

**MINUTES OF THE AUGUST 9, 2022
REGULAR MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES**

August 9, 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, Student Representative Ivy Batmale, and staff were also present.

1.03 PLEDGE OF ALLEGIANCE

Ivy Batmale, Student Representative, led the meeting in the Pledge of Allegiance.

2. Consent Agenda Items

President Taylor noted staff was requesting Consent Agenda Items 2.02, Approval of the 3-Year Agreement with Dyntek to purchase CISCO Flex Licensing and Support Services, and 2.07, Award of Bid #22-134-B-06-DA Emergency Response Signage at 17 Washoe County School District School, be pulled from the agenda. The items would return for consideration at a future meeting of the Board of Trustees.

President Taylor opened the meeting to public comment.

John Eppolito spoke to Consent Agenda Item 2.04. He expressed concern over the amount of access numerous people were provided to Infinite Campus, which stored all student data because of a former school counselor, who was recently convicted of child pornography, had access to all the information in Infinite Campus. He questioned if the counselor had used the information he had access to in Infinite Campus to search for victims. He believed it was inappropriate for the District to continue to provide other people access to students information, such as Progressus.

Pablo Nava Duran spoke to Consent Agenda Item 2.04. He would like to see the District ensure others did not have access to student data if they had not passed the District's background check process.

It was moved by Trustee Rodriguez and seconded by Trustee Nicolet that **the Board of Trustees approves Consent Agenda Items 2.03 through 2.06 and 2.08 through 2.13**. 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 payment of the 2022-23 annual membership dues to the Nevada Association of School Boards in the amount of \$23,073.91.
- 2.04 The Board of Trustees approved the Master Services Agreement with Progressus Therapy, LLC for Education and Education-Related Services for the placement of up to 45 social workers in schools during the 2022-23 School Year in the amount of \$1,733,280.
- 2.05 The Board of Trustees approved Renewal #1 of Request for Proposal (RFP) #19-004, Charter Bus Services, to Amador Stage Lines for an estimated amount of \$462,077.44 for an additional 2-year term beginning August 14, 2022 and ending August 13, 2024.
- 2.06 The Board of Trustees approved the award of Request for Bid (RFB) #159-B-05-22-LR, Lubrication Products, to Hunt & Sons, Inc. in the estimated amount of \$49,653.63, Silver State Petroleum in the estimated amount of \$2,462.70, Flyers Energy in the estimated amount of \$6,992.27, Safety-Kleen Systems, Inc. in the estimated amount of \$56,237.50, and Carson Valley Oil in the estimated amount of \$9,102.25 for an estimated contract total of \$124,448.35 for an initial term of 1-year with 3 optional 1-year renewals.
- 2.08 The Board of Trustees approved the contract award to Building Control Services (BCS), as a sole source provider, to replace the Alerton heating, ventilation, and air conditioning controllers and associated equipment at 11 sites in the District for \$664,580.
- 2.09 The Board of Trustees approved the 4-year agreement with Vision Service Plan for vision services in the total approximate amount of \$418,898, effective January 1, 2023, as recommended by the Group Insurance Committee.

- 2.10 The Board of Trustees approved the 3-year renewal agreement with Virgin Pulse, Inc., a wellness program provider, for all active insured District members, retirees, and spouses at an approximate annual rate of \$272,930 and a 3-year approximate total of \$818,790, beginning September 1, 2022 through August 31, 2025.
- 2.11 The Board of Trustees accepted the information collected from The Duffield Foundation related to Nevada Revised Statute 386.390.
- 2.12 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 clearing of sediments and debris from 36" culvert at Spanish Springs High School for the estimated cost of \$175,000.
- 2.13 The Board of Trustees approved the agreement between the Washoe County School District and the Washoe Education Association (WEA) providing for payment of stipends to certified employees assigned to provide Campus English Language Development Support (CELDS) for the 2022-23 School Year.

