

Minutes  
Clark County School District  
Regular Meeting of the Board of School Trustees  
Las Vegas Academy of the Arts High School, Lowden Theater  
315 S. 7th Street  
Las Vegas, Nevada 89101

Thursday, February 25, 2021

5:08 p.m.

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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

**Teleconference Call**

Teleconference call with Trustee Ford was connected at 5:08 p.m.

**Adoption of the Agenda**

*Adopt agenda, except note reference material provided for Item 3.08.*

*Motion: Garcia Morales Second: Guzmán Vote: Unanimous*

**Public Comment on Non-Agenda Items**

In-person public comments:

Nicole Goughnour, Jennifer Cox, Anna Binder, Dave Monroe, Bethany Hudson, and Kadya McKnight (phonetic)

The above-named speakers spoke in support of opening schools and allowing students to play sports and participate in other extracurricular activities. They voiced concerns and expressed their thoughts on students' mental health; poor leadership; appreciation for the work being done to get kids back in school; social, emotional, and academic damage done to kids by the Board and the Superintendent; inaction by the Superintendent and the Board; and students struggling with grades, student suicides, and isolation.

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

Diana Battista spoke about children with learning disabilities and the loss of educational benefit due to distance learning and the District's responsibility for complying with federal law. She suggested addressing the loss of educational benefit through a summer session.

Pauljohn Cook asked why Trustee Williams has not been held accountable for her racist, homophobic, and bigotry language and behavior that is a danger to the community and to students.

James Butler (phonetic) asked why his son, who has Down syndrome, has to have a certain type of curriculum. He told the Board to stop wasting money.

Voice-recorded public comments:

Dawn Thomas, Lisa Adair, Lindsey Futrell, Alissa Davies, Lisa Jaegel, Melissa Boyco, Jamie Anderson, Suzanne Robertson, and Stephanie Dastrum

The above-named speakers spoke in support of reopening schools and allowing students to play sports and participate in other extracurricular activities. Some voiced concerns and expressed their thoughts regarding letting all students be in at least a hybrid learning model; considering what is best for the students; students who have lost motivation and are struggling; students needing to be back to 100 percent, in-person learning this fall; socialization and graduations; students experiencing depression and struggling and needing to be with their peers; the need to have a plan so families can decide what to do for their children for the upcoming school year; students feeling isolated; and inconvenience and stress for families caused by schools being closed.

Autumn Tampa said she was outraged and horrified with the District's expedited timeline for reopening schools. She said returning students to school at this time is reckless and dangerous. She said it is the older students that need to return to school, not prekindergarten through third-grade students.

**Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

*Motion to adopt the consent agenda, pulling Item 3.04 for separate discussion and vote.*

*Motion: Ford*

*There was no second for the motion.*

**Public Hearing**

In-person public comment:

Anna Binder commented on Item 3.04. She said constituents want to know how much this fiscal year has been allocated to software and all other contracts that have been granted that are exempt from the bidding process. She said schools are in need of other materials and services as the District prepares to reopen schools.

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

*Motion to adopt the consent agenda.*

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

*The motion passed.*

### **3.01 Approval of the Minutes.**

Discussion and possible action on the approval of the minutes from the regular meeting of January 14, 2021, is recommended. **(For Possible Action)** (Ref. 3.01)

### **3.02 College Board Advanced Placement Exam Fees.**

Discussion and possible action on authorization to purchase a portion of the May 2021 Advanced Placement exam fees from the College Board, for the purpose of student success, for 20,500 students, in an amount of \$2,352,000.00, from February 26, 2021, through June 30, 2021, to be paid from the high school Strategic Budgets as listed: 9310001436, 9310001579, 9310001951, 9310001452, 9310001941, 9310001578, 9310001563, 9310001554, 9310001454, 9310001453, 9310001573, 9310001577, 9310001445, 9310001562, 9310001555, 9310011409, 9310001551, 9310001352, 9310001572, 9310001878, 9310001945, 9310001932, 9310001353, 9310001251, 9310001946, 9310001556, 9310001565, 9310001942, 9310001245, 9310001875, 9310001548, 9310001246, 9310001351, 9310001935, 9310001576, 9310001564, 9310001940, 9310001870, 9310001448, 9310001502, 9310001446, 9310001552, 9310001449, 9310001944, 9310001447, 9310001793, 9310001451; Title IV, Part A, Fund 0280, G6646000221; College and Career Readiness Advanced Placement Grant, Internal Order G4473000121, Fund 0279; and Title I Grant, Internal Order G6633015321, Fund 0280, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.02)

