

**MINUTES OF THE JUNE 14, 2022
REGULAR MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES**

June 14, 2022

1. Opening Items

1.01 CALL TO ORDER

The regular meeting of the Board of Trustees was called to order at 2:03 p.m. in the Board Room of the Central Administration Building, located at 425 East Ninth Street in Reno, Nevada.

1.02 ROLL CALL

President Angela Taylor and Board Members Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, and Beth Smith were present. Deputy Superintendent Debra Biersdorff and staff were also present. Incoming Superintendent, Dr. Susan Enfield, was present via ZOOM.

1.03 PLEDGE OF ALLEGIANCE

Deputy Superintendent Biersdorff led the meeting in the Pledge of Allegiance.

2. Consent Agenda Items

Trustee Church requested Consent Agenda Items 2.03, Approval of the minutes of the May 10, 2022 Regular Meeting, and 2.18, Approval to renew the agreement with Infinite Campus, Inc., be pulled for additional consideration.

President Taylor opened the meeting to public comment.

John Eppolito provided comments related to Consent Agenda Item 2.27, Approval of contract for comprehensive K-12 virtual school program with PEARSON. He claimed PEARSON had experienced a data breach a few years back and the company downplayed the impact of the breach. He believed student data from Washoe County had been placed for sale on the dark web. He also felt the District downplayed what had occurred and never acknowledged the severity of the breach. He urged the Board not to enter into the agreement with PEARSON.

It was moved by Trustee Rodriguez and seconded by Trustee Smith that **the Board of Trustees approves Consent Agenda Items 2.02, 2.04 through 2.17, and 2.19 through 2.29.**

President Taylor opened the motion for discussion.

Trustee Mayberry disclosed, related to Consent Agenda Item 2.28, Appointment to the Safe and Healthy Schools Commission, that he was friends Sarah Porter and that she had donated to his political campaign; however, he would be voting on the appointment as he did not have a commitment in a private capacity with Ms. Porter.

The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

- 2.02 The Board of Trustees approved the minutes of the April 26, 2022 Special Meeting of the Board of Trustees
- 2.04 The Board of Trustees approved the minutes of the May 24, 2022 Regular Meeting of the Board of Trustees.
- 2.05 The Board of Trustees provided final approval to the proposed revision of Board Policy 6505, Pathways to Early College Credit.
- 2.06 The Board of Trustees provided final approval to the proposed revision of Board Policy 6525, Gifted and Talented Education.
- 2.07 The Board of Trustees provided final approval to the proposed revision of Board Policy 6600, Course of Study.
- 2.08 The Board of Trustees provided final approval to the proposed revision of Board Policy 6605, Academics: Curriculum and Content Standards.
- 2.09 The Board of Trustees provided final approval to the proposed revision of Board Policy 6700, Charter Schools.
- 2.10 The Board of Trustees accepted the Annual Follow-Up of the Information Technology – Organizational Structure and Security Program Audit, as recommended by the Audit Committee.
- 2.11 The Board of Trustees accepted the Annual Follow-up of the Audit of the Washoe County School District Capital Improvement Program performed by Protiviti, as recommended by the Audit Committee.

- 2.12 The Board of Trustees accepted the Annual Independence Statement from the Chief Auditor, as recommended by the Audit Committee.
- 2.13 The Board of Trustees approved Renewal 2 of Request for Proposal (RFP) #20-003, Child Nutrition Programs Cost-Reimbursable Contract, to Aramark Educational Services, LLC in the estimated amount of \$444,836.25 plus other reimbursable expenses such as salaries, benefits, and food costs, for a period of one year beginning July 1, 2022 and ending June 30, 2023.
- 2.14 The Board of Trustees approved Renewal 2 of Request for Proposal (RFP) #20-003, Child Nutrition Programs Cost-Reimbursable Contract, to Aramark Educational Services, LLC in the estimated amount of \$444,836.25 plus other reimbursable expenses such as salaries, benefits, and food costs, for a period of one year beginning July 1, 2022 and ending June 30, 2023.
- 2.15 The Board of Trustees approved the Professional Services Agreement with H&K Architects for a Seismic Feasibility Study of the Science and Cafeteria Wings of Reno High School in the total amount of \$122,500.
- 2.16 The Board of Trustees approved the Authorization to Move Forward with Bid #22-123-B-05-AA, Relocation of Mobile Classroom Building to Lemmon Valley Elementary School, in the estimated amount of \$339,000.00, with Ratification of the Award of this Project at a Future Board Meeting.
- 2.17 The Board of Trustees awarded Bid #22-110-B-04-AA, Replacement of Gym Divider at Fred W. Traner Middle School, to Bruce Purves Construction, Inc. for \$143,566.
- 2.19 The Board of Trustees approved the renewal of the Service Agreement with Blackboard Inc to provide Connect services, Website Content Management services, Web Accessibility, Ally Implementation Bundle, and Mobile Communication services in the amount of \$246,219.73 for the term of July 1, 2022 through June 30, 2023.
- 2.20 The Board of Trustees approved the renewal of the BusinessPLUS software license maintenance agreement with PowerSchool in the amount of \$134,418.63 for July 1, 2022 to June 30, 2023.
- 2.21 The Board of Trustees approved the grant application to The Nell J. Redfield Foundation for the Redfield Community Outreach Program for \$320,957.89.

