



## Coral Academy of Science Las Vegas

### Minutes

#### Coral Academy of Science Board Meeting

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**Date and Time**

Wednesday May 29, 2024 at 4:30 PM

**Location**

CASLV Central Office  
8985 S. Eastern Ave #375  
Las Vegas, NV, 89123

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

Coral Academy of Science Las Vegas ("CASLV") Central Office, CASLV website at [www.caslv.org](http://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](mailto: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, Chan Lengsavath, Esq., Dr. Carryn Warren (remote), Elizabeth Kazelskis, Feyzi Tandogan

### **Directors Absent**

Brin Gibson

### **Guests Present**

Andrea Shepard, CASLV Executive Assistant, Bridget Johnson-Peevy, CASLV Chief People Officer, Dr. Ercan Aydogdu, CASLV CEO & Executive Director, Emrullah Eraslan, CASLV Cadence Campus Principal, Freddi Wicker, Center for Sustainable Leadership Partner (remote), Gil Lopez, CSAN Executive Director, Ismail Kocabiyik, CASLV Windmill Campus Principal, Kristina Aubert, Nellis & Creech AFB School Liaison Program Manager, Mark Gardberg, CASLV Legal Counsel, Mark Hendrie, DMS Representative (remote), Mia Nelson, Nellis AFB Principal, Nick Sarisahn, CASLV CFO, Selim Tanyeri, CASLV Chief Operating Officer

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## **I. Opening Items**

### **A. 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 Wednesday May 29, 2024 at 4:31 PM.

There was a break from 6:40 p.m. to 6:47 p.m. Ms. Diggins left the meeting at 6:40 p.m. Mr. Tandogan left the meeting from 7:42 p.m. to 8:20 p.m. and left the meeting at 8:45 p.m.

### **B. Public Comment**

There were no public comments.

## **II. Proclamations, Commendations and Presentations**

### **A. Staff Recognition (Information)**

Dr. Ercan introduced Mr. Serdar, the Principal of CASLV Centennial Hills, and highlighted his 12-year history at CASLV, emphasizing his achievements. Mr. Serdar has done a phenomenal job at CASLV. The board presented Mr. Serdar with an appreciation award and thanked him for his dedication. Mr. Serdar expressed his gratitude to Dr. Ercan, the board, and the CASLV community.

Ms. Diggins, speaking on behalf of the board, expressed pride in Dr. Ercan and Dr. Gunozu for completing their doctorates. The board presented a personalized pen for both Dr. Ercan and Dr. Gunozu.

### **III. Consent Agenda**

#### **A. April 24, 2024 Regular Board Meeting Minutes (For Possible Action)**

Dr. Carryn Warren made a motion to approve the minutes from Coral Academy of Science Las Vegas Board Meeting on 04-24-24.

Feyzi Tandogan seconded the motion.

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

#### **B. May 13, 2024 Finance & Facilities Committee Meeting Minutes (For Possible Action)**

Motion to approve the minutes from Finance and Facilities Committee Meeting on 05-13-24.

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

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

#### **D. Remodeling of Existing Sandy Ridge Campus Storage Spaces to Have More Office Rooms (For Possible Action)**

#### **E. Install Iron Toppers for Back Walls of Centennial Hills and Tamarus Campuses' for Security (For Possible Action)**

#### **F. Replacement of Windmill Campus Turf (For Possible Action)**

#### **G. Summer Deep Cleaning (For Possible Action)**

#### **H. Purchase of Computers for Cadence Campus (For Possible Action)**

#### **I. Purchase of Interactive Boards for Centennial Hills (For Possible Action)**

#### **J. CASLV School Crisis Notification Protocol (For Possible Action)**

#### **K. NCSAA (Nevada Charter Schools Athletics Association) Payments for Participating Campuses (For Possible Action)**

Dr. Carryn Warren made a motion to approve the consent agenda except the report of purchases and expenses between \$10,000 and \$25,000 since it is listed as information. Feyzi Tandogan seconded the motion.

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

#### **IV. Discussion/Possible Action Items-Governance/Policies/Finance**

##### **A. CASLV Strategic Plan 2029 (For Possible Action)**

Dr. Ercan presented the strategic plan, explaining that the process began a year ago. He reviewed the organizational chart in detail, covering existing staff, new roles, and current but unfilled positions. All positions are included in the 2024-2025 budget. When Ms. Diggins inquired about the prioritization of these positions, Dr. Ercan emphasized that every position is a priority and that efforts are being made to fill all of them.

Ms. Diggins then requested more information about the SWOT analysis. Dr. Ercan provided a detailed overview of the analysis.