3. Legislative Items

3.01 PRESENTATION, DISCUSSION, AND POSSIBLE ACTION BY THE BOARD OF TRUSTEES TO PROVIDE DIRECTION TO THE SUPERINTENDENT ON A POSSIBLE PROPOSAL, SUCH AS STUDENT AND STAFF SUPPORTS, INCREASED FUNDING, EDUCATOR LICENSURE, INCREASED STUDENT SAFETY RESOURCES, AND/OR REVIEW OF STATE-WIDE MANDATES, FOR THE WASHOE COUNTY SCHOOL DISTRICT'S BILL DRAFT REQUEST, AS ALLOWED BY NEVADA REVISED STATUTE 218D.205, FOR THE 2023 NEVADA LEGISLATIVE SESSION

President Taylor explained the agenda item would allow the Board to have a discussion on possible topics for the District's one Bill Draft Request (BRD) for the 2023 Nevada Legislative Session. She was interested in seeing the District submit something that would have a meaningful impact on schools and would be likely to pass.

Trustee Nicolet wondered what variables were most important for the Board to consider in terms on introducing a successful bill.

President Taylor remarked those bills that could garner statewide support and without any fiscal notes were more likely to be successful. It would be important to speak with other school districts to determine what they were considering, as well as working with

the Nevada Association of School Boards (NASB) and the Nevada Association of School Superintendents (NASS). She did not believe legislation that would only impact the Washoe County School District would have much of a chance of passing. Legislation with a fiscal note, without providing information on where the additional funding would come from, was likely dead on arrival.

Trustee Nicolet noted the Nevada Commission on School Funding had been looking into new revenue streams and where additional funding could be found. She believed the most impactful legislation surrounding education during the next session would be related to increasing per pupil funding but understood such legislation would not likely pass if sponsored by an individual school district. She expressed frustration because she felt any other bill request would not have a large-scale impact on improving education.

Trustee Mayberry noted there were other opportunities to find a vehicle for topics and ideas the Board was interested in, such as working with individual legislators. He would not like to see a fiscal note attached to any possible legislation.

Trustee Smith asked what the last bill draft request (BDR) was that the District submitted. Emily Ellison, Chief Human Resources Officer, stated the bill sponsored by the District during the 2021 Nevada Legislative Session was to pause the use of student learning objectives (SLOs) during the pandemic. The original legislation called for a 2-year exemption; however, the bill was amended with a 1-year exemption and was ultimately signed by Governor Sisolak.

Trustee Smith agreed with Trustee Nicolet that the fiscal notes attached to legislation were a great concern because anything she could think of that would have an immediate positive impact statewide did come with a dollar amount. Her initial thoughts regarding legislation were dedicated funding for school safety, but she understood the challenges of submitting a bill that cost money without providing a funding source. She asked if Superintendent Enfield had any initial thoughts regarding the process and possible topics the Board should consider. Superintendent Enfield mentioned the BDR process was not something she had dealt with in Washington State, so the process was new. Based on her understanding, there did need to be an in-depth conversation regarding funding at the state level, but she did not believe such a bill put forth by the District would be successful. She felt if the District were to look at the priorities of NASS there would be a greater chance of state-wide support for the legislation. One area she believed the District could be successful with was looking towards modernizing education statutes to allow innovations, such as competency-based education or work-based learning, with the goal of providing greater flexibility and learning opportunities for students.

President Taylor highlighted that it was important to remember legislation could be amended as part of the process and the District needed to be able to compromise if needed.

Trustee Church indicated he was not interested in seeing anything that would require new taxes. He was concerned about the per pupil funding formula because Washoe County was receiving less than every other county and he would like to see that formula revised. He expressed concern over the possible duplication of efforts because the District did not know what other school districts were considering. If the District ultimately sponsored anything with a new tax, he emphasized the bill should include oversight, a sunset clause, and accountability for exactly what the money could be used for. He would like to see something related to the recruitment and retention of school district employees at the state level and then the state could filter the applicants to the school district. He was also interested in seeing WC1 decreased slightly to bring people back to Washoe County for their big-ticket purchases and also to allow the District to determine how the funds should be spent.

