APPROVED

# Coral Academy of Science Las Vegas

# Minutes

## Regular Board Meeting

**Date and Time**
Saturday September 18, 2021 at 11:00 AM

**Location**
7777 Eastgate Rd. Henderson, NV 89015

**Posting of Agenda:** This agenda has been posted at the following locations:

Coral Academy of Science Las Vegas ("CASLV"), Green Valley Library, Enterprise Library, James Gibson Library, Paseo Verde Library. Whitney Library, CASLV website at www.caslv.org, and Nevada Public Notice website at http://notice.nv.gov.

**Format / Procedures / Rules**: This is a notice of a public meeting held pursuant to NRS Chapter 241. Members of the public are invited to be present.

Certain items may be removed from open/public consideration if permitted or required by Nevada law. The Board may also (i) take agenda items out of order; (ii) combine two or more items for consideration; (iii) separate one item into multiple items; (iv) table an agenda item to a future meeting; and/or (v) remove an agenda item.

Reasonable efforts will be made to assist and accommodate persons with physical disabilities desiring to attend the meeting. Please contact Ms. Shepard at ashepard@coralacademylv.org at least 48 hours before the time of the meeting, if possible, so that reasonable arrangements may conveniently be made.

Please also contact Ms. Shepard if you would like a copy of the agenda and any public reference materials relating to agenda items. Those materials will also be available at the meeting location.

Those materials would provide you with greater context and clarity as to the matters under discussion.

By law, no one may willfully disrupt the meeting to the extent that its orderly conduct becomes impractical.

All items are action or possible action items if denoted as such.

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**Directors Present**
Ann Diggins, Arlene Hayman, Dr. Carryn Warren (remote), Elizabeth Kazelskis, Feyzi Tandogan

**Directors Absent**
Brin Gibson, Esq., Philip Zhang

**Guests Present**
Andrea Shepard, CASLV Executive Assistant, Dr. Ercan Aydogdu, Nick Sarisahin

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## I. Opening Items

### A. Pledge of Allegiances

### B. Call the Meeting to Order

Ann Diggins called a meeting of the board of directors of Coral Academy of Science Las Vegas to order on Saturday Sep 18, 2021 at 11:04 AM.

### C. Public Comment

Parent comment #1: The public comment by Ms. Jennifer Andreevski was read by Ms. Shepard. Ms. Andreevski expressed concerns regarding CASLV's teacher salary schedule. It is no secret that teacher shortages are a major problem plaguing Nevada. She hopes CASLV reconsiders its pay scale to attract more teachers. She thinks having a competitive pay scale would remove some hurdles to hiring competent teachers for our students.

Parent comment #2: The public comment was read by Ms. Shepard as the parent requested to remain anonymous. It was stated that they would like to ask the board to consider adding specific language to the Student/Parent handbook regarding threats of a school shooting. The parent discussed a specific situation and asked the board to review the protocol and the way it was handled. There was also a safety concern discussed regarding a gate at CASLV Sandy Ridge.

Ms. Diggins discussed the procedure with public comments noting there is a lot to unpack in the public comments presented to the board. Ms. Diggins asked if this can be

discussed in the closed session since there are some student confidentiality and personnel issues discussed. Mr. Gardberg said he was aware of this and monitored the outcome. Mr. Gardberg advised that this can be discussed in the closed session without violating any state or federal laws. Mr. Gardberg added as a reminder that the school has a 35-page safety protocol covering many scenarios, including threatened or actual shootings. He also added that we recently had the Metropolitan Police Department visit each campus to look at safety and they were incredibly complimentary to the CASLV campuses in terms of safety.

## II. Consent Agenda

### A. Approval of the August 17, 2021 Special Board Meeting Minutes (For Possible Action)

Ms. Diggins asked everyone on the board if they had a chance to review the consent agenda items and everyone confirmed they did.

