



NEVADA LEGISLATURE WORKING GROUP ON SCHOOL ORGANIZATIONAL TEAMS AND OTHER ISSUES RELATING TO THE REORGANIZATION OF THE CLARK COUNTY SCHOOL DISTRICT

(Assembly Bill 469 [Chapter 11, *Statutes of Nevada 2017*])

SUMMARY MINUTES AND ACTION REPORT

The second meeting of the Nevada Legislature's Working Group (Working Group) on School Organizational Teams and Other Issues Relating to the Reorganization of the Clark County School District School (CCSD) was held on Tuesday, January 09, 2018, at 9:00 a.m. in Room 4401, Grant Sawyer State Office Building, 555 East Washington Avenue, Las Vegas, Nevada. The meeting was videoconferenced to Room 3137, Legislative Building, 401 South Carson Street, Carson City, Nevada.

The "Summary Minutes and Action Report," "Meeting Notice and Agenda," meeting materials, and video or audio recording of the meeting are available on the Committee's website at <https://www.leg.state.nv.us/App/InterimCommittee/REL/Interim2017/Committee/1423>. In addition, copies of the audio or video record are available through the Legislative Counsel Bureau's Publications Office (e-mail: publications@lcb.state.nv.us; telephone: 775/684-6835) and may also be available on <http://www.leg.state.nv.us/Granicus/>.

COMMITTEE MEMBERS PRESENT:

Senator Becky Harris, Chair
Senator Moises (Mo) Denis
Sandy Alvarez
Kelly Crompton
Grant Hanevold
Christina Hollowood
Larry Moses
Elena Rodriguez
Xavier Seto
Anna Slighting
George Warner
Ken Womer

COMMITTEE MEMBER PRESENT VIA TELECONFERENCE:

Annette Owens

COMMITTEE MEMBERS ABSENT:

Richard Derrick

Myron Lesane

Rich Shuman

David Wilson

LEGISLATIVE COUNSEL BUREAU STAFF PRESENT:

Kelly S. Richard, Senior Principal Policy Analyst, Research Division

Brenda J. Erdoes, Legislative Counsel, Legal Division

Christina Harper, Senior Research Secretary, Research Division

Julianne King, Senior Research Secretary, Research Division

Items taken out of sequence during the meeting have been placed in agenda order.

AGENDA ITEM I—CALL TO ORDER

Chair Harris called the meeting to order.

Chair Harris welcomed Working Group members and the public to the second meeting of the Working Group on School Organizational Teams (SOTs) and Other Issues Relating to the Reorganization of the Clark County School District and reviewed general meeting information and testimony guidelines.

AGENDA ITEM II—APPROVAL OF MINUTES OF THE MEETING HELD ON NOVEMBER 15, 2017

MOTION: Dr. Moses moved to approve the minutes of the November 15, 2017, meeting. The motion was seconded by Senator Denis and passed unanimously.

AGENDA ITEM III—PUBLIC COMMENT

Chair Harris announced that the Working Group would hold meetings at various times on different days of the week to increase attendance and participation. She then called for public comment.

Serena Koerner, CCSD employee, expressed frustration with her request for school financial records from CCSD ([Agenda Item III](#)).

Former Assemblyman David M. Gardner wanted to ensure that the draft regulations regarding protections against retaliation and reprisal covered parents from retaliation as well. He also expressed concern that money budgeted to schools this year was moved for another purpose, which compelled him to question whether CCSD would comply with reorganization.

Steve Brown, private citizen, Las Vegas, Nevada, asked whether the recommendations of the Working Group would be taken seriously by the Nevada Legislature. He also pointed out that new teachers have not received their \$5,000 bonuses.

AGENDA ITEM IV—PRESENTATION CONCERNING DRAFT REGULATIONS TO ESTABLISH PROTECTIONS AGAINST RETALIATION OR REPRISAL AGAINST MEMBERS OF SCHOOL ORGANIZATIONAL TEAMS

(This agenda item was taken out of order.)