Trustee Rodriguez believed school safety would be a great topic for legislation, but there would be a fiscal note that was undetermined at the present time because the cost would depend on what the requirements would be. He agreed with Trustee Church regarding changes to WC1 and would like to see some of that money go towards salaries. He wondered if the associations had any recommendations on possible changes.

Trustee Mayberry agreed student and staff safety was important. He indicated that in conversations with teachers, they were concerned about some of the restorative practices required by the state because it took a lot to have a student removed from a school. He highlighted some of the incidents that had occurred in the Clark County School District with teachers being victims of horrible crimes.

Superintendent Enfield mentioned NASS was also concerned about student and staff safety; however, they were looking at options related to additional counselors and mental health professionals. There was a fiscal note associated with the additional positions, which would make passage challenging, but for school districts to implement the restorative practices with fidelity, additional people in the buildings were needed to help with the challenges students were facing.

Trustee Rodriguez wondered if a BDR that would fund education first could be successful.

Trustee Minetto expressed an interest in looking at removing unfunded mandates for school districts.

Trustee Smith appreciated the conversation and felt it would be important to talk with staff about unfunded mandates that could be having a negative impact on staff time because of unintended consequences, such as additional paperwork.

Trustee Nicolet agreed with Trustee Smith regarding the conversation. She urged everyone to keep all the ideas in mind when the Board began looking at developing a new strategic plan.

Student Representative Batmale stated students were also concerned about school safety and mental health challenges. She knew many of her peers were concerned about their classmates because they knew of the struggles they were facing. The greatest concerns of students at the present time was school shootings, so if there was legislation on educating students regarding preventing school shootings, she knew there would be student support. She believed students would also be interested in something related to civics education because it would support the competency-based learning and other skills.

President Taylor recalled there was recent federal legislation related to school safety that included funding opportunities. Additional information on the legislation would be presented in the future. She provided additional information on prior BDRs sponsored by the District.

Trustee Church felt the District had already been providing a lot of resources towards mental health for students and WC1 for the use of school safety improvements to buildings, so he believed it would be a waste for the District to advocate for such legislation. He would be supportive of changes to how the District could allocate WC1 funds.

President Taylor indicated she would not be interested in asking for any changes to WC1 funding and priorities without knowing what the community wanted because the District had made a promise to the community about the money.

Superintendent Enfield observed the conversation had begun to focus on two main themes: school safety and unfunded mandates or modernizing statutes. She wondered if the Board would be interested in providing direction for her to look into the topics and update them at the next meeting.

Trustee Nicolet stated the conversations surrounding school safety were similar to what the Safe and Healthy Schools Commission had also discussed. She would want to ensure, if that was the direction of the Board, School Police and Emergency Management were involved in the internal discussions because they were the experts. She struggled with understanding what the modernization of statutes meant and would

like to see additional information on what that would look like, to include which statutes.

It was moved by Trustee Smith and seconded by Trustee Rodriguez that **the Board of Trustees directs the Superintendent to research modernizing statutes, including unfunded mandates, and safety issues, including possible federal funding impacts, as possible proposals for the District's Bill Draft Request for the 2023 Nevada Legislative Session for reconsideration at the next 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.

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

4.01 PRESENTATION AND DISCUSSION ON THE ENTRY PLAN FOR DR. SUSAN ENFIELD, SUPERINTENDENT OF SCHOOLS FOR THE WASHOE COUNTY SCHOOL DISTRICT

Dr. Susan Enfield, Superintendent, presented her entry plan so the Trustees, staff, students, and community would know what to expect from her over the next few months. The entry plan would allow her to gather information to determine what priorities she believed would be important to focus on in the future. The entry plan was based on three priorities to guide her first few months and would occur in three phases. The intent was to provide an update in an October meeting of the Board of Trustees and then a comprehensive summary report in December. The information from the summary report would be used to develop a new strategic plan for approval in 2023. Information on the various engagement opportunities with staff, families and students, and the community were reviewed.