### B. Purchase of Chromebooks (For Possible Action)

Ms. Kazelskis noted that Sandy Ridge desperately needs Chromebooks. Ms. Hayman asked for clarification regarding the invoices provided. Mr. Nick explained there are three different quotes. Mr. Nick confirmed the recommendation is CDWG which is the lowest quote.
Feyzi Tandogan made a motion to approve the consent agenda including the August 17, 2021 Special Board Meeting Minutes and the Purchase of Chromebooks in the amount of $160,986.24 from CDWG.
Ann Diggins seconded the motion.
The board **VOTED** to approve the motion.

## III. Discussion & Possible Action Items

### A. Amendment of the Relocation Policy (For Possible Action)

Mr. Ercan explained this was previously approved by the board of directors. The minimum distance of 100 miles does not cover neighboring cities such as Kingman, Arizona. We proposed decreasing the minimum mileage requirement to attract potential teachers from these areas. We would like to amend the policy effective July 2021, to 70 miles rather than 100 miles.

Ms. Diggins added with the current job market, particularly for teachers, we need to do everything we can.
Arlene Hayman made a motion to amend the Employee Relocation Policy as presented.
Elizabeth Kazelskis seconded the motion.
The board **VOTED** to approve the motion.

### B.

**Teacher Referral Policy (For Possible Action)**

Mr. Ercan explained we began the new school year with some vacancies at our campuses. Over the summer we had a few teachers move out of state for various reasons. The current job market for teachers is very difficult. It was discussed among administration that word of mouth referral is an important and useful tool CASLV can implement to help recruit qualified teachers. We would like to have this policy in place to help in this tight job market. CASLV has utilized a similar policy in the past with success. Mr. Ercan received pre-approval for this proposed policy from Ms. Diggins but wanted to bring it before the entire board of directors for approval.

There were a few changes made after Ms. Diggins pre-approved, which added the principals and assistant principals to be included in the policy. Initially, Mr. Ercan thought it would be a conflict of interest since principals and assistant principals interview the candidates. Since administrators have been successful in recommending good candidates, we made it a condition that the campus administrators can be eligible for referral stipend only for the referral of teachers to a campus other than their own. The central office staff will be excluded from this policy. Mr. Gardberg also made edits to the policy and he confirmed it is not a conflict of interest.
Feyzi Tandogan made a motion to approve the Teacher's Referral Policy.
Elizabeth Kazelskis seconded the motion.
The board **VOTED** to approve the motion.

**C. Staff Vaccination Policy (For Possible Action)**

Mr. Ercan indicated we started this policy after the August 17th board meeting and it was implemented immediately. All staff members need to submit their proof of vaccination or provide weekly COVID PCR negative test results. Currently we have 78.87% of staff that has provided their proof of vaccination. Mr. Ercan reviewed the percentages for each campus. We are still trying to achieve vaccination for all staff members. Starting this Monday, we will have PCR COVID testing units available at each campus. The campus can test staff as well as students with parent signed waiver.

Ms. Peevy added that since the last board meeting the percentage has increased from 68% to 78% and we are close to the 80% goal. There was a huge increase in the last month. We are hopeful the number will steadily increase. If a staff member is not vaccinated, they need to provide us with test results every 7 days.

Ms. Hayman asked to clarify that staff should be tested outside of the normal workday and on their own time. Ms. Peevy confirmed yes. Ms. Diggins asked how disruptive COVID-19 is in regard to in-person learning. CASLV is handling suspected and confirmed cases of COVID-19 right now. Mr. Ercan informed the board that our Director of Operations communicates with the Southern Nevada Health Department (SNHD) and we do close contact tracing right away. Teachers or staff members can work remotely if feasible. If a staff member is vaccinated then they can continue to work in person.

Ms. Diggins asked the board if they felt additional board action is required to increase the vaccine rate among staff. She is concerned about the three campuses that have lower vaccinated staff numbers especially those that have elementary and middle school students. Ms. Diggins asked for feedback from the board. Ms. Peevy added she has received some feedback that some staff members are not comfortable getting the vaccine saying there is not enough data.

