

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, February 24, 2022

5:00 p.m.

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

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

Teleconference Call Connected

Teleconference call with Trustee Williams was connected at 5:00 p.m.

Flag Salute

The Spring Valley High School Naval Junior ROTC led the Pledge of Allegiance.

Adoption of the Agenda

Adopt agenda.

Motion: Cavazos Second: Garcia Morales Vote: Unanimous

Public Comment on Non-Agenda Items

Desiree Rodriguez said the rise in violence in schools around CCSD is not the culture of all schools. She said students do not need more behavioral programs but more teachers and staff to support them.

Autumn Tampa acknowledged the retention bonuses but also the elimination of many support professional positions working with English language learner (ELL) students. She spoke about violence in schools and how some employees are being told to handle it.

Kenny Belknap raised issues related to transportation for the swim team only and said this type of inequity is unacceptable. He said not providing busses will eliminate the sport and affect students in many of the at-risk schools.

Public Comment on Non-Agenda Items (continued)

Walter Jones III suggested Trustees visit the homes of students as they address school violence. He said the Board does not support staff and gave raises only to administrators, not teachers and not support professionals. He suggested the Board visit the schools and support staff and let them know they care.

Vicki Kreidel read a testimonial from a CCSD educator which described all the challenges they and others have experienced over the past year that they said makes their job impossible and which asks for changes.

Karlana Kulseth asked what would be done to retain educators beyond May. She shared ideas for improving working conditions, including lowering class sizes, providing resources for restorative justice and social-emotional needs, and maximizing teachers as resources.

Diana Battista stated that in past Board meetings staff would speak with public speakers sometimes to address their issues, and she said she felt that was a positive practice. She said a recent Individualized Education Plan (IEP) meeting she attended was a positive and productive meeting because they took the time to listen to the parents.

Karlee Phelps said she and others believe that all children should have access to the playground every school day. She said they request that CCSD update its playground guidance, and she shared the benefits to children of having access to the playground.

Greta Blunt Johnson spoke about school violence against staff and students and specifically what is happening on her campus, which she characterized as riots. She shared an incident in which she was assaulted by a student.

Norma Scurlock said over 5,000 incidents of violence in schools have been reported but said the number is much higher, and she talked about the reasons why she feels this is occurring. She said CCSD is not teaching children the core subjects but is instead indoctrinating them.

Karen Oliver-Brown asked for help related to an incident in which her grandson was taken from them over two years ago, and she said they were contacted in February to come get him. She said she provided a plan to the Superintendent for a budget for education and job creation.

Yesenia Gonzales said incidents of violence are happening because of a combination of many issues due to a lack of respect and discipline in CCSD along with placing too much faith in restorative justice. She suggested installing metal detectors in high schools, updating all security cameras, and other measures.

Public Comment on Non-Agenda Items (continued)

Heidi Melcarek said because of COVID-19 restrictions in CCSD she has not been able to go to her young children's classrooms. She said now that more is known about the science and how the virus is transmitted, there is no need to keep parents out of their children's classrooms. She asked what the delay is in lifting those restrictions.

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Public Hearing

Martin Walker spoke on Item 3.02. He asked questions related to how Measures of Academic Progress (MAP) growth assessments would be used and if and how parents would have access to results.

Diana Battista spoke on Items 3.03, 3.13, 3.20, and 3.21. Regarding Item 3.03, she noted there was nothing about remaining compliant with the Individuals with Disabilities Education Act (IDEA). She said medically fragile students are not seeing medical plans drafted and implemented by CCSD or EpiPens during offsite school activities or glucagon shots, and funding is being received for therapies students are not receiving, yet Medicaid is being billed. She recommended this item be withdrawn until it can be amended. Regarding Item 3.13, she suggested that the Board vote no on this item and not have staff watch another video. On Item 3.20, she said she does not see any mention of CCSD agreeing to provide special education training to The YMCA of Southern Nevada. She recommended that this item be withdrawn until it can be amended. She recommended the same for Item 3.21, as this is an extension of the classroom.

