



---

## Non agenda item Covid vaccinations

1 message

---

**Michael**

To: boardmtgcomments@nv.ccsd.net

Fri, Aug 13, 2021 at 10:10 AM

Hello Trustees,

Please stop the discrimination against non-vaccinated students and staff!

<https://www.news-medical.net/news/20210608/No-point-vaccinating-those-who-had-COVID-19-Findings-of-Cleveland-Clinic-study.aspx>

CCSD tactics are beyond frustrating.

Michael Medcalf



---

## Masks, Thank You!

1 message

---

**Karen Rzendzian [Rancho HS]**

To: boardmtgcomments@nv.ccsd.net

Sun, Aug 15, 2021 at 11:53 AM

As a teacher, I wanted to thank the board & Dr. Jara for implementing & enforcing the mask mandate for all. I felt safe the first week of school and my students followed the mask wearing protocol 100%. We had zero Covid cases in my classroom! Regardless of the louder voices at the board meetings, please continue to follow the science. And, thank you for all you do as you navigate through these difficult issues. There are many people who appreciate you, although they just may not be as "vocal" as those who show up at your meetings!



---

## covid prevention measures

1 message

---

**Fred Van Dyk**

To: boardmtgcomments@nv.ccsd.net

Mon, Aug 16, 2021 at 4:25 PM

Dear Clark County School Board,  
I am a parent of a 6th grader

I appreciate that the board is following public health guidelines for COVID-19.

From what I understand of the current COVID-19 public health guidelines, I express my **strong support** in these areas:

- All COVID safety measures.
- Requiring masks.
- Requiring all staff to be vaccinated (with narrow exemptions for medical reasons).
- Requiring all age-eligible students to be vaccinated (with narrow exemptions for medical reasons).

Thank you for your service to your community.

Sincerely,

Fred Van Dyk



---

## Re Regulation 3100/ethics

1 message

---

**Robert Cowles [Rancho HS]**

Tue, Aug 17, 2021 at 2:53 PM

To: "Jesus Jara [Superintendent]" <jarajf@nv.ccsd.net>, "Linda Cavazos [School Trustee]" <cavazlp@nv.ccsd.net>, "Irene Cepeda [School Trustee]" <cepedia@nv.ccsd.net>, "Evelyn Garcia Morales [School Trustee]" <trustee-garcie12@nv.ccsd.net>, "Danielle Ford [School Trustee]" <forddl@nv.ccsd.net>, "Katie Williams [School Trustee]" <willikj3@nv.ccsd.net>, "Lola Ann Brooks [School Trustee]" <brookla@nv.ccsd.net>, "Lisa Guzman [School Trustee]" <guzmalm@nv.ccsd.net>, BoardMtgComments <BoardMtgComments@nv.ccsd.net>

Superintendent Jara, Trustees,

For the record, my name is Robert Cowles.

The district absolutely needs a code of ethics. I would suggest the [Model Code of Educator Ethics](#). I would also suggest mechanisms to report and investigate ethical violations be placed in a separate policy, preferably backed by specific NRS/NAC.

When I was on the state committee discussing teacher ethics, established by AB-124 in the 2017 legislative session, we discussed the model code of educator ethics, and how it should be implemented. There was agreement among the committee that training would be required, after receiving several hours of training on the model code from one of the primary authors.

I am concerned that Regulation 3100 will be used to silence educators who advocate for adequate resources and facilities for all students. It is difficult to be an "ambassador of the district" when students' needs are not being met. In many cases, the district is unable to meet the needs of our students because they are lacking a qualified teacher. This year we have the added problem of not enough substitute teachers to fill those vacancies.

I have mentioned the solutions to these specific issues at great length previously, so I will not do so again here.

Thank you for your time and consideration,

Robert

--

Robert Cowles

World History  
US History  
AP Human Geography  
AP US History  
Rancho High School

*panem et circenses*



---

## Public comment for agenda item 5.01

1 message

---

**Emily Ku**

To: "boardmtgcomments@nv.ccsd.net" <boardmtgcomments@nv.ccsd.net>

Fri, Aug 20, 2021 at 11:44 AM

The Nevada Commission on Minority Affairs respectfully submits a letter of support for CCSD's anti-racism policy development work following an presentation on the anti-racism task force by Trustee President Cavazos at the Commission meeting on August 16<sup>th</sup>.

Regards,

Emily

Emily Ku

Management Analyst

Commission on Minority Affairs

Nevada State Dept of Business and Industry

---

[Letter of support from Commission on Minority Affairs.pdf](#)  
91K



August 5, 2021

Dear Clark County School District Board of Trustees:

The Nevada Commission on Minority Affairs supports the efforts of the Clark County School District Board of Trustees in creating the Anti-Racism, Equity, and Inclusion Task Force to develop an anti-racism policy for the Clark County School District. The task force is essential for fostering safety, equity, and inclusion in our schools, and sends a signal to the community that these matters are taken seriously.

We applaud the extensive efforts by the Board of Trustees in seeking community input for this external task force, reaching out to members of the public and advocates in diverse communities to submit their interest for the external taskforce, and making the interest form available in both English and Spanish. We appreciate the transparency of breaking out the race and ethnicity of applicants at the Board of Trustees meeting on June 24<sup>th</sup> and hope that this process will lead to an equitable, inclusive, and diverse representation of all communities on the task force.

We look forward to the policy work that comes out of this task force.

Sincerely,

Nevada Commission on Minority Affairs

Commissioners:

Dr. D. Edward Chaney, Chair

Myisha Boyce, Vice-Chair

Hasaan Azam

Yerania De Luca

Mercedes Krause

Jose Melendrez

Amy Shaw

Kathleen Taylor

Angelica Villarta



---

## August 26th Public Comment

1 message

---

**MICHELLE BLAUER**

Mon, Aug 23, 2021 at 8:20 AM

To: boardmtgcomments@nv.ccsd.net

I am emailing for public comment at the CCSD Trustee's meeting on August 26th regarding the CCSD Budget.