The Trustees expressed their support for the entry plan. They were impressed with Superintendent Enfield's willingness to listen and taking the time to meet with numerous members of the community.

Trustee Nicolet requested clarification on what "getting back to basics" meant and when Superintendent Enfield would know when she had the trust of the community. Superintendent Enfield stated getting back to basics was a focus on the District's core mission, which was to educate children. In terms of trust, it was critical to build relationships in the community and that trust was not about people trusting her, but trusting the District. In order for the District to be viewed as a trusted organization, it would be critical to own the mistakes made while at the same time celebrating the successes.

Trustee Mayberry wondered how the performance goals set by the Board played into the Superintendent's entry plan.

President Taylor explained the current strategic plan goals had already been set. The contract with Superintendent Enfield provided information on how the Board and Superintendent would work together to establish new goals and targets because the evaluation process should be done together.

Superintendent Enfield mentioned she would be interested in having those conversations with the Trustees on the process because every school district conducted their superintendent evaluations differently. It was important to her for the targets to be ambitious but remain doable.

4.02 DISCUSSION AND POSSIBLE ACTION TO AFFIRM THE RECOMMENDATION OF THE GROUP INSURANCE COMMITTEE FOR A GROUP HEALTH INSURANCE RATE INCREASE OF 0% FOR THE 2023 PLAN YEAR

Laura Thurston, Risk Coordinator, provided information on the recommendation from the Group Insurance Committee for a 0% Group Health Insurance Rate increase for the 2023 Plan Year. Fiscal Years (FY) 2021 and 2022 had shown a decrease in fund expenses due to the pandemic and even with increased claims in FY22, the net position of the Insurance Fund remained healthy. While rate analysis showed a possible 6% increase should be considered based on current usage, due to current financial strains on employees and their families, the recommendation was for a 0% increase. She highlighted that 2023 would be the third year in a row of a 0% increase. Information was provided on how employees and their families could help control health care costs and keep premiums down in the future.

It was moved by Trustee Nicolet and seconded by Trustee Mayberry that **the Board of Trustees affirms the recommendation of the Group Insurance Committee of a 0% increase for health insurance rates for the 2023 Plan Year.** 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 13 minutes.

4.03 PRESENTATION AND DISCUSSION REGARDING CERTIFIED STAFFING LEVELS AND VACANCIES FOR THE 2022-23 SCHOOL YEAR

Emily Ellison, Chief Human Resources Officer, provided an update on the number of certified vacancies prior to the start of the new school year and to decision to move Teachers on Special Assignment (TOSAs) back into the classrooms. She cautioned that

the total number of certified vacancies was somewhat inflated by the additional positions created from Elementary and Secondary School Emergency Relief (ESSER) funding. The District had been tracking fairly consistently with prior year vacancies until mid-July, when she became concerned over the continued number of vacancies and began conversations regarding possible solutions, including sending TOSAs back to the classrooms. Currently, the District had 146 open certified positions and 60 TOSAs who were in the process of being sent into the positions, which would then leave about 87 certified positions open. The District was considering various options for the open positions, including long-term substitutes, retirees, virtual instruction, and even student schedule changes. For context, at the start of the 2021-22 School Year, the District had 62 certified vacancies.

President Taylor asked what the average was for certified vacancies in the District at the beginning of a school year. Ms. Ellison noted that pre-pandemic, the District was able to get to under 20 vacancies, and post-pandemic, the average was around 60 vacancies.

President Taylor wondered what would happen if the District still had vacancies on the first day. Ms. Ellison remarked the District did have additional licensed staff in the schools that could fill in, such as administrators and other long-term substitutes. If there were concerns regarding enrollment at a particular school, the principal had the ability to redistribute the students into other classrooms until they were able to justify an additional position.

Trustee Smith asked if all 60 TOSAs would be going back to the classroom. Ms. Ellison explained one of the employees chose to resign instead of being transferred into the classroom. Human Resources was also processing requests from four employees related to Americans with Disabilities Act (ADA) accommodations; however, those employees could be used to fill alternative positions, such as virtual learning. She was fairly confident at least 58 would be returning to the classroom.

