlement through Catholic Charities of Southern Nevada, to provide academic and enrichment services for eligible elementary and secondary refugee students, in the amount of \$151,481.00, from October 1, 2017, through September 30, 2018, to be paid from Refugee School Impact Grant, Fund 0280, Grant 6722018, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Greta Peay] (Ref. 3.04)  
**Strategic Imperative(s):** Academic Excellence (SI-1); Engagement (SI-2); School Support (SI-3)  
**Focus Area(s):** Proficiency (FA-1); Academic Growth (FA-2); Achievement Gaps (FA-3)
- 3.05 VEGAS PBS SOFTWARE LICENSES PROFESSIONAL SERVICES — FUEL EDUCATION, LLC. Discussion and possible action on the request to purchase 250 career pathway online course enrollments, statewide webinars and onsite training services, and statewide promotion support from Fuel Education, LLC., for an approximate total cost of \$206,600.00, effective January 12, 2018, through June 30, 2020, to be paid from grant funds given by the Nevada Commission of Educational Technology and awarded to Vegas PBS Unit 0140, FY18, Internal Order 200012, Fund 2200000000, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Thomas Axtell] (Ref. 3.05)  
**Strategic Imperative(s):** Academic Excellence (SI-1); Clarity and Focus (SI-4)  
**Focus Area(s):** College and Career Readiness (FA-4)
- 3.06 UNIFIED PERSONNEL EMPLOYMENT. Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)**  
[Contact Person: Pat Skorkowsky] (Ref. 3.06)  
**Strategic Imperative(s):** Academic Excellence (SI-1)  
**Focus Area(s):** Proficiency (FA-1); Academic Growth (FA-2); Achievement Gaps (FA-3); Disproportionality (FA-6)
- 3.07 LICENSED PERSONNEL EMPLOYMENT. Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)**  
[Contact Person: Andre Long] (Ref. 3.07)  
**Strategic Imperative(s):** Academic Excellence (SI-1)  
**Focus Area(s):** Proficiency (FA-1); Academic Growth (FA-2); Achievement Gaps (FA-3); Disproportionality (FA-6)
- 3.08 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: Greta Peay] (Ref. 3.08)  
**Strategic Imperative(s):** School Support (SI-3)  
**Focus Area(s):** Disproportionality (FA-6)

**APPROVE ADOPTION OF CONSENT AGENDA** (continued)

3.09 PURCHASE ORDERS. Discussion and possible action on ratification of the purchase orders in the total amount of \$1,196,300.94 as listed, is recommended. **(For Possible Action)**

[Contact Person: Rick Neal] (Ref. 3.09)

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

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

3.10 PURCHASING AWARDS. Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$700,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Rick Neal] (Ref. 3.10)

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

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

3.11 WARRANTS. Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Diane Bartholomew] (Ref. 3.11)

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

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

3.12 CONTRACT AWARD: REPLACE HEATING, VENTILATION, AND AIR CONDITIONING SYSTEM COMPONENTS AND ROOF SYSTEMS AT BONANZA HIGH SCHOOL.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the replacement of the heating, ventilation, and air conditioning system components and roof systems at Bonanza High School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013433; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)**

[Contact Person: Blake Cumbers] (Ref. 3.12)

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

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

3.13 CONTRACT AWARD: REPLACE HEATING, VENTILATION, AND AIR CONDITIONING COMPONENTS AT QUANNAH MCCALL ELEMENTARY SCHOOL. Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the replacement of the heating, ventilation, and air conditioning components at Quannah McCall Elementary School, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013640; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, may be recommended. **(For Possible Action)**

[Contact Person: Blake Cumbers] (Ref. 3.13)

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

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

**APPROVE ADOPTION OF CONSENT AGENDA** (continued)

3.14 PROFESSIONAL SERVICES AGREEMENT: BUILDING COMMISSIONING SERVICES AT SHIRLEY A. BARBER ELEMENTARY SCHOOL. Discussion and possible action on approval to enter into a professional services agreement for building commissioning services with BBC Management, Inc., to provide third-party commissioning of the mechanical, electrical, and plumbing systems in support of the Shirley A. Barber Elementary School in the amount of \$155,740.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001614; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.14)