I have 3 children that have attended the school district and I am ALARMED by the continued failure of this school board.

You have received record amounts of funding and still parents are asked to buy text books, teachers are asked to supply their own classrooms.

Your school district budget is over 2.2 billion. Where is all the money? How is this obvious mismanagement of funds acceptable. CCSD's lack of vision and unpreparedness makes our entire community suffer. As you continue to be focused on the wrong thing all the time, playing politics. When your only concern should be the education of our children.

Year after Year we are continually ranked near the bottom nationally. A lesson proving that even 2.2 billion can not fix your ineptness.

CCSD has failed the people they serve, the students, the teachers and the parents.

If CCSD would have the community best interest in mind it would admit to its failing and agree to be broken up into smaller more localized school districts.

Break up CCSD for the good of the community.

Thank you

Michelle Blauer



---

## August 26th Trustees Meeting Agenda 5.01

1 message

---

**MICHELLE BLAUER**

Mon, Aug 23, 2021 at 8:34 AM

To: boardmtgcomments@nv.ccsd.net

I am emailing for agenda item 5.01 at the CCSD Trustee's meeting on August 26th regarding the Anti Racism Policy Development Work.

I was one of the individuals who expressed an interest on your online form. I did not receive a confirmation email for my submittal nor an update on how the process was going. Weeks ago I sent an email to you President Cavasos asking where we were at in the process of selecting the task force. My email of course went ignored.

The handling of this process just confirms to me that it is CCSD that is RACIST. How can we trust you to put together a task force when your process continues to exclude, divide, put people into boxes and label them. You separate, segregate and show favoritism.

This behavior is OUTRAGEOUS! It should make everyone start questioning:

Who was it, that decided what a diverse group of the community looks like ?

Who decided, who the EXPERTS would be?

We the people need to know since this is the group that will be developing the anti-racism policy.

We can not trust CCSD with their demonstrated bias and racist start to this task force.

I recommend that you, the CCSD School Board and its selection process be investigated. The community should demand transparency.

Thank you

Michelle Blauer



---

## Please share the status of the CCSD transpiration plan to find more bus drivers

1 message

---

**Josh Flory**

Tue, Aug 24, 2021 at 8:43 AM

To: Jarajf@nv.ccsd.net, boardmtgcomments@nv.ccsd.net

Cc: brookla@nv.ccsd.net, cavazlp@nv.ccsd.net, fordld@nv.ccsd.net, cepedia@nv.ccsd.net, willikj3@nv.ccsd.net, trustee-garcie12@nv.ccsd.net

What is being done to recruit more bus drivers?

At present many kids are waiting 30 to 90 minutes for buses to become available to give them rides to school or back home from school.

We have received no communication from the district about this at all.



---

## School safety

1 message

---

**Misty Williams**

Tue, Aug 24, 2021 at 9:04 AM

To: Jarajf@nv.ccsd.net, boardmtgcomments@nv.ccsd.net, brookla@nv.ccsd.net, cavazlp@nv.ccsd.net, forddl@nv.ccsd.net, cepedia@nv.ccsd.net, willikj3@nv.ccsd.net, trustee-garcie12@nv.ccsd.net

Something has to be done about the crosswalks for middle school, and possibly highschool, in the morning. My child, and many others, are terrified to cross alone. My child goes to \_\_\_\_\_ however I've found through social media that this is a consistent problem at all middle schools and some highschools too. None of the cars use the 4 way stop appropriately and drop kids off anywhere near it. Because of this some of the kids simply run out, since there's no way to figure out when it's appropriate to go. When the police are there, it only solves it while they are present. I've almost been hit a few times and we're only a few weeks into the year. I hear from other parents that it's been this way for years, never a permanent solution. How do we send kids to school, but force them to risk their lives getting there? Our school has a teacher helping with the crosswalk after school, and I appreciate that so much. I know it's not in their job description, plus they don't have a stop sign or anything, just their body and a walkie. We need help to keep our kids, and teachers, safe.

If I didn't have a toddler with me I would volunteer to be a crossing guard myself, but I can't do that with it being so dangerous. Can we get someone out there permanent? Something?

-Misty Williams



---

## CCSD Board Meeting on 8-26-2021 Agenda Item 2.01/5.02

1 message

---

Autumn Tampa [ELLD]

Tue, Aug 24, 2021 at 7:42 PM

To: BoardMtgComments <BoardMtgComments@nv.ccsd.net>, BoardOfTrustees <boardoftrustees@nv.ccsd.net>

### **5.02 Substitute Teachers and Substitute Support Professionals Presentation.**

I am **AGAINST** hiring Education Staffing Services!! While this proposal may look good on paper, it is NOT a true assessment of the situation. It is **NOT** logical and I do NOT trust the numbers here.

CCSD will **NOT** know that those hired are vetted according to CCSD policies and requirements. Next, the people managing the substitutes will be getting a big chunk of the money, which means: **Substitutes Teachers and Substitute Support Staff will get LESS!!!! Simple logic!**

Simply give benefits to Long-term and Vacancy subs . Next, offer at a reasonable rate, an HMO Health Insurance Plan to subs working 21 hours or more. Simple. You may have to hire 2-3 extra payroll and benefits employees, maybe even 4-5; but that will be WAY LESS than hiring a company to manage subs!!! Please do NOT Outsource. Quality will go down. And quite honestly, this plan will NOT fulfill the goal of providing the needed qualified Substitute Teachers at CCSD.

I was part of the full-time Pilot Substitute Teacher program. It was very successful!!  
**CCSD can do this in-house!!** I know they can because they did it before!!

