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

The third meeting of the Working Group on School Organizational Teams (SOTs) and Other Issues Relating to the Reorganization of the Clark County School District (CCSD) for the 2017–2018 Interim was held on Tuesday, January 30, 2018, at 3:30 p.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 agenda, minutes, meeting materials, and video or audio recording of the meeting are available on the Working Group's meeting page. 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 IN LAS VEGAS:

Senator Moises (Mo) Denis, Chair
Kelly Crompton
Richard Derrick
Grant Hanevold
Larry Moses
Elena Rodriguez
Xavier Seto
Anna Slighting
Rich Shuman
George Warner
David Wilson
Ken Womer

COMMITTEE MEMBER ABSENT:
Sandy Alvarez
Christina Hollowood
Myron Lesane
Annette Owens

LEGISLATIVE COUNSEL BUREAU STAFF PRESENT:

Kelly S. Richard, Senior Principal Policy Analyst, Research Division
Jen Sturm, Senior Policy Analyst, Research Division
Risa B. Lang, Chief Deputy Legislative Counsel, Legal 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 Denis called the meeting to order. He conveyed his pleasure as serving as the new Chair of the Working Group. He thanked the previous Chair, former Senator Becky Harris, and wished her luck with her future endeavors.

AGENDA ITEM II—PUBLIC COMMENT

Ed Gonzalez, resident, Las Vegas, Nevada, commented on the development of the strategic budget. He said the budget should be allocated per pupil instead of based on staff ratios, and he noted the way budgets are being developed may be taking money away from schools.

AGENDA ITEM III—APPOINTMENT OF VICE CHAIR

Chair Denis stated that the appointment of Vice Chair would be postponed until future notice.

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

Steve Canavero, Ph.D., Superintendent of Public Instruction, Nevada's Department of Education (NDE), and Michael A. Vannozzi, Vice President of Creative Strategies, TSC^2 Group, Las Vegas, discussed the development of draft regulations regarding protections against retaliation or reprisal against members of SOTs.

Dr. Canavero pointed out the key changes NDE made in the draft's language since it was first introduced in October 2017: (1) the focus shifted from an adjudicatory process to a dispute resolution process; (2) the parameters of CCSD's dispute resolution process were defined to align with the feedback from CCSD, the Working Group, and other stakeholders, and; (3) the limits of NDE's secondary dispute resolution process were defined. He went over the updated regulatory concept document regarding protections against retaliation and reprisal against members of SOTs (Agenda Item IV). Dr. Canavero remarked that NDE's most beneficial role would be to mediate disputes related to claims of retaliation and reprisal and gave examples of situations when this would occur.

Discussion ensued among Dr. Canavero, Mr. Vannozzi, and the Working Group members on the following:

- The steps a CCSD employee takes after exhausting the collective bargaining agreement (CBA) process;

- The timeline of the dispute resolution process;
- The steps taken when an SOT member believes CCSD is not in compliance with State law;
- The three areas of dispute outlined in the draft regulations (Agenda Item IV); and
- The various disputes that would necessitate NDE's involvement.

Kirsten Searer, Chief Communications, Marketing and Strategy Officer, CCSD, stated CCSD was comfortable with the revised regulations after conversations with NDE.

Renisha O'Donnell, SOT Project Coordinator, Clark County Education Association (CCEA), commented on Senate Bill 369 (Chapter 379, *Statutes of Nevada 2017*) as it relates to the dispute resolution process. She noted many teacher members of her SOT do not feel comfortable requesting a formal investigation of the school climate due to fear of retaliation.

Nichole Bratsouleas, teacher, CCSD, expressed concern with the 45-day timeline in the draft regulations.

In response to questions from the Working Group, Dr. Canavero explained that teacher members of an SOT who felt retaliated against would seek resolution through the CBA; whereas, parent members of an SOT who felt retaliated against would seek resolution through the dispute resolution process. He noted teachers who were not part of an association and therefore not covered by the CBA could seek resolution through a commission, like any other State employee.

AGENDA ITEM V—DISCUSSION CONCERNING THE QUALIFICATIONS OF THE FUTURE SUPERINTENDENT OF THE CLARK COUNTY SCHOOL DISTRICT

Chair Denis called for members of the public to share their thoughts concerning the qualifications of the future superintendent of CCSD.