Autumn Tampa spoke on Items 3.08 and 3.09. She said she hoped that the reasons given for the dismissal of teachers are valid. She expressed concern that some teachers are experiencing unjust or unethical treatment by administrators. She said the targeting of teachers by administrator is a contributing factor of why teachers leave the District. She said the many teacher and support staff absences going unfilled every day is because of the lack of benefits for substitutes. She suggested that professionalizing the substitute teaching position would help solve some issues.

Karlana Kulseth spoke on Items 3.20 and 3.21. She said it is great that the District is establishing more community partnerships. Regarding Item 3.20, she asked questions related to keeping information and data secure; review of Power Scholars Academy content; how the Power Scholars Academy would be utilized throughout the school year; resources and methods used for Teen Talks; and expanding services to other sports, activities, or hobbies for students. Regarding Item 3.21, she asked questions related to review of the content being used, specific resources being used within the programs and initiatives, and middle and high schools having direct access to the programs.

Approve Adoption of Consent Agenda (continued)

Jamie Tadrzynski spoke on Items 3.01, 3.03, 3.07, and 3.08. She acknowledged Ms. Blunt Johnson for sharing her story. With regard to Item 3.01, she said she was disappointed that Trustee Ford had expressed concerns about violence in schools only to not have it placed on the agenda for the February 10, 2022, Board meetings. She said she was concerned and displeased that during the February 18, 2022, Board meeting, three Trustees voted against having an item on the same topic placed on this meeting agenda. Regarding Item 3.03, she said this is an amazing service provided to students and families but stated any issues with this item should be adequately addressed. Speaking on Items 3.07 and 3.08, she said educators have been asking to be part of the conversation about the career in which they are the experts. She said she no longer has faith that the District or the state will adequately address the issues they raise.

Anna Binder spoke on Items 3.02, 3.08, 3.12, and 3.21. She acknowledged the audience member who gave her time to Ms. Blunt Johnson. With regard to Item 3.02, she shared that most of her students are B-average students and have increased in reading and math and said she was happy to see Item 3.21. On Item 3.08, she suggested Nevada follow New Mexico in giving all teachers raises. Regarding Item 3.12, she pointed out that \$6 million is being spent on computer equipment but only \$2.8 million is being spent on wraparound services. She said the money is appreciated but more wraparound services are needed.

Jessica Allen spoke on Items 3.08 and 3.09. She said information has been coming forward about the fact that principals and administrators do not have special education experience or knowledge. She said educators need to be on the committees that affect students. She said the many studies that discuss the factors that lead to special education teacher attrition name lack of support and climate and culture. She expressed disappointment with the lack of support for educators in the District, which she said is an ongoing problem, and she expressed disappointment with the leadership in CCSD.

Motion to approve the consent agenda.

Motion: Garcia Morales Second: Brooks Vote: Unanimous

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes from the regular meeting of November 18, 2021, is recommended. **(For Possible Action)** (Ref. 3.01)

3.02 Measures of Academic Progress (MAP) Growth for Kindergarten-Grade 10, NWEA.

Discussion and possible action to purchase the Measures of Academic Progress (MAP) Growth interim assessment for Kindergarten-Grade 10 from NWEA for districtwide implementation inclusive of licensing and professional learning, effective July 1, 2022, through June 30, 2025, for an approximate total cost of \$7,612,500.00, to be paid from Fund 1000000000, Cost Center 1010021055, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.02)

Approve Adoption of Consent Agenda (continued)

3.03 Interlocal Contract Between the Clark County School District and the State of Nevada, Department of Health and Human Services, Division of Health Care Financing and Policy for Medicaid School Health Services.

