

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, September 23, 2021

Time 5:10 p.m.

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

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

Flag Salute

Trustee Brooks and the Cimarron Memorial High School ROTC led the Pledge of Allegiance.

Adoption of the Agenda

Adopt agenda noting that additional reference material was provided for item 5.04 Clark County Education Association Presentation Regarding Teachers Health Trust.

Motion: Guzman Second: Williams Vote: Unanimous

Public Comment on Non-Agenda Items

Sarah Comroe spoke about AB57. She said teachers are required to create student learning goals which is creating a climate of stress. She spoke about mental health of students who are struggling and said there should be a group of educators, students, and administrators formed to find a way to meet their needs.

Karlana Kulseth spoke about educators being stretched too thin. She said AB57 needs to be implemented. In addition, said teachers are putting out all their patience to their students and have none left for their own children.

Jamie Tadrzynski spoke about culturally responsive teaching. She read the goals established by the Nevada Department of Education for Social Studies and said her students graduate prepared to succeed in all those goals.

Public Comment on Non-Agenda Items (continued)

Vicki Kreidel expressed concern with the number of educators in crisis and ready to quit. She said teachers need to know they will continue to have health benefits and raises. In addition, said money is needed for mental health services for students.

Tenitta Franklin said she is aware there is a shortage with bus drivers. She said her son took an Uber to school and she wants to be reimbursed for that as well as all of the other students who have to pay.

Autumn Tampa feels there is a lack of Covid safety. She also said Covid counts are not accurate because families are not testing their children. She said the CARES Act money should be used to balance sick leave to supplement sick leave for staff, and lack of substitutes has been a problem since 1998.

Dr. Tonya Walls and Christine Clark were going to speak on the anti-racism policy but said they stand in solidarity and deferred to the teachers.

Ernest Oliver spoke about how he disagrees with his son's IEP, because he has behavior problems, not learning difficulties. He met with the teacher, counselor, and principal about his son acting out, and the principal reported him to CPS for educational neglect.

Jamie Huston said hostility negatively affects our children and plead for peace. He said children look at us for an example on how to work together. He thanked school district teachers and leaders, and past, present, and future parents for their courage and time.

Desire Rodriguez expressed her concerns with violence in CCSD and school police using excessive force and pepper spray. She said restorative measures are needed, and that other school districts removed police officers and replaced them with mental health personnel.

Angie Sullivan said she is sick and concerned about going to work due to conditions she considers gross negligence. She said she expected tracing to happen and protocols to change for the Delta variant. In addition, she expected negotiations to occur over the summer.

Brandon Burns told the Board he is the president of the Freedom of Choice Movement and what is best for human interest is allowing humans to have personal freedom of choice without fears being imposed on them. He said the Board are not doctors and their only focus should be on children's education.

Jim Blockey said it is not up to elected officials to raise our kids instead of just educating them. He said instead of putting more burden on teachers to teach anti-racism, teach them how to read.

Public Comment on Non-Agenda Items (continued)

Natalie Vargas spoke about a theme of abuse of authority. She said she has been at board meetings and it is troublesome to watch censorship and impeding on the rights to speak. Everyone has a right to decide if they want the vaccine or not. She said the Teachers Health Trust has not paid her doctor in eight months.

Yesenia Gonzales spoke about how her son with special needs, was attacked by a student at his middle school and sustained a fractured nose. She said the racial violence in schools keeps rising and is concerned as it disrupts the educational environment. She added that parents should have peace of mind to keep their students safe at school.

Diana Battista spoke about Individuals with Disabilities Education Act (IDEA) 20, USC Section 1450 . She said when there is a dispute, parents may seek resolution. She explained that after a resolution, CCSD attorneys are requiring parents to sign off on all criminal conduct and if they do not, they are forced into administrative hearings that may exceed \$60,000. She asked the Board take immediate action to stop such conduct.

Kyle Rogers spoke about a bus issue he is having. He said he is a foster parent of a student who has PTSD and his bus is on average forty minutes late every day. He explained how this makes him late for his first period class, causing him anxiety. He told the Board this is a disability rights issue and asked to have it corrected.

Approve Adoption of Consent Agenda

Public Hearing

Jamie Tadrzynski spoke on Items 3.02 and 3.12. She said she has taught summer school and teaches kids that have been suspended or expelled from school. She stated that principals from three behavioral campuses made summer school special by making themselves present, and checking on students and teachers. In addition, said too many students fall through the cracks. She said morale is low and teachers are planning to leave at the end of the semester.