The board agreed that the strategic plan was necessary and found it to be very comprehensive.

Ann Diggins made a motion to approve the Strategic Plan 2029.

Arlene Hayman seconded the motion.

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

##### **B. Executive Director & CEO Succession Plan (For Possible Action)**

Dr. Ercan introduced Ms. Freddie Wicker from the Center for Sustainable Leadership. Ms. Wicker provided an overview of the planning process and emphasized the necessity of the plan, noting that it is an organic and dynamic document that can be updated periodically.

The discussion included critical notes on board responsibilities and details about a permanent transition. Ms. Diggins suggested that the Vice Chair oversee this process and that the board review it each May. Ms. Wicker supported this idea, and the board agreed.

Ann Diggins made a motion to approve the Executive Director & CEO Succession Plan with CASLV's Board Vice-Chair leading and May reviews.

Elizabeth Kazelskis seconded the motion.

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

##### **C. Executive Director & CEO Sabbatical Leave Policy (For Possible Action)**

Dr. Ercan informed everyone that the Finance and Facilities Committee reviewed this in February. The Center for Sustainable Leadership recommends implementing this plan to help senior leadership practice the Executive Director's responsibilities. Ms. Wicker explained that the primary objective is to empower and train Dr. Ercan's team, providing

them with a clear pathway to grow into the Executive Director and CEO positions, ensuring a smooth and thoughtful transition. The School's counsel also reviewed and edited the plan.

Ms. Wicker outlined the critical steps for the board and emphasized that this is an ongoing process, requiring adjustments over time to maintain accuracy. This is not about someone stepping away for 12 months; rather, it is an opportunity for the board to evaluate CASLV's internal strength. At times, the executive leader needs to step aside, allowing others to gain experience and demonstrate their capabilities. Ms. Diggins acknowledged the comprehensiveness of the plan and thanked Ms. Wicker and her team for their assistance in preparing it.

Arlene Hayman made a motion to accept the Executive Director & CEO Sabbatical Leave Policy.

Chan Lengsavath, Esq. seconded the motion.

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

**D. Additional Signature Authorizer (For Possible Action)**

Dr. Ercan said this is to add Mr. Nick as an additional signatory.

Arlene Hayman made a motion to approve Mr. Nick as an additional signatory.

Chan Lengsavath, Esq. seconded the motion.

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

**E. Full-Time Licensed Special Education Teacher Stipend Policy (For Possible Action)**

Ms. Peevy presented this and said we need to incentivize staff members and this will help to recruit new teachers. Any Special Education (SPED) teacher (actively teaching SPED) with a valid Nevada teaching license and an endorsement in SPED will receive a \$1,000 stipend.

Arlene Hayman made a motion to approve a \$1,000 stipend for SPED teachers with a special license endorsement and teaching full-time.

Feyzi Tandogan seconded the motion.

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

**F. Amendment of Merit-Based Compensation policy to include Literacy Specialists, Math Specialists, and Interventionists (For Possible Action)**

Ms. Peevy indicated CASLV has a performance-based policy which was expanded to counselors and we are requesting to expand it again to literacy specialists, math specialists, and interventionists. The content of the policy is unchanged. Mr. Nick noted the compensation will be supported by grants.

Elizabeth Kazelskis made a motion to approve the amendment of the Merit-Based Compensation policy as presented.

Arlene Hayman seconded the motion.

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

**G.**

### **Amendment of Employee Handbook (For Possible Action)**

Ms. Peevy presented the changes in the employee handbook. The board has questions regarding changes to the grading points and report cards, which will be sent to Dr. Gunozu and the Academic Committee for review. Ms. Peevy explained the addition of the fingerprinting that was added to the employee handbook.

Dr. Carryn Warren made a motion to approve the addition of the fingerprinting policy only. Arlene Hayman seconded the motion.

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

### **H. Executive Director & CEO's Contract Renewal (For Possible Action)**

Dr. Ercan informed the board that all additional funding was put into teacher/staff salaries last school year so he will not accept more than a 3% raise to match what other senior staff members received.

Chan Lengsavath, Esq. made a motion to approve the Executive Director & CEO's Contract Renewal with a 3% raise.

Arlene Hayman seconded the motion.

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

### **I. Election of Board Members (for four Board posts with expiring terms) (For Possible Action)**

Ms. Kazelskis said she confirmed all four board members are willing to reenlist. It was discussed that the governance term limits were recently abolished and we are waiting for the SPCSA to sign off on the updated By-Laws.