Michael Vannozzi, Vice President of Creative Strategies, TSC² Group, Las Vegas, Nevada, discussed draft regulations regarding protections against retaliation and reprisal ([Agenda Item IV](#)). He highlighted the following topics discussed among stakeholders of the regulations:

- Various types of complaints to resolve;
- Input from SOTs on the selection of school principals;
- Some employees feel retaliated against due to their role in an SOT;
- Flexibility of regulations to address issues; and
- The need for a cooperative relationship between SOT members and CCSD.

Mr. Vannozzi stated that the Working Group and Nevada's Department of Education (NDE) will be contemplating the appropriate roles for the State and CCSD to play in resolution dispute issues in the future.

Chair Harris pointed out that the language in the draft regulations was vague and could potentially be interpreted as extending to private employers. She shared her concern about the length of the timeline in the draft regulation ([Agenda Item IV](#)) and suggested the school district's initial response to a written complaint be more timely. She also recommended the need for consistent language throughout the regulation. Chair Harris added that should NDE need additional time for its investigation into a dispute, the regulations should include the qualifications around what constitutes the necessity for additional time.

Upon questioning from Ms. Slighting, Mr. Vannozzi explained that CCSD's and NDE's dispute resolution processes are tiered.

AGENDA ITEM V—PRESENTATION CONCERNING POLICIES TO ADDRESS CONFLICTS RELATED TO SCHOOL ORGANIZATIONAL TEAMS

Kirsten Searer, Chief Communications, Marketing and Strategy Officer, CCSD, and Nicole Rourke, Associate Superintendent, Community and Government Relations, CCSD, gave a presentation on CCSD's recommendations for improving the SOT conflict resolution process ([Agenda Item V A](#)).

Following the presentation, Chair Harris provided suggestions to clarify and simplify the SOT dispute resolution process. She pointed out the need to clarify language in the recommendation ([Agenda Item V A-1](#)) so that SOT members, particularly parents, could initiate the dispute resolution process without confusion. Chair Harris also recommended the removal of vague language and the addition of concrete details on how to approach and work through the dispute resolution process. She advised that the term *majority* should be defined in regard to the process. Chair Harris pointed out examples of procedural unfairness and provided ways in which the dispute resolution process could be more fair. She emphasized the importance of having as few barriers as possible for SOT members to resolve a conflict.

Discussion ensued among Working Group members, presenters, and Carlos McDade, Chief General Counsel, CCSD, on the following:

- Concerns regarding the makeup of the appeal panel;
- Mediation assistance;
- Confidentiality issues; and
- Enforcement of district policy.

Ms. Searer and Ms. Rourke submitted information regarding the resolution process for SOTs ([Agenda Item V A-2](#)) for the record.

AGENDA ITEM VI—DISCUSSION CONCERNING DISPUTE RESOLUTION POLICIES

David M. Doto, Cofounder, American Academy of Alternative Dispute Resolution, was unable to appear before the Working Group. Chair Harris indicated Mr. Doto would be invited to present alternative dispute resolution techniques and practices at the Working Group's March meeting in Las Vegas, Nevada.

AGENDA ITEM VII—DISCUSSION OF EXPERIENCES OF SCHOOL ORGANIZATIONAL TEAM MEMBERS

(This agenda item was taken out of order.)

A discussion was held between Working Group members and the following SOT members: Jennifer Thomas, Teacher, Cheyenne High School; Yolanda Lowry, Librarian, K.O. Knudsen Middle School; Stacey Dallas Johnston, English Teacher, Las Vegas Academy of the Arts; and Tiffany Leonard, parent member, Las Vegas, Nevada, on the following issues:

- The inability to place items on agendas for school meetings;
- Budgetary concerns;
- The improvement of communication between the SOT and the community;
- Teachers' contracted time and discussion of SOT business;
- The advantages and disadvantages of standardizing the dissemination of information;
- SOT rules and procedures;

- The staggering of member terms;
- Reconsideration of the length of terms for members at elementary, middle, and high schools; and
- Elections held at the end, rather than the beginning, of the school year.