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

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

3.15 PROFESSIONAL SERVICES AGREEMENT: BUILDING COMMISSIONING SERVICES AT KENNETH DIVICH ELEMENTARY SCHOOL. Discussion and possible action on approval to enter into a professional services agreement for building commissioning services with BBC Management, Inc., to provide third-party commissioning of the mechanical, electrical, and plumbing systems in support of the Kenneth Divich Elementary School in the amount of \$159,330.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001613; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.15)

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

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

3.16 ARCHITECTURAL DESIGN SERVICES: PHASE II REPLACEMENT AT SANDY VALLEY ELEMENTARY AND MIDDLE SCHOOL. Discussion and possible action on approval to select the architectural firm of LG Architects, Inc., to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction for the phase II replacement consisting of a new elementary classroom building, ball fields, and associated amenities at Sandy Valley Elementary and Middle School in the amount of \$1,014,225.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013434; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.16)

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

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

**APPROVE ADOPTION OF CONSENT AGENDA** (continued)

3.17 **ENGINEERING SERVICES AGREEMENT: GEOTECHNICAL SERVICES AT SOUTHEAST CAREER AND TECHNICAL ACADEMY — PHASE II.** Discussion and possible action on approval to enter into an engineering services agreement with Construction Testing Services, LLC., in support of Phase II at Southeast Career and Technical Academy in the amount of \$71,060.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013575; and for Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.17)

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

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

3.18 **GRANT OF EASEMENT TO LAS VEGAS VALLEY WATER DISTRICT AT JOHN W. BONNER ELEMENTARY SCHOOL.** Discussion and possible action on approval to grant and convey a perpetual access easement to the Las Vegas Valley Water District along the north property line of John W. Bonner Elementary School, 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 Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.18)

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

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

3.19 **GRANT OF EASEMENT TO LAS VEGAS VALLEY WATER DISTRICT AT BERKELEY L. BUNKER ELEMENTARY SCHOOL.** Discussion and possible action on approval to grant and convey a perpetual access easement to the Las Vegas Valley Water District along the north property line of Berkeley L. Bunker Elementary School, 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 Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)**

[Contact Person: Blake Cumbers] (Ref. 3.19)

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

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

**APPROVE ADOPTION OF CONSENT AGENDA** (continued)

- 3.20 GRANT OF EASEMENT TO LAS VEGAS VALLEY WATER DISTRICT AT CRESTWOOD ELEMENTARY SCHOOL. Discussion and possible action on approval to grant and convey a perpetual access easement to the Las Vegas Valley Water District along the north property line of Crestwood Elementary School, 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 Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.20)  
**Strategic Imperative(s):** Clarity and Focus (SI-4)  
**Focus Area(s):** Value/Return on Investment (FA-5)
- 3.21 GRANT OF EASEMENT TO LAS VEGAS VALLEY WATER DISTRICT AT EDYTHE AND LLOYD KATZ ELEMENTARY SCHOOL. Discussion and possible action on approval to grant and convey a perpetual access easement to the Las Vegas Valley Water District along the north property line of Edythe and Lloyd Katz Elementary School, 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 Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.21)  
**Strategic Imperative(s):** Clarity and Focus (SI-4)  
**Focus Area(s):** Value/Return on Investment (FA-5)
- 3.22 GRANT OF EASEMENT TO LAS VEGAS VALLEY WATER DISTRICT AT DORIS M. REED ELEMENTARY SCHOOL. Discussion and possible action on approval to grant and convey a perpetual access easement to the Las Vegas Valley Water District along the north property line of Doris M. Reed Elementary School, 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 Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.22)  
**Strategic Imperative(s):** Clarity and Focus (SI-4)  
**Focus Area(s):** Value/Return on Investment (FA-5)

**APPROVE ADOPTION OF CONSENT AGENDA (continued)**

3.23 GRANT OF EASEMENT TO LAS VEGAS VALLEY WATER DISTRICT AT VEGAS VERDES ELEMENTARY SCHOOL. Discussion and possible action on approval to grant and convey two perpetual access easements to the Las Vegas Valley Water District at Vegas Verdes Elementary School, 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 Blake Cumbers, Associate Superintendent, Facilities Division, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)**

