

**MINUTES OF THE JULY 26, 2022
REGULAR MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES**

July 26, 2022

1. Opening Items

1.01 CALL TO ORDER

The regular meeting of the Board of Trustees was called to order at 2:00 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. Superintendent Susan Enfield and staff were also present.

1.03 PLEDGE OF ALLEGIANCE

Dr. Susan Enfield, Superintendent of Schools, led the meeting in the Pledge of Allegiance.

2. Consent Agenda Items

President Taylor stated staff was requesting Consent Agenda Items 2.38, Possible Action to approve and/or recommend amendment of a Memorandum of Agreement between the Washoe County School District and the Washoe Education Support Professionals Association; 2.39, Possible Action to approve and/or recommend amendment of a Memorandum of Agreement between the Washoe County School District and the Washoe School Principals' Association; and 2.40, Possible Action to approve and/or recommend amendment of a Memorandum of Agreement between the Washoe County School District and the Washoe County School Police Officers' Association, be pulled for additional comments.

Trustee Church requested the following Consent Agenda Items be pulled for additional questions and/or discussion:

2.02 – Approval of the minutes of the June 14, 2022 Regular Meeting of the Board of Trustees;

2.12 – Approval of the appointment of Shelley Buchanan, At-Large Representative, to the Student Attendance Advisory Committee for a 2-year term ending June 30, 2024;

- 2.13 – Consideration of approval of the appointment of Natalie Ghysels, At-Large Member, to the Zoning Advisory Committee for a 2-year term beginning on July 1, 2022 and ending on June 30, 2024;
- 2.14 – Approval of Memorandum of Agreement between the Washoe County School District and Communities in Schools of Nevada, Inc.;
- 2.15 – Approval of the Nevada Department of Education competitive American Rescue Plan and Elementary and Secondary Schools Emergency Relief Fund College and Career Readiness Supports Grant for \$797,073.62;
- 2.22 – Award of Bid #22-128-B-05-DA, Replacement of Closed-Circuit Television (CCTV) (PTZ) Cameras at 6 Washoe County School District Schools, to PowerComm Solutions, Inc. for \$124,532.53;
- 2.30 – Approval of the Agreement to Provide Professional Consultant Services with Cannon Design for District-wide Facility Modernization Study in the total amount of \$1,894,386;
- 2.33 – Addition of a 1-year only Nutrition Services Personnel Recruiter Position for School Year 2022-23 to the Nutrition Services staffing complement in the amount of \$77,512;
- 2.34 – Possible Action to approve and/or recommend amendment of a Memorandum of Agreement between the Washoe County School District and the Washoe Education Association;
- 2.35 – Possible Action to approve and/or recommend amendment of a Memorandum of Agreement between the Washoe County School District and the Washoe School Principals' Association;
- 2.36 – Possible Action to approve and/or recommend amendment of a Memorandum of Agreement between the Washoe County School District and the Washoe School Police Officers Association; and
- 2.37 – Possible Action to approve and/or recommend revisions to an amendment to a Memorandum of Agreement between the Washoe County School District and the Washoe Education Support Professionals.

It was moved by Trustee Rodriguez and seconded by Trustee Smith that **the Board of Trustees approves Consent Agenda Items 2.03 through 2.11, 2.16 through 2.21, 2.23 through 2.29, and 2.31 through 2.32.** 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.

- 2.03 The Board of Trustees approved the minutes of the June 21, 2022 Special Meeting of the Board of Trustees.
- 2.04 The Board of Trustees approved the minutes of the June 28, 2022 Regular Meeting of the Board of Trustees.

- 2.05 The Board of Trustees provided final approval to the proposed revision of Board Policy 6725, English Learners.
- 2.06 The Board of Trustees provided final approval to the proposed revisions of Board Policy 6800, Special Education.
- 2.07 The Board of Trustees provided final approval to the proposed revision of Board Policy 7086, School Closure.
- 2.08 The Board of Trustees provided final approval to the proposed revision of Board Policy 7100, Capital Projects and Facilities Management.
- 2.09 The Board of Trustees provided final approval to the proposed revision of Board Policy 7120, Community Use of School Buildings and Facilities.
- 2.10 The Board of Trustees provided final approval to the proposed revision of Board Policy 7110, Naming of Schools and Other District Facilities.
- 2.11 The Board of Trustees provided final approval to the proposed revision of Board Policy 7205, Information Technology – Data Access Policy.
- 2.16 The Board of Trustees approved the agreement with Included Health, for expert medical opinions, in the total estimated amount of \$420,000 for three years and five months, effective August 1, 2022, as recommended by the Group Insurance Committee.
- 2.17 The Board of Trustees approved the 1-year agreement with Specialty Health for Wellness Screenings for 2022 in the amount of \$155,580.
- 2.18 The Board of Trustees approved membership for the Washoe County School District with the Council of the Great City Schools, with membership fees in the amount of \$49,880 for Fiscal Year 2022-23.
- 2.19 The Board of Trustees approved the service agreement with the University of Nevada, Reno School of Medicine (UNSOM) for the evaluation period of July 1, 2022 through June 30, 2023 in the amount of \$27,360.
- 2.20 The Board of Trustees approved the service agreement with the University of Nevada, Reno (UNR), Behavioral Education and Consulting Services (BECS) to develop behavior analytic services and supports for students, and training and coaching for District staff from July 1, 2022 through June 30, 2023 in the amount of \$134,760.