Anna Binder spoke on Items 3.02, 3.05, 3.06, 3.13, and 3.14. She said since the passage of AB67, parents of special education students are scared as they are not sure how CCSD is collecting data. She said English Language Learners (ELL) are struggling in academic areas and \$1.6 million is being spent of proficiency assessments. She asked if Ms. Rudolph is resigning from the Charter Board Authority to take employment with the District. She stated that there is no attorney for the Board to deal with the Superintendent's contract. She expressed concerns about \$42 million being granted to Troxel Communications for Chromebooks.

Sarah Comroe spoke on Item 3.12. She said she speaks about this item at every meeting and said she hopes it sinks in. She also said the way to attract and retain educators is with pay, benefits, and work environment.

Approve Adoption of Consent Agenda (continued)

David Gomez spoke on Items 3.17 and 3.18. He said he agrees with Ms. Binder regarding the contract of Ms. Rudolph, asking if she quit her job at the Charter Board Authority. He said there have been a lot of mistakes by the Board. In addition, he said discrepancies aren't being shown and Clark County Education Association is not transparent.

Kevin Ferre spoke on Item 3.18. He said his children attended school on a zone variance and is concerned about how the proposed changes to this process will greatly impact his family. He expressed concerns about how the transportation crisis would be affected if the 19,000 students who are on a zone variance have to go back to their zoned school.

Approval of consent agenda, as submitted, as recommended.

Motion: Guzman Second: Brooks Vote: Unanimous

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes from the special meeting of August 4, 2021, and the regular meeting of July 8, 2021, is recommended. **(For Possible Action)** (Ref. 3.01)

3.02 Student Expulsions.

Discussion and possible action on approval of student expulsions according to NRS 392.467 (Board Policy 5114 and Regulations 5114 and 5141.1), as listed, is recommended. (CONFIDENTIAL) **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.02)

3.03 Request by the Odyssey Charter Schools Governing Body to Amend its Charter Contract to Amend its Current Facility Lease Agreement to Enter into a First Amendment to Lease with 6122 W Sahara Ave LLC.

Discussion and possible action on the request by the Odyssey Charter Schools Governing Body to amend its Charter Contract to amend its current facility lease agreement to enter into a First Amendment to Lease with 6122 W Sahara Ave LLC, effective September 24, 2021, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County Board of School Trustees, to sign the First Amendment to Lease to the Charter Contract, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.03)

3.04 Request by the Delta Academy Charter School Governing Body to Amend its Charter Contract to Enter into Facility Lease Agreements with Design Space Modular Buildings.

Discussion and possible action on the request by the Delta Academy Charter School Governing Body to amend its Charter Contract to enter into facility lease agreements with Design Space Modular Buildings, effective September 24, 2021, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County Board of School Trustees, to sign the Amendment to the Charter Contract, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.04)

Approve Adoption of Consent Agenda (continued)

3.05 Student Assessment Instructional Materials: WIDA ACCESS for ELLs.

Discussion and possible action on approval to contract with the WIDA Consortium to purchase the ACCESS for ELLs English Language Proficiency Assessment, for an approximate total cost of \$1,612,600.00, effective October 1, 2021, through September 30, 2022, to be paid from the Assessment, Accountability, Research, and School Improvement Division, Fund 0100, Cost Center 1010020055, is recommended. **(For Possible Action)** [Contact Person: Greg Manzi] (Ref. 3.05)

3.06 Clark County School District Plan for Test Administration and Test Security 2021-2022.

Discussion and possible action on adoption of the Clark County School District Plan for Test Administration and Test Security 2021-2022 and approval to submit the adopted plan to the Nevada Department of Education, as required by Nevada Revised Statutes 390.275, is recommended. **(For Possible Action)** [Contact Person: Greg Manzi] (Ref. 3.06)

3.07 Instructional Services with the University of Nevada, Las Vegas, School of Community Health and Sciences and School of Life Sciences.