- 2.22 The Board of Trustees approved the Memorandum of Agreement between the Washoe County School District and the Washoe Education Association for the payment of daily rate of pay for summer school 2022 in the total approximate amount of \$3,557,945.
 - 2.23 The Board of Trustees approved the Memorandum of Agreement between the Washoe County School District and the Washoe Education Support Professionals for the payment of the employee's contracted hourly rate of pay for summer school 2022 in the total approximate amount of \$434,839.
 - 2.24 The Board of Trustees approved the Memorandum of Agreement between the Washoe County School District and the Washoe Education Support Professionals (WESP) providing for the procedures to be utilized for placement of employees impacted by a reorganization and reallocation of Special Education Aide and Assistant positions that will provide for additional hours and increased compensation for employees in these roles.
 - 2.25 The Board of Trustees approved the College of Southern Nevada as a provider of dual credit courses in the Washoe County School District and the additional dual credit courses to be provided during the 2022-23 School Year.
 - 2.26 The Board of Trustees approved the Memorandum of Understanding (MOU) with Truckee Meadows Community College for the TMCC High School program for a 2-year term, effective July 1, 2022 and ending June 30, 2024.
 - 2.27 The Board of Trustees approved the contract for Comprehensive K-12 Virtual School Program for students enrolled in North Star Online School for 1-year beginning July 1, 2022 and ending June 30, 2023 in the estimated amount of \$267,750 to Pearson Online & Blended Learning K-12 USA (PEARSON).
 - 2.28 The Board of Trustees approved the appointment of Sarah Porter, Parent Representative, to the Safe and Healthy Schools Commission for the term ending June 30, 2024.
 - 2.29 The Board of Trustees provided preliminary approval to the proposed revision of Board Policy 6725, English Learners, and initiated the 13-day public review and comment period.
- 2.03 **APPROVAL OF THE MINUTES OF THE MAY 10, 2022 REGULAR MEETING OF THE BOARD OF TRUSTEES**

Trustee Church remarked he would like to see additional detail included under Board Reports for all minutes. He did not believe it was appropriate for the minutes to include detailed information from members of the public and not have similar information included from Trustees.

Trustee Smith wondered why the item was pulled for the remarks when the draft minutes showed "Board Reports" were not heard at the May 10 meeting.

President Taylor mentioned Board Reports were not heard at that meeting; however, she understood Trustee Church wanted to provide the comments as they related to the minutes in general.

Trustee Church acknowledged he should have pulled Consent Agenda Item 2.04 as his comments were germane to the May 24 minutes.

It was moved by Trustee Smith and seconded by Trustee Rodriguez that **the Board of Trustees approves the minutes of the May 10, 2022 Regular Meeting of the Board of Trustees**. The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

2.18 APPROVAL TO RENEW THE AGREEMENT WITH INFINITE CAMPUS, INC. FOR THE COMPREHENSIVE WEB-BASED STUDENT INFORMATION SYSTEM BEGINNING JULY 1, 2022 AND EXPIRING JUNE 30, 2023 IN THE AMOUNT OF \$439,228.30

Trustee Church noted the price had decreased from prior years and that the Board had previously received a presentation on Infinite Campus, which included a discussion with representatives from the company. He recalled the representatives stated the records were retained forever and wondered if there was information retained that was not required by the state. Dr. Chris Turner, Chief Information Officer, mentioned the cost to the District included maintaining records for current students and the District was not charged for records maintained for prior students. Conversations were occurring at the state level on deleting unnecessary information that was not related to student transcripts or required by Nevada Revised Statutes.

President Taylor opened the meeting to public comment.

John Eppolito remarked that the data collected by Infinite Campus was the largest collection of information on students ever. He mentioned when Infinite Campus provided their presentation, the company claimed no one had ever asked them about deleting information, so he believed the District was not being truthful. He claimed the data collected amounted to 300-400 pages of information on individual students if they

attended 12 years of schooling in the District and no one knew what the existence of the information would do to children in the future. He expressed an interest in having an open discussion on data collection, but the Board would only allow him 3 minutes to speak.

