

MINUTES
CLARK COUNTY SCHOOL DISTRICT
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121

WORK SESSION

Wednesday, February 3, 2016

8:00 a.m.

Roll Call: Members Present
Linda E. Young, President
Chris Garvey, Vice President
Patrice Tew, Clerk
Kevin L. Child, Member
Erin Cranor, Member
Carolyn Edwards, Member
Deanna L. Wright, Member

Pat Skorkowsky, Superintendent of Schools

Also present were: Jim McIntosh, Chief Financial Officer, Business and Finance Division; Michael Gentry, Interim Chief Human Resources Officer, Human Resources Division; Andre Long, Interim Chief Human Resources Officer, Human Resources Division; Blake Cumbers, Assistant Superintendent, Facilities Division; Cindy Krohn, Executive Assistant, Board Office, and Loreasa Nary, Administrative Secretary II, Board Office.

FLAG SALUTE

Carolyn Edwards led the Pledge of Allegiance.

ADOPT AGENDA

Adopt agenda.

Motion: Tew Second: Child Vote: Unanimous

Trustee Garvey and Trustee Wright were not present for the vote.

PUBLIC COMMENT PERIOD

None.

STAFFING AND HIRING UPDATE

Presentation and discussion on teacher vacancies and hiring for the current 2015-2016 school year and teacher recruitment for the next school year of 2016-2017.

BOARD MEMBER ARRIVES

Trustee Garvey arrived at the Board meeting at 8:07 a.m.

STAFFING AND HIRING UPDATE (continued)

Mr. Long and Mr. Gentry presented an update on the teacher recruitment efforts and next steps.

Trustee Garvey recalled that CCSD entered into an agreement with Teach for America (TFA) for possibly 150 positions.

Superintendent Skorkowsky said the agreement was for 125 positions, but TFA was unable to meet their goal in order to support the number of teachers for that agreement, which is why the number of TFA teachers was down to 89 as shown on page 6 of 10.

Trustee Garvey stated that TFA was unable to deliver what was promised to the District, and that there are some things that the District can do and some changes that could possibly take place at the Nevada Department of Education that could help in how the District recruits teachers.

Mr. Long offered that the Nevada Board of Education and the Governor's office are currently looking into how the District could offer provisional licenses.

Superintendent Skorkowsky noted that with the change in the Every Student Succeeds Act (ESSA), which removed the highly-qualified component, with the exception of special education, will also allow more opportunities for more candidates, and he said the District is hoping that the state will align to the federal law in lifting the highly-qualified tag.

Trustee Garvey asked what could be done within CCSD specifically related to the Alternative Route to Licensure (ARL) or hiring process.

Mr. Long said staff is petitioning to make the requirements for ARL also apply to the new professional salary table so credits for contact units and professional growth will count toward licensure. He said the District is also working with the teacher network, TNTP, and will be gaining 100 teachers from that organization.

Trustee Garvey asked how the teacher evaluation system in Orange County, California, compares to that of Clark County, as the comparison was made between Orange County and Las Vegas in terms of cost of living.

BOARD MEMBER ARRIVED

Trustee Wright arrived at the Board meeting at 8:23 a.m.

STAFFING AND HIRING UPDATE (continued)

Superintendent Skorkowsky said staff could provide that information to the Board.

STAFFING AND HIRING UPDATE (continued)

Trustee Edwards referred to page 7 of 10 and asked if there is any analysis that shows how many CCSD teachers are approaching retirement. She asked for the percentage of retirees that contributed to the attrition rate in 2012-2013 and if that number had been lower in other years.

Mr. Gentry said the number of retirees has remained the same over the past five years at approximately 500.

Trustee Tew asked about the \$5,000 bonus from the legislature and whether or not the District clearly states the requirements and parameters for receiving that bonus.

Mr. Long explained the requirements tied to the \$5,000 incentive and how that is paid out to teachers.

Trustee Tew asked if the information related to the advantages to living and working in Clark County is available on the CCSD website.

Mr. Gentry said all of the information is not provided in writing but is instead conveyed by the recruiter in making a connection with the potential candidate.

Trustee Tew asked about part-time teaching positions.

Mr. Long said part-time contracts are also part of the recruitment efforts.

Trustee Young said the connections the new teachers who are relocating from another state make with the community are very important. She suggested that the District needs to change people's perception that the District is difficult and unfriendly.

Superintendent Skorkowsky said the community partnerships the District has are very important, and as those candidates are brought in that are interested, the District would connect to the We Care program offered through the Metro Chamber of Commerce. He said District staff would connect with the Latin, Urban, and Asian Chambers of Commerce as well so those organizations can reach out to potential candidates.

Trustee Young suggested that the Superintendent also enlist the help of the Trustees to connect the applicants to the community. She spoke in support of having a focus on diversity, and she asked that a PowerPoint presentation be made available for use when she and others have an opportunity to provide that information to the public, such as at community meetings or parent meetings.

Trustee Child asked if principals are used for recruiting.

STAFFING AND HIRING UPDATE (continued)

Mr. Long said administrative staff is used for some recruitment but only on a limited basis because they are needed at their schools.

Trustee Child suggested sending form letters out from the principals to the universities of their choice.