- 2.21 The Board of Trustees awarded Bid #22-127-B-05-DA, Americans with Disabilities Act (ADA) Sink Upgrades at Academy of Arts, Careers and Technology (AACT) High School, to Bruce Purves Construction, Inc. for \$150,225.
- 2.23 The Board of Trustees approved the Ratification for Award of Bid #22-123-B-05-AA, Relocation of Mobile Classroom Building to Lemmon Valley Elementary School, to J Slash B Enterprises, Inc. in the amount of \$241,605.
- 2.24 The Board of Trustees approved Renewal #1 of Request for Proposal (RFP) #21-004, Commercial Purchasing Card Program, to Commerce Bank for an estimated annual revenue share of \$350,000 for an additional term of one (1) year beginning July 31, 2022 and ending July 30, 2023.
- 2.25 The Board of Trustees acknowledged receipt of notification of declared emergency repairs pursuant to Nevada Revised Statutes 332.112 and 338.011(2), contracts related to emergency, for the replacement of the boiler at Robert Mitchell Elementary School for the estimated cost of \$750,000.
- 2.26 The Board of Trustees approved Renewal 2 of Request for Proposal (RFP) #19-003, Opening Day Library Book Collections and Related Set-up Services for New Elementary, Middle, and High Schools within Washoe County School District, with Mackin Educational Resources in the estimated amount of \$157,500 for a term of one (1) year beginning August 10, 2022 and expiring August 9, 2023.
- 2.27 The Board of Trustees awarded Bid #22-129-B-05-AA, Roof Replacement on Mobile Classroom Buildings at Smithridge Elementary School and North Valleys High School, to Western Single Ply for \$100,100.
- 2.28 The Board of Trustees approved the purchase of multipurpose room tables for schools throughout the District in the estimated amount of \$2,639,133 from School Specialty through Joinder Contract, NIPA #R141608.
- 2.29 The Board of Trustees approved the Scope of Work and Quote with The New Teacher Project in the amount of \$899,991 for services to be performed at William Anderson Elementary School, Libby Booth Elementary School, Rita Cannan Elementary School, Desert Heights Elementary School, Glenn Duncan Elementary School, Dorothy Lemelson STEM Academy, Echo Loder Elementary School, Bernice Mathews Elementary School, Natchez Elementary School, Mariposa Dual Language Academy, Marvin Picollo School, Stead Elementary School, Fred W. Traner Middle School, Turning

Point, Veterans Memorial Elementary School, and Washoe Inspire Academy pursuant to the Nevada Department of Education's School Improvement Section 1003(a) grant.

2.31 The Board of Trustees accepted the information collected from The Duffield Foundation related to Nevada Revised Statute 386.390.

2.32 The Board of Trustees approved the 4th Quarter Fiscal Year 2021-22 average daily attendance and pupil-teacher ratios for grades K-3 report to be filed with the Nevada Department of Education.

2.02 APPROVAL OF THE MINUTES OF THE JUNE 14, 2022 REGULAR MEETING OF THE BOARD OF TRUSTEES

Trustee Church reiterated his frustration that additional detail was not included under Board Reports. He was interested in seeing a summary of what the Trustees individually talked about, similar to what was included for those providing public comment.

It was moved by Trustee Minetto and seconded by Trustee Mayberry that **the Board of Trustees approves the minutes of the June 14, 2022 Regular Meeting of the Board of Trustees**. 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.

2.12 APPROVAL OF THE APPOINTMENT OF SHELLEY BUCHANAN, AT-LARGE REPRESENTATIVE, TO THE STUDENT ATTENDANCE ADVISORY COMMITTEE FOR A 2-YEAR TERM ENDING JUNE 30, 2024

2.13 CONSIDERATION OF APPROVAL OF THE APPOINTMENT OF NATALIE GHYSELS, AT-LARGE MEMBER, TO THE ZONING ADVISORY COMMITTEE FOR A TWO-YEAR TERM BEGINNING ON JULY 1, 2022, AND ENDING ON JUNE 30, 2024

President Taylor opened agenda items 2.12 and 2.13 at the request of Trustee Church.