It was moved by Trustee Minetto and seconded by Trustee Rodriguez that **the Board of Trustees approves the renewal of the agreement with Infinite Campus, Inc. for the comprehensive web-based student information system beginning July 1, 2022 and expiring June 30, 2023 in the amount of \$439,228.30.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

3. Items for Presentation, Discussion, Information and/or Action

3.06 DISCUSSION AND POSSIBLE ACTION TO APPROVE A MEMORANDUM OF AGREEMENT BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT AND THE WASHOE EDUCATION SUPPORT PROFESSIONALS (WESP) REGARDING COMPENSATION ADJUSTMENTS TO ADDRESS A CRITICAL LABOR SHORTAGE IN THE TRANSPORTATION, HOUSEKEEPING, AND NUTRITION SERVICES DEPARTMENTS, AND SPECIAL EDUCATION AIDES AND ASSISTANTS, TO INCLUDE BASE COMPENSATION ADJUSTMENTS, ONE-TIME DIFFERENTIALS, AND NEW HIRE, REFERRAL, AND RETENTION INCENTIVES

Emily Ellison, Chief Human Resources Manager, reviewed the reasons why the Board and District had opened negotiations with the Washoe Education Support Professionals (WESP) on how best to address critical labor shortages in the Transportation, Nutrition Services, and Housekeeping Departments. She thanked WESP for their willingness to work with the District and collaboration because it was important to remember WESP represented all of their members, not just those identified as critical needs, and she knew the Board and District administration would be interested in increasing pay for all employees if that were a possibility. Other concerns and considerations raised by WESP were explained. The draft Memorandum of Agreement (MOA) was reviewed and represented a total compensation package designed to recruit and retain all education support professionals (ESPs) in the District. The MOA divided ESPs into three different categories and addressed compensation in different ways depending on which category a position fell under. The division of positions was necessary due to the limited sustainable funding available. The three categories were: critical shortage compensation adjustments (CSCA) eligible positions where a base compensation adjustment would occur; non-CSCA eligible positions within the "Big 4" Departments (Transportation, Nutrition Services, Housekeeping, and Special Education Aides and Assistants); and all other ESPs. The District anticipated learning a lot from the provisions of the MOA, so to

ensure the proposed changes were having the desired impact or if changes needed to occur, the MOA would expire at the end of June 2023. Information on how the District determined the compensation adjustments was provided. Additional changes included increasing the hours of certain positions so they would become eligible for benefits packages. The agreement also included language regarding different incentives for ESPs. The District was conducting outreach efforts for impacted employees, such as townhalls and individual emails.

Trustee Church wondered if all aspects of the MOA would expire. Ms. Ellison noted the intent was the expiration was to address the mechanics of the agreement. The changes to base salaries would not expire as those were long-term changes.

Trustee Nicolet requested clarification on the difference between aides and assistants. Ms. Ellison explained the District was reclassifying the aide and assistant positions. Assistants would be associated with a specific program and supporting the student with curriculum. Aides would be assigned to work with a single student or group of students to access the curriculum.

Trustee Minetto asked if the aides and assistants positions provided support to the teachers or the students. Ms. Ellison noted the aides and assistants were present to support the students.

President Taylor inquired if certain employees would be moved into different categories during the overage process. Ms. Ellison mentioned if an employee was already in one of the critical labor shortage categories, they would not be moved into another area due to the overage process because there was such a critical need. The employees could be moved into another position within the same area, such as a custodian moving to a different location.

President Taylor wondered what the general staff perceptions of the proposed changes during the townhalls were. Ms. Ellison remarked that overall, the reaction was positive; however, there were a lot of questions and concerns from employees not included in one of the categories.

Trustee Nicolet asked how many employees would be impacted by the changes. Ms. Ellison indicated about 1,000 employees would be eligible for a base compensation increase and about 2,000 employees were included in the other two categories.

Trustee Church believed the earlier comment by Ms. Ellison regarding interest in paying everyone more was not accurate because he was not interested in paying employees more and wanted the statement on the record. He wondered how long the prior agreement with WESP was for and who had asked the agreement to be re-opened for negotiation purposes. Ms. Ellison noted the current agreement would expire at the end of

Fiscal Year 2023 (FY23). The Board had previously taken action for the District to re-open negotiations regarding the critical labor shortage.

Trustee Church highlighted it was not WESP who wanted the agreement re-opened and he asked what the annual cost to the District would be for the new agreement. He also wondered if the prior incentives had been successful. Ms. Ellison remarked the new hire incentives were successful since the District saw a 26% increase in new bus drives; however, the retention incentives were not as successful and the District was not able to gain ground in the total number of bus drivers.

President Taylor felt it was important to bring up the issue of base compensation because that did have a longer-term impact than providing a one-time incentive.

Superintendent Kristen McNeill arrived at the meeting at 2:58 p.m.

Trustee Church asked if the District had been in contact with anyone from higher education regarding research on recruitment and housing, as he had previously suggested. Ms. Ellison indicated she had not had an opportunity to contact anyone at the University of Nevada, Reno at the present time. She was also interested in receiving additional clarification on what he was interested in researching. The District did not have the ability to conduct their own research or work on housing opportunities at the present time.

Trustee Church inquired as to how the program would be evaluated. Ms. Ellison stated the District would look at new hires and retention in the impacted positions. Mark Mathers, Chief Financial Officer, provided information on the costs to the District, which was also included in the meeting materials. On-going costs for increases in compensation would be paid for out of the General Fund, while the incentives, which were one-time costs, would be paid for with federal stimulus funds.

Trustee Smith stated she also wanted her comments on the record that she would like to pay all staff more if possible. She did share Trustee Church's interest in staff housing; however, she believed if the District were able to pay employees more, that would ease concerns related to housing affordability. She was not sure the current agenda item allowed for the ability to have conversations regarding staff housing for critical shortage areas.