[Contact Person: Blake Cumbers] (Ref. 3.23)

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

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

3.24 CHANGE IN SERVICES: ARCHITECTURAL/ENGINEERING SERVICES AGREEMENT.

Discussion and possible action on ratification of total change in services to the architectural/engineering services agreements for a total net increase of \$32,482.00 to the agreements for Shelley Berkley Elementary School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001606; Clyde C. Cox Elementary School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013215; Walter V. Long Elementary School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013216; Dr. Beverly S. Mathis Elementary School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001604, is recommended. **(For Possible Action)** [Contact Person: Blake Cumbers] (Ref. 3.24)

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

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

**APPROVE AMENDMENT OF CLARK COUNTY SCHOOL DISTRICT REGULATION 4359**

Approval of the amendment of Clark County School District Regulation 4359, Family and Medical Leave Act: All Employees, as recommended in Reference 5.01.

April Key, Deputy Chief Human Resources Officer, Human Resources Division, Operational Services Unit, and Ron Mader, Director I, Compliance and Building Operations, Operational Services Unit, reviewed the proposed changes to Regulation 4359 made for the purpose of updating the regulation to align it to the law.

Public Hearing

Autumn Tampa expressed concern that there would be undue burdens placed on support staff because of the financial costs of recertification and having to take off work to see a doctor. She said this makes it more difficult for people who are already financially burdened.

## **APPROVE AMENDMENT OF CLARK COUNTY SCHOOL DISTRICT REGULATION 4359**

(continued)

Public Hearing

Elena Rodriguez said she sent an email to the Board today and in November when this agenda item came forward before. She said the District's changes to this regulation are very stringent. She expressed concern that this might have a negative impact on some employees who take off from work on Fridays for treatments, for example. She also mentioned that spouses employed by the District can only take a combined 12 weeks off for maternity leave.

Trustee Garvey asked if the District had allowed spouses employed by the District to each take 12 weeks off for the birth of a child or for the placement of an adopted or fostered child.

Andre Long, Chief Human Resources Officer, Human Resources Division, Operational Services Unit, said the District has not changed its practices, but language in the regulation is being clarified.

Trustee Garvey and Trustee Wright asked why the District would have such a policy in place.

Scott Greenberg, Senior Assistant General Counsel, Office of the General Counsel, Ancillary Support, explained that the District did not put that rule in place, but that is what is allowable under the law and said the District has followed that law.

Trustee Garvey suggested that this might need to be a discussion with schools as well to determine whether they want to allow each employee to have 12 weeks because they value retaining good staff. She said it seems as though this is tied to a money issue. She asked how much it costs the District to hire substitutes when employees are on Family Medical Leave (FML).

Mr. Long said he would provide that information to the Board. He said the cost is different depending upon where the teacher would be working.

Trustee Garvey said if this is not a money issue, she would like to see each employee get 12 weeks of FML.

Superintendent Skorkowsky said whenever benefits are involved it is a money issue. He said this practice was put in place in 1993. He said this is a policy, and the Board can change it if they choose to do so.

Mr. Long stated that last school year the District spent approximately \$30 million on substitute teachers, and a percentage of that was for FML. He added that most teachers do not stay out the entire 12 weeks because they do not have the amount of sick leave hours to cover that.

Trustee Wright asked about temporary employees to perform duties when support staff employees are on FML.

## **APPROVE AMENDMENT OF CLARK COUNTY SCHOOL DISTRICT REGULATION 4359**

(continued)

Mr. Long said there is an allotment for temporary support staff positions for when a support staff employee is going to be out for a significant amount of time.

Trustee Wright asked for a dollar amount that the District has spent for those temporary positions.

Mr. Long said he would provide that information.

Trustee Wright asked if the law requires that spouses employed by the District be given a combined 12 weeks of FML. She said the law says the District may limit but does not say that it must limit. She said she takes issue with the fact that if both spouses work for the District, they are not each entitled to 12 weeks of FML. She said it feels as if there is a penalty for spouses who work for the District.