Discussion and possible action for the Curriculum and Instruction Division to contract with the University of Nevada, Las Vegas, School of Community Health Sciences and the School of Life Sciences, to continue the existing Pollen Monitoring Program in Clark County, effective September 24, 2021, to November 30, 2022, for an approximate total cost of \$99,030.00, to be paid from the Air Quality Penalty Fund, Fund 0170, Internal Order 500968, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.07)

3.08 Professional Services: Las Vegas Natural History Museum and the Las Vegas Science Festival.

Discussion and possible action on the request to contract with the Las Vegas Natural History Museum to provide opportunities for students and families to engage in science, technology, engineering, and mathematics activities, effective September 24, 2021, to June 30, 2022, for an approximate cost of \$90,000.00, to be paid from the Air Quality Penalty Fund, Fund 0170, Internal Order 500968, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.08)

3.09 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. 3.09)

3.10 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 August 1, 2021, through August 31, 2021, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.10)

Approve Adoption of Consent Agenda (continued)

3.11 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. 3.11)

3.12 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. 3.12)

3.13 Employment Agreement - Assistant General Counsel.

Discussion and possible action on approval of an employment agreement for Betty J. Foley assigned as Assistant General Counsel, Office of the General Counsel. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.13)

3.14 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$46,147,935.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.14)

3.15 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$2,845,267.55 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.15)

3.16 Contract Award: Construction Services Northeast Career and Technical Academy.

Discussion and possible action on approval of an award of contract to CORE West dba CORE Construction, for the best qualified construction manager at-risk (CMAR) for construction services in support of the Northeast Career and Technical Academy Phase I Steel Joist and Deck Supply in the amount of \$9,049,532.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001639; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.16)

3.17 Amendment of Clark County School District Policy 5112.

Discussion and possible action on approval of the amendment of Clark County School District Policy 5112, School Attendance Zone Assignment Exceptions, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.17)

3.18 Amendment of Clark County School District Regulation 5112.

Discussion and possible action on approval of the amendment of Clark County School District Regulation 5112, Zone Variance, Board-Approved Option, Transfer, and Magnet School Assignment, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.18)

Formative Board Reports and Updates

None.

Differentiated School Support Framework

Presentation and discussion on the differentiated school support framework.

Dr. Brenda Larsen-Mitchell, Deputy Superintendent, Office of the Deputy of Superintendent and Melissa Gutierrez, Region 2, Region Superintendent, presented the Differentiated School Support Framework, as shown in Reference 5.01.

Public Hearing

Vicki Kreidel spoke about a school that was so focused on data it hurt students and made them struggle more because some of the most important information about students such as effort, engagement, attitude, disconnect and learning styles, was gone. In addition, said data driven schools are no more successful than regular schools.

Karlana Kulseth said she is frustrated that teachers are always told to collect data on students. She said if the students are not provided with their basic needs they will not learn.

Trustee Williams asked how often assessments take place.

Dr. Larsen-Mitchell said MAP Growth Assessment takes place three times a year and is used to monitor student progress. In addition, said teachers also monitor assessments with their Professional Learning Communities (PLCs).

Trustee Williams asked when the entire plan will be implemented.

Dr. Larsen-Mitchell said the plan is already operational and there will be components added as the schools successfully implement certain action steps.

Trustee Williams asked if the plan supports social-emotional learning for students.

Dr. Larsen-Mitchell said Multi-tiered System of Support (MTSS) is being used which is on the academic and social-emotional needs of students.

Trustee Cepeda asked how qualitative data was collected.

Dr. Larsen-Mitchell said the evidence aligned with the Nevada Educator Performance Framework (NEPF) which includes qualitative data, is used.

Differentiated School Support Framework (continued)

Trustee Cepeda asked where the data was coming from.

Dr. Larsen-Mitchell said they use Focus Ed for the achievement data along with data that comes from the Nevada Department of Education and the NEPF. She added that the qualitative data comes from the supervision circle where Region leadership analyses it.

Trustee Cepeda asked to hear more about the climate and culture data.

Dr. Larsen-Mitchell said culture refers to how we do things at school and climate refers to how we feel in the school environment.

Trustee Cepeda asked if there was a metric being used.

Dr. Larsen-Mitchell said in identifying schools they looked at achievement data, NEPF, qualitative data, the district-wide survey and the instructional systems and structures at the school.

Trustee Cepeda asked who has access to the information that was mentioned.

Dr. Larsen-Mitchell said schools and regions have access to the data and said there are a variety of pieces used to collect the data. She added they are creating a student-culture rubric where they can work with principals and analyze the student culture.

Trustee Guzman asked if additional work is being placed on teachers.

Dr. Larsen-Mitchell said this work is being done to promote student learning. She added that it aligns to the NEPF and the administrator NEPF.

Dr. Jara spoke about a report issued by the Council of the Great City Schools, whereas, schools who are doing this work are out performing CCSD.

Trustee Guzman expressed her concern with the amount of testing taking place and would like staff to look at the possibility of over testing students.

Dr. Jara feels that the state, county, and national level need to have a conversation about testing and the value it gives for assessment.