### **3.03 International Baccalaureate Diploma Programme Exam Fees.**

Discussion and possible action on authorization to purchase exam fees for the International Baccalaureate Diploma Programme, for 312 juniors and seniors attending five International Baccalaureate World schools, in an amount of \$170,408.00, from February 26, 2021, through June 30, 2021, to be paid from Title IV, Part A, Fund 0280, G6646000220, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.03)

### **3.04 Digital Instructional Resources: Freckle**

Discussion and possible action on authorization to contract with Renaissance Learning to obtain Freckle licenses for Grades Kindergarten-5 students, to be purchased through the Elementary and Secondary School Emergency Relief (ESSER) Allocation Grant, for an approximate amount of \$3,000,000.00, effective February 26, 2021, through June 30, 2022, to be paid from the ESSER Allocation Grant, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Karla Loría] (Ref. 3.04)

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

### **3.05 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. 3.05)

### **3.06 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, 2021, through January 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. 3.06)

### **3.07 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. 3.07)

### **3.08 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$49,230,000.00 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Reference will be provided)

### **3.09 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,924,738.64 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.09)

### **3.10 Grant of Easement to Las Vegas Valley Water District at Harley Harmon Elementary School.**

Discussion and possible action on approval to grant and convey perpetual access easements to the Las Vegas Valley Water District at Harley Harmon Elementary School, for the construction, operation, use, maintenance, repair, replacement, reconstruction, and removal of pipelines, all underground and surface appurtenances for conducting water, and any facilities ancillary thereto, such as electric power, fiber optic, and the rights of ingress and egress, over, on, above, across, and under, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.10)

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

### **3.11 Covenant Running With Land at Mabel W. Hoggard Elementary School.**

Discussion and possible action on approval to a Covenant Running With Land at Mabel W. Hoggard Elementary School deferring off-site improvements along Virginia City Avenue and acknowledging the obligation to construct such improvements if and when the City of Las Vegas requires them, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the Covenant, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.11)

### **3.12 Change in Service.**

Discussion and possible action on ratification of total change in services to the architectural/engineering services agreement for a net increase of \$7,103.13 to the agreements for W. Mack Lyon Middle School (\$7,103.13) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0013664, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.12)

## **Budget Update**

Presentation and discussion on the current budget forecast related to the most recent actual financial information available.

Jason Goudie, Chief Financial Officer, Business and Finance Unit, provided a budget update for fiscal year 2021, as shown in Reference 5.01.

## **Legislative Updates**

Discussion and update regarding state legislation that could affect education, including, but not limited to, reports of current legislative issues and events, the establishment of the District's position on proposed legislation, and guidance to the superintendent and legislative staff.

## **Public Hearing**

In-person public comment:

Nichole Beer requested that Trustee Cavazos step down as Board President or that a vote of no confidence be called to formally remove her. She said bipartisan bills are being introduced to take away the ability for voters to elect school board trustees, and if the CCSD Board does not act to remove its current president, the bill will pass. She listed multiple governance policies she said Trustee Cavazos has violated since being elected Board President.

Cindy Krohn, Director, Board Office, read the public comment received Dr. S. S. Rogers, Ministers Alliance of Southern Nevada, in part, as follows:

"Good evening, School Board of Trustees and Superintendent Jara. The Ministers Alliance of Southern Nevada has been coming to school board meetings for the past 20 years or so. Now we are seeing movement toward politicians, community members, and entities working with legislation to break up the school district and further tear down communities of color.

### **Legislative Updates** (continued)

“We in the African American community are being controlled by rich white people such as Lindy Schumacher with the Fulfillment Fund Las Vegas, who is helping, through Trustee Evelyn Garcia Morales, to destroy the voice of the Black community. Ms. Schumacher and Trustee Garcia Morales have had limited communication with our Black leaders and have bought and paid for the District C seat in the Black community because they can. First, it’s the District C seat; next, it’s our land, churches, schools, businesses, families, the lives of our children, et cetera. We feel that Superintendent Jara refuses to hear our voice and our concerns.”

Dr. Brad Keating, Director, Government Relations Department, Office of the Superintendent, and Leonardo Benavides, Coordinator, Government Relations Department, Office of the Superintendent, provided an update on the legislative session, as shown in Reference 5.02.