President Taylor remarked she also believed employees should be better compensated, especially in areas facing critical shortages. She was also concerned about rising inflation because that impacted all employees and their ability to serve students if they were concerned about rising costs.

Trustee Rodriguez agreed with the prior comments and that the District should pay employees more.

Trustee Church countered that it was important for the District to do something, but he did not believe increases to base pay would be successful. He indicated he was interested in making a motion to include a provision in the agreement that would allow for the possibility of having conversations regarding housing or housing incentives above compensation. Anthony Hall, Board Counsel, stated the proposed motion was not allowed under the current agenda item. The notice allowed the Board to either approve or deny the agreement, not provide amendments. He provided additional information on how the agreement could be amended, if approved.

It was moved by Trustee Rodriguez and seconded by Trustee Mayberry that **the Board of Trustees approves the Memorandum of Agreement between the Washoe County School District and the Washoe Education Support Professionals (WESP) regarding compensation adjustments to address a critical labor shortage in the Transportation, Housekeeping, Nutrition Services departments, and among Special Education Aides and Assistants, to include base compensation adjustments, one-time differentials, and New Hire, Referral, and Retention Incentives.**

President Taylor opened the motion for discussion.

Trustee Mayberry thanked staff for their work and believed it would be irresponsible for the Trustees to not do something for staff who provided direct services to students at the present time. He hoped the changes would increase the number of employees in the critical shortage areas prior to the start of school.

The result of the vote was 6-1: (Yea: Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor. Nay: Jeff Church.) Final Resolution: Motion Carries.

President Taylor recessed the meeting for 45 minutes.

3.01 DISCUSSION ON THE BUDGET AND SCHEDULE FOR THE DEBBIE SMITH CAREER AND TECHNICAL EDUCATION (CTE) ACADEMY HIGH SCHOOL AND POSSIBLE ACTION TO MOVE TO A PHASED DELIVERY APPROACH TO RESPOND TO CONSTRUCTION MARKET PRICING, AS RECOMMENDED BY THE CAPITAL FUNDING PROTECTION COMMITTEE

Trustee Rodriguez indicated that Trustee Church had raised some concerns prior to the start of the meeting regarding possible campaign contributions made to his campaign related to Agenda Items 3.01, 3.02, 3.03, 3.07, 3.08, and 3.09. Out of an abundance of

caution he was interested in postponing the agenda items until such time as he had an opportunity to review a list of those who had contributed to his campaign because he did not have a list of donors with him, nor did he have the ability to access the information at the present time.

Trustee Mayberry indicated he was in a similar position and believed it was unfortunate the concerns were raised less than an hour prior to the start of the meeting because there was important business that would now be delayed.

It was moved by Trustee Rodriguez and seconded by Trustee Mayberry that **the Board of Trustees postpones Agenda Items 3.01, 3.02, 3.03, 3.07, 3.08, and 3.09.**

President Taylor opened the motion for discussion.

President Taylor agreed and was also in the same position. She noted candidates were already required to report contributions on a quarterly basis, but on the advice of Board Counsel, and out of an abundance of caution, she would support the motion to postpone the agenda items. She did not believe any of the candidates had received such an amount that would rise to the level of concern under Nevada Revised Statutes and Nevada Ethics Commission requirements, but because of the current political climate, it was important to be cautious and remain above board. She was disappointed at the timing because there would be projects that would be delayed.

Trustee Smith echoed the comments from her colleagues. She was also frustrated because she received the email regarding the concerns after 2:00 p.m. when the Board was already in their meeting. She mentioned that had the information been brought forward sooner, she would have been able to provide additional information. She expressed an interest in the Board conducting a special meeting to address the agenda items so the projects could be completed in a timely manner for the students and staff.

Anthony Hall, Board Counsel, asked for the motion to be clarified as to when the Board would hear the items again, either at the next scheduled meeting or at the earliest possible convenience.

Trustee Rodriguez, as the maker of the motion, and Trustee Mayberry, as the seconder, agreed to amend the motion to include "until the earliest possible convenience" to allow for the possibility of a special meeting. The new motion was that **the Board of Trustees postpones Agenda Items 3.01, 3.02, 3.03, 3.07, 3.08, and 3.09 until the earliest possible convenience.**

President Taylor commented that she did not believe it was the intention of anyone running for office to not disclose information. The frustration and disappointment for her was that the allegations did not follow what was supported by statute and there

were no potential violations. She was willing to support the motion to postpone because it was in the best interest of the District to not have to go through a lengthy legal process. She thanked her colleagues for their interest in doing the same.

Trustee Church stated that since he was directly mentioned, he wanted to mention that he was not alleging any wrongdoing, but just wanted to be "safe." He claimed to have been provided information by members of the community and conducted his own research into disclosures prior to sending the information as soon as he had finished. He believed it was the responsibility of the individual Trustees and the Office of the General Counsel to ensure the Trustees complied with the Nevada Ethics Law, not his responsibility to bring possible concerns to light. He expressed disappointment there were people blaming him for raising the issue, instead of thanking him for stopping a possible complaint that could impact them in their private and/or professional lives.