Trustee Church indicated his comments were related both Consent Agenda Item 2.12 and 2.13. He stated he disagreed with the way committee appointments were handled and would like to revisit the Board Policy associated with committee appointments. He was interested in having the Board review all applications to committees and then making the final selection. He was also concerned with one of the individuals recommended for appointment because that person already served on another committee.

President Taylor opened the meeting to public comment.

Pablo Nava Duran provided comments related to Consent Agenda Item 2.13. He spoke in support of the appointment of Natalie Ghysels to the Zoning Advisory Committee.

It was moved by Trustee Smith and seconded by Trustee Rodriguez that **the Board of Trustees Agenda Items 2.12 and 2.13**. The result of the vote was Unanimous:

(Yea: Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and

Angela Taylor. Nay: Jeff Church.) Final Resolution: Motion Carries.

2.14 **APPROVAL OF MEMORANDUM OF AGREEMENT BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT AND COMMUNITIES IN SCHOOLS OF NEVADA, INC., A NEVADA NON-PROFIT CORPORATION, TO DELIVER COLLABORATIVE, COMMUNITY-BASED INTEGRATED STUDENT SERVICES TO STUDENTS DURING SCHOOL YEAR 2022-2023 AT WILLIAM ANDERSON ELEMENTARY SCHOOL, LIBBY BOOTH ELEMENTARY SCHOOL, DESERT SKIES MIDDLE SCHOOL, GLEN DUNCAN S.T.E.M. ACADEMY, PROCTER R. HUG HIGH SCHOOL, LENA JUNIPER ELEMENTARY SCHOOL, BERNICE MATHEWS ELEMENTARY SCHOOL, NATCHEZ ELEMENTARY SCHOOL, VIRGINIA PALMER ELEMENTARY SCHOOL, SPARKS MIDDLE SCHOOL, SPARKS HIGH SCHOOL, FRED W. TRANER MIDDLE SCHOOL, AND E. OTIS VAUGHN MIDDLE SCHOOL FOR A TOTAL OF \$497,640**

Trustee Church requested additional information on Communities in Schools (CIS) because he believed the information in the staff report was vague. He was concerned about the information being collected and stored by a non-profit. Katherine Loudon, Coordinator of Counseling Services, provided additional information on CIS, which was a national program that provided on-site, integrated supports in schools primarily focusing on family engagement and supports. As part of the agreement, CIS provided a staff member in each of the listed schools. She had included the parent/guardian consent form that families would complete for their students to participate in CIS programming.

Trustee Church asked about the field trips provided by CIS. Ms. Loudon mentioned the field trips were dependent on the individual school programs and opportunities provided to that school.

President Taylor opened the meeting to public comment.

John Eppolito, Protect Nevada Children, expressed concern over the amount of data Communities in Schools had access to and wondered who else had access to that data.

He believed the District had provided misinformation on CIS during last year's meeting and did not think the District could be trusted to provide accurate information. He urged the Board to take a stand and not approve any outside entity access to student information included in Infinite Campus.

Pablo Nava Duran spoke in support of Communities in Schools and urged the Board to approve the agreement. He provided examples of how CIS helped students and families by providing school supplies and other support.

President Taylor asked what type of data CIS had access to from the District. Dr. Paul LaMarca, Chief Strategies Officer, explained CIS had access to information in Infinite Campus for the students they served. CIS also securely stored data on their own servers as well, including directory information on students and case manager notes. CIS had their own retention policy and adhered to all requirements under the Family Education Rights and Privacy Act (FERPA). The District has requested a copy of the CIS retention policy and would provide the information once available.

Trustee Church wondered if staff would continue to be able to work with CIS regarding the retention policy if the Board were to approve the agenda item. Dr. LaMarca indicated they would and if Legal had concerns regarding CIS and their retention policy, they would not have approved the proposed agreement.

Trustee Rodriguez asked if the proposed agreement included a termination clause. Dr. LaMarca stated there was a termination clause included.

Trustee Mayberry mentioned he had learned a lot about CIS since joining the Board. He recommended if any member of the Board or community had questions about the work CIS did, then they should contact the local organization.

It was moved by Trustee Mayberry and seconded by Trustee Rodriguez that **the Board of Trustees approves the Memorandum of Agreement between the Washoe County School District and Communities in Schools of Nevada, Inc., to deliver collaborative, community-based integrated student services to students during the 2022-23 School Year at William Anderson Elementary School, Libby Booth Elementary School, Desert Skies Middle School, Glenn Duncan Elementary School, Procter R. Hug High School, Lena Juniper Elementary School, Bernice Mathews Elementary School, Natchez Elementary School, Virginia Palmer Elementary School, Sparks Middle School, Sparks High School, Fred W. Traner Middle School, and E. Otis Vaughn Middle School for a total amount of \$497,640.** 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.