Mr. Greenberg agreed that the law does not say that the District must give 12 weeks combined FML to spouses. He said this has always been in place, and this is the same as employees being limited to a certain amount of vacation days or sick days. He said as he understands it, there is not a lot of staffing support for when support staff employees are out, such as office support staff or custodians, and in terms of teachers being given more time, the law does not allow for giving certain employee groups more time and not others. He added that the law applies to spouses working for the District not for the same school, so there is no guarantee that all employees would get the 12 weeks if principals decided that wanted it for the employees in their school unless both employees worked at the same school.

Trustee Edwards said she did not have an issue with this regulation.

Trustee Wright said this is focused on the maternity aspect, but she is thinking about the population of people that have to care for aging parents as well.

Trustee Young said she views this regulation as reasonable.

Trustee Child asked if this could be postponed.

Superintendent Skorkowsky said yes, the Trustees could hold this item. He said he sent a message to Mr. Long asking if records could be looked at to determine how much time and for what reason teachers, administrators, and support staff are taking the leave to see if they can reach a place where all Trustees are comfortable with the regulation.

Trustee Edwards said she was going to make a motion to approve. She said this is current policy, so the Board could approve this now and then bring back changes when they have more information and want to make changes.

## **APPROVE AMENDMENT OF CLARK COUNTY SCHOOL DISTRICT REGULATION 4359**

(continued)

The Board reached consensus that they would take no action at this time and ask staff to bring back the regulation with more information.

### **Public Hearing**

Robert Cowles spoke in opposition to this regulation. He said the law allows CCSD to discriminate against teachers who both work for the District. He said passing this because it is what has always been done is wrong.

Chet Miller commended the Board for recognizing that the time has come for change. He disagreed that 12 weeks is a long enough time for child and parents to bond.

## **APPROVE NOTICE OF INTENT – CLARK COUNTY SCHOOL DISTRICT REGULATION 6150**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 6150, Instructional Materials and Services, prior to submission to the Board of School Trustees for approval on January 25, 2018, as recommended in Reference 5.02.

Mike Barton, Chief Academic Officer, Academic Unit, reviewed details of Regulation 6150 and how this recommendation came forward.

Trustee Edwards expressed concern regarding the length of the movies being shown. She said it does not specify in the regulation. She asked if it was the intent was to show movie clips to demonstration certain concepts.

Dr. Barton said there were instances where the entire movie was shown, but based on conversations with the teachers it was situational.

Superintendent Skorkowsky said there are times when it may be appropriate to show a complete movie, but it is not the intent of this policy to show every movie in its entirety.

### **Public Comment**

Alan Strait said the exact language of PG-13 is “parent guidance under the age of 13” yet this is being used to restrict students aged 14 and over including 18-year-olds. He said in addition to gaining parents’ permission, he and other film studies teachers also post on a website a list of every movie they show.

Dr. S. S. Rogers said the curriculum must promote diversity, be educational and must engage with all students. He said there must be historical inclusions and include diverse staff from different ethnic backgrounds to teach the information. He said there must also be more school principals of color.

## **APPROVE NOTICE OF INTENT – CLARK COUNTY SCHOOL DISTRICT REGULATION 6150**

(continued)

Public Hearing

Robert Cowles said the Board needs to expand this to include specific R-rated movies. He said there are some R-rated movies that students should see, such as *Schindler's List* and *Glory*.

*Motion to accept the Notice of Intent for Clark County School District Regulation 6150.*

*Motion: Wright Second: Edwards Vote: Unanimous*

## **BOARD PRESIDENT RELINQUISHES CHAIR**

Trustee Wright relinquished the chair at 7:10 p.m.

## **APPROVE TRANSFER OF RESPONSIBILITIES**

Approval on the transfer of responsibilities for specified central services utilizing service level agreements, pursuant to Assembly Bill 469 of the 2017 Legislative Session, as recommended in Reference 5.03.

Superintendent Skorkowsky read a memorandum sent to the Board and included as Additional Reference 5.03, explaining service level agreements (SLAs) and what a vote in favor of this item would accomplish.

## **BOARD PRESIDENT RESUMES CHAIR**

Trustee Wright resumed the chair at 7:15 p.m.