President Taylor countered that the issue was not about her not knowing what her responsibilities were as a Trustee or a candidate for office because she understood those responsibilities. The issue was about knowing the type of political environment the country was in and acknowledging the costs to the District of such allegations. She stated it would take additional time and effort to disprove false claims and she did not want to put the District through such needless time and effort.

Trustee Smith noted the document that Trustee Church had sent to all Trustees specifically called out that June 14 was the date of the primary election and that there were four Trustees running. She believed the majority of the document centered on the issue being a political concern, not a legal or ethical concern.

Superintendent McNeill stated it was not the responsibility of the Office of the General Counsel or Board Counsel to review campaign finances.

The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

3.04 PRESENTATION TO PROVIDE AN UPDATE ON THE INCLINE HIGH SCHOOL EXPANSION STUDY FUNDED BY THE DAVE & CHERYL DUFFIELD FOUNDATION (DCDF) AND POSSIBLE ACTION TO APPROVE AN AGREEMENT WITH THE DAVE & CHERYL DUFFIELD FOUNDATION TO FUND THE RELATED DESIGN AND CONSTRUCTION IMPROVEMENTS AT INCLINE HIGH SCHOOL FOR UP TO \$38,302,742

Teresa Golden, Director of Design and Planning, provided a presentation on the proposed expansion of Incline High School, which would be funded through an agreement with the Dave and Cheryl Duffield Foundation (DCDF). The DCDF had provided numerous

contributions to the District over the past few years, including the recent renovation of the theater at Incline High School. Details on the proposed improvements to the athletic fields and school were reviewed. If the Board were to approve the agreement with the DCDF, the next step would be to approve the design contract for the improvements. The District anticipated bringing the construction contracts to the Board for approval in the spring of 2023.

President Taylor opened the meeting to public comment.

Tierney Cahill, Incline High School Principal, expressed her thanks and gratitude to the DCDF for their commitment to the Incline Village community. She stated schools were often the focal points of communities, where people gathered for various activities and events, and she appreciated the generosity of Mr. and Mrs. Duffield to improve that focal point and improve the lives of children in the community. She provided additional information on the investments made by the DCDF to improve academics at Incline High School for all students.

John Eppolito expressed his thanks to the DCDF for their investments in the community.

President Taylor thanked the DCDF for their contributions to the students in Incline Village. She knew the impacts such improvements to schools had on students and the community.

Trustee Nicolet also thanked the DCDF for their interest in improving the community through their improvements to not only Incline High School, but all the schools in Incline Village.

It was moved by Trustee Church and seconded by Trustee Nicolet that **the Board of Trustees approves the agreement between the Washoe County School District and the Dave & Cheryl Duffield Foundation to fund the design and construction improvements at Incline High School for up to \$38,302,742.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

3.05 APPROVAL OF THE AGREEMENT FOR PROFESSIONAL ARCHITECTURAL DESIGN SERVICES WITH COLLABORATIVE DESIGN STUDIO FOR THE INCLINE HIGH SCHOOL EXPANSION & ATHLETIC FIELD IMPROVEMENTS IN THE AMOUNT OF \$2,900,000

Teresa Golden, Director of Design and Planning, explained the agreement with Collaborative Design Studio would provide the design services for the Incline High School expansion and athletic field improvements.

It was moved by Trustee Church and seconded by Trustee Nicolet that **the Board of Trustees approves the Agreement for Professional Architectural Design Services with Collaborative Design Studios for the Incline High School Expansion and Athletic Field Improvements for \$2,900,000.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

President Taylor recessed the meeting for 23 minutes.

3.10 PRESENTATION ON THE ONGOING EVALUATION OF THE ELEMENTARY AND SECONDARY SCHOOL EMERGENCY RELIEF FUND (ESSER II) UNDER THE CORONAVIRUS RESPONSE AND RELIEF SUPPLEMENTAL APPROPRIATIONS ACT (CRRSA) ACT AND THE ELEMENTARY AND SECONDARY SCHOOL EMERGENCY RELIEF FUND (ESSER III) UNDER THE AMERICAN RESCUE PLAN (ARP) ACT

Joe Ernst, Chief Accountability Officer, and Dr. Norma Velasquez-Bryant, Program Evaluator, provided a presentation on the investments and impacts of the Elementary and Secondary School Emergency Relief (ESSER) funds which provided funding for four major initiatives: enhanced summer school programming in 2021, tutoring programs throughout the 2021-22 School Year, Learning Facilitators, and Re-engaged & Accelerated Learning for Local Youth (RALLY) personnel. The programs were intended to address and assist in academic recovery caused by the COVID-19 pandemic. The presentation would focus on the formative evaluation to study the implementation and progress of the initiatives on student performance and outcomes. The data collection for the evaluation was conducted through surveys and existing databases, including assessments, credit data, and grade point averages. Details on each of the initiatives was reviewed, including academic data from either formal assessments or credit attainment, the number of students and hours related to tutoring programs, the impact of Learning Facilitators on strengthening teacher capacity, and the use of RALLY personnel to support middle and high school students in their academic recovery or personal well-being.