Discussion and possible action to approve the Interlocal Contract between the Clark County School District and the State of Nevada, Department of Health and Human Services, Division of Health Care Financing and Policy for Medicaid School Health Services, which will allow the Clark County School District to bill for the maximum amount of services, effective July 1, 2022, through June 30, 2026, with no impact to the general fund, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the Interlocal Contract, is recommended. **(For Possible Action)** [Contact Person: Monica Cortez] (Ref. 3.03)

3.04 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. 3.04)

3.05 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 January 1, 2022, through January 31, 2022, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.05)

3.06 Addendum to the NV Energy Customer Service Agreement.

Discussion and possible action regarding an amendment to the agreement between the Clark County School District and NV Energy to amend previously approved incentive payments and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the Addendum to the NV Energy Customer Services Agreement, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.06)

3.07 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. 3.07)

3.08 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. 3.08)

Approve Adoption of Consent Agenda (continued)

3.09 Licensed Personnel Dismissal Recommendation.

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. 3.09)

3.10 Employment Agreement - Assistant General Counsel.

Discussion and possible action on approval of an employment agreement for Yasnai Rodriguez-Zaman assigned as Assistant General Counsel. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.10)

3.11 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,173,916.83 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.11)

3.12 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$16,514,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.12)

3.13 Non-Instructional Related Out-Of-District Consultant Employee "Cooling-Off" Period.

Discussion and possible action for authorization to contract with Mr. Wesley Lockhart through Link Technologies to provide content and training development services for an approximate total cost of \$38,000.00, effective February 25, 2022 through September 30, 2022, to be paid from Unit 057, Fund 1000000000, Cost Center 1010001057, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.13)

3.14 Report Results: Appraisals for the Disposition of Real Property Located at Southeast Corner of Rancho Destino Road and East Frias Avenue, Las Vegas, NV 89183.

Discussion and possible action on approval to accept the report to determine the cash market value of \$525,000 for a 2.50-acre parcel of land located at the southeast corner of Rancho Destino Road and East Frias Avenue, Las Vegas, Nevada, 89183, Assessor's Parcel Number 177-28-401-006; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.14)

Approve Adoption of Consent Agenda (continued)

3.15 Construction Award: Heating, Ventilation, and Air Conditioning and Electrical System Upgrade at Edward A. Greer Education Center.

Discussion and possible action on approval of award to the lowest responsive and responsible bidder for the heating, ventilation, and air conditioning and electrical system upgrade at Edward A. Greer Education Center in the amount of \$963,000.00, to be paid from the Governmental Services Tax, Fund 3400000000, Project C0014776; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.15)

3.16 Grant of Easement to Clark County at Dean Petersen Elementary School.

Discussion and possible action on approval to grant and convey a permanent, perpetual easement to Clark County along the west side and the southwest corner of Dean Petersen Elementary School, to construct, install, add to, modify, reconstruct, operate, maintain, and repair traffic improvements and related appurtenances, underground, above ground, and aerial, including, but not limited to traffic signal poles, pedestrian poles, pole foundations, signal mast arms, signal assemblies, detector loops, conduits, wiring, street lights, pavement markings, traffic control devices, and related appurtenances, and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.16)

3.17 Grant of Temporary Construction Easements to Clark County at Dean Petersen Elementary School.

Discussion and possible action on approval to grant temporary construction easements to Clark County along the west side and southwest corner of Dean Petersen Elementary School property, for the purpose of facilitating related construction and grading work, and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.17)

3.18 Resolution of Intent to Sell Real Property and Notice Inviting Bids Site #172 – Arden Yard.

Discussion and possible action on a resolution declaring the intent to sell a 2.06-acre parcel of land located at 6665 West Gary Avenue, Las Vegas, Nevada, 89139, Assessor's Parcel Number 176-23-401-015, and for the President and Clerk of the Board of School Trustees, Clark County School District, and the Superintendent of Schools, Clark County School District, to sign the resolution on the intent to sell, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.18)

Approve Adoption of Consent Agenda (continued)

3.19 Construction Award: Paint Entire Quad Area at Cimarron-Memorial High School.

Discussion and possible action on approval of award to the lowest responsive and responsible bidder to paint the entire quad area at Cimarron-Memorial High School in the amount of \$253,425.00, to be Site Funded, Fund 1000000000, Project C0015261; and for Mark Campbell, Interim Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Mark Campbell] (Ref. 3.19)