Respectfully,  
Autumn Tampa



---

## School Reopening

1 message

---

**Kimberlee Miyazaki [Lynch ES]**

To: boardmtgcomments@nv.ccsd.net

Tue, Aug 24, 2021 at 10:48 PM

I find it absurd that we are reopening when none of the elementary students are eligible to be vaccinated. It is unsafe. Students, and staff have tested positive. There is no way to enforce social distancing given the square footage of each classroom. I am National Board Certified and cannot adhere to social distancing and teach full project based lessons when the students have no access to materials and cannot interact with each other. I think it is cruel to keep students in their seats away from others in order to keep them safe. They should be home with families that care about them and at least have freedom of movement. I lack cleaning supplies, other materials the students need, and I even lack WATER to give to the students because the fountains are not to be used. Let's bring the kids back to school when we can provide for them a safe learning environment.



---

## Section 2.01 for Public Comments

1 message

---

**Ashley Abbott**

To: boardmtgcomments@nv.ccsd.net

Wed, Aug 25, 2021 at 9:55 AM

Hi Board Members,

I am against all these mandates. Kids do not need to wear masks, as they don't get Covid that often nor do they spread it to others (per the CDC). And with the vaccines, the FDA now says kids under 16 should not take the vaccine. As noted here:

August 24, 2021

**The agency granted full approval to Pfizer's vaccine yesterday for people 16 and older.**

Pfizer's COVID vaccine should not be given to young children off-label. That's according to the head of the FDA.

The agency granted full approval to Pfizer's vaccine yesterday for people 16 and older – but says it still needs more data on children younger than 12.

For that reason, it says those kids should not get the vaccine – even at a smaller dosage.

**YOU CAN NOT MANDATE ANYTHING FOR THESE KIDS!** It needs to be by the parents' choice of what they want for their kids. You are going down a slippery slope here with these mandates and "rules" you think are the right thing to do, BUT IT IS NOT YOUR JOB!

Please leave this up to the parents and keep out.

Thank you,

Ashley Abbott

Mother of 2 in school in Las Vegas NV!



---

## You are killing people and should go to jail.

1 message

---

'Angie Sullivan' via BoardMtgComments <BoardMtgComments@nv.ccsd.net>

Wed, Aug 25, 2021 at 12:52 PM

To: boardmtgcomments@nv.ccsd.net

<https://vm.tiktok.com/ZMR6qSbVL/>



---

## Vaccinated players are banned from playing

1 message

---

'Kimberley Brock' via BoardMtgComments <BoardMtgComments@nv.ccsd.net>

Wed, Aug 25, 2021 at 2:22 PM

To: boardmtgcomments@nv.ccsd.net,

Why is there a mandatory 10 day shutdown on sports team for one positive case within ccsd. Current protocols for vaccinated students is they do not have to quarantine. But a team of vaccinated players gets their game cancelled if one unvaccinated player tests positive during the testing week. In addition the team is SHUT DOWN for the mandatory 10 day.

This is punishing the vaccinated athletes! The district is asking all students of age to be vaccinated. Why would a team of vaccinated athletes be excluded from playing their game? This is the policy that has been given to our school athletic's departments and it will be discouraging for students to vaccinate if they are prohibited from competitions.

If this is SNHD policy, please someone, anyone, let me know and I will personally connect with Dr. Lohff and commissioner Kirkpatrick and have this changed.

Sincerely  
Kimberley Brock  
Parent of a vaccinated varisty student athlete



# Ministers Alliance Association of Southern Nevada

August 25, 2021

## Agenda 5.01: Anti-Racism Policy Development Work

### OFFICERS

**President**  
Dr. S.S. Rogers

**Vice President**  
Pastor Fouston Jordan

**2nd Vice President**  
Pastor Willie Jacobs

### BOARD

Ms. Janet Hurd  
Brother  
Alex X. Porter

Dr. Linda E. Young

### COMMUNICATIONS

A nonprofit  
organization,  
serving  
West Las Vegas  
and Greater  
Nevada  
since 1982

**Good Evening School Board of Trustees and Superintendent Jara:**

The Importance of Developing Anti-Racist Policy for the CCSD

The Ministers Alliance has been coming to the school board meetings for the past 30 years or so. We recognize the importance of an Anti-Racist Policy for the CCSD.

First and foremost, the development of an Anti-Racist Policy for the CCSD has discriminated against the Ministers Alliance of Southern Nevada. Our members have lived and worked in the greater Historic West Las Vegas community for more than 60 years. Superintendent Jara, who has only been in Las Vegas, Nevada for three years, has not included any organizations that are authentic and from Historic West Las Vegas. He includes only African American group who agrees with him and shuts down the only organizations that has fought racism for longer than he and the other trustees have lived. This development of the Anti-Racist Policy is racist just from its construction of members and flawed and because of the exclusion of the Ministers Alliance and the Las Vegas Alliance of Black School Educators. These organizations were purposely left off and not included in the groups to be a part of this important anti-racist discussion. This superintendent is petty, vindictive, and lacks credibility and is supported by the majority of trustees to discriminate against the Ministers Alliance of Southern Nevada. **For this and other reasons, the Ministers Alliance of Southern Nevada is asking that Dr. Jara step down as the superintendent of the CCSD.** He cannot lead in this important area what he does not practice. He applies his own form of racism, discrimination, and a lack of respect against Historic West Las Vegas of which the Ministers Alliance of Southern Nevada is one of the pillars of this community.

Yours in Student Educational Achievement,

Dr. SS Rogers, Ministers Alliance of Southern Nevada



---

## Public Comment

1 message

---

**Geneva Daly [Del Sol HS]**

Wed, Aug 25, 2021 at 4:00 PM

To: boardmtgcomments@nv.ccsd.net

Cc: Jarajf@nv.ccsd.net, brookla@nv.ccsd.net, cavazlp@nv.ccsd.net, forddl@nv.ccsd.net, cepedia@nv.ccsd.net, willikj3@nv.ccsd.net, trustee-garcie12@nv.ccsd.net, guzmaln@nv.ccsd.net

I am High School Counselor here in the Clark County School District.