Trustee Ford asked how schools were selected for the program.

Dr. Larsen-Mitchell said they analyzed data for all schools including their star ratings, proficient levels, and the qualitative components for the NEPF.

Differentiated School Support Framework (continued)

Dr. Larsen-Mitchell said the District has never used this plan before and it is about building trust with the principals and providing the differentiating support to improve student outcomes.

Trustee Ford asked for a list of schools who are participating as well as a heat map which will allow them to see if there are potential concerns with certain areas. She also asked if there is a certain amount of time schools will spend on this.

Dr. Larsen-Mitchell said there is not a specific timeframe as they will meet with the schools based on need and added there is a differentiated plan for each school.

Trustee Ford asked how the plan and Student Learning Goals (SLGs) will improve school culture and climate.

Dr. Larsen-Mitchel said schools will be able to look at their individual SLGs to achieve student success.

Trustee Ford asked how it will be successful and what the data points they look at.

Dr. Jara said that this plan is the work of Focus: 2024.

Trustee Garcia Morales expressed concern with students who are not able to pass a test that was created by a system to address academic gaps. She said that all students need to leave the system academically prepared. She asked if there was an end date to the plan.

Dr. Larsen-Mitchell said there is not an end date as it is continuous school improvement. She said a goal of Focus: 2024 is that all schools are a three star.

Trustee Garcia Morales asked how we will know if the work is successful.

Dr. Larsen Mitchel said there are short term and long term goals. The short term goals are the instructional systems and structures that are in place and functioning. The long term goals is looking at the MAP growth data, common/formative assessments and the NSPF to ensure students are growing.

Trustee Brooks appreciates the work that will be done. She said the plan needs to be intentional with the focus.

Trustee Cavazos asked for clarification on the tools being used for district climate survey.

Dr. Larson-Mitchell said they analyze data received from the annual district-wide survey.

Trustee Cavazos asked if there will be staff to do this work, if so, how will it be done?

Differentiated School Support Framework (continued)

Dr. Larson-Mitchell said there is a sense of urgency to ensure students are academically prepared, especially in Kindergarten and the second grade. She said supports and plans are differentiated and gave examples.

Trustee Cavazos commented that the accountability will be very important on how the pieces are put together.

Trustee Ford asked for clarification of MTSS.

Dr. Larsen-Mitchell said this is differentiated support for schools and MTSS fits within the instructional systems. She said that MTSS is used for both academics and social emotional wellbeing.

Public Hearing On and Possible Approval of the Third Appendix to the New Memorandum of Agreement Regarding Reopening of Schools and other Worksites in Covid-19 Environment between the Clark County School District and the Education Support Employees Association.

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the Third Appendix to the Memorandum of Agreement Regarding Reopening of Schools between the Clark County School District and the Education Support Employees Association. 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 or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, September 23, 2021.

Trustee Cavazos read the public hearing statement.

Public Hearing

Sarah Comroe said support professionals are the backbone of our schools and District, and there are thousands of SPTA's that are not going to receive a stipend. She said they deserve better and all support professionals should get a stipend, not just a small group of them.

Karlana Kulseth said busses are getting students to school late every day. In addition, said bus drivers are working hard and picking up extra routes and stated that all employees are working hard, but only a small portion of employees are seeing a financial benefit for the extra work they are completing.

Terri Shuman said employees should be allowed to get their Covid test done during work hours and that mileage should be considered because the testing locations are not close by. In addition, said support staff are the hardest working employees in the District and are taken for granted.

Public Hearing On and Possible Approval of the Third Appendix to the New Memorandum of Agreement Regarding Reopening of Schools and other Worksites in Covid-19 Environment between the Clark County School District and the Education Support Employees Association
(continued)

Hannah Comroe expressed disappointment that only one-on-one aides and SPTA's at special schools will receive a stipend. She said that SPTA's are not paid enough for the work that they do and they do this work because they care about the students.

Public hearing was closed on this item.

Fikisha Miller, Chief Negotiator and Assistant General Counsel, Office of the General Counsel, presented the Third Appendix to the New Memorandum of Agreement Regarding Reopening of Schools and other Worksites in Covid-19 Environment between the Clark County School District and Education Support Employees Association, including the fiscal impact.

Motion to approve.

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

The motion passed.

Public Hearing On and Possible Approval of the Fourth Appendix to the New Memorandum of Agreement Regarding Reopening of Schools and other Worksites in Covid-19 Environment between the Clark County School District and the Education Support Employees Association.