**2.15 APPROVAL OF THE NEVADA DEPARTMENT OF EDUCATION
COMPETITIVE AMERICAN RESCUE PLAN AND ELEMENTARY AND
SECONDARY SCHOOLS EMERGENCY RELIEF FUND COLLEGE AND
CAREER READINESS SUPPORTS GRANT FOR \$797,073.62**

Trustee Church believed it was important to have additional information shared on the record for items that could bring in close to \$800,000, especially if there were no attachments, and how those funds would be spent. Lauren Ohlin, Director of Grants, provided additional information on the competitive grant. If awarded, the grant funds would be used for two purposes related to college and career readiness. The first part was to cover Advanced Placement (AP) test fees and provide teacher stipends for tutoring related to AP testing, which would cost about \$500,000 for 2 years. The second part of the grant would allow the District to hire a workforce development coordinator for Career and Technical Education (CTE) programs. If the District did not use all the funds, the money would be returned to the Nevada Department of Education.

It was moved by Trustee Nicolet and seconded by Trustee Rodriguez that **the Board of Trustees approves the Nevada Department of Education Competitive American Rescue Plan Elementary and Secondary Schools Emergency Relief Fund College and Career Readiness Supports Grant for \$797,073.62.** 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.

**2.22 AWARD OF BID #22-128-B-05-DA, REPLACEMENT OF CLOSED-CIRCUIT
TELEVISION (CCTV) (PTZ) CAMERAS AT 6 WASHOE COUNTY SCHOOL
DISTRICT SCHOOLS, TO POWERCOMM SOLUTIONS, INC. FOR
\$124,532.53**

Trustee Mayberry requested additional information on how the schools were selected and when Edward C. Reed High School would be on the list. Adam Mayberry, Chief Facilities Management Officer, explained the agenda item was a standard capital renewal item. The District used the Facilities Condition Index System (FICS) to prioritize renewal projects based on need from condition inspections of systems and information from the site, such as number of work orders. Based on the FICS, six schools were identified for replacement equipment. Edward C. Reed High School was not currently scheduled for closed-circuit television (CCTV) camera renewal until the 2024-25 Fiscal Year.

Trustee Mayberry recommended the District consider fast-tracking projects related to safety and security. Mr. Searcy added the District did make repairs to systems on a

regular basis. The repair contracts did not generally come before the Board of Trustees for approval because the amount was under \$100,000.

Trustee Church asked that the Board receive a report providing more information on what the camera were used for, who monitored the cameras, and what the cameras did or did not do for the District.

President Taylor indicated that was not on the agenda to be discussed so the Board could not hold the conversation, but the information could be provided to the Trustees in another manner.

It was moved by Trustee Rodriguez and seconded by Trustee Mayberry that **the Board of Trustees awards Bid #22-128-B-05-DA, Replacement of CCTV (PTZ) Cameras at 6 Washoe County School District Schools, to PowerComm Solutions, Inc. for \$124,532.53.** 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.

2.30 APPROVAL OF THE AGREEMENT TO PROVIDE PROFESSIONAL CONSULTANT SERVICES WITH CANNON DESIGN FOR DISTRICT-WIDE FACILITY MODERNIZATION STUDY IN THE TOTAL AMOUNT OF \$1,894,386

Trustee Church requested additional information on the agreement due to the cost. Adam Searcy, Chief Facilities Management Officer, provided additional information on the scope of work for the modernization study. The consultant will be gathering and reviewing data, hosting community forums and staff working groups, then looking at ways to develop a level of parity for all schools within the District, especially older schools. The study would be used to develop capital projects in the future.

Trustee Church wondered how often the study would be conducted. Mr. Searcy noted the intent was that the study would provide a guide for future projects over the next 10 years. The District would re-evaluate the projects annually to see if circumstances have changed and if projects should be completed sooner.

President Taylor asked if the study would also include a review of administrative and office spaces. Mr. Searcy indicated the study was specific to the schools and did not include central service facility needs. He believed those needs could be developed in-house or they would require a separate scope of work.

It was moved by Trustee Smith and seconded by Trustee Nicolet that **the Board of Trustees approves the Agreement to Provide Professional Consultant Services for Cannon Design to perform a District Wide Facility Modernization**

study in the total amount of \$1,894,386. 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.