APPROVE START-UP 2015 CAPITAL IMPROVEMENT PLAN – FACILITIES DIVISION

Approval of the 2015 Capital Improvement Plan Start-Up Projects for the Facilities Division to include the addition of 22 full-time positions to be paid from Fund 3150000000, various Cost Centers; and to renovate the current Facilities Service Center, to be paid from Fund 3400000000, Project C0013170, for an approximate total to renovate the Facility Services Center of \$5,555,690.00 with no impact to the General Fund; and for Jim McIntosh, Chief Financial Officer, to act as the Board of School Trustees' designee for all project documents, as recommended in Reference 4.02.

Mr. Cumbers presented the Start-Up 2016 Capital Improvement Plan for the Facilities Division.

Superintendent Skorkowsky noted that the cost to renovate the Facilities Service Center would be funded out of the Government Services Tax fund and would not affect the general fund.

Trustee Edwards stated that Rick Baldwin, Director II, Demographics, Zoning, and GIS Department, Business and Finance Division, sites new schools and zones new schools, and a portion of the time he spends and his staff ought to be charged against the Capital Improvement Program. She raised a concern that during a reduction in force (RIF), Capital Improvement Program staff was allowed to move into different departments throughout the District, in some cases, into positions they were not qualified for. She suggested opening negotiations to discuss considering Capital Improvement Program staff as a separate category or job family so that can be addressed in a different manner.

Trustee Edwards said she was in support of moving forward with the project presented.

Superintendent Skorkowsky said he could certainly look at splitting Mr. Baldwin's funding. He said in terms of having the Capital Improvement Program staff in a separate category, there is a concern that in the case of a RIF in the future, there would be nowhere that staff could move to within the District.

Trustee Garvey commented that this project is a smart way to encourage efficiency and collaboration.

Trustee Cranor asked staff to speak to the Governmental Services Tax fund, specifically, the source of the fund, what it was used for previously, and why this would be a priority at this time for use of this fund.

APPROVE START-UP 2015 CAPITAL IMPROVEMENT PLAN – FACILITIES DIVISION

(continued)

Mr. McIntosh explained that the Governmental Services Tax the District receives is split into two components, which are general operations and capital programs, and historically the District would use these funds to purchase portable buildings and to transport them. He said the District also has the authority to use the funds for non-school administrative facilities and has done so with Virtual High School as a component of Vegas PBS, the maintenance building, and the police department building.

Mr. Cumbers added that having in-house staff, as opposed to outsourcing, allows for more efficiency in managing projects and uses resources within the community for design and construction.

Trustee Cranor asked Mr. Cumbers to speak to the need to ramp up workspace for this project.

Mr. Cumbers stated that during the 1998 bond fund, the District ramped up to 400 employees for that Capital Improvement Program, and they were spread across the District in several facilities, with over 18,000 square feet being leased at an annual cost of \$321,000. He said during the previous program, the District also had an additional facility that was 16,500 square feet of space, another building at a different location, and there were a number of employees being housed in portable units. He said the space they had previously was approximately the same amount of space that is being proposed here but was spread throughout the District with more than half of it being leased.

Trustee Young spoke about current employees being given the opportunity to acquire new skills as well as the opportunity for promotion and the opportunity for local members of the community to gain employment with the District. She asked how these opportunities are being advertised.

Mr. Cumbers said the District's Human Resources Division is responsible for recruiting new employees, and the District also occasionally uses the temporary employment agency Manpower, and sometimes will hire that employee permanently. He said they also let the people they work with know that the District is looking for new staff. He said the Human Resources Division posts open positions online on the CCSD website and uses various job search websites, such as Monster and Indeed.

Superintendent Skorkowsky added that the District also utilizes trade unions to get those jobs posted and bring in the right employees. He said there would be a separate local recruitment effort for this project.

Trustee Young also mentioned possible apprenticeship opportunities available for CCSD students.

Trustee Wright suggested also looking at refiguring and upgrading the current board room in the future.

APPROVE START-UP 2015 CAPITAL IMPROVEMENT PLAN – FACILITIES DIVISION

(continued)

Motion to approve Item 4.02.

Motion: Child Second: Tew Vote: Unanimous

APPROVE ARCHITECTURAL DESIGN SERVICES – FACILITIES SERVICE CENTER

Approval to select the architectural firm of SH Architecture to provide architectural design services to prepare plans, specifications, and other bidding documents in order to solicit bids for the modernization of the Facilities Service Center to convert approximately 30,000 square feet of existing office and warehouse space to new office space in the amount of \$435,200.00, to be paid from the Governmental Services Tax, Fund 3400000000, Project C0013170; and for Jim McIntosh, Chief Financial Officer, to act as the Board of School Trustees' designee for all project documents, as recommended in Reference 4.03.

Motion to accept Item 4.03.

Motion: Edwards Second: Tew Vote: Unanimous

AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS

Trustee Garvey asked for a report on how much time principals spend outside of their schools.

Trustee Wright asked to have a discussion among Board members regarding possible renovations to the board room.

Trustee Tew asked that the processes and procedures in place, including change orders, be articulated as the new building plan moves forward.

Trustee Young asked for an update on cursive writing at the elementary school level. She asked for a presentation on equity and diversity as it pertains to all District divisions and departments.

Trustee Edwards asked that Trustee Wright's request be expanded from just the board room to the entire property, and that they have a discussion on the plans that there were drawn up to tear the current structure down and build a multi-story building in its place.

DISCUSSION AND REQUEST FOR SPECIAL MEETINGS

None.

PUBLIC COMMENT PERIOD

None.

ADJOURN: 9:52 a.m.

Motion: Edwards Second: Cranor Vote: Unanimous