Following the discussion, Chair Harris directed the SOT members to provide her with ideas to improve the functionality of SOTs. The SOT members gave the following suggestions:

- Receive clarity from CCSD as to whether SOTs can be discussed during contract time or if they must be discussed independently;
- Give a representative oversight of SOTs to ensure each member understands and fulfills the duties of their position;
- Provide mentoring and training to members;
- Clarify the role and function of an SOT to the school and staff;
- Provide informational resources to new members;
- Create a network where members can connect and collaborate; and
- Standardize operating procedures in terms of expectations and responsibilities.

Carlos McDade, previously identified, clarified that site-based collaboration time is used for professional development. He stated that if the Clark County Education Association and the school's site-based collaboration team agree that SOTs may be discussed, then that time may be used to educate schools and staff on the function and duties of SOTs.

AGENDA ITEM VIII—PUBLIC COMMENT

No testimony was presented during the second call for public comment.

Chair Harris invited CCSD and NDE to return to a meeting in March to share how they have incorporated the Working Group's suggestions into their dispute resolution processes.

She announced the next meeting would be scheduled for January 30, 2018, at 3:30 p.m. to provide flexibility for teachers and other members of the public who work during the day to attend. She requested the Working Group to consider the types of qualifications they would like to see in a new superintendent, which would be the topic of conversation at the next meeting.

The following documents were submitted for the record:

- Written comments from Brad Evans, teacher member of the Valley High School SOT ([Agenda Item VIII A](#));
- Written comments from Nathan Harper, Chair of the Ulis Newton Elementary School SOT ([Agenda Item VIII B](#)); and
- Correspondence from Elena Rodriguez, CCSD employee ([Agenda Item VIII C](#)).

AGENDA ITEM IX—ADJOURNMENT

There being no further business to come before the Working Group, the meeting was adjourned at 12:28 p.m.

Respectfully submitted,

Julianne King
Senior Research Secretary

Kelly S. Richard
Senior Principal Policy Analyst

APPROVED BY:

Senator Moises (Mo) Denis*
Chair

Date: _____

*Senator Becky Harris resigned from office on January 16, 2018.

MEETING MATERIALS

AGENDA ITEM	WITNESS/ENTITY	DESCRIPTION
<u>Agenda Item III</u>	Serena Koerner, Employee, Clark County School District (CCSD)	Written Comments
<u>Agenda Item IV</u>	Michael Vannozzi, Vice President of Creative Strategies, TSC ² Group	Draft Regulations regarding protections against retaliation and reprisal
<u>Agenda Item V A</u>	Kirsten Searer, Chief of Communications, Marketing and Strategy Officer, CCSD, and Nicole Rourke, Associate Superintendent, Community and Government Relations, CCSD	PowerPoint Presentation
<u>Agenda Item V A-1</u>	Kirsten Searer, Chief of Communications, Ancillary Support, CCSD and Nicole Rourke, Associate Superintendent, Community & Government Relations, CCSD	Document regarding solving problems at school
<u>Agenda Item V A-2</u>	Kirsten Searer, Chief of Communications, Ancillary Support, CCSD and Nicole Rourke, Associate Superintendent, Community & Government Relations, CCSD	Document regarding the resolution process for School Organizational Teams (SOTs) related to the plan of operation”
<u>Agenda Item VIII A</u>	Brad Evans, teacher member of the Valley High School SOT	Written Comments
<u>Agenda Item VIII B</u>	Nathan Harper, Chair of the Ullis Newton Elementary School SOT	Letter
<u>Agenda Item VIII C</u>	Elena Rodriguez, CCSD employee	Correspondence with CCSD

The “Summary Minutes and Action Report” is supplied as an informational service. Copies of all meeting materials are on file in the Research Library of the Legislative Counsel Bureau, Carson City, Nevada. You may contact the Library at www.leg.state.nv.us/lcb/research/library/feedbackmail.cfm or (775) 684-6827.