Supt. Jara you have chosen to turn your back on educators and reopened schools in a disorganized and unsafe way.

It has been three months since the end of the Nevada legislative session, one month into the school year, and yet there is still no contract for educators.

**It is time Supt. Jara, to stop turning your back on educators, provide safe working conditions for students and staff, and give educators a contract that respects us as professionals.**

*Geneva Daly, M.S.*

*School Counselor: Pio-Sh, Theatre & Costume*

*Del Sol Academy of the Performing Arts*





---

## Non agenda item

1 message

---

**Matthew Lessenberry**

To: boardmtgcomments@nv.ccsd.net

Wed, Aug 25, 2021 at 4:54 PM

Hello,

It has become increasingly clear that the school board and district are either unwilling or unable to address some of the serious crises we are currently facing. Chronic issues like sub shortages, overstuffed classrooms, teacher retention, and lack of clear communication have been discussed ad infinitum for years, but all that talk has led to no substantive action. Perhaps if you actually fixed some of the issues that perpetually crop up, our district wouldn't be consistently in disarray. Our students deserve better.



---

## Public Comment - August 26, 2021 Reference 5.02(A)

1 message

---

**Frank Flaherty**

To: "boardmtgcomments@nv.ccsd.net" <boardmtgcomments@nv.ccsd.net>

Wed, Aug 25, 2021 at 5:34 PM

Public Comment from ESEA.

---

**20210825 - Outsourcing Letter CCSD.docx**  
64K



EXECUTIVE OFFICE

Jan Giles, President  
Debra Brewster, Vice President

August 25, 2021

Linda P. Cavazos  
President  
Board of School Trustees  
Clark County School District  
5100 West Sahara Avenue  
Las Vegas, Nevada 89146

Re: August 26, 2021 Board of School Trustees Meeting; Reference 5.02(A);  
Outsourcing Substitute Teachers and Substitute Support Professionals

Dear Pres. Cavazos:

The Education Support Employees Association (“ESEA”) hereby submits this public comment regarding Reference 5.02(A), a contemplated contract with Education Staffing Services (“ESS”). ESEA was alerted to this Agenda item in advance by the District’s Lead Negotiator, Fikisha Miller. In impact bargaining discussions with Ms. Miller, the District assured ESEA that no education support professionals in the ESEA Bargaining Unit would be adversely affected if the District decided to move forward with a contract to outsource recruitment and daily placement of substitute teachers and substitute support professionals for classroom instruction. The District has assured ESEA that no ESEA Bargaining Unit members would lose their jobs nor would any such Employees suffer a reduction in hours. Stated differently, ***the District has assured ESEA that there would be no adverse impact if the District entered into the contemplated contract with ESS.***

Although ESEA cannot state that it is in support of the contract under consideration, or any contract that outsources ESEA Bargaining Unit work, it does appreciate the challenges the District faces in placing substitutes and the fact that those challenges have been exacerbated by the COVID-19 pandemic. As it has in the past, ESEA asks that the Board of School Trustees remain mindful of the following deleterious effects of outsourcing:

- There are adverse effects on worker morale and workplace cohesion as a result of co-workers having different supervisors, different pay scales and different training, recognition and benefits

---

Education Support Employees Association

Office Address: 3511 East Harmon Avenue, Las Vegas, Nevada 89121

Telephone: 702-794-2537 Fax: 702-794-2539 Website Address: [www.esea-nv.org](http://www.esea-nv.org)

- There are adverse effects on students' continuum of education due to the presence of "outside" individuals, whose loyalty is to the private contractor rather than the students and families of Clark County.
- Our local economy is adversely affected as a result of lower wages paid to employees to allow for private contractor profits.
- When school workers work for a private contractor rather than the District, there is confusion over accountability. The involvement of a private contractor muddies the water for purposes of accountability, and sets up a scenario where everyone is "passing the buck," and other District staff and parent concerns are not timely and effectively addressed.
- Private contractors often underestimate or low-ball initial bids to get the contract, then raise fees later.
- Privatization of any service carries a risk of corruption. There is a dark history of nepotism, cronyism, bribery, kickbacks and payoffs in some contracting businesses. This is why the civil service was created.

Thank you for your careful attention and consideration.

EDUCATION SUPPORT  
EMPLOYEES ASSOCIATION

*Jan Giles*

President

cc: Fred Horvath, Teamsters Local 14  
 Supt. Jesus F. Jara  
 Fikisha Miller, Esq.

---

Education Support Employees Association

Office Address: 3511 East Harmon Avenue, Las Vegas, Nevada 89121

Telephone: 702-794-2537 Fax: 702-794-2539 Website Address: [www.esea-nv.org](http://www.esea-nv.org)

**(no subject)**

1 message

**Teresa Marie**

Wed, Aug 25, 2021 at 8:21 PM

To: Jesus Jara &lt;jarajf@nv.ccsd.net&gt;,

"boardmtgcomments@nv.ccsd.net"

&lt;boardmtgcomments@nv.ccsd.net&gt;, "brookla@nv.ccsd.net" &lt;brookla@nv.ccsd.net&gt;, "cavazlp@nv.ccsd.net" &lt;cavazlp@nv.ccsd.net&gt;,

Good evening,

I've enclosed two screenshots from Kelli Sommer who is an assistant principal at our daughters high school.

As a parent I'm outraged and supremely disappointed.

We currently have a daughter at home recovering from COVID-19. We're deeply offended by this post!

To see someone who is not just an employee of CCSD BUT in a leadership position at our daughters school post this is mind blowing. This woman is in a position of power. How is this acceptable?