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the Fourth Appendix to the Memorandum of Agreement Regarding Reopening of Schools between the Clark County School District and the Education Support Employees Association. 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 or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, September 23, 2021.

Trustee Cavazos read the public hearing statement.

There was no one wishing to speak.

Public hearing was closed on this item.

Ms. Miller, presented the Fourth Appendix to the New Memorandum of Agreement Regarding the Reopening of Schools and other Worksites in Covid-19 Environment between the Clark County School District and the Education Support Employees Association, including the fiscal impact.

Public Hearing On and Possible Approval of the Fourth Appendix to the New Memorandum of Agreement Regarding Reopening of Schools and other Worksites in Covid-19 Environment between the Clark County School District and the Education Support Employees Association.

(continued)

Motion to approve.

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

The motion passed.

Clark County Education Association Presentation Regarding Teachers Health Trust.

Presentation and discussion by the Clark County Education Association (CCEA) regarding Teachers Health Trust (THT).

John Vellardita, Executive Director, Clark County Education Association; Tom Zumbobel, Chief Operating Officer; Teachers Health Trust; and Ray Specht, Specht Consulting, gave a presentation on the Teachers Health Trust, as shown in reference 5.04.

Dr. Jara told the Board that several statements were made throughout the presentation that were related to negotiations and they will need to be clarified

Ms. Miller agreed and she is obligated by law not to disclose information, however, if there is something that is on the public record she can speak to that.

Trustee Ford said during the presentation it was mentioned that CCSD misrepresented things and asked for clarification.

Ms. Miller said negotiations are confidential and that all proposals made by CCSD have been made in writing. She said once the District became aware of the situation staff worked as quickly as possible to maintain some type of coverage for teachers. In addition, said the new CEO of the Teachers Health Trust has been working closely with the legal office and Mr. Goudie's office for documentation to find out where the money has gone. She said CCSD does not control what happens with Teachers Health Trust and that the relationship is between CCEA and Teachers Health Trust.

Public Hearing

Jim Frazee spoke about his time in leadership in CCEA. He mentioned that CCEA helped bring money to the District during the last legislative session.

Kenny Belknap said that CCEA achieved something historic which increased education funding by \$500 million dollars. He said teachers gave everything these past 18 months and deserve a contract that shows frontline educators are valued and their healthcare needs to be funded.

Clark County Education Association Presentation Regarding Teachers Health Trust

(continued)

Robert Hallowood spoke about the difference between equality and equity and said that with healthcare, equity needs to be looked at. He said Teachers Health Trust needs more than the percentage increase than what the District wants to give all the entities. In addition, said bills are getting paid slowly and the problem is largely financial.

Danny Price said he is upset that the Teachers Health Trust issue has not been resolved and said CCEA has to come back to the table and bargain fairly and equitably. In addition, said issues of funding insurance, paying step increases, and column advancement need to be resolved before more teacher leave.

Elizabeth Adler feels the Teachers Health Trust has been underfunded for many years. She said teachers are not getting what they negotiated.

Sarah Comroe said CCSD needs to increase contributions for teachers' healthcare and asked to drop THT. She said all school employees should be on the same healthcare program. In addition, said we can work with United Healthcare to come up with a plan that meets the needs of teachers and actually pays their bills.

Dan Barber is concerned the District is not paying for health insurance. He also spoke about the funding CCEA was able to bring to the District.

Karl Byrd said he supports keeping the Teachers Health Trust. He mentioned the funding CCEA helped bring to the District and asked that the District meet with CCEA.

Nikole Calix spoke about her illness and that her hospital bills are not being paid. In addition, Ms. Calix addressed the need for more substitutes.

Jamie Tadrzynski told the Board about her illness and issues she has with her insurance.

Stacey Segal expressed concerns with her insurance and the amount of money she needs to pay out of pocket. She also spoke about emails that she sent to the Board.

Shaun Navarro said the Democratic Socialists of America stand in support of the teachers and funding of the Teachers Health Trust. He asked that the District negotiate in good faith and fund the health trust at the same level as the Administrators.

Debby Mansoor spoke about current work conditions at schools. She asked that the Board help with the Teachers Health Trust.

Clark County Education Association Presentation Regarding Teachers Health Trust

(continued)

Michael Jahn talked about how CCEA received funds from Carson City. He addressed the large class sizes and the inability to attract teachers. He asked that Teachers Health Trust receive the proper amount of funds.

Angie Sullivan asked that the Board give the Teachers Health Trust \$40 million dollars.