Arlene Hayman made a motion to elect all four members listed below to another 2-year term: (1) Kazelskis, Elizabeth (2) Legsavath, Chan (3) Tandogan, Feyzi (4) Warren, Dr. Carryn.

Feyzi Tandogan seconded the motion.

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

### **J. Cell Phone Policy (For Possible Action)**

Dr. Ercan reviewed the policy in the student handbook and noted that only one campus had slightly different wording and did not enforce it enough. He also explained that one campus has already communicated with their staff that they will enforce it next year with no exception. They will also inform the parents. The board had many questions about this and stated that all campuses must enforce this. Dr. Warren confirmed she's been monitoring the studies and the correlation between strict cellphone policies and positive educational outcomes is strong. The following changes were discussed:

1. Remove the last sentence in the first paragraph.
  2. Add "during school hours on campus/school property" in the second paragraph.
- Elizabeth Kazelskis made a motion to approve the policy for Sandy Ridge as discussed. Arlene Hayman seconded the motion.

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

#### **K. Operations-Related Policies (For Possible Action)**

Mr. Selim said a committee has been working on improving the attendance policies for a long time. The attendance policies have been completely revised as schools had concerns about Chronic Absenteeism which eventually affected our school ratings negatively.

Mr. Gardberg advised that the FERPA Policy be revised regarding the directory information.

Chan Lengsavath, Esq. made a motion to approve all Operations-Related Policies as presented, subject to legal counsel's review/edits, and with the FERPA edit discussed. The Visitor and Volunteer Policy will be tabled.

Elizabeth Kazelskis seconded the motion.

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

#### **V. Information/Discussion Items**

##### **A. Windmill Campus Update (Information)**

Mr. Ismail, the Principal of the Windmill campus, presented an update on the Windmill campus. He highlighted several key areas, including demographics, the implementation of MTSS, and staff engagement through professional development activities. He also noted the great success of having a full-time counselor, the athletic achievements of the students for the 2023-2024 season, the Windmill VEX IQ Robotics team, and the Windmill REC Drone Club, and upcoming projects for the next year.

##### **B. Update on Nellis Campus Academic Progress (Information)**

Ms. Nelson presented the academic progress report, highlighting significant growth and achievement in elementary and middle schools across all grade levels. Chronic absenteeism has decreased to approximately 10% in elementary school and 5% in middle school, marking a dramatic improvement. The board expressed their appreciation, noting that the results look great.

Ms. Nelson added that the focus on early intervention programs includes hiring an additional reading specialist for kindergarten through second grade, as well as a new reading interventionist. The school attributes this growth to the implementation of Kagan strategies and increased student engagement. Both students and staff are happy to be at school. Ms. Nelson also mentioned they applied for a grant that will help us install a handicap-accessible playground for Pre-K students. The board thanked Ms. Nelson and her team for their hard work.

##### **C.**

### **Quarterly Discipline Report (Information)**

Ms. Nhan presented an extensive presentation per AB 285 by campus for each grade level while answering questions from the board.

### **D. Financial Update (Information)**

Mr. Hendrie with DMS reviewed the financial numbers and as usual, all metrics meet the standards. Mr. Hendrie reviewed the monthly statement of revenues and expenses as well as the balance sheet. Mr. Nick confirmed everything is on track except for the purchased education services, which were over budget.

### **E. Staffing Update (Information)**

Ms. Peevy reviewed the number of teachers moving from CASLV to the school district because of enhanced salaries and indicated the positions that have been filled. In some cases depending on their experience, teachers can receive \$20,000 - \$30,000 more annually. This is because of a huge increase at the district which is only offered to new teachers, not existing teachers. Almost immediately, 20% of the departing teachers asked to return to CASLV, citing the district's cultural issues.

### **F. Finance & Facilities Committee Report (Information)**

Mr. Lengsavath said the board has more details in the committee meeting minutes and reviewed the key points discussed in the meeting. The committee prefers to prioritize (1) Cadence High School, (2) Centennial Hills High School, and then (3) Eastgate. A letter of intent to purchase the Windmill campus will be sent and if this is not possible the lease will be renewed.

### **G. Executive Director's Progress Report (Information)**

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

- Dr. Ercan reviewed the enrollment, application, and open seat numbers for each campus for the next school year.
- CASLV was named a finalist in the Hearts Wide Open Nonprofit Organizations category at the annual Nevada Business Awards.
- Mayor Michelle Romero and the City of Henderson honored and recognized the exceptional achievements of the class of 2024. We celebrated the amazing accomplishments of 33 remarkable valedictorians.
- Sandy Ridge, Cadence, and Windmill campuses robotics teams students and coaches were honored by Mayor Michelle Romero.