I know Mrs. Sarabyn addressed this just a few hours ago via a voicemail and email BUT I want you all to know this is upsetting to a lot of parents, not to mention students. I'm hoping this was the one she was referring too and that leadership just hasn't gone rogue at Cimarron.

This is in parent groups, CCSD groups etc, there's no just erasing this.

In healthcare we fight for life, we do our best everyday. To wish death on people

Is disgusting. This seems like bullying and discrimination to me. I'm saddened that this person is one of many who's in charge at my daughters school.

We have to do better CCSD this is unacceptable.



9:49 ↗

Kelli Sommer

Kelli Sommer

3h · 8 hrs · 8 hrs

**Stolen from a friend with permission.**

Seeing lots of posts from friends and others imploring people to get vaccinated, to wear masks, to help save

themselves and others.

I'm here to tell ya that if you're not taking proactive measures to protect yourself and others from this virus, then I just hope you go ahead and catch it and die quickly. #sorrynotsorry We've been dealing with this pandemic for over a year. If you haven't pulled your head outta your \_\_\_\_\_ by now, just go ahead and perish so the rest of us can move on.

I'm not saying you must get vaxed. There is a SMALL subset of the general population that legit can't get vax for health reasons. There are small kiddos who can't get vax yet. But if you're an adult whose only barrier to vax/masks is your misunderstanding of science and refusal to accept reality, then. just. perish.

My empathy is exhausted. My compassion is gone. I hope consequences and comeuppance comes swiftly because I am 1000% done with dingdongs making \_\_\_\_\_ it worse for the rest of us.



16 Comments



This is an admin at Cimarron High School. How is this ok? She is wishing death upon people who will not get vaccinated. This is an Admin in a position of leadership and authority. CCSD is supposedly anti-bullying and anti-discrimination. This lady needs to be fired IMMEDIATELY. You cannot tell me that she is acting in a fair and respectful manner to t... See More |

August 26, 2021

Written Public Comment

Reference 8.01

9:49 1

Wi-Fi

Kelli Sommer



Kelli Sommer (Kelli  
Abbott)

It's the human race for a reason.  
If it were easy, it would be the  
human tea-party.

**Add Friend**



Visit the COVID-19 Information  
Center for vaccine resources.



[Get Vaccine Info](#)



News Feed



Profile



Groups



Notifications



Menu



---

## Insurance for Teachers

1 message

---

**A Meyer**

To: boardmtgcomments@nv.ccsd.net

Wed, Aug 25, 2021 at 8:35 PM

I am writing to let you know that I feel teachers need more support from the board in medical insurance. CCSD would not allow us to raise the premium we pay for our insurance and the Trust almost went bankrupt. Please give teachers and support staff as much money as you pay for administrators. We raised our union dues to have money to petition the legislature and lobby for more money. We got the money and now need you to give us our share. No other Union worked for the good of the entire district. We did. Please be fair to those who gave our extra dues money to help CCSD as a whole. Thank you.

Agnes Herak Meyer  
Las Vegas, NV



---

## Transparency

1 message

---

**Tanya Attebery**

To: boardmtgcomments@nv.ccsd.net

Wed, Aug 25, 2021 at 8:42 PM

When decisions are made by CCSD without a clear vision it creates chaos. No one seems to think about the consequences on the people doing the work nor the stress it puts on families. The last minute decision to make NVLA the only online choice for families without preparing the small staff was disrespectful to the staff as they left them with no answers but an unwritten message to just fix it. The blame should start at the top and with those board members approving this process with no support for our school. Your decisions matter. They affect families and staff. Leaving us to figure it all out was not fair to those who are in the midst of the work. Be a part of the solution and not part of creating the problems. NVLA should matter to the school district but sure feels like you left us to fend for ourselves and that no one cared we were not equipped to handle the expectations. Check on NVLA for yourselves so they know they matter in the transition process.

Tanya Attebery



---

## School COVID transparency and mitigation concerns

1 message

---

**Zachary**

To: BOARDMTGCOMMENTS@nv.ccsd.net

Wed, Aug 25, 2021 at 9:41 PM

Hello,

My name is Zachary I'm a senior Ever since COVID first emerged in the end of 2019/beginning of 2020, i've expressed concern over the enforcement of mitigation measures in relation to COVID. At School, and what seems to be other schools in the district, students don't adhere to mitigation measures and mandates in place, the school isn't adequately cleaned to the liking of most for us for still being in a pandemic, social distancing isn't achievable due to how small the classrooms are, etc.

Myself and others in the school don't feel that the district or the school is doing all that it can to enforce mitigation strategies or transparency as there have only been 2 general COVID notifications since August 9, 2021, but I was informed that there were more known COVID cases in the school. Also, students with known exposure to individuals who have tested positive weren't being forced to quarantine in most situations.

More transparency is needed from individual schools, and CCSD as a whole to ensure students, staff, and parents confidence in the district during these still uncertain times.

Please work with students, parents, and teachers alike with equal respect to make us feel as safe as possible when in an educational environment by creating and providing adequate resources, guidelines, procedures, and transparency.

Thank you,  
Zachary



---

## 8.01 public comments - hergenrader

1 message

---

**Dan Hergenrader**

Wed, Aug 25, 2021 at 11:06 PM

To: "BOARDMTGCOMMENTS@NV.CCS.D.NET" <BOARDMTGCOMMENTS@nv.ccsd.net>

To the Superintendent and the Board of Trustees,

It is unacceptable that the teachers do not have a new contract. We are asking for our cost of living adjustment, health insurance adjustment, and our step increase that is being illegally withheld. It is the least we should get considering that we delivered more than 500 million dollars to CCSD. Our labor group is the one that committed in 2019 to increasing education funding in Nevada. It only took us two years to successfully do just that. It is more of a shame every day that the district drags its feet and blows us off in negotiations.