3.20 Agreement Between the Clark County School District and YMCA of Southern Nevada.

Discussion and possible action on approval to enter into an agreement between the YMCA of Southern Nevada and the Clark County School District to provide CCSD students with out-of-school educational, enrichment, social-emotional, recreational, and family engagement services, effective February 24, 2022, through June 30, 2027, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the agreement, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Christopher Bernier] (Ref. 3.20)

3.21 Agreement Between the Clark County School District and the City of Las Vegas for Programs and Services.

Discussion and possible action on approval to enter into an agreement between the City of Las Vegas and the Clark County School District that focuses on increasing student achievement with a concentration on literacy and mathematics, as well as a framework to address attendance, family engagement, and social-emotional support at participating schools, effective July 1, 2022, through December 31, 2027, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the agreement, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Christopher Bernier] (Ref. 3.21)

Approve Notice of Intent – Clark County School District Policy 1101

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Policy 1101, School Mascot and Other School Identifiers, prior to submission to the Board of School Trustees for approval on March 24, 2022, as recommended in Reference 4.01.

Dr. Mike Barton, Chief College, Career, Equity and School Choice Officer, College, Career, Equity and School Choice Unit and Dr. Samuel Scavella, Assistant Superintendent, Equity and Diversity Education Department, College, Career, Equity and School Choice Unit, presented revisions to CCSD Policy 1101, as shown in Reference 4.01.

Public Hearing

Anna Binder thanked everyone for their work on this policy and said there will be some pushback on this, but it is the right thing to do.

Approve Notice of Intent – Clark County School District Policy 1101 (continued)

Motion to approve.

Motion: Ford Second: Cavazos Vote: Yeses – 6 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales, Guzmán; No – 1 (Williams)

The motion passed.

Trustee Williams said although she does not disagree with portions of this, she believes the community is going to have an issue with this.

Approve Board and Superintendent Evaluation Methodology – Superintendent of Schools Revised List of Goals

Approval of the Superintendent of Schools revised list of District goals aligned with the strategic plan, in compliance with action taken by the Board during the February 2, 2022, Board Work Session.

Public Comment

Karlana Kulseth pointed out that the list of goals does not address students' social-emotional and mental health needs or retaining the teachers who have stayed through the hardships and underfunding. She asked when the District will prove to educators that they want them to stay through retirement.

Jamie Tadrzynski addressed Goal #2 specifically and shared information of an email sent from Trustee Cavazos to Superintendent Jara objecting to Superintendent Jara's use of the term "lynching" in his description of Trustee Cavazos' involvement in the motion to remove the Superintendent. She said Trustee Williams also used the term "lynching" in a Tweet responding to the Superintendent's removal. She advised them to be careful with what words they use if they want to be successful with Goal #2.

Anna Binder thanked the Board for their work during the February 2, 2022, work session.

Rodney Smith said although he has the utmost respect for elected and appointed public servants, hearing the leader of CCSD use a word like "lynching" has an impact on everyone. He said he would like for Superintendent Jara to have a moment to clarify his statement.

Superintendent Jara presented the revised list of goals for 2022, as shown in Reference 4.02.

Trustee Ford suggested some revisions to these goals based on the training the Board received related to goal setting. She suggested adding to Goal #1, "...by 7 percentage points from X percent in 2021 to X percent in 2022;" and Goal #2, "...by 5 percentage points from X percent in 2021 to X percent in 2022." She stated Goal #3 was changed drastically from what was presented and discussed during the February 2, 2022, work session.

Approve Board and Superintendent Evaluation Methodology – Superintendent of Schools Revised List of Goals (continued)

Trustee Ford said they need to have a conversation about how many classroom teachers they want to have employed in total by November 1, 2022. She asked whether the Board wanted to consider adding guardrails and have that discussion during this item.

Motion to approve.

Motion: Garcia Morales Second: Guzmán

Trustee Guzmán asked for the rationale of choosing the date of November 1, 2022, in Goal #3.

Kellie Ballard, Chief Strategy Officer, Office of the Superintendent, said in discussions staff decided to choose the date that would get them the closest to the evaluation discussion and to give staff time to prepare the Board materials.