Trustee Ford asked if the Board desired to continue voicing their opposition to appointed school boards and direct the legislative team to oppose any bills that are for appointed school boards.

Dr. Keating said that is not part of the legislative platform. He explained that Trustees have the ability to testify on legislative bills and meet with their elected officials to discuss those bills. He said also that the Nevada Association of School Boards (NASB) takes the lead on that issue, and he recommended that the Board work with NASB.

### **Public Hearing for the Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association**

This is the time and place to conduct a public hearing for the approval of the new Memorandum of Agreement Regarding the Negotiated Agreement 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](mailto:BoardMtgComments@nv.ccsd.net), or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, February 25, 2021.

Trustee Cavazos read the public hearing statement. There was no one wishing to speak on this item.

### **Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association**

Approval of the new Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association.

Trustee Guzmán disclosed that she works for the Nevada State Education Association and said she would be abstaining from the vote.

**Approval of the New Memorandum of Agreement Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association** (continued)

Public Hearing

Voice-recorded comment:

Sarah Comroe said support staff are the backbone of their school and CCSD just seems to place everything on the backs of support staff. She said this item essentially says support staff should do additional work without adding to their pay, which is creating unhappy and unsafe work environments.

Fikisha Miller, Chief Negotiator and Assistant General Counsel, Office of the General Counsel, briefly reviewed the New Memorandum of Agreement (MOA) Regarding the Negotiated Agreement between the Clark County School District and the Education Support Employees Association (ESEA), as shown in Reference 5.04.

*Motion to approve Item 5.04.*

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

*The motion passed.*

**Public Hearing for the Approval of the Amendment to the Negotiated Agreement between the Clark County School District and the Clark County Education Association.**

This is the time and place to conduct a public hearing for the approval of the Amendment to the Negotiated Agreement between the Clark County School District and the Clark County Education 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](mailto:BoardMtgComments@nv.ccsd.net) or by calling 702-799-1166 to voice record comments by 2:00 p.m., Thursday, February 25, 2021.

Trustee Cavazos read the public hearing statement. There was no one wishing to speak on this item.

**Approval of the Amendment to the Negotiated Agreement between the Clark County School District and the Clark County Education Association**

Approval of the Amendment to the Negotiated Agreement between the Clark County School District and the Clark County Education Association.

Trustee Guzmán disclosed that she works for the Nevada State Education Association and said she would be abstaining from the vote.

**Approval of the Amendment to the Negotiated Agreement between the Clark County School District and the Clark County Education Association** (continued)

Ms. Miller briefly reviewed the Amendment to the Negotiated Agreement between the Clark County School District and the Clark County Education Association (CCEA), as shown in Reference 5.06.

*Motion to approve Item 5.06.*

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

*The motion passed.*

**Trustee Discussion Items**

Trustee Ford requested an agenda item for discussion by the Trustees to place an item on a future agenda at the Board President's discretion to set guidelines for no-bid contracts.

Trustee Guzmán suggested that perhaps if the Board could get a presentation on the criteria that the CCSD Purchasing Department utilizes, it would be helpful. She said she felt that would be appropriate for a work session.

Trustee Brooks suggested the Trustees begin with a briefing on the purchasing process. She noted the Board's work sessions are supposed to be for Board policies and training.

Trustee Ford said she would agree with the suggestion made by Trustee Guzmán. She said this is also a matter of transparency, so she would like the information to be shared publicly.

Trustee Cavazos said she also liked Trustee Guzmán suggestion, and she agreed with Trustee Ford's comment regarding transparency.

Trustee Cepeda agreed with having a briefing to begin with and then moving forward with next steps if necessary.

Trustee Garcia Morales agreed with Trustee Cepeda's comments.

Trustee Guzmán clarified that she thought the presentation she suggested would be a training for the Board and would, therefore, be appropriate for a work session.

Trustee Cavazos said the Board would receive a briefing to get more information and then place the item on a work session agenda if necessary.

Trustee Ford noted the amount of staff time it would take to give the Trustees a briefing on this item and then possibly a public training.

Trustee Guzmán requested an item to discuss the appointed boards legislation when it comes down and giving a formal approval or denial of that legislation.

**Trustee Discussion Items** (continued)

Trustee Ford said she fully supports Trustee Guzmán's request.