Kristan Nigro asked that teachers receive quality health insurance and that the Board do the right thing.

Rut Laureano spoke about her worker's comp claim. In addition, shared current health issues in that several providers will not accept the Teachers Health Trust.

Jessica Allen told the Board that her long time doctor is no longer accepting Teachers Health Trust. She also asked that women be in charge of the Teachers Health Trust.

David Gomez asked where the money has gone.

Deb Cluff spoke about how last year the dental insurance was changed to Signa and her doctor's office told her it's the worst insurance. She said she spoke with a therapist about the changes to United Medical Resources (UMR) and was informed there is a sixty percent pay cut. She asked why the Board and Dr. Jara are boasting about giving money to the children for mental health and are taking it away from teachers.

Jessica Jones said she is a single mom and should not have to worry becoming financially ruined due to a health emergency during a pandemic. She said a five percent increase across the board to administrators, educators, and support staff is inequitable. She asked the Board to do the right thing and fund Teachers Health Trust properly.

Victor Romero said he served on the School Organizational Team (SOT) at Desert Pines High School for three years and is a homebound educator. He said there was a high teacher turnover rate before Covid and this year resignations are happening early. In addition, said we need help retaining teachers and funding is the way to keep our staff.

Nicole Whaley said CCSD needs to make changes to keep good teachers and that healthcare is a necessity. She spoke about how she filed for bankruptcy after having her pay garnished because THT was not paying her bills. She said she is frustrated and asked the Board to fix this quickly because she can't afford to.

Hannah Comroe said the Trust is terrible and there needs to be a different option. She said teachers can not get treatment they need and asked the Board why anyone would want to stay in a profession that pays poorly and that has healthcare that is useless.

Clark County Education Association Presentation Regarding Teachers Health Trust

(continued)

Trustee Brooks said they are not here to place blame but to have an understanding as to what has occurred and to correct the situation and move forward. She asked Mr. Zumbobel to explain the difference between a health fund and a health insurance plan.

Mr. Zumbobel said a health fund like Teachers Health Trust where the employer puts together a plan that is the most efficient and where there is no profit that goes to any carrier or no motivation for anyone but to provide health care. The motivation for a health plan is to make money by taking care of the consumer.

Trustee Brooks asked who sets the membership premiums and benefit packages.

Mr. Zumbobel said a third party reviews all of the data and the funding is based on the past experience and projections with trends.

Trustee Brooks asked if there was need to raise the contributions and how is that done.

Mr. Zumbobel said that last years' experience would be reviewed, in addition to the revenue by the District and teacher and then they would project the additional revenue.

Trustee Brooks asked her question again about how contributions would increase.

Mr. Vellardita said that CCEA would need to meet with the District and if the District did not want to pay the increase it would become the responsibility of the employee. He said this could be done by asking the employees to pay more or reduce their benefits.

Trustee Brooks asked if the current increase will pay the existing debts and repay the money back to the District.

Mr. Zumboble said it would be profitable but very minimal.

Trustee Brooks asked who is responsible for governance of THT, who is responsible for providing oversight, and who determines that.

Mr. Specht said the THT Board oversees it and added they have the fiduciary and oversight responsibility of the fund.

Trustee Brooks asked if he feels the Board provided adequate oversight and asked if there was any concern of wrong doing that Trustees should be aware of.

Mr. Specht said he has not been able to look into any details nor was it the scope of what he is doing and would rather focus on the present.

Clark County Education Association Presentation Regarding Teachers Health Trust

(continued)

Mr. Vellardita felt that the Board did not have strong oversight over how the Trust was managed by the previous CEO.

Trustee Guzman asked questions related to the plan's debt.

Mr. Zumbtoble explained the current debt that THT has and how most occurred.

Trustee Williams asked about the new funding received from the state mining tax.

Jason Goudie, Chief Financial Officers, Business and Finance, said that most the dollars will not be available until the next bi-minium.

Trustee Williams asked if ESSER dollars can be used for health insurance.

Mr. Goudie said ESSER III dollars have more flexibility especially when the care of employees is of concern but he would need to find out from the Grants department.

Trustee Williams asked how long it will take for THT to pay its outstanding bills.

Mr. Zumbtoble said he is working with physicians but cannot give a timeline.

Trustee Williams asked about cuts made to administration and if any employees were released from their position.

Mr. Zumbtoble said they cut \$6 million from the original budget by cutting pay and eliminating vendors. In addition, said there was significant staff reduction.

Trustee Cepeda asked how CCEA and THT interface together.