- The Henderson Chamber of Commerce invited CASLV students to its monthly networking breakfast to present them with their well-deserved accolades: a one-time scholarship of \$250 and a certificate of recognition.
- Sandy Ridge campus 2024 state team placed 2nd in the 3A Nevada State Championship Swim Competition. They brought home 4 gold medals and beat Boulder City High School by just 3 points. The boys 2024 state team placed 3rd in the 3A Nevada State Championship Swim Competition.
- Sandy Ridge campus 2024 NIAA Class 3A State Boys Golf Championship. Sandy Ridge student Grady dominated the regional golf tournament, but he also showcased his talent on a statewide level, finishing tied 4th in the state. He was also named the Nevada High School Golf Coaches Association 3A Southern Player of the Year!
- Sandy Ridge Basketball Teams; The middle school girls team clinched their 3rd consecutive VAC League Championship title, while the boys team secured an impressive 2nd place.
- Six of CASLV's Sandy Ridge campus students, Isaac D., Tyler F., Ryder G., Avner M., John M., and Joseph S., made it to the semifinalist stage in the National Merit Scholarship Program. Three of our finalists have won scholarships.
- This prestigious event evaluates students' performance from qualification rounds held throughout the year, attracting over 50 participants. We're proud to announce that 9 out of the 19 students who secured spots in Nationals are from Sandy Ridge and Windmill campuses.
- Six of our Sandy Ridge campus students have earned the Merit Award, four have received the Honor Award, and 4 have achieved the Distinguished Ambassador Award. Each award requires students to reach specific hours of community service, the highest being 100 hours. Dozens of active Sandy Ridge students have collectively made a remarkable \$40,050 impact on our community through their service this year.
- Our Sandy Ridge campus math team received the prestigious Noetic Learning Math Contest grade 8 Team Achievement Award, ranking among the top teams in the United States.
- Lorelani Riley L., a senior and the Student Body President at our Sandy Ridge campus, has been awarded a \$40,000 scholarship from the Rogers Foundation, a testament to her academic excellence and community involvement.
- NIAA State Championship Results, Sandy Ridge campus: Kaleb E. won the 3A State Championship in boys long jump after jumping 22'5," becoming the first ever Track & Field State Champion in school history. Teegan L., finished 4th overall in the Girls 3A 1600m (1 mile) at the 2024 NIAA Track & Field State Championships. Wendy D. finished the State Championships 6th in 100m hurdles, 5th in 300m hurdles, and 6th in long jump.
- There was an exhibition of Sandy Ridge students' art hosted by the City of Lights Gallery. Dr Ercan shared an image from the event.

- The Sandy Ridge campus and Cadence campus students had an unforgettable experience during their spring trip to San Diego. They explored prestigious universities including UCSD, SDSU, and USD, along with enjoying Mission Beach and Balboa Park.
- Centennial Hills Campus middle school boys' volleyball team has emerged victorious in the prestigious NCSAA Championship.
- Centennial Hills continues to meet the program's requirements and will maintain its Purple Star School (a program that supports military-connected children) designation for the 2024-25 school year.
- Our young artists from grades 2-5 were invited to showcase their talents at the Galleria Mall on May 11, 2024, from 11 am - 1 pm.
- Dr. Ercan shared images from the field day at the Cadence campus, which was amazing.
- City of Henderson Councilman Dan Stewart read books to 3rd graders at the Cadence campus.
- Dr. Ercan discussed summer courses offered in 2024, including automation and robotics, math, kinder camp, reading, creative writing, poetry, journal promoting, S.T.E.A.M. exploration, and pre-algebra.
- Dr. Ercan shared images from career day at the Nellis campus.
- Images from the field day at the Tamarus campus were shared.
- Next Meeting: The next regular meeting will be on August 24, 2024, at TBD (9 am - 3 pm). Dr. Ercan informed the board that Brian Carpenter is confirmed for board training (10 am - 12 pm) and requested that the board let him know any topics they would like to be covered for this session.

## VI. Discussion & Possible Action Items- Contracts, Purchases, and Procurements

### A. Agreement for Installation of Shade Structure at the Cadence Campus (For Possible Action)

Mr. Selim indicated the quotes received range from \$99k to \$1.23M. This was discussed at length. Mr. Nick said this converts cash to real property enhancing value. Staff recommends Play it Safe in the amount of \$322,215 which is not the lowest bidder, but the most appropriate/reasonable. The board asked a lot of questions about this. This is urgently needed at the Cadence campus. Dr. Warren made comments regarding her concerns. Ms. Kazelskis asked Mr. Selim to try to negotiate the cost again with Play it Safe.