2.33 ADDITION OF A 1-YEAR ONLY NUTRITION SERVICES PERSONNEL RECRUITER POSITION FOR SCHOOL YEAR 2022-23 TO THE NUTRITION SERVICES STAFFING COMPLEMENT IN THE AMOUNT OF \$77,512

Trustee Church asked why the position was specific to Nutrition Services and not providing additional assistance in other areas. Emily Ellison, Chief Human Resources Officer, explained the District had a recruiting team of four individuals who were focusing on critical areas at the current time. The intent of having someone specific for Nutrition Services was to have a targeted effort specifically for those already in food service. Additionally, the position was being paid out of the Nutrition Services Fund and not the General Fund.

President Taylor opened the meeting to public comment.

Pablo Nava Duran spoke in support of the District hiring a person specifically to recruit people for Nutrition Services.

It was moved by Trustee Nicolet and seconded by Trustee Mayberry that **the Board of Trustees approves the addition of a 1-year only Nutrition Services Personnel Recruiter Position for the 2022-23 School Year to the Nutrition Services Staffing compliment in the amount of \$77,512.** 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.

2.34 POSSIBLE ACTION TO APPROVE AND/OR RECOMMEND AMENDMENT OF A MEMORANDUM OF AGREEMENT BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT (DISTRICT) AND THE WASHOE EDUCATION ASSOCIATION (WEA) PROVIDING FOR PAYMENT OF REFERRAL INCENTIVES TO EMPLOYEES COVERED BY THE WEA CONTRACT FOR REFERRAL OF NEW HIRES INTO SPECIFIC EDUCATION SUPPORT PROFESSIONAL POSITIONS TO ADDRESS A CRITICAL LABOR SHORTAGE IN THOSE AREAS

2.35 POSSIBLE ACTION TO APPROVE AND/OR RECOMMEND AMENDMENT OF A MEMORANDUM OF AGREEMENT BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT (DISTRICT) AND THE WASHOE SCHOOL PRINCIPALS' ASSOCIATION (WSPA) PROVIDING FOR PAYMENT OF REFERRAL INCENTIVES TO EMPLOYEES COVERED BY THE WSPA CONTRACT FOR REFERRAL OF NEW HIRES INTO SPECIFIC EDUCATION

SUPPORT PROFESSIONAL POSITIONS TO ADDRESS A CRITICAL LABOR SHORTAGE IN THOSE AREAS

- 2.36 **POSSIBLE ACTION TO APPROVE AND/OR RECOMMEND AMENDMENT OF A MEMORANDUM OF AGREEMENT BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT (DISTRICT) AND THE WASHOE SCHOOL POLICE OFFICERS ASSOCIATION (WCSPOA) PROVIDING FOR PAYMENT OF REFERRAL INCENTIVES TO EMPLOYEES COVERED BY THE WCSPOA CONTRACT FOR REFERRAL OF NEW HIRES INTO SPECIFIC EDUCATION SUPPORT PROFESSIONAL POSITIONS TO ADDRESS A CRITICAL LABOR SHORTAGE IN THOSE AREAS**
- 2.37 **POSSIBLE ACTION TO APPROVE AND/OR RECOMMEND REVISIONS TO AN AMENDMENT TO 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**

President Taylor opened agenda items 2.34 through 2.37 at the request of Trustee Church.

Trustee Church requested additional information on the agenda items. Emily Ellison, Chief Human Resources Officer, explained agenda items 2.34 through 2.36 expanded the referral incentives offered to Education Support Professionals (ESPs) to other bargaining groups, specifically those employees covered under the agreements for the Washoe Education Association (WEA), Washoe Schools Principals Association (WSPA), and the Washoe School Police Officers Association (WCSPOA). She noted there was no cap on referral bonuses, so an individual could receive up to \$2,000 multiple times depending on the number of ESP referrals they made to those positions deemed critical.

Trustee Church asked about the cost of the program.

Trustee Smith interjected and noted the cost of over \$200,000 was included as part of the report provided to the Board and community. Additionally, the funds would be paid out of the Elementary and Secondary School Emergency Relief (ESSER) funds. She understood asking questions for additional information, but if the information was already available, she wanted to keep the meeting moving.

Trustee Church stated he did not believe the District could spend their way out of the labor shortage problem and would like to see the District look for other ways to address the problem.

President Taylor opened the meeting to public comment.

Pablo Nava Duran urged the Board to approve the agenda items. He mentioned the teacher shortages were not specific to the Washoe County School District but were a national concern. He appreciated that the District was providing additional incentives.

Trustee Smith asked if the District would also be able to employ other recruitment tactics if the Board were to approve the agenda items. Ms. Ellison stated they would and additional information on the recruitment efforts would be provided during agenda item 3.01.