Mr. Vellardita said CCEA is the collective bargaining agent who represent educators and negotiate the collective bargaining agreement. He said within the agreement, THT is named as the provider through bargaining.

Mr. Vellardita said he found out about THT's financial problems from teachers. He met with the former CEO and informed him that he could not make unilateral changes to benefits because it is a bargaining issue.

Trustee Cepeda asked how long THT was without a licensed pharmacy provider.

Mr. Zumbtoble estimated about 2 years. He said there was no pharmacy benefits manager but said all pharmacies are licensed.

Clark County Education Association Presentation Regarding Teachers Health Trust
(continued)

Trustee Cepeda asked why it took so long to realize there was a problem with THT.

Mr. Vellardita did not think there was transparency with the previous CEO. He reiterated that the first he heard about problems was through complaints he received.

Trustee Ford said that the Board offered to extend the THT another month but THT did not accept it.

Mr. Vellardita said he was the one who rejected the offer.

Trustee Ford asked Mr. Vellardita if he is receiving consulting fees or any benefits from the THT for his role in negotiations, oversight, or anything else from THT.

Mr. Vellardita said no.

Trustee Ford said the number one priority is to take care of staff. She asked why they are not able to give them what they are asking for and just do it.

Ms. Miller said CCEA was offered a 5% increase for the first year and second year like the other unions. She said until the District can ensure that the outstanding bills are paid and until they are able to come to an agreement that there will be a continuation of coverage, CCSD has not entered into an agreement.

Trustee Ford asked if there was a time when CCSD did not contribute the negotiated amount to the trust.

Mr. Vellardita said yes, in 2010, 2011, 2012, 2013, 2014, 2015, and 2017. He said in 2018 they went to arbitration and won over health care.

Dr. Jara asked Mr. Goudie to provide the payment amounts to what the District paid the THT.

Mr. Goudie said he did not have the history of payments available. He confirmed there were a number of years where there were no increases and said they were in accordance with the bargained agreements that were reached by both groups during those periods. He also mentioned there was arbitration with CCEA related to pay increases and the THT.

Trustee Garcia Morales asked what prevented the THT from cutting the \$6 million 18-months ago.

Mr. Vellardita said the former CEO did not feel the need to make the cuts. He said after the CEO left it was discovered there were expenses that were not needed or were redundant.

Clark County Education Association Presentation Regarding Teachers Health Trust

(continued)

Trustee Garcia Morales asked how the THT got so bad. She said there was no notification to its members or to CCSD.

Mr. Vellardita said that the former CEO did not provide accurate monthly reports to the governing board, who are educators. The board should have asked questions or required information.

Trustee Garcia Morales found it offensive that educators are being blamed for the lack of knowledge or training.

Mr. Velladita said the Board was not in the position to ask the right questions or request the right information. He said there will be changes moving forward.

Trustee Garcia Morales asked what the new Board will look like.

Mr. Velladita said the majority of the Board should be educators but the balance would be people with expertise in health care and finances.

Additional discussion took place regarding the composition of the new Teachers Health Trust Board and their necessary skill sets.

Trustee Garcia Morales asked Ms. Miller who determines the amount of money each employee contributes to the plan.

Ms. Miller said it is negotiated for each agreement.

Trustee Garcia Morales asked what CCEA is doing to identify additional ways increase the revenue for the benefits.

Mr. Vellardita said it can be done by changing the benefits and asking educators to pay higher deductibles or by asking them to pay additional money for the premiums.

Trustee Garcia Morales asked how long it will take to pay back the money given to CCEA.

Mr. Zumbtoble said based on the new business plan it could take eight years.

Trustee Cavazos said that many of her questions were asked by other Trustees. She expressed concern on how THT will be sustainable and how educators will be taken care of and be provided with health care.

Trustee Brooks asked about other health boards and the composition of their members.

Clark County Education Association Presentation Regarding Teachers Health Trust

(continued)

Mr. Specht said boards usually have members with experience and special skill sets.

Trustee Brooks asked if they would be willing to submit to the Board and public, a bi-weekly report of progress of how things are turning around at THT, including the progress with the bylaws, reconstituting the board, as well as claims filed, timeliness of the claims being paid, debts being paid down and any remaining debts that are outstanding.

Mr. Zsumbtoble said they will do what is reasonable and added that they currently provide a monthly report with benchmarks to the District.

Trustee Brooks asked if eight years is the best they can do to pay the District back or if they would be willing to come back in two weeks with another proposal.