President Taylor inquired about the preliminary enrollment for summer school in 2022. Adriana Publico, ESSER Project Manager, stated schools were still allowing students the opportunity to enroll, but there were at least as many students interested in participating as there were in 2021, which was over 10,400.

Superintendent McNeill called attention to the number of high school credits earned versus attempted by seniors during the 2021 summer school session: 174.5 earned versus 178 attempted. She was impressed with the tenacity of those seniors willing to

continue to push to earn their diplomas and graduate on-time after the setbacks faced during the pandemic.

Trustee Smith expressed appreciation to the schools and students for their interest and willingness to participate in tutoring programs. She was impressed with the over 61,500 hours of tutoring provided to over 6,400 students in the fall of 2021 alone. She wondered how the Board and District could create a sustainable program to continue to provide tutoring opportunities for students, while at the same time honoring the feedback from administrators, especially related to staff burn out and stress. Mr. Ernst believed it would be important for the District to continue to allow the individual schools to determine which tutoring model(s) suited their school community best. Based on the data provided, it appeared the most effective model was to provide opportunities for tutoring during the regular school day and allow more opportunities to work with students in small groups.

President Taylor asked if feedback from teachers was being shared with school administrators to allow them to learn from the data as well. Mr. Ernst responded in the affirmative. He also believed the District was in a better position to create a sustainable program for the start of the 2022-23 School Year since principals had more time to plan with their staff on which model(s) they were interested in participating in.

Trustee Minetto requested clarification on the number of hours students participated in tutoring and if the student totals were weekly or for the entire semester. Ms. Publico stated the total number of hours were over the course of the semester.

Trustee Mayberry expressed his appreciation for the efforts and urged the District to find ways to continue to provide options for students to seek additional help.

President Taylor inquired if there were a certain number of tutoring hours considered a best practice that students needed to show improvement or if the best practice was more related to the model. Mr. Ernst remarked that it appeared that smaller groups, which provided the opportunity for more individualized attention were important. Additionally, 30-60 minutes per session and 3-5 days per week were ideal. Though it was also important to determine what the individual needs of the particular student were because there could be a student who only needed a short amount of time to review a particular area.

Trustee Smith wondered how staff were selected to participate in the survey related to Learning Facilitators. She would like to see the opportunity for staff to provide their input increased. Dr. Velasquez-Bryant noted staff was randomly selected by the program administrator, though the survey was sent to all elementary school administrators.

Trustee Minetto asked if it was up to the individual school administrator to determine the roles and responsibilities of the Learning Facilitators because there appeared to be some

conflicting information. Mr. Ernst indicated there had been some confusion as to the exact roles and responsibilities of Learning Facilitators because some schools utilized them more for direct student interventions, while others utilized them more for capacity building of teachers. Dr. Troy Parks, Chief Academic Officer, added the intention when the program first began was that the positions should not become an extension of the principal and act in a similar manner as a dean or assistant principal, nor should the position be considered a substitute that could fill in whenever and wherever they were needed. However, the District discovered early on, with the number of exclusions occurring, that they needed to remain flexible to allow the individual schools the ability to determine what their needs were and how the Learning Facilitators could support those needs. The District would be reviewing the positions and making changes as to the intention of the positions.

Trustee Nicolet called attention to the high fill rate for the positions. She wondered how the District would be able to replicate similar results for other positions. Ms. Publico mentioned principals were provided a budget and a list of positions they were able to fill. The principals were then able to determine if an individual who had previously worked at the school was a good fit and could then hire them into one of the positions. The flexibility allowed the principals to determine what was best for their schools based on their individual resources and needs. The RALLY personnel were teachers and in the classroom, the funding source was the different aspect for the position.

Staff concluded the presentation with information on the community engagement and outreach required as part of the ESSER grant funds. Staff highlighted the United States Department of Education had contacted the Washoe County School District to use the District as an example of best practices. They provided a video on the impact of Saturday School at Sparks High School.

4. Reports

4.01 BOARD REPORTS

Members of the Board of Trustees reported on their activities, meetings, and events.

4.02 STUDENT REPRESENTATIVE REPORT

This item was not heard.

4.03 SUPERINTENDENT'S REPORT

Superintendent Kristen McNeill reported on her activities including meetings with staff, community leaders, and the media.

5. Closing Items

5.01 PUBLIC COMMENT

John Eppolito expressed concern over the continued removal of the initial public comment period on agendas. He was also frustrated that the rules had again changed and "Adoption of the Agenda" was no longer included. He believed the intention of removing both items was to silence those parents and community members who were critical of the District. He felt part of the job of the Trustees was to listen to the community. He urged the Board to focus on educating students on the basics and traditional education because then the community would not complain.