Chan Lengsavath, Esq. made a motion to approve Play it Safe in the amount of a maximum of \$322,215, subject to further negotiations to seek a lower figure.

Arlene Hayman seconded the motion.

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

#### Roll Call

Brin Gibson	Absent
Arlene Hayman	Aye

**Roll Call**

Ann Diggins	Absent
Dr. Carryn Warren	No
Feyzi Tandogan	Aye
Elizabeth Kazelskis	Aye
Chan Lengsavath, Esq.	Aye

**B. Curriculum Orders (For Possible Action)**

Nancy presented three curriculum renewal orders in detail with the amounts for each. Mr. Nick confirmed this is in the budget. Below are the amounts presented:

\$65, 808.60 - Studysync

\$26,642.38 - Renaissance

\$38, 280.00 - Lexia

Feyzi Tandogan made a motion to approve the curriculum orders as presented.

Elizabeth Kazelskis seconded the motion.

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

**C. Purchase of Kohost Software (For Possible Action)**

Mr. Selim presented a purchase request for Kohost, a software application designed to increase operational efficiency by consolidating multiple platforms into one. CASLV will begin by implementing Kohost Concierge, a help desk ticket system, and will eventually integrate additional functionalities to control building thermostats, alarm systems, cameras, light bulbs, and more. This purchase falls within Dr. Ercan's approval limit and has been approved.

**D. Raptor Emergency Management APP Purchase (For Possible Action)**

Mr. Selim indicated that CASLV already uses the Raptor Emergency Management system for visitor management. He proposed adding the Emergency Management App to enhance the effectiveness of our emergency drills, such as fire and lockdown drills.

This item was tabled.

**E. CSAN Membership Fees (For Possible Action)**

It was discussed that Dr. Ercan is now the Board President of CSAN but has no pecuniary interest from that position. Mr. Gil Lopez presented on behalf of CSAN, highlighting their annual conference, the other charter school members, CSAN's advocacy efforts at the Legislature, and their affiliation with national organizations. Mr. Lopez also reviewed CSAN's annual operating budget, school membership dues, and staffing plans, answering questions from the board.

Chan Lengsavath, Esq. made a motion to approve the CSAN membership dues for \$30,786.

Ann Diggins seconded the motion.

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

**F. Renewal of Agreement with Scoot Education for Substitute Teacher (For Possible Action)**

Ms. Peevy said Scoot gives CASLV about 14 to 15 substitute teachers per day, often, not including Kelly Services and CASLV's internal substitute teachers. If we guarantee 20 substitute teachers each day then they will give an additional discount. Scoot is the preferred provider and would become CASLV's first-priority provider.

Arlene Hayman made a motion to approve as presented.

Elizabeth Kazelskis seconded the motion.

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

**G. Agreement with Senya for Substitute Teacher (For Possible Action)**

Ms. Peevy indicated Senya is looking to enter this market and CASLV can contract with no risk. We can set our rate with them on an ad hoc basis.

Arlene Hayman made a motion to approve the Senya agreement.

Chan Lengsavath, Esq. seconded the motion.

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

**H. AP Exam Fees (For Possible Action)**

Dr. Ercan presented the AP exam fees and informed the board the fees are collected from parents annually.

Elizabeth Kazelskis made a motion to approve the AP Exam Fees in the amount of \$81,377.

Dr. Carryn Warren seconded the motion.

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

**I. Amendment of the Wildflower for Special Education Services Agreement (For Possible Action)**

Ms. Peevy said this is an existing contract and the revision is to make it easier to hire someone from Wildflower. The fee goes down if they have logged over 520 hours with CASLV. This also includes the addition of a behavioral analyst role, just in case we need one, and at the same price.

Arlene Hayman made a motion to approve the Wildflower amendment.

Chan Lengsavath, Esq. seconded the motion.

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

**VII. Closed Session-Privileged & Confidential**

**A. Attorney/Client Conference**

The closed session was held from 8:50 p.m. - 9:05 p.m.

## **VIII. Potential Action(s) (For Possible Action)**

### **A. Potential Action(s) (For Possible Action)**

There was no action.

## **IX. Public Comments (Information)**

### **A. Public Comments**

There were no public comments.

## **X. Closing Items**

### **A. Adjourn Meeting**

Arlene Hayman made a motion to adjourn the meeting.

Chan Lengsavath, Esq. seconded the motion.

The board **VOTED** unanimously 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 9:06 PM.

Respectfully Submitted,

Andrea Shepard, CASLV Executive Assistant