- Dan Hergenrader



---

## Lack of support

1 message

---

'Crystal Siegert' via BoardMtgComments <BoardMtgComments@nv.ccsd.net>

Thu, Aug 26, 2021 at 7:31 AM

To: boardmtgcomments@nv.ccsd.net

Good Afternoon.

As you know, the lack of trained staff is extremely alarming for parents. It puts our kids at serious risk. Especially those with special needs. Substitute teachers aren't cutting it. The district needs to use ALL funds to improve teacher retention and quality of life for them. Happy teachers make for a better teaching environment for our children.

This particularly important because we need solid teachers for distance learning as well. I'm disappointed at how we are handling covid in the district, especially at the elementary school level. Maskless cafeterias, large classrooms, no temperature checks, lack of mandatory vaccination and refusal of transparency is the opposite of taking this disease seriously.

Parents know you want the money on September 10th, but you are doing nothing to earn it. Mark my words, more children will be pulled out due to your actions.



---

## Mtg 8/26 Subject 5.01

1 message

---

**Michael Haberman**

To: BOARDMTGCOMMENTS@nv.ccsd.net

Thu, Aug 26, 2021 at 8:17 AM

Akiko Cooks and the #1865 group are racist, anti-America, and openly supports CRT. Akiko and her group should not be part of the anti-racism policy group.

She is trying to get rich off propaganda and cause division amongst CCSD parents and students.

She has posted hundreds of racist posts and tweets on social media, as well as threatened other parents and school board trustees.

Below are a couple posts on social media the group ran by Akiko has posted:

"And as for Trustee Garcia you ought to be more careful who you keep company with."

"Dear Black people, we have been conditioned to be proud of a country that hates us."

"if this is y'all homegirl tell her the #1865 Momz wanna holla at her about this Black privilege"

"If critical race theory threatens your Christianity, you may be worshipping whiteness"

"I think we should host a watch party for the next CCSD board meeting. We can watch the white fragility and racist cry together."

"White ppl will just take anything they hear black people say and just run with it. No critical thinking, just vibes"

"I've never seen a better example of white fragility than this"

The definition of racism: The belief that race accounts for differences in human character or ability and that a particular race is superior to others.



---

## Please Please Please Adjust to equity and fairness

Ryan Wheeler

Thu, Aug 26, 2021 at 9:33 AM

My comments are related to high-school student athletes.

As you are aware, the current management of high school athletic teams as it relates to COVID testing is that if one student tests positive, the entire team is quarantined and cannot participate in the scheduled game. Not to mention the team they were scheduled to play that may have had no positive covid tests is also penalized and can not participate in the athletic contest.

Do you know what the term discriminate means?

Discriminate: make an unjust or prejudicial distinction in the treatment of different categories of people.

I feel like SNHD is discriminating how they penalize student athletes and athletic teams compared to how SNHD manages and or penalizes individuals and teams or crews in any other team, organization, or business setting.

Can you imagine if the same management that SNHD is applying to student athletes teams were applied to other organizations, businesses or emergency response personnel?

Let me give you a few examples:

- You want to get groceries at your local grocery store but one member of the store staff tested positive so the entire staff had to be quarantined for 14-days. Hopefully every grocery store in the valley did not experience one positive test at the same time or else all grocery stores would close.
- You experienced a heart attack and need immediate attention but one member of the ambulance crew tested positive so the entire crew team is unavailable. Yes there are other ambulances but what if every crew had a positive test at the same time.

There is a legal term you are all familiar with, innocent until proven guilty. This approach should be utilized with our student athletes as it pertains to allowing them to play in their corresponding sport.

This should be the approach for our student athletes on teams. If a football player on a team wants to step on the field for a contest, proof of a negative COVID test should be required. Any with a positive test would not be allowed on the field. An entire team should not be penalized for one member of the team having a positive test. Surely students and parents would be taking precautions anyways if their child was experiencing COVID symptoms and would not put that child/player in a situation to transmit to other players.

The overreach of making an entire team not participate in a contest is discriminating and needs to be adjusted immediately.



## Item 5.02 (ESS) - August 26, 2021 | Substitute Teachers

1 message

**Brandon Summers [Substitute]**

To: BoardMtgComments <BoardMeetingComments@nv.ccsd.net>

Thu, Aug 26, 2021 at 9:43 AM

From: Brandon Summers | Substitute Teacher  
To: Clark County School District Board of Trustees  
Date: August 26, 2020  
Subject: Item 5.02 Substitute Teacher, Substitute Support Staff Presentation

Greetings Madame President, Members of the Board, and Superintendent Jara,

It is clear as day that there is a problem. The school district believes that the problem is a shortage of teachers and a shortage of subs; however they are observing the symptoms and not the disease. The **root of the problem** is the lack of respect, mistreatment, and the low pay. The COVID-19 pandemic has just exacerbated and exposed problems that have always existed within the district. A reasonable person wouldn't think to fix a broken car window with a roll of tape (*this roll of tape costs \$10M*), but that's what CCSD does year after year.

Educators love their jobs but many have issues with how they are treated by admin and the district. **Subs have been left behind** as teachers and the CCEA have fought for raises each year. Even then, CCSD struggles to retain teachers due to low pay and large class sizes. Also, Nevada would fare better if our education system created a pipeline for future educators instead of hiring teachers who will go home after they've had enough. In January 2021, substitute teachers were finally given an increase in pay after months of organizing; but not given a pathway to health benefits, PTO, and PERS. Not even long term and vacancy subs, burdened with all the duties of licensed teachers, were offered health insurance.

**The time is NOW** to improve efficiency of teacher and sub licensing as well as to increase the pay. (I know people who have applied, but are waiting to get a badge). Rather than give ESS \$10M, why not use that \$10M for an increase in pay, health benefits, and a staffing increase for sub services? We are in a pandemic after all.