Nichole Bratsouleas, previously identified, commented that the future superintendent of CCSD should be a strong leader who can effectively work with the Board of Trustees and "clean house" in the district.

Reggie Revis, SOT member, Halle Hewetson Elementary School, CCSD, stated the future superintendent should be sensitive to the increasing diversity in CCSD.

Renisha O'Donnell, previously identified, referenced a document explaining the ten qualifications CCEA wishes to see in a future superintendent (Agenda Item V A).

Dr. Moses submitted a document outlining the desired qualifications of the future superintendent of CCSD (Agenda Item V B).

Discussion ensued among members of the Working Group on the qualifications of a future superintendent. They agreed that a future superintendent should be someone who:

- Collaborates with the various schools and stakeholders in CCSD;
- Fosters relationships with legislators and the community;
- Is a team builder and trainer;
- Is adept in financial matters;
- Is an instructional leader;
- Is in the business of people;
- Is open to healthy pushback;
- Recognizes and improves the culture, climate, and trust issues present in CCSD;
- Will create a five- to ten-year plan for CCSD; and
- Works within the confines of A.B. 469.

Mr. Seto added that it would be prudent to consider a candidate with a business background.

Deanna L. Wright, President, CCSD Board of Trustees, stated the Board is looking for the best possible candidate, regardless of which field he or she comes from. She also discussed the training received by the members of the CCSD Board of Trustees.

Chair Denis stated he would have the staff of the Legislative Counsel Bureau's Research Division compile the previously discussed qualifications of a future superintendent into a letter to be sent to the CCSD Board of Trustees and copied to the members of the Working Group.

AGENDA ITEM VI—PUBLIC COMMENT

Angie Sullivan, SOT member, Stanford Elementary School, CCSD, discussed the following issues faced by her SOT: (1) janitorial services being moved from the central office to the school; (2) attrition and budget issues; and (3) students injuring themselves in the schoolyard due to a dilapidated playground. She expressed that CCSD does not foster an environment that invites complaints or supports whistle-blowers. Ms. Sullivan shared how teachers are creating a mock budget to reflect how money from the reorganization of CCSD would be spent. She also emphasized the need for outreach to be printed in both English and Spanish.

Reggie Revis, previously identified, discussed the experiences, accomplishments, and challenges of his SOT, as well as the effects the SOT has had on student achievement.

Nichole Bratsouleous, previously identified, discussed her experiences on an SOT. She explained that she never felt uncomfortable or feared reprisal for voicing her opinions; however, she noted that SOT members at other schools did not share this feeling. Ms. Bratsouleous discussed the separate trainings given to staff and expressed concern that the messages from the trainings did not always align.

Charles Dayton, SOT member, Jim Bridger Middle School, CCSD, shared some positive aspects of the SOT and expressed his pleasure in being an SOT member.

Chair Denis announced the next meeting would be scheduled for some time in March.

Following the meeting, Jan Garrett-DeSimone, Cosmetology Department Leader, Southeast Career Technical Academy, Las Vegas, submitted written comments for the record regarding her experience as an SOT member and qualifications needed for the CCSD superintendent (Agenda Item VI).

AGENDA ITEM VII—ADJOURNMENT

There being no further business to come before the Working Group, the meeting was adjourned at 5:14 p.m.

Respectfully submitted,

Julianne King
Senior Research Secretary

Jen Sturm
Senior Policy Analyst

APPROVED BY:

Senator Moises (Mo) Denis
Chair

Date: _____

MEETING MATERIALS

AGENDA ITEM	WITNESS/ENTITY	DESCRIPTION
Agenda Item IV	Steve Canavero, Ph.D., Superintendent of Public Instruction, Nevada's Department of Education, and Michael A. Vannozzi, Vice President of Creative Strategies, TSC^2 Group, Las Vegas, Nevada	Draft Regulations
Agenda Item V A	Renisha O'Donnell, School Organizational Team (SOT) Project Coordinator, Clark County Education Association	Document regarding qualifications of a superintendent
Agenda Item V B	Dr. Larry R. Moses, member, Working Group on SOTs and Other Issues Relating to the Reorganization of the Clark County School District	Working copy regarding qualifications of a superintendent
Agenda Item VI	Jan Garrett De-Simone, Cosmetology Department Leader, Southeast Career Technical Academy, Las Vegas	Written Comments

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.