Trustee Brooks said she supports the idea as long as the Board is not directing staff to lobby for the Board's interests.

Trustee Cavazos expressed support of Trustee Guzmán's request.

Trustee Garcia Morales requested that they consider timing and wait until those bills are before them so they have more information and then work together collaboratively and work with NASB.

**Superintendent Communication**

Superintendent Jara clarified that when CCSD sent out communications to schools regarding graduations, that was prior to the Governor's announcement on restrictions. He said the District is working to get students safely back on campus and participating in extracurricular activities. He said they are now going back to look at end-of-year programs and events with restrictions and larger venues. He stated that seniors will be able to participate in athletic activities, especially spring sports for intramural football. He said that has been communicated with schools and with coaches.

**Trustee Community Activity Reports**

None.

**Public Comment on Non-Agenda Items**

In-person public comments:

Charlene Johnson (phonetic) said children are committing suicide because they are unable to be in school and unable to play sports. She said students do not have to attend school physically to be able to play sports, as in the case of students who are homeschooled. She said students are going to miss out on future opportunities, and she asked that parents be given the choice of distance learning or in-person learning.

Axel Ramirez (phonetic) said he is struggling with declining grades. He said students in other states are back in school and playing sports, and he asked that the students be allowed to at least go back to school full time if they cannot play sports.

Lindsey Dalley said Moapa Valley has been on a hybrid model for a year, they have worked very hard, and they have worked out the logistics and are ready to go back full time. He said if they could get the waiver from the state allowing a social distance of three feet, they could go back. He asked that they be allowed to work with the current CCSD administration.

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

JC (phonetic) said he would like more Trustees to be appointed so parents could be given more time to speak. He said would like every principal to promote the Law Enforcement Explorer Program. He said the education system needs to be improved.

Voice-recorded public comments:

Tracy Leonard said she is at home exhausting her sick leave because her request to continue teaching remotely was denied. She shared reasons why she should be approved to continue teaching remotely and/or why she was denied.

Melissa Wood said if students are not back to school full time next year, her children will be unenrolled. She said many parents agree that if their students are not back in school full time and not able to play sports, they will unenroll their children.

Delilah Schultz asked that Trustee Williams put her phone down and please listen to her. She said she was disappointed in the District. She said the choices the District is making is causing stress.

Kenneth Schultz said he spoke about issues at his elementary school last year and nothing was done about it, and he said a year later Superintendent Jara is still ignoring problems and hurting teachers and students.

Conner expressed disappointment that he will be getting a new teacher and will not be able to see his current teacher anymore.

Dolly Rowan expressed concern with the plan to reopen schools during a pandemic. She said everyone needs time to be fully vaccinated.

Hannah Comroe talked about how poor planning and poor communication, on the part of the Superintendent, has had a negative impact. She asked that the Superintendent work with the Trustees and not against them.

Sarah Comroe said CCSD has harmed her child's mental health more than the pandemic or the shutdown, and now they are about to do the same to hundreds of students. She said most of her juniors and seniors do not want to switch teachers to be in person.

Ashley expressed disappointment with the District's communication and that she found out from a student that they were going back to school and (inaudible) for not making sure teachers are safe. She said teachers are concerned about their health and students' health.

Liza Amor asked the Board to consider safety measures for elementary school teachers and specialists. She said she is concerned regarding exposure and properly sanitizing schools with students attending five days per week. She said specialists and support professionals are working with a much larger population than classroom teachers and are at higher risk of exposure.

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

Myrna Anderson said CCSD has one of the worse school records in the nation. She said students cannot learn anything sitting in front of a computer and all students need to return to school full time.

Erin Phillips said they want to see all students back in school in the fall and they need to see that there is a plan to get all students back.

Jackie Martell said it is time that all children are back in school full time. She said to be well-rounded adults, as children they need to be well-educated and kept busy physically.

Dianna Walker asked that students be allowed back in school and be allowed to resume sports and extracurricular activities. She expressed concern regarding students' mental health.

Vicki Kreidel talked about how hard teachers have worked to engage and to support students over this past year. She said making all these changes at this point is not good for many students and not good for their mental health.

Sylvia Denning expressed concern regarding Superintendent Jara's job performance. She said Superintendent Jara is creating a negative work environment for staff and fostering a hostile climate between parents and educators.

Tiffany Frederick asked that all students be allowed to be in school full time and be allowed to play sports without face coverings. She said students are suffering.