Current District Substitute Program Cost	Estimated District Full-time Substitute Program Cost	ESS - Substitute Program Cost
<p><b>\$35.8 Million Per Year</b> 3,000-4,000 Substitutes No benefits</p>	<p><b>\$16 - 24 Million Per Year (Incremental)</b> 1,000 Full-time Substitutes with benefits 2,000-3,000 Substitutes without benefits</p>	<p><b>\$9.5 Million Per Year (Incremental)</b> All Substitutes who meet work requirements earn benefits (26.25% markup)</p>

Sincerely,  
Brandon Summers  
Substitute Teacher



---

## 8/26 Board Meeting Comments

1 message

---

**Anne McNinch**

To: "boardmtgcomments@nv.ccsd.net" <boardmtgcomments@nv.ccsd.net>

Thu, Aug 26, 2021 at 9:50 AM

Dear CCSD Board of Trustees,

I believe the district should use some of the Federal Funds in Biden's new infrastructure plan that are appropriated for Clark County to split the school CCSD. One of the reasons I've been told we can't split the district is due to the expense of creating new ones. What a great opportunity we have to do it now since the government is providing this giant fund!

Thank you,

Anne McNinch

-parent of a Green Valley High School student



---

## Public comment regarding masks

1 message

---

**Scott Healey**

To: boardmtgcomments@nv.ccsd.net

Thu, Aug 26, 2021 at 9:51 AM

To whom it may concern:

Dr Jara and the rest of you , your rules don't work we have the worst school system for years and you have taken it to FAR. MY CHILDS HEALTH IS ONLY MY DECISION NOT YOURS ,NOT THE CDC, NO ONE BUT MINE! MY BODY MY CHOICE! Masks need to be the parents decision. I decide what my son wears not you. This is a form of child abuse which all of you will be held liable AND ACCOUNTABLE.

Facts: 420 kids passed from the flu in 2019 that's more than a year and a half of this pandemic.

During this time did anyone make our children wear masks with the flu. THE Flu is more dangerous than covid to our children, NO YOU DIDNT! THIS HAS BECOME A POLITICAL AGENDA!

MASKS NEED TO BE REMOVED NOW . OUR VOICES WILL BE HEARD



---

## 8.01 public comment on non-agenda item

1 message

---

**Ashley**

To: boardmtgcomments@nv.ccsd.net,

Thu, Aug 26, 2021 at 10:15 AM

Good evening,

My name is Ashley Tewey for the record, and I am a stay-at-home mother of two (2) CCSD elementary students, grades kinder and 2nd. I do not agree nor approve of masking young children while in school. That decision was **not** based on science but solely on liability. There has only been one (1) study on mask effectiveness, and was deemed "inconclusive". Both of my children have been suffering with **severe** nose bleeds due to the hot conditions inside their masks, and it is only week 3 of the school year. We do not yet know of the long-term consequences in regards to masking young children, and I would rather my children not be in that test study! **Remove the mask mandate** for all CCSD students before further action is forced to be taken. Parents **will** pull their children from the district if our needs and demands are not met. I already have the Nevada Notice of Intent in my posession, and I will be guiding other parents to do the same.

P.S. My children will NOT be getting the covid-19 gene therapy technology even if it is mandated and/or FDA approved.

**Disappointed and Unimpressed,**

Ashley Tewey



---

## 5.01 anti-racism policy public comment

1 message

---

**Ashley**

To: boardmtgcomments@nv.ccsd.net,

Thu, Aug 26, 2021 at 10:22 AM

Good Afternoon,

Please see attached.

Thank you,

Ashley Tewey

---

 **CCSD-Input-Meeting.pdf**  
254K

May 20, 2021

ATTN: Clark County School District  
5100 W Sahara Ave  
Las Vegas, NV 89146

RE: 5.03 Anti-Racism Development Policy Work

Good evening and thank you for this opportunity,

Today, I would like to start off by telling you a little about myself and my family. My name is Ashley, I was born and raised here in LV, and I am a stay-at-home mom of two children, ages 4 and 6, that attend school in CCSD. One of my greatest fear is public speaking; however, I attended the in-person meeting yesterday and felt inspired to tell my story along with the others.

I am a White Italian American and I am not a racist. My family's diverse ethnic categories include all walks of life; European, Middle Eastern, Latin, and African American to name a few. I still remember the tears of joy streaming down my face the day my Uncle Armando was Nationalized here in LV.

I am a firm believer that tough conversations and educating our youth, in any subject matter, starts at home. I raise my children with a couple mottos in mind; Be nice be kind, mind your manners, life can be hard at times but always beautiful, and 'Same, Same but Different' - a wonderful book provided by CCSD.