Trustee Smith inquired if there were any potential out-of-pocket or other costs the TOSAs could incur because of the reassignment. Ms. Ellison noted there would be no changes to any of the TOSAs contract statuses, so they would remain on 195-day contracts versus the 180-day contract for classroom teachers. Additionally, the TOSAs would be provided 2 additional contract days because of the impact. The District was working to keep individuals within their area of licensure; however, if an individual wanted to pursue an additional area, such as Special Education, the District would provide information on external scholarship opportunities for the added expense. Unfortunately, the District did not currently have the resources to provide scholarships.

Trustee Mayberry requested clarification on compensation increases for teacher aides and assistants. Ms. Ellison provided additional information on the reclassification of aides and assistants. All aides and assistants received an increase in base compensation. With the

reclassification, some assistant positions were provided additional hours and were now benefitted positions.

Superintendent Enfield noted the Nevada Education Association believed there were around 3,000 unfilled teaching positions in Nevada. The shortage was not unique to the Washoe County School District or even the State of Nevada. In terms of getting back to basics, the District needed to focus on the primary mission of educating children, which could not occur if there were not teachers in the classroom. When looking at close to 200 vacant teaching positions 1 week prior to the start of school, she made the difficult decision to pull the TOSAs back into the classroom. She understood the concerns and the hardship on the TOSAs and she was deeply sorry for the timing. She also knew there would be an impact on the supports that could be provided to teachers in terms of professional learning; however, she believed it was critical for the District to prioritize children learning over adult learning. She indicated she would continue to provide updates to the Board on the impacts of moving the TOSAs and pledged to begin planning for the 2023-24 School Year at the end of the month, so the District was not in the same position.

Trustee Smith asked if there was a potential for the TOSAs to return if additional certified staff were hired in those positions. Ms. Ellison remarked that she could not guarantee that would occur and would not want to provide false hope. She would prefer the TOSAs remain in the classroom positions for the school year to provide stability for the students.

5. Reports

5.01 BOARD REPORTS

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

President Taylor recessed the meeting for 10 minutes to address a technological problem.

5.02 STUDENT REPRESENTATIVE REPORT

This item was not heard due to time.

5.03 SUPERINTENDENT'S REPORT

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

6. Closing Items

6.01 PUBLIC COMMENT

Dr. Stephanie Vega was a parent and teacher in the District. She hoped Superintendent Enfield would actually be meeting with the teachers for conversations to help build trust. She felt it would be challenging for the Superintendent to build trust with the decision to move the Teachers on Special Assignment (TOSAs) right before the start of the new school year. She believed if other teachers had known what would occur, they would have been willing to have a meeting ahead of any decision. She claimed other teachers would have been willing to step up and take on additional duties if they knew those who provided them help and support on various topics throughout the year would no longer be an available resource.

Melissa Nordeen was a parent of a student at Coral Academy of Science. She spoke in support of the proposed expansion of Coral Academy into northwest Reno. She mentioned Coral Academy had provided a safe environment for her children when they did not feel safe. She believed the expansion would provide more opportunities for other parents and children to feel safe and receive a great education.

Feyzi Tandogan, Executive Director, Coral Academy of Science, thanked Washoe County School District and the Board for being Coral Academy of Science's sponsor. He spoke to the proposed expansion in northwest Reno. He believed the proposed location was appropriate because Coral Academy had recently expanded into another former fitness center so they were aware of what would be required in terms of renovations. He did not believe the school had violated any terms in the current charter agreement and that they had followed the same procedures in terms of notifying the District they had previously used for other expansions.

Nicole Pifer, Human Resources Director, Coral Academy of Science, recalled there were over 40 minutes of public comment from 16 individuals and over 50 emails sent in support on the proposed expansion of Coral Academy in northwest Reno. She believed Coral Academy had provided enough information that the new campus would be successful because of the number of students interested in enrolling in the new location. She urged the Board to approve the proposed expansion to Coral Academy could begin renovations to the building and allow the facility to open for the 2023-24 School Year.