The Board received emails from the following:

- Kimberly Carden
- Dr. Elizabeth Hill
- Susan Thompson
- Dr. Jennifer Mortensen
- Sarah Dockins
- Dr. Tammy Abernathy
- Anonymous
- Richard Petersen
- Beth Martin

5.02 NEXT MEETING ANNOUNCEMENT

The next Regular Meeting would take place on Tuesday, June 28, 2022

5.03 ADJOURN MEETING

There being no further business to come before the members of the Board, President Taylor declared the meeting adjourned at 6:40 p.m.

Angela D. Taylor, President

Ellen Minetto, Clerk

From: kimberly carden
Sent: Monday, June 6, 2022 11:31 AM
To: Public Comments
Subject: [EXTERNAL] I support proposal for LGBTQIA+ inclusive & medically accurate sex ed lessons

I support science and therefore support the proposal for 4th & 5th grades lessons that are gender inclusive, **LGBTQIA+ inclusive, medically accurate.**

It is time to bring our schools into this century

Kimberly Carden
Sparks, NV

From: Elizabeth Hill
Sent: Monday, June 6, 2022 12:08 PM
To: Public Comments
Subject: [EXTERNAL] Education in schools

I am confused and saddened by the turmoil in the education system here in Washoe County as well as throughout the United States. There was such a long battle to get any sex education at all into the education of our children. Unfortunately many children will not get that at home, but they will get it somewhere and all too often what they get elsewhere will be incorrect. It is also so disheartening and cruel to see LGBTQ children almost vilified and discriminated against in our education system and society in general. These children have done nothing to deserve this, and deserve to be recognized for who they are and to live in a society where they are not ostracized. Remember, life, liberty, and the pursuit of happiness? That does not refer to just White, straight children.

I'm even more astounded at the battle over the so called teaching on CRT. I seriously doubt that the people complaining about CRT even have any idea what it is. It is an extremely complex theory that is seldom taught even at the advanced University level. My daughter has been a teacher in high school and now in college for decades and never heard of it being taught. I taught at Duke University and never heard of CRT being taught. But teaching history accurately and comprehensively is completely different and should always be a critical component of education. It is not an attempt to teach White children they are evil. It helps both White and Black children understand the history of racism in this country, and how it affects our lives today. This in turn helps children of all races understand and appreciate each other, and move towards a stronger, healthier society in the future.

(Elizabeth) Emery Hill, PhD, RN
Lieutenant Colonel, US Army (Retired)

From: Susan Thompson
Sent: Monday, June 6, 2022 2:53 PM
To: Share Committee; Public Comments
Subject: [EXTERNAL] Our family supports new and inclusive materials

Dear SHARE and WCSD,

As a parent of a child in the WCSD, the wife of a WCSD substitute teacher, and long-time resident of Nevada, I am writing to express my strong support of inclusive materials in the SHARE program.

My family and I wholeheartedly reject bigotry ginned up by a vocal minority, hell-bent on reversing the progress we have made in protection of LGBT+ rights. For too long the LGBT community has been treated as "less than" or even worse "disgusting." That kind of bigotry and discrimination has no place in our modern society or our schools. We and our kids deserve better.

A Gallup poll conducted last month reflects 71% of Americans support same-sex marriage. That tracks almost exactly with the percentage of Nevadans that support it too. Updated educational materials in our schools that acknowledge the existence of people in the LGBT+ community should not even be a question.

It's 2022 and our kids understand that not everyone is the same - they are more accepting of people with different sexual and gender identities than we ever have been in this country. Inclusive materials don't make anyone gay or trans but they sure can help our kids understand that if they or a classmate is gay, nonbinary, or transgender - that it's okay.

Nevada has long been a strong "live and let live" state. Let's keep it that way and reject this manufactured hate and discrimination that is not reflective of the views of vast majority of people who live here.

Sincerely,

Susan Thompson

From: Jen Mortensen
Sent: Monday, June 6, 2022 5:13 PM
To: Share Committee; Public Comments
Subject: [EXTERNAL] SHARE

Dear Board of Trustees,

I'm writing to support the adoption of the new 4th/5th grade SHARE materials. I have two young children in the district and I'm happy that they will experience the revised curriculum.

I also support the revised curriculum as a professor of child development and early education. The new curriculum covers topics and uses terminology in line with current research and what are considered developmentally appropriate practices for discussing sex and gender with young children. Leading education advocacy and research organizations would endorse this curriculum. Moreover, depression and suicide rates for transgender children are exponentially higher than the cis population - any efforts of inclusion for children who are feeling the slightest bit different from their peers (yes even in 4th and 5th grade) are important.

I understand that these are controversial topics for some families, which is why SHARE is an "opt in" program. Parents do not have to let their children participate. For parents who DO opt in, our children should be offered scientifically accurate and developmentally appropriate information.

Thank you!
Dr. Jennifer Mortensen

--
~Jen

From: Sarah Dockins
Sent: Monday, June 6, 2022 5:37 PM
To: Public Comments
Subject: [EXTERNAL] Gender identity

Hello,

I do not agree with teaching fourth and fifth graders gender identity. I have an incoming fourth grader next year, and I feel that teaching identity at this age is inappropriate and confusing. They are just starting to learn about their bodies, but i feel introducing and teaching gender identity will make it more confusing for them at this age. At the middle school age is more appropriate.