It was moved by Trustee Rodriguez and seconded by Trustee Minetto that **the Board of Trustees approves Agenda Items 2.34 through 2.37**. 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.

- 2.38 **POSSIBLE ACTION TO APPROVE AND/OR RECOMMEND AMENDMENT OF A MEMORANDUM OF AGREEMENT BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT AND THE WASHOE EDUCATION SUPPORT PROFESSIONALS ASSOCIATION (WESP) PROVIDING FOR PAYMENT OF AN ADD-ON DIFFERENTIAL IN THE AMOUNT OF \$2,500 FOR EDUCATION SUPPORT PROFESSIONAL (ESP) EMPLOYEES RETURNING FOR THE 2022-23 SCHOOL YEAR AND IN THE AMOUNT OF \$1,500 FOR ESP EMPLOYEES HIRED FOR OR DURING THE 2022-23 SCHOOL YEAR**
- 2.39 **POSSIBLE ACTION TO APPROVE AND/OR RECOMMEND AMENDMENT OF A MEMORANDUM OF AGREEMENT BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT AND THE WASHOE SCHOOL PRINCIPALS' ASSOCIATION (WSPA) PROVIDING FOR PAYMENT OF AN ADD-ON DIFFERENTIAL IN THE AMOUNT OF \$2,500 FOR ADMINISTRATORS RETURNING FOR THE 2022-23 SCHOOL YEAR AND IN THE AMOUNT OF \$1,500 FOR ADMINISTRATORS HIRED FOR OR DURING THE 2022-23 SCHOOL YEAR**
- 2.40 **POSSIBLE ACTION TO APPROVE AND/OR RECOMMEND AMENDMENT OF A MEMORANDUM OF AGREEMENT BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT AND THE WASHOE COUNTY SCHOOL POLICE OFFICERS' ASSOCIATION (WCSPOA) PROVIDING FOR PAYMENT OF AN ADD-ON DIFFERENTIAL IN THE AMOUNT OF \$2,500 FOR EMPLOYEES RETURNING FOR THE 2022-23 SCHOOL YEAR AND IN THE AMOUNT OF \$1,500 FOR EMPLOYEES HIRED FOR OR DURING THE 2022-23 SCHOOL YEAR**

President Taylor opened agenda items 2.38 through 2.40.

Emily Ellison, Chief Human Resources Officer, explained she had requested the items be pulled to highlight the agreements. She felt the agreements showed the District was working to support employees whenever possible. The Board had previously approved a similar agreement with the Washoe Education Association (WEA). While one-time monies were not ideal, the intent was to show appreciation to staff for all their work and commitment over the past few years.

Trustee Church asked if the items would impact the District's ending fund balance.

President Taylor mentioned the money would come from one-time federal funds, savings from other areas, and the District's General Fund. The ending fund balance would not be used.

It was moved by Trustee Mayberry and seconded by Trustee Minetto that **the Board of Trustees approves Agenda Items 2.38 through 2.40**. 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

3.01 PRESENTATION TO UPDATE THE BOARD OF TRUSTEES ON THE CRITICAL LABOR SHORTAGES IN THE AREAS OF TRANSPORTATION, CUSTODIAL, NUTRITION SERVICES, SPECIAL EDUCATION AIDES & ASSISTANTS, AND OTHER POSSIBLE AREAS, INCLUDING INFORMATION ON EMPLOYEE RECRUITMENT AND THE OPERATIONAL PLANNING EFFORTS FOR THE START OF THE 2022-23 SCHOOL YEAR

The Board of Trustees received an update on the critical labor shortages and recruitment efforts in the areas of Transportation, Nutrition Services, Special Education Aides & Assistants, and Housekeeping/Custodial services. The District had seen an increase in applications and new hires, which was partially due to the pay increases in certain areas that were recently approved by the Board. Additionally, the pay increases had also help to retain a larger number of employees. The different recruitment efforts employed by the District were reviewed. While the District had seen an increase in applications and new hires, there would not be enough bus drivers to implement the Daily Hub System so the District would need to start the year on an Area Rotation Plan, with the goal of having a full Daily Hub Transportation System by Fall Break. The District anticipated 190-200 drivers would be available for the start of the school year, with about 20 drivers in training; the Daily Hub System required 230 drivers. As new drivers became trained and

licensed, the District would work to phase-in the Daily Hub Transportation System. Information on how the District determined community prioritization was provided.

Trustee Nicolet asked if teachers were classified as an area of critical labor shortage. Emily Ellison, Chief Human Resources Officer, mentioned, as part of the current presentation, teachers were not classified as being a critical labor shortage area. In terms of Nevada Revised Statutes, the District had classified certain subjects or grades as areas of critical labor shortage, which allowed the District to rehire teachers who had retired. The Board typically approved those designations through items on the Consent Agenda.