## **APPROVE TRANSFER OF RESPONSIBILITIES (continued)**

Public hearing

Autumn Tampa expressed gratitude for the way the Board is handling this and trying to avoid impacting support staff, but she said central service support staff are continually being cut because of the reorganization and Assembly Bill (AB) 469. She said she hopes this information is being communicated to all the employees who are going to be impacted.

There was lengthy discussion regarding concerns over whether this could have a negative impact on employees and schools and how the manner in which this has been implemented was rushed and while this is the law, there needs to be time give to explore other options.

Trustee Edwards agreed that this was rushed and said the legislature did not give the District the time needed to get this work done correctly with all of the ramifications being understood and knowing what the costs are going to be.

Trustee Brooks said she feels that if the money is to be pushed down to the schools, the responsibilities also need to go to the schools. She said she views this as a step in the right direction as long as schools are not given additional responsibilities without the funds.

**APPROVE TRANSFER OF RESPONSIBILITIES (continued)**

Trustee Garvey said she does not have an issue tracking how much services cost so the schools have the correct information and can make good decisions, but she said there is no reason to transfer those responsibilities at the same time. She said she cannot support this at this time.

Trustee Child said the Board and District need more time and more flexibility to have discussions and negotiations regarding this. He said he cannot support this tonight.

Trustee Young said this reorganization and the manner in which it is being implemented is hurting the community and hurting students.

*Motion to approve with the request that an item come back to the Board that begins to explain how the District is going to figure out the cost for each of these responsibilities.*

*Motion: Edwards Second: Brooks*

Trustee Child asked if they are able to figure that out without the human capital management system (HCMS).

Superintendent Skorkowsky said everything would be based on past costs and the estimates of a three-year cycle to be able to build the SLAs. He said for this year, they are able to track employees that are in multiple schools to see how much time those employees are spending at each of those schools and then true-up the actual dollars spent at the end of fiscal year 2018. He said by next January the beginnings of the HCM system will be in place.

Trustee Child asked if the Board could bring this item back and rescind it if necessary.

Superintendent Skorkowsky explained that it could be brought back by a member on the prevailing side. He said he would commit to having Nevada Department of Education Superintendent Steve Canavero come speak with the Board about SLAs at a Board meeting.

Trustee Child said then that he can support this at this time.

Trustee Young suggested allowing principals to submit questions they may have to be answered when Dr. Canavero is present.

Superintendent Skorkowsky responded yes, that could be done. He said he could also work with elementary, middle, and high school leads to potentially have them present at the meeting to participate in the discussion.

*Trustee Edwards amended her motion to be to approve with the request that an item come back to the Board that begins to explain how the District is going to figure out the cost for each of these responsibilities, including information about the SLAs, and a meeting and discussion with Dr. Canavero.*

**APPROVE TRANSFER OF RESPONSIBILITIES (continued)**

*Trustee Brooks agreed with Trustee Edwards' amendment.*

*Vote on Trustee Edwards' motion: Yeses – 6 (Brooks, Cavazos, Child, Edwards, Wright, Young);  
No – 1 (Garvey)*

**RECESS:** 8:17 p.m.

**RECONVENE:** 8:30 p.m.

**BOARD AND SUPERINTENDENT COMMUNICATION**

Superintendent Skorkowsky said he would be getting a date and time for the meeting that Dr. Canavero would attend. He said the strategic budgets would roll out on January 16, 2018, and they will have until the third week in February to move forward. He stated that he impressed upon the state the need for preliminary estimates for some of the categorical dollars so that staffing is protected at schools, and they are working with the District on providing that information.

Trustee Garvey said several people have expressed increased difficulty with getting through to the District's Transportation Department. She asked if this was a result of budget cuts, and she said parents ought to be able to reach District staff and know where their child is.

**AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS**

Trustee Child asked to bring back Item 5.03 for reconsideration at a date to be determined based on the meeting with Dr. Canavero.

Trustee Edwards said she would work on a resolution with regard to the Wells Cargo plant discussion and bring that back to the Board's next meeting.