Trustee Guzmán asked how the increase for Goal #3 would be measured.

Ms. Ballard stated the 25 percent increase goal would be based on recruitment data.

Trustee Ford recalled the previous discussion about the priority area of all students having access to highly effective teachers, administrators and school staff, and she asked who decided this goal would only mean recruitment of teachers. She said this limits the Board's ability to oversee retention efforts.

Trustee Cepeda said this goal does not mean those other pieces are not being monitored.

Superintendent Jara stated the decision came through working with several staff members, and the decision was made to align this goal with Focus: 2024 for every classroom to be fully staffed.

Trustee Ford said she wants to support this but does not feel this goal reflects what they learned from the facilitators during training at the February 2, 2022, work session. She asked if Dr. Debb Oliver, Executive Director, Nevada Association of School Boards, and Deb Darby-Dudley, Governance Consultant, Nevada Association of School Boards, reviewed these goals. She said if they were not reviewed by the facilitators, she does not feel comfortable moving forward with them.

Superintendent Jara said these were not approved but are the goals that were developed from the presentation and the training.

Call for the Question

Trustee Williams called for the question.

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

The motion failed.

Board and Superintendent Evaluation Methodology – Superintendent of Schools Revised List of Goals (continued)

Trustee Brooks said she would support this because they need to move forward and have something to focus on. She said although she does not think this is perfect, it is better than what they did last year, which was nothing.

Trustee Cavazos said given how these goals were discussed during the February 2, 2022, work session, she has an issue with how they are framed right now. She asked if there was a reason the facilitators were not asked to review the goals.

Trustee Cepeda stated the first two goals are exactly what the Board and staff worked out, that it is just Goal #3 that is being questioned.

Vote on Trustee Garcia Morales's motion: Yeses – 6 (Brooks, Cavazos, Cepeda, Garcia Morales, Guzmán, Williams); No – 1 (Ford)

The motion passed.

Public Hearing on and Approval of the New Memoranda of Agreement between the Clark County School District and the Education Support Employees Association, the Clark County Education Association, and the Clark County Association of School Administrators and Professional-Technical Employees Regarding Summer Acceleration 2022

This is the time and place to conduct a public hearing on, discussion of, and approval of the new Memoranda of Agreement between the Clark County School District and the Education Support Employees Association, the Clark County Education Association, and the Clark County Association of School Administrators and Professional-Technical Employees regarding Summer Acceleration 2022. 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 by 2:00 p.m., Thursday, February 24, 2022.

Trustee Cepeda read the public hearing statement.

Public Hearing

Autumn Tampa said when offered a position for Summer Acceleration, she declined because she could not get enough information about the type of position she could take. She said it is not fair to ask someone to blindly take a position.

Karlana Kulseth questioned why administrators would be getting an extra \$400 per day when the educators who run the programs are the support professionals, teachers, and other licensed personnel. She said she is tired of seeing anyone who is not an administrator treated this way.

Public Hearing on and Approval of the New Memoranda of Agreement between the Clark County School District and the Education Support Employees Association, the Clark County Education Association, and the Clark County Association of School Administrators and Professional-Technical Employees Regarding Summer Acceleration 2022 (continued)

Diana Battista said if the Board is not listening to the voices of staff members, she is unsure of how the Board is going to really help students. She expressed concern that extended school year (ESY) services is not necessarily an appropriate placement for mainstream special education students. She said the Summer Acceleration program is needed every year.

Anna Binder spoke about how beneficial the Summer Acceleration program was for her son. She said she cannot imagine the number of other students in the District who need this program who do not necessarily have the supports they need at home.

Jan Giles said she is in support of this item but expressed disappointment with the District's refusal to provide a bonus or stipend to the eleven- and twelve-month employees who will be providing additional work during Summer Acceleration.

Dolly Rowan spoke in support of the Summer Acceleration program. She suggested considering an agenda that would allow having goals and objectives that would move students, and she talked about a brain-based program she ran for prekindergarten students.