Tara asked that students be allowed to play now and that fall sports be reinstated immediately. She asked that a special meeting be held as soon as possible to discuss activities and sports going forward.

Candace Carrera (phonetic) expressed concern regarding recent social media activity; namely, the opinion of Trustee Williams regarding the Equality Act. She said an educational leader should not be facilitating a discussion on a social media page where they are representing the District. She asked that the Board consider adopting a stricter policy related to social media behavior for Trustees and employees.

Mendy Winslow said she was pleased that something is happening but expressed concern that she has not heard anything about special education students. She said special education students are lacking the support they need.

Robin Anderson requested that the Board focus on a plan to get all students back to school full time starting in the fall.

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

Jennifer Munoz said Trustee Williams and Trustee Brooks are the Trustees that represent her children's voices. She said she is offended by Trustee Williams' recent posts made on social media and said she owes all District staff an apology. She said she finds Trustee Brooks' behavior at Board meetings to be disappointing, as well, and said she has a condescending attitude and dismissive demeanor.

Emily Osterberg (phonetic) implored the Board to vote to open all CCSD schools in August. She said her children need to be back in school. She said science shows it is safe for schools to be open. She said this no longer about science but about politics.

In-person public speaker:

Joe Hardy, Jr. (phonetic) shared that his son, a high school senior, has reached out to all Trustees multiple times without a response from most. He thanked Trustee Brooks for responding. He also thanked Superintendent Jara and all staff who worked on the plan that was announced. He expressed gratitude and listed some of the costs of distance learning.

Mrs. Krohn provided a summary of the written comments submitted, as follows:

A large number of comments received for this meeting were asking that students return to schools, resume extracurricular activities, and play sports. Many feel that it is safe to return to the school buildings.

A parent feels that her child is failing, stating he needs social skills, socialization, and friends and said they would like him to return to in-school learning.

Comments were received from parents and employees who would like to continue with online learning due to safety concerns.

Writers would like to see a plan for returning to school in August.

A writer suggested that high school and middle school have in-person instruction for math and English courses only.

A parent asked why they were not given a choice or a say in anything that went on this entire school year.

A student would like to have a graduation

Several comments were received in regards to the amount of suicides that this community has seen.

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

A writer asked that the District tell the parents what improvements have been made to school ventilation systems.

Parents expressed concerned that their children are experiencing stress, depression, are not able to catch up and stated they are not learning.

A person is concerned that \$3 million will be used for another online platform, whereas it could be used for ventilation, personal protective equipment (PPE), and other resources.

The Ministers Alliance Association of Southern Nevada wrote that this is Black History Month and Trustee Cepeda has never spoke up for equity issues in the African American community and with the support of Trustee Garcia Morales, the community's voice is totally shut down and discarded.

A writer asked why Superintendent Jara is able to make decisions on his own without Board approval.

A teacher feels there is not enough prep time to create online lessons with Google Slides, embedded videos and Jamboard, as well as planning for a full instructional day that is live, including revising all Individualized Education Plans (IEPs).

The Northwest Area Residents Association said that the Open Schools, Open Doors policy requires a \$1 million liability policy on file with the CCSD for non-District, both indoor and outdoor, after school facility use. They feel that there is discrimination, denying access to civic and neighborhood groups that lack financial resources to afford a \$1 million liability premium for the number of meetings or use requested.

The Las Vegas Alliance of Black School Educators suggested that the District should establish a policy that required educators and school officials to implement systems and structures that educate the whole child, stating these structures within schools will support students, especially underrepresented and underserved children.

A writer invited the Board and Superintendent Jara to visit a few school sites to see how much undue stress has been caused by the reopening. They feel the school year has been poorly orchestrated which lacks clear and concise communication.

In addition to an incentive of \$1,000.00, a substitute teacher would like to be offered health benefits, sick leave, and paid time off.

Mrs. Krohn stated all comments can be viewed in their entirety on BoardDocs®.

**Board Self-Assessment Assignment**

None.

**Upcoming Meeting of the Board of Trustees – Wednesday, March 3, 2021, 8:00 a.m.**

Trustee Cavazos said there is also a joint meeting with the Board and the Attendance Zone Advisory Commission (AZAC) scheduled for Monday, March 1, 2021, at 5:30 p.m. in this building.

**Adjourn:** 7:40 p.m.

*Motion: Guzmán    Second: Williams    Vote: Unanimous*