Trustee Nicolet wondered if the Board could receive an update prior to the start of school on teachers. Superintendent Enfield indicated she was planning on providing an update at the next scheduled meeting of the Board of Trustees.

Trustee Rodriguez inquired if the District had looked at contracting with charter bus services or using employment agencies to recruit drivers. Scott Lee, Director of Transportation, mentioned the District had researched possibilities of contracting with charter bus services and others; however, there was a national shortage of drivers with a commercial driver's license (CDL). The District had not had a lot of success partnering with charter bus services since they were also seeing labor shortage issues with drivers. The District also had concerns regarding student management on buses and since charter buses were not equipped with the appropriate signage and lights, they could not service neighborhoods and would only be able to be used as part of the Daily Hub System for middle and high school students. Ms. Ellison added staffing agencies were seeing the same challenges as the District in terms of labor shortages. She expressed concern over the District working with a third party in terms of seeking employees because the staffing agencies might not require the same background checks and vetting as the District.

Trustee Rodriguez expressed frustration because the Area Rotation Plan would impact a number of people in the community. He wondered if there was a way the District could speed up the training for new hires by offering overtime. Mr. Lee explained there was a minimum 15-day permitting process and a 2 week federally mandated training program. The drivers also had to complete a certain amount of on the road training, which generally lasted 2 weeks, but could be shortened to 1 week if the individual had a CDL or prior heavy vehicle training.

Trustee Rodriguez asked how long the background check process would take if the District were to look at utilizing contract bus drivers. Ms. Ellison mentioned that while she did not know exactly how long the process took, it did not take too long.

Trustee Rodriguez wondered what options were available for students who could not attend school because of transportation. Superintendent Enfield remarked that her Executive Leadership Team would be reviewing options next week to determine ways the

District could support the students and families impacted by the Area Rotation System. Ms. Ellison provided some examples of how the District was working to support the students and families, such as transportation vouchers and digital learning opportunities.

Superintendent Enfield asked if there were any steps the District could take if resources were allocated differently that could improve the transportation labor shortage. Mr. Lee mentioned he would encourage retired bus drivers or other CDL holders to apply since the training time for them would be less. Ms. Ellison indicated staff would contact the Retired Public Employees of Nevada (RPEN) to determine the best way to get in touch with retirees already in the Nevada system.

President Taylor remarked that she appreciated the efforts because if the District were able to gain 2 to 3 drivers, that would put the District one step closer to the final goal of 230 drivers. She wondered if double runs would help get the District to the Hub System sooner. Mr. Lee commented that double runs would not end the Area Rotation System at the present time and the District would still need additional trained drivers.

Trustee Smith asked if the Area Rotation System would have an impact on Count Day and then an impact on funding. Dr. Troy Parks, Chief Academic Officer, noted the state no longer used a single count day for funding school districts. School districts reported their average daily attendance (ADA) to the state on a quarterly basis. The Washoe County School District continued to use a count day for allocation purposes, but the Area Rotation System would not have an impact.

3.02 PRESENTATION, DISCUSSION, AND POSSIBLE ACTION TO APPROVE AND ACCEPT NV ENERGY INCENTIVES AND NEVADA DIVISION OF ENVIRONMENTAL PROTECTION DIESEL EMISSIONS REDUCTION ACT (DERA) GRANT FUNDS TO COVER THE COST OF ACQUISITION OF TWO (2) ELECTRIC BUSES, AS WELL AS THE ACQUISITION AND INSTALLATION OF TWO (2) CHARGING STATIONS, IN THE TOTAL APPROXIMATE AMOUNT OF \$1,157,935

The Board was provided with a brief presentation on the grant application that would allow the District to purchase 2 Blue Bird "Type D" electric schools buses with a student seating capacity of 75 for a pilot program to determine if electric buses would be effective and efficient in the District. The buses were more expensive than the traditional diesel or propane buses the District currently used. The grant application also included the installation of 2 charging stations for the buses, which would be located in the South Transportation Year. The sources of funding for the program were the federal infrastructure legislation and NV Energy.

Trustee Rodriguez requested clarification on the funding source and if the funds could only be used for converting to electric buses. Dr. Jason Geddes, Energy and Sustainability Director, stated that was correct. The funds could not be used towards drivers' salaries.

Trustee Minetto inquired if the longevity of electric buses was similar to that of diesel or propane buses. She also wondered what would happen to the batteries once they were no longer useful. Scott Lee, Director of Transportation, responded the drivetrains for the buses were warranted for a similar timeframe. The battery packs for the electric buses were also under warranty for 8 years or 125,000 miles. Dr. Geddes indicated most companies had recycle or take-back programs for batteries. He was also aware of other recycling companies in the area that would take the batteries.