Trustee Garvey requested an agenda item for discussion and possible action on thanking the Superintendent for his service, accepting his resignation, and providing formal notice under his contract that his contract will not be renewed after the expiration of the current term. She also requested an agenda item to notify certain confidential employees that they need to enter into discussions about negotiating their contracts to bring them in alignment with the other high-level, confidential, at-will employees.

Trustee Wright said she received a request from Autumn Tampa to place the Clark County School District Achieves item back on the agenda as a reoccurring item, as well as the Employee Labor Relations item.

Trustee Young requested information related to the Board attorney that was in place in the past. She said she would also like an agenda item to discuss budget approval guidelines in connection with approving new hires and promotions.

## **TRUSTEE REPORTS**

Trustee Edwards shared that in December Vegas PBS rose to the first spot for whole day season GRPs and rose to second place for primetime season GRPs.

Trustee Garvey announced that the Each One Read One book, *The Artist and Me*, has been delivered to the elementary schools. She asked the Trustees to encourage their schools to apply to have a visit with the author. She said the Superintendent was looking into getting an authentic Vincent Van Gogh painting to have on display for students.

Trustee Edwards said a two-day Nevada Interscholastic Activities Association (NIAA) meeting was scheduled for next week.

## **DISCUSSION AND REQUEST FOR SPECIAL MEETINGS**

Trustee Edwards noted that the Board would be scheduling a meeting for January 29, 2018, at 6 p.m. at Valley High School to discuss the gender diverse policy working group and the previously held public meetings.

## **PUBLIC COMMENT PERIOD**

Terri Shuman said she has received many calls and text messages from employees expressing concerns over the dates showing in the school calendar of February 14 and February 15 being non-paid days off for nine-month support staff employees. She said employees affected by the surplus have been hurt. She said as employees are leaving positions as testers, those positions are not being filled, and it looks as if the job is being eliminated. She said those affected by the surplus have been forced to take positions they did not ask for and they have gone from 11-month positions to nine-month positions. She asked that they be allowed to have their right to return to go to any position they are qualified for on the Qualified Selection Pool (QSP).

## **APPROVE SUPERINTENDENT SEARCH**

Approval regarding aspects of a search and selection of a new Superintendent of Schools for the Clark County School District.

Trustee Wright stated that to allow the search firm to make some changes to the survey as requested by the Board, the survey would be rolling out closer to January 15 or January 16. She noted that public input meetings would be held the week of January 23 – 27.

Joe Caruso, Special Assistant to the Superintendent/Staff/Liaison to the Board of School Trustees, Office of the Superintendent, provided a draft flyer of the superintendent search public input meetings schedule with dates, times, and locations.

Trustee Wright said she requested that something be added to the flyer that indicates that the search firm, Ray and Associates, would be conducting these meetings.

**APPROVE SUPERINTENDENT SEARCH** (continued)

Trustee Edwards suggested changing the wording "Please join the Trustees for one of these town hall meetings." She said it implies that all the Trustees will attend all of the meetings. She asked about having two nighttime meetings.

Mr. Caruso said the principals were very accommodating, but it was somewhat difficult with two-week notice.

Trustee Edwards suggested that the Trustees name which meetings they want to attend so they do not have too many Trustees at any given meeting.

Trustee Wright noted which Trustees would attend which meetings as discussed as follows: Tuesday, January 23, 2018, Trustees Edwards, Child, Wright; Wednesday, January 24, 2018, Trustees Cavazos, Young, Child; Thursday, January 25, 2018, Trustees Brooks, Garvey, Young; Friday, January 26, 2018, Trustees Edwards, Garvey, Wright; Saturday, January 27, 2018, Trustees Brooks, Cavazos, Child.

Trustee Wright said the survey deadline would be January 29, 2018, at 5:00 p.m., a special Board meeting was scheduled for February 8, 2018, from 8:00 a.m. to 12:00 p.m. to define the profile, job description and compensation for the new superintendent, as well as finalizing some other dates and deadlines. She said the application deadline was tentatively set for March 15, 2018, and candidate interviews were tentatively scheduled for April 11 and 12, 2018.

**ADJOURN:** 9:06 p.m.

*Motion: Edwards    Second: Child    Vote: Unanimous*