Trustee Guzmán said she would be abstaining from voting on this item because she is employed by the Nevada Stated Education Association (NSEA).

Luke Puschnig, General Counsel, Office of the General Counsel, reviewed the new Memoranda of Agreement between the Clark County School District and the Education Support Employees Association, the Clark County Education Association, and the Clark County Association of School Administrators and Professional-Technical Employees regarding Summer Acceleration 2022, as shown in Reference 4.03.

Trustee Cepeda stated public hearing on this item was now closed.

Motion to approve.

Motion: Brooks Second: Cavazos Vote: Yeses – 6 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales, Williams); Abstain – 1 (Guzmán)

The motion passed.

Public Comment on Non-Agenda Items

Mary Chapman talked about inequity in the schools, especially with relation to sports. She said the District does not even provide the swim teams with swim caps and goggles, and they do not have on-campus facilities and have to practice offsite. She said some students are not able to get there and are not provided transportation.

Public Comment on Non-Agenda Items (continued)

John Carlo opened his time with prayer. He suggested installing metal detectors to help combat violence in schools. He said the District is spending too much money for professional services and consultants and said they need to simplify things and move faster.

Jim Frazee addressed the violence in schools and said students who are not ready to come back to a public setting without exhibiting poor behavior should not be allowed to stay in a situation that causes them and others more harm than good. He shared an incident in which a colleague of his needed surgery after being attacked by a student and said it was four months from the time he was told he would need surgery and it being approved by the District and said he is going to be on two-thirds workers compensation instead of full pay.

Dolly Rowan talked about the number of students who have behavioral issues coming back to school and said they are not ready. She said it is a Districtwide problem, and the schools do not have the support that they need. She suggested providing adequate health benefits in order to retain teachers and paying support staff a minimum of \$15.00 per hour.

Terolyn Thompson said she loves her job, but she and other teachers are tired. She said one of the challenges is having substitutes to cover classrooms. She said this problem is getting worse. She said it is difficult to sustain being a good teacher while feeling exhausted every day.

Jamie Tadrzynski shared that she has a degree in religious studies and lived in a convent for two years. She challenged the comments of those that say "they are going to hell and that they are teaching kids to be gay." She said God loves gay people, and God loves her even if others do not.

Jessica Allen expressed concerns she has with relation to special education. She said she feels that many times those making decisions push for compliance without considering the student. She said they need to sometimes do things that are best for the student and not for staff, such as staying on top of data collection. She expressed concerns related to recess for students with disabilities.

Brandon Summers shared that he had a good day subbing for orchestra at Hyde Park Middle School. He stated the incentive program announced by Substitute Services to reward substitutes has not been honored. He questioned how CCSD would expect educators to stay with such mistreatment and other issues, such as a lack of health insurance or sick leave benefits.

Devin Brooks shared information about the Native Son Spelling Bee and how the organization helps students, community members, and teachers. He asked that CCSD partner with the organization in highlighting the positive actions and activities students are involved in.

Anna Binder said she challenged the petition stating playgrounds were not open that an earlier speaker mentioned. She said she knows people have worked very hard to ensure the children are playing. She commented on the transportation issue for swim teams and said she believed part of the issue has been resolved. She suggested helping them with Regional Transportation Commission (RTC) passes.

Public Comment on Non-Agenda Items (continued)

Rodney Smith spoke about why multi-cultural education is important. He stated as a very diverse District we all should learn more about each other, which would foster greater appreciation for each other. He said knowing the history of everyone that makes up this nation would help make this District better and might help solve some of the problems that come about because of the lack of knowledge of one another.

Upcoming Meeting of the Board of Trustees – Monday, February 28, 2022, 5:00 p.m.

Trustee Cepeda stated the Board meeting scheduled for Monday, February 28, 2022, at 5:00 p.m. would be held in the boardroom. She added an officers meeting was scheduled for March 1, 2022; a work session was scheduled for March 2, 2022; and a regular meeting was scheduled for March 10, 2022.

Adjourn: 7:42 p.m.

Motion: Cavazos Second: Brooks Vote: Unanimous