Trustee Minetto asked if the District was considering changing out the entire bus fleet to electric. Mr. Lee remarked the District wanted to first see how the electric buses would work for the District because the technology was still fairly new to school buses. The District had been working for a number of years to diversify the bus fleet, with about 20% of the current fleet comprised of propane buses. Government regulations related to diesel emissions continued to drop so it would be important for the District to work to change out as much of the fleet as possible before it became cost prohibitive to repair and replace the current fleet.

Trustee Minetto wondered how much coal was used in Nevada. Dr. Geddes explained in Northern Nevada, the primary source of fuel for electricity was natural gas. Additionally, geothermal was used more during the evenings and overnight hours when the District would charge the buses.

Trustee Nicolet asked if there was any special training for drivers operating the electric buses. Mr. Lee mentioned there were no specific trainings for electric vehicles, but there were some efficiencies the District would teach to ensure the drivers were able to get the most out of the batteries, such as driving up hills. Dr. Geddes noted the mechanics would need to be trained and that cost was included as part of the grant.

Trustee Nicolet inquired as to the long-term maintenance and how the District would approach such maintenance. Dr. Geddes indicated the annual maintenance requirements for electric buses were less because there were fewer fluids associated with the operating of the vehicle. Mr. Lee added he had been collaborating with other school districts on what they had been doing over the past 5 years related to electric buses.

Trustee Nicolet wondered if the District's route optimization study would impact the ability to purchase additional electric buses. Mr. Lee commented that it would because it would allow the District to review the different mileage needs for certain routes to determine where the electric buses would be most effective.

Trustee Mayberry asked about the cost comparison between diesel and electric buses. Mr. Lee noted the initial cost of an electric bus was about 3 times higher than a diesel bus.

President Taylor wondered if the District would be able to save money in the long run with the electric buses. Dr. Geddes stated the District would not have been able to afford the pilot program without the ability to secure grant funding. He highlighted that the District would be looking at using the buses for Title I school routes to help with the air quality in the neighborhoods. Mr. Lee added the District would be looking at the total cost per mile of the electric buses. The initial figures showed an annual cost per mile of about \$1,000 while the diesel buses saw \$10,000-\$12,000 in annual operating costs.

It was moved by Trustee Mayberry and seconded by Trustee Nicolet that **the Board of Trustees approves and accepts the NV Energy incentives and Nevada Division of Environmental Protection Diesel Emissions Reduction Act (DERA) grant funds to cover the cost of acquisition of two (2) electric buses, as well as acquisition and installation of two (2) charging stations, in the total approximate amount of \$1,157,935.** 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.

4. Reports

4.01 BOARD REPORTS

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

4.02 SUPERINTENDENT'S REPORT

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

5. Closing Items

5.01 PUBLIC COMMENT

John Eppolito, Protect Nevada Children, spoke to the responses provided by the superintendent candidates at the community forum in March 2022 regarding a question about the long-term storage of student data with Infinite Campus. He provided the concerns of such collection and storage on students and the impact of that information on students in the future so Superintendent Enfield was aware. He indicated he would be interested in having a meaningful conversation with the District on his concerns.

Donald Gallimore welcomed Superintendent Enfield to the District. He urged the Board and new Superintendent to listen to the concerns raised by Mr. Eppolito. He felt it was important for the Board to understand the intent of coming to the meetings and providing comments was to protect the children and their future. He had previously spoke at meetings regarding the use of various programs that collected personal data, such as Edmodo.

Calen Evans, Washoe Education Association President, remarked that he was honored to represented the 2,600 members of the Washoe Education Association and over 4,000 certified staff in the District. He urged the District to look at certified staff as professionals and treat them as professionals. He believed it would be critical moving forward for the District and Washoe Education Association to work together during the 2023 Nevada Legislative Session to increase school funding. He looked forward to working with Superintendent Enfield on addressing working conditions and support that impacted teachers on a daily basis.

Shannon Coley provided an update on what she had discovered about the textbook adoption process with the Nevada Department of Education. She stated school districts still had the ability to select their own textbooks.

Pablo Nava Duran expressed disappointment over the transportation challenges because students who had to ride the bus to school would be impacted, especially those students who attended Damonte Ranch High School since the school did not have easy access to public transportation. He believed if the transportation challenges were not addressed, high schools would need to be rezoned.

5.02 NEXT MEETING ANNOUNCEMENT

The next Regular Meeting would take place on Tuesday, August 9, 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 4:44 p.m.

Angela D. Taylor, President

Ellen Minetto, Clerk