Halil Canbekli, Director of Business and Finance, Coral Academy of Science, spoke in support of the proposed expansion of Coral Academy into northwest Reno. He provided financial information he believed supported the request to open a new school. He did not believe there were any risks to the Washoe County School District because he felt the school would not only meet, but exceed enrollment projections. He provided reasons why a new Coral Academy would be financially stable in the future.

Amber Spencer was the vice-president of the Coral Academy Booster Club. She urged the Board to support the proposed expansion and referred to an information sheet

previously sent to the Trustees that provided answers to some of the questions asked at a prior meeting. She did not believe the Coral Academy families should be forced to wait any longer for approval of the proposed expansion. She could not understand why others felt a Coral Academy campus would fail based on prior experiences. She stated if the proposed expansion was not approved, the families would believe hurdles were intentionally being placed in the way.

Dr. Engin Arslan, Coral Academy of Science Board of Directors President, spoke in support of the proposed expansion of Coral Academy into northwest Reno. He provided additional financial information on why the new location would be successful. He believed Coral Academy had gone above and beyond in terms of what they were required to provide to the District and did not understand why there continued to be questions.

Jeff Church spoke about the release of recent test scores from the District. He expressed concern that over 66% of students were not meeting math standards, even if there had been a slight improvement over the previous years. He was also concerned over the 3% drop in math scores based on pre-pandemic data. He spoke to the SAT scores and remarked it was important to note the District's score was lower than the state score. He indicated there were also two national organizations that ranked Nevada 49th and 46th in the nation.

Jennifer Parlane was a parent of a student involved in the Damonte Ranch High School Marching Band. She spoke of the importance of band and was extremely concerned over what she believed was the school "starving" the band program, which was an important part of their signature academy. She claimed the band had been routinely denied the use of facilities needed for practices over athletic teams. She noted Damonte Ranch High School had the top marching band in Nevada but was only provided access to the stadium one time in October for practice. She gave additional examples of when the band was not allowed to use the facilities in favor of athletic teams.

Gary Slattengren was a parent of a student involved in the music program at Damonte Ranch High School. He was also concerned over the lack of space provided to the band for their practices. He noted the number of students who participated in band was almost equal to the number of students who participated in sports. He expressed frustration over the lack of equity for space for music teams who participated in various competitions. He added those students who participated in music programs were also some of the highest academic performing students.

Helen Slattengren was a parent of a student involved in the music program at Damonte Ranch High School. She agreed with the prior comments regarding the lack of use of facilities and felt the District should conduct an audit on the equitable use of facilities for all school programs. She expressed frustration over the amount of fees band families were required to pay because it was much more than other groups.

Greg Kitchingman was the parent of a band student at Damonte Ranch High School. He noted his son had first started at Damonte Ranch High School on a variance for the signature program because of the quality of the music program. He spoke of the commitment of the students and their families to the program and how important it was for everyone to participate for the success of the program. He wished the school was as dedicated to the band program as the program was to the school.

Pablo Nava Duran urged the Board to reconsider the zoning of students in the Neil Road area to Damonte Ranch High School. He believed it would be more appropriate for those students to be zoned for Earl Wooster High School because it was closer. He expressed concern over the lack of transportation provided to the students because the city buses did not go out to Damonte Ranch High School.

The Board received emails from the following:

Richard Peterson
Cathy Logan
Sarah Adler
Kindra Fox
Jenni Anderson
Megan Beckam
Stephanie Vega

6.02 NEXT MEETING ANNOUNCEMENT

The next Regular Meeting would take place on Tuesday, August 23, 2022

6.03 ADJOURN MEETING

There being no further business to come before the members of the Board, President Taylor declared the meeting adjourned at 5:14 p.m.

Angela D. Taylor, President

Ellen Minetto, Clerk