It was discussed that we start an incentive to encourage more staff to get vaccinated. Ms. Diggins is in favor of mandating the vaccine. Ms. Hayman agrees but she is concerned teachers might quit. The board agrees that starting the incentive is an ideal solution. Mr. Ercan proposed the central office to design an attractive plan. Mr. Tandogan suggested earning an additional personal day as an alternative. Ms. Diggins added that we can take a look at the percentages and if there is no movement by the next board meeting, we can look at doing additional individual incentives. No action. This was tabled to the October meeting.

**D. CASLV'S Targeted Outreach Plan and Weighted Lottery Policy (For Possible Action)**

Mr. Ercan presented CASLV's Targeted Outreach Plan and discussed the weighted lottery policy. The Targeted Outreach Plan was created per the State Public Charter School Authority (SPCSA). Mr. Ercan explained CASLV hired Ms. Janelly Corona as the new Community Outreach Coordinator. Mr. Ercan discussed Ms. Corona's role and responsibilities as well as CASLV's advertising plans. It was also discussed that part of this plan is the weighted lottery which will grant a weight of 4x to students who are qualified for free or reduced-price lunch (FRL) program in the lottery. Mr. Ercan indicated CASLV is currently doing a campaign incentive to increase the Free and Reduced Lunch forms completed by parents. Each campus FRL percentage has already improved and we are expecting more improvement by October 1st.

The SPCSA has agreed with these terms and Mr. Gardberg has reviewed the policy. CASLV will compare each campus' FRL percentage with neighboring CCSD schools within a 5-mile radius. If the CASLV percentage is within 90% of the average of the CCSD campuses then that CASLV campus will be exempt from the weighted lottery. This will be based on the previous year's FRL percentages. If a parent cannot provide supporting documentation before the lottery date then they will receive one ticket. Mr. Ercan reviewed a chart indicating the FRL comparison explanation. Ms. Hayman asked about priorities and Mr. Ercan confirmed the priorities will come first. Mr. Ercan gave an explanation of the priorities. The targeted enrollment plan will be presented to the board at the October board meeting.
Arlene Hayman made a motion to approve the CASLV Targeted Outreach Plan which included the Lottery Application procedures for the Weighted Lottery Policy.
Feyzi Tandogan seconded the motion.

The board **VOTED** to approve the motion.

**E. City of Henderson and Nevada State Marshall Division Permit Payments (For Possible Action)**

Mr. Ercan explained this was time-sensitive regarding the new Cadence campus and we asked for Ms. Diggins to pre-approve it as it was above Mr. Ercan's approval limit. Mr. Nick explained it is not affecting our budget. It is from the 2021 tax-exempt bond and we allocated $400,000 under permits and inspections.
Feyzi Tandogan made a motion to approve the Nevada State Marshall Division Permit Payment in the amount of $50,423.05.
Ann Diggins seconded the motion.
The board **VOTED** to approve the motion.

**F. Selection of the Company to Perform Inspection Services for the Cadence Campus Construction (For Possible Action)**

Mr. Nick explained that our architect only received one bid from Ninyo & Moore in their request for proposals. Ninyo & Moore is the recommendation as CASLV has a good relationship with them from the Nellis construction project. Ms. Kazelskis added Ninyo & Moore is a great company.
Ann Diggins made a motion to approve the selection of Ninyo & Moore to perform inspections of the Cadence project in the amount of $107,859.
Arlene Hayman seconded the motion.
The board **VOTED** to approve the motion.

**G. Financing Team's Fees Amendment for the Underwriter's Counsel Fee (For Possible Action)**

Mr. Nick explained, the board previously approved the closing costs. However due to unforeseen issues with the bond relating to the Eastgate campus, the underwriter's counsel fees increased. The fee was increased from $65,000 to $75,000 as a change to the bond structure was required. This was also requested for Ms. Diggins to pre-approve. Mr. Nick negotiated and decreased the underwriter’s fee from 1.5% to 1.25%, the borrower counsel’s fee from $60,000 to $50,000, and the bond counsel’s fee from $125,000 to $80,000. Ms. Diggins said we had to pay underwriter’s counsel’s closing costs.
Arlene Hayman made a motion to approve an increase of $10,000 from $65,000 to $75,000 to the underwriter's counsel's fee.
Elizabeth Kazelskis seconded the motion.
The board **VOTED** to approve the motion.