I am against this proposal as a parent.

Thank you

Sarah Dockins

Sent from my iPhone

Sarah Dockins

From: Tammy V Abernathy Vineyard
Sent: Monday, June 6, 2022 6:27 PM
To: Public Comments
Subject: [EXTERNAL] Comments in favor of SHARE

Dear committee,

As a lifelong educator and a researcher who has studied sexual health education I am offended by the idea that people believe that our children should not be taught the anatomically correct names of the parts of their bodies. Sexual health and comprehensive sexual health education are actually a way to protect our children. It is part of self-determination to know your body, what it does, how and why it works the way it does and how it should and shouldn't be used.

Children in fourth and fifth grades are not all ready to understand abstractions. Giving fake names to body parts, separating boys and girls and using false language and euphemisms leads to confusion. Protecting children from scientific language and not allowing them to learn about each other creates a mystery that can lead to problems later. Our children deserve the best preparation they can receive.

It is very easy to write public comments and take a critical stance, but there is no scientific data to suggest support for the public statements in the agenda. If nothing else, we should be a district that supports science, well researched human development and family choice. Families can opt out of SHARE. Derailing an entire program is what we call the scooter rule.

Let me explain. Years ago when Razor scooters were the fad, an elementary school near my house allowed students to ride their scooters to school. They needed to be tagged and locked up in the bike corral every day. There were rules about where you could ride. One afternoon a boy decided that he wanted to break one of the rules. The result was that rather than deal with boy who broke the rules, over 100 kids were punished and never allowed to ride a scooter again. It would have been so much easier and smarter to deal with the one student who broke a rule.

Please do not sacrifice the students of this district for those with the loudest and sometimes rudest voices who are fully against anything related to sexual health education. Let them opt out. Yes we are public entity, but public voices are only a piece of the puzzle. Longitudinal research and evidence-based practices must also be considered.

I know that the job of the committee is difficult and maybe more difficult than ever before. I appreciate the hard work that they do and the level of tolerance they are being asked show.

For more information on

https://siecus.org/siecus-releases-new-report-on-attacks-against-comprehensive-sex-education/?utm_source=rss&utm_medium=rss&utm_campaign=siecus-releases-new-report-on-attacks-against-comprehensive-sex-education



SIECUS Releases New Report on Attacks Against Comprehensive Sex Education - SIECUS

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Tammy Abernathy, Ph.D.
Professor of Special Education, Emeritus
Educator Preparation
College of Education & Human Development

From: dsturgill
Sent: Sunday, June 12, 2022 2:51 PM
To: Public Comments
Subject: [EXTERNAL] Yearbook at Reed High School

I am saddled by the censorship of my grandson's yearbook. A student expressed their belief that there are two genders and a lot of mental illnesses. A sticker was put over her thoughts in the yearbook. If a student believes this they should be able to express it. We don't all have the same beliefs. All students should be treated equally no matter what their beliefs are. Education is a mess and I pray that you will get back to making reading, writing, and math a priority. Thank you

Sent from my iPad

From: RICHARD PETERSEN
Sent: Tuesday, June 14, 2022 6:45 AM
To: Public Comments
Subject: [EXTERNAL] We have a young man problem

We have a young man problem. It's only been in the last couple of decades that they have engaged in criminal activity including mass shootings. You can have a great impact on our young men by helping them feel valued and worthy of their gender. Outside of their parents you have the most contact with young men.

I do not wish to demonize any specific group. I practice live and let live. You may disagree with me, which is your right. These are my opinions and hopefully you will find some common ground with me. It is my fervent hope that there will be no more school shootings. I am almost 80 years old and my heart aches for my nation.

The disintegration of the family is destroying our future. Young men need a strong father figure to set boundaries for them. They need a spiritual component in their lives to provide a template for acceptable behavior i.e. the Ten Commandments. All great religions have a moral code to live by. If not religion, then JROTC, Scouting, 4H, FFA or training in the Trades or enlisting in the military, all present structure. WOKE culture has demonized these institutions and made them to be anachronistic, but they worked for decades. Young men need to be taught respect for all people. They need to respect women, their elders and ancestors, and also those who have chosen alternate lifestyles. What they do not need is to be marginalized and devalued.

“For thousands of years our youth had chores like feeding the animals, tending the soil, planting and harvesting, and other responsibilities that supported life of the household and contributed to the community, our youth have little or no personal responsibilities that directly support, nurture or protect their families and or neighbors” from **Think Indigenous** by Douglas Good feather, Lakota author.

Richard Petersen/Sparks

From: Beth Martin
Sent: Tuesday, June 14, 2022 4:50 PM
To: Public Comments
Subject: [EXTERNAL] Public Comment 3.06

Thank you to Emily Ellison and the majority of the board for understanding the important role that our ESP employees play in the day to day operations of our schools, most importantly the positive role they play in the success of our students. Compensation does matter and your presentation reflected that you recognize that. Thank you for your time, patience, and hard work between WESP and the district Mrs. Ellison.

Respectfully,
Beth Martin