Mr. Vellardita said the next time they are at the table they could bring back a proposal.

Trustee Cepeda asked if the past CEO received a payment when he left.

Mr. Zsumbtoble said he did not receive a severance when he left.

Trustee Cepeda asked how they will rebuild trust with the health care providers.

Mr. Zsumbtoble said does not feel it will be a challenge to get their trust back.

Trustee Guzmán asked about the bonus paid to the former CEO.

Mr. Zsumbtoble said he was not aware of any severance paid to the former CEO.

Ms. Miller said that the former CEO received a bonus in February 2021 in the amount of \$100,000 and when the District was made aware of the financial issues with THT, he received another bonus of \$100,000.

Trustee Garcia Morales asked if Mr. Vellardita was on the THT board.

Mr. Vellardita said he is not.

Trustee Garcia Morales asked what Mr. Vellardita's role is with the THT.

Mr. Vellardita said he is the chief negotiator for his organization.

Clark County Education Association Presentation Regarding Teachers Health Trust

(continued)

Discussion took place in regards to teacher receiving salary increase. Trustee Garcia Morales feels that salary increases have been held hostage with respect to THT.

Trustee Guzmán asked if the trust reimburses CCEA during negotiations.

Mr. Vellardita said they do not get reimbursed.

Trustee Williams asked if the THT continues to have issues who is responsible.

Mr. Vellardita said if there is no solution it would be up for discussion.

Ms. Miller clarified that THT is supposed to have an audit each year as provided in the bargaining agreement. She said the 2018-2019 audit was not completed until March 4, 2021.

Mr. Goudie told the Board he has looked at the financial records and the projections will give them a place to start the negotiation process.

Trustee Ford asked what happens if this does not move forward and the trust is out of money.

Mr. Vellardita said the trust is current running at a deficient and he does not want to prolong this. He said it takes a partnership and hopes to continue to work with the District.

This is not an action item.

Trustee Discussion Items

None.

Trustee Community Activity Reports

None.

Public Comment on Non-Agenda Items

Karlana Kulseth spoke about how she was out sick and her students were without her for a week due to the stress of the job. She said her students thought she had Covid or quit. She said students are acting out because they do not feel accepted at school. She added that she is not equipped to handle social emotional issues and that she, her colleagues, and counselors need help.

Public Comment on Non-Agenda Items (continued)

Terri Shuman spoke about how she was sick and was forced to take her time even when she felt better and was ready to go back to work. She said because of that she did not have any time left to go to her brother-in-law's funeral who passed away unexpectedly.

Yesenia Gonzales spoke about bullying and how some parents did not know that anti-bullying policies P-5137 and P-5138 existed. She said parents need to know how to handle situations and perhaps workshops or videos are needed. In addition, said schools need to be stricter on enforcing the policy and make sure parents' concerns are addressed.

Jessica Allen said she is currently a special education teacher and also a student working on a project at UNLV regarding teacher retention and attrition. She spoke about how exhaustion, burnout and low job satisfaction contribute to teacher attrition nationwide and asked who will teach students if they are driven away.

Jana Pleggenkuhle said she retired after 29 years in the District and spoke about how teachers have been telling CCSD for years that things need to change or they will not be able to teach the children. She said educators helped fight for more funding during the legislative session and it is up to CCSD to use that money to give educators a fair and equitable contract. She told the Board they need to stop fighting contract negotiations.

Charlotte Brigham told the Board how she depends on CCSD Transportation. She spoke about the ongoing issue of tardy busses and how she is concerned about accidents, sex trafficking, and kidnapping with her children being left alone at the bus stop for over an hour.

Chelsy Fischer said she attended the meeting on September 1, 2021, to speak about how she was vaccine injured, was assaulted, and illegally removed from the meeting. She said a lot of the funds will be removed from teachers from all the lawsuits being filed for violating Americans with Disabilities Act (ADA) and assaulting people at meetings.

Derrick Sylvester asked the Board to reflect and think about their perspective on the issues that were brought up at tonight's meeting. He said educators feel the Board is listening but not understanding what teachers are saying. He said it is so hard to teach forty three students without enough tables during a pandemic and invited Trustee Cepeda to come to his classroom to see what they are really going through.

Board Self-Assessment Assignment

None.

Upcoming Meeting Announcement

Trustee Cavazos announced the upcoming Board meeting on Wednesday, October 6, 2021, at 8:00 a.m.

ADJOURN: 11:43 p.m.

Motion: Guzman Second: Brooks Vote: Unanimous