**H. Liability Insurance Renewal (For Possible Action)**

Mr. Nick indicated that CASLV's insurance broker provided three quotes. The current quote increased by $16,218, the expired premium amount is around $105,056, and the

proposed premium amount is $116,774. This is the liability insurance renewal for all CASLV campuses. Ms. Diggins added she doesn't think it is a terrible increase. Mr. Gardberg said he wants to be sure that the umbrella policy purchased by the Eastgate landlord is not the $10,000 difference. Mr. Nick said he will double-check. Ms. Diggins asked if we should hold on approving this. Mr. Nick said this can be approved now and he can inform the board if it decreases at the next board meeting.
Ann Diggins made a motion to approve the liability insurance renewal with the increased amount of $10,000 for a total of $116,254 with the addition that staff will ensure the Eastgate-triggered policy premium for the Eastgate campus is aligned with this new policy and still covered by any applicable third party.
Feyzi Tandogan seconded the motion.
The board **VOTED** to approve the motion.

### I. Annual CSAN Membership Fees Payment for 2020-2021 School Year (For Possible Action)

Ann Diggins made a motion to Approve the correct amount for the membership in the amount of $15,204 for the 2020-2021 school year.
Arlene Hayman seconded the motion.
Ms. Diggins said this is for the Charter School Association of Nevada's annual membership. Ms. Diggins made a motion to approve the correct amount for the CSAN Membership in the amount of $15,204 for the 2020-2021 school year.
The board **VOTED** to approve the motion.

## IV. Information/Discussion Items

### A. Update Regarding Academic Interventions at Nellis AFB campus (Information)

CASLV Nellis Campus Principal, Mr. Yutuc, presented an updated report that was submitted to the SPCSA. The report provides the Authority with an update in regards to the academic and action plans implemented following the Notice of Concern Nellis received from the 2018 - 2019 school year. The board was reminded that the pandemic has created a learning loss across the educational world. Before the 2018-2019 school year Nellis had a 4-star rating per the NSPF. However, during the 2018-2019 school year the NSPF separated elementary and middle school test results which had major implications on the star ratings. The middle school impressively received a 5-star rating but the elementary school received a 2-star rating. When Mr. Yutuc started in the 2019-2020 school year, he was tasked with implementing action items and interventions to bring the Nellis campus elementary rating to a 3-star rating or higher.

The Nellis admin team identified a few factors, clearly the SBAC test scores, student chronic absenteeism rate, and overall structures and operations at the Nellis campus. The goal was to achieve a rating of 4-stars by increasing student achievement growth in math and reading as well as developing and maintaining more strategic streamlined

student attendance practices and overall increasing that level of collaboration and culture within the school setting.

Mr. Yutuc reviewed the 2020-2021 school performance plan and the goals. They are focusing on increasing rates in both proficiency and growth. Their fall MAP data proficiency rates had areas of concern but it was a great starting point. Mr. Yutuc shared a graph of the results and discussed them in detail with the board. They have planned small group sessions and intensive skill-based interventions as well as Saturday sessions in December/January to provide SBAC support.

Ms. Diggins said this sounds great, however she is concerned 60% of these students will be limited if we can not close their learning gap. Other than the tests, is there something more we can do? Are they getting additional math instruction? Mr. Yutuc explained interventionists target each student's goals based on where they are so they are set up for success. Ms. Diggins asked if the CASLV Nellis campus needs any monetary resources for after-school tutoring or is there anything the board can do in terms of resources. Mr. Yutuc said Mr. Ercan and Mr. Nick have been very supportive and generous in that regard, but if there are any additional resources needed by the campus, he will say no. Supporting teachers is important and the board would like to show appreciation for their time and dedication especially for Saturday school. Ms. Diggins said that the board will support a proposal at the upcoming board meetings to help support CALSV Nellis.

**B. Financial Update by DMS (Information)**

Mr. Nick indicated we are working on the Investment Policy and plan to bring it to the October board meeting. The site audit is complete and we provided all of the documents to the auditors. The audit report will also be reported at the next board meeting. We received the grading permit for the new Cadence campus and construction has started. Mr. Gardberg will file the 501(c)(3) application and we hope to receive approval soon.

Mr. Paul Khoury from DMS presented the Financial Update and noted everything is on track. CASLV has 305 days of cash on hand and the cash ratio is very healthy. CASLV financials are very strong and the balance sheet is healthy. Everything exceeds standards per the state of Nevada. There are no concerns to point out and everything is positive.

Mr. Ercan noted CASLV currently has an audit near completion and the auditors complimented DMS and CASLV for doing everything clear, clean, and by the book.

**C. Report of Purchases and Expenses Between $10,000 and $25,000 (Information)**

Mr. Ercan reviewed the expenses over $10,000 with the board which included curriculum purchases, cybersecurity, crossing guard fees at Sandy Ridge, an additional oven for Tamarus, and refrigerators for each campus.

**D. Executive Director's Progress Report (Information)**

Mr. Ercan discussed CASLV's accomplishments and important information regarding students and school clubs with the board.

- Mr. Ercan shared photos and information regarding the start of the school year with all students on campus. Mr. Ercan thanked CASLV teachers and administrators for all their hard work. It was great to see students of ages head back to the classroom.
- CASLV Sandy Ridge Principal was featured on FOX5 Las Vegas discussing students back to school.
- Best of Las Vegas voting is open. CASLV received GOLD last year in all four categories. Please vote for CASLV!
- There is a new student lounge at Sandy Ridge near the multipurpose room that features cell phone and laptop chargers.
- NIAA High School Girls Volleyball has been having great games this season.
- Mr. Ercan shared an image of the new Cadence Campus site from a recent visit the team had to plan the upcoming groundbreaking.
- CASLV Cadence campus groundbreaking will take place on September 28th at 10:00 am. Mayor March, Commissioner Gibson, and other dignitaries have been confirmed to attend.
- Mr. Ercan gave an update regarding the Cadence campus construction noting CASLV has started to recruit key personnel.
- Mr. Ercan reviewed a graph of students that are currently in Distance Learning.
- Staff vaccination report details were reviewed in detail.
- Mr. Ercan presented the SBAC ELA participation rate for the 2020-2021 school year as well as the SBAC Math proficiency rates comparison 2019-2012/2020-2021, and the SBAC proficient difference overall campuses percentage. This data was recently released by the Nevada Department of Education.
- Mr. Ercan presented the FRL percentages for each campus to show the improvement each campus has made this school year compared to the 2020 school year.
- The next board meeting will be in-person at Sandy Ridge on October 27th at 5:00 pm.

**V. Potential Action(s), if any, re. the legal matters heard during the Closed Session (Item V) (Action)**

**A. Potential Action(s)**

Ms. Diggins stated we do not have action items from the closed session but there are two information/follow-up items. One is addressing the anonymous public comment regarding school safety and procedures. The board heard a detailed report from CASLV legal counsel and the Executive Director and we are confident that the safety procedures and requirements legally are being followed in collaboration with law enforcement.

The second information item is regarding the salary scale public comment that was made and Ms. Diggins indicated the board completely agrees with everything that was said in that public comment. In October, the board looks forward to reviewing a proposal to increase CASLV's salary scale which the Executive Director has been working on with his leadership team to get more in line with CCSD's salary scale at all levels for teachers.

## VI. Closing Items

### A. Adjourn Meeting

Arlene Hayman made a motion to adjourn the meeting.
Elizabeth Kazelskis seconded the motion.
The meeting was adjourned at 1:59 pm.
The board **VOTED** to approve the motion.
There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 1:59 PM.

Respectfully Submitted,
Arlene Hayman