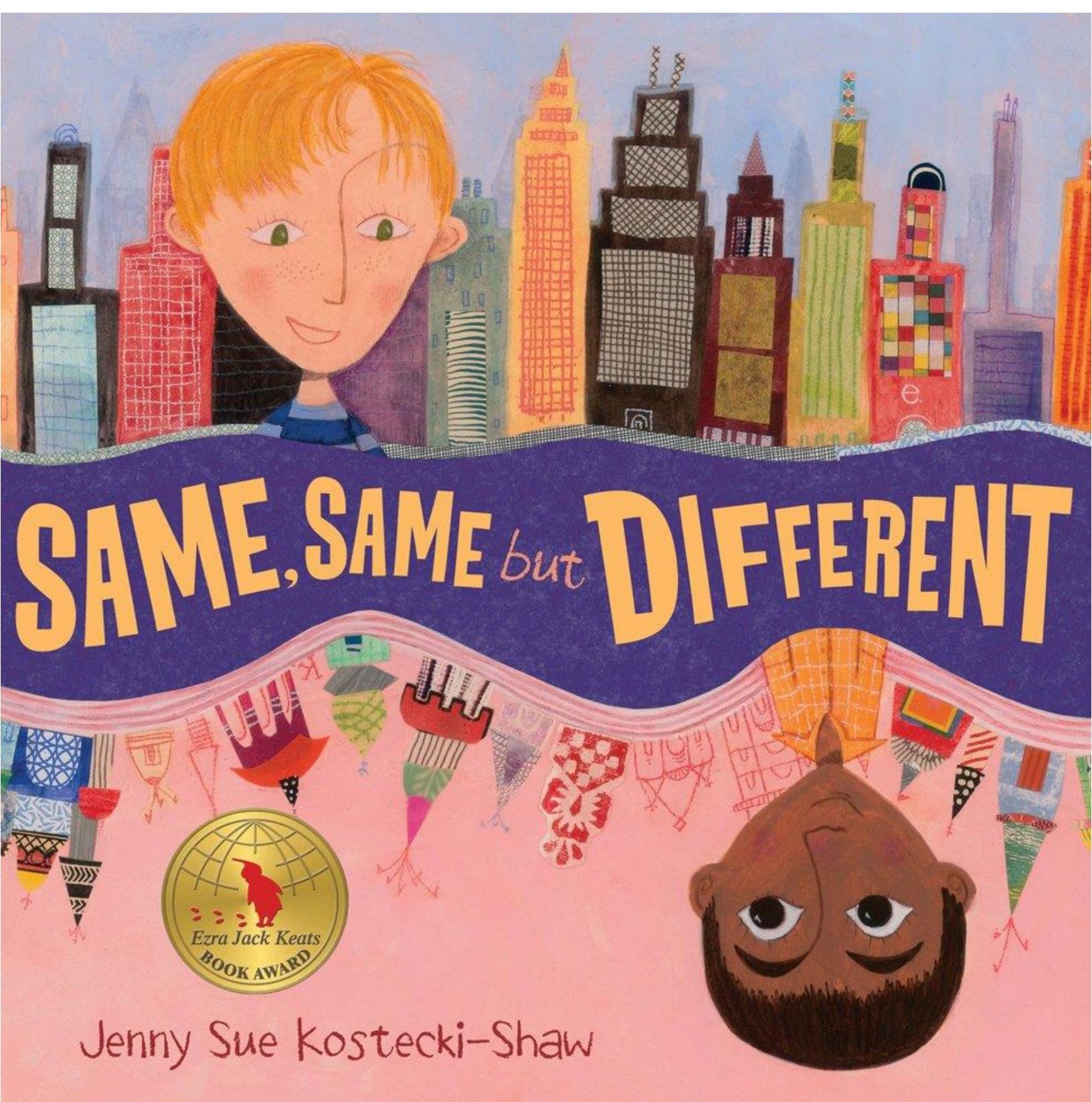
I will not allow my children, at any point in their lives, feel that they are oppressors just because they were born white. It saddens me that the actions of the few represent the bunch. I truly believe anti-racist policies will further divide us as a people because it is dealing with a topic and not the issue. If you must implement a policy for CCSD staff and administration do so, but don't put this on our kids; they do not see color.

I will leave you with a quote:

"Within each of us there is an intense need to feel that we belong. This feeling of unity and togetherness comes through the warmth of a smile, a handshake, or a hug, through laughter and unspoken demonstrations of love. It come in the quiet, reverent moments of soft conversation and in listening." – William R. Bradford

Respectfully,

Ashley Tewey





---

## item 5.02

1 message

Diana Belle Dreyer [Snyder, William ES]

To: BoardMtgComments <BoardMtgComments@nv.ccsd.net>

Thu, Aug 26, 2021 at 11:05 AM

Hi,

I'm currently working as a sub, filling a long term job in pre-k. I retired as a teacher with CCSD in 2019.

I am very much **against** using ESS to supply subs to the CCSD classrooms.

1. ESS is a third party vendor who will profit from this arrangement. Either subs will earn less or CCSD will pay more (if subs were to retain the current pay). If CCSD is going to spend more money, why not use that money to raise sub pay to attract more subs? Extra money spent by CCSD or less pay for subs is just going to a for-profit company.

2. How will ESS be able to obtain more subs than CCSD is able to? Where will they be getting the subs from? I find it rather fishy if they are promising to get more subs. Will they screen and background check their subs to the same extent as CCSD. If they are under contractual obligation to provide subs, there will be a monetary incentive for them to cut corners if they can't find the subs needed.

3. I don't think CCSD should be giving up power over who is in the classrooms with our students. CCSD has a responsibility to educate all its students. This appears as if CCSD is trying to abdicate that responsibility to a for-profit company. Then if there are shortages or problems, CCSD can simply say "It's the vendor's (ESS) problem or issue." This strikes me as CCSD shirking one of its duties.

Why not ask subs (currently working and those who have not returned) what it would take to get more people to sub?

--

Diana B. Dreyer



---

## LVABSE - Board Meeting Comments 8-26-2021

1 message

**Kamilah Bywaters**

To: Boardmtgcomments@nv.ccsd.net, Linda Cavazos <Cavazlp@nv.ccsd.net>, Danielle Ford <forddl@nv.ccsd.net>, Evelyn Morales <trustee-garcie12@nv.ccsd.net>, Irene Cepeda <cepedia@nv.ccsd.net>, Katie Williams <willikj3@nv.ccsd.net>, Lisa Guzmán <guzmalm@nv.ccsd.net>, Lola Brooks <brookla@nv.ccsd.net>

Thu, Aug 26, 2021 at 11:21 AM

Greetings,

May you please include in the meeting record today.

Respectfully,

### [Educational Complaint Form](#)

### [Join Our Email List](#)

### [Membership Form](#)

### [Donate with Paypal](#)

### [Donate with Squareup](#)



*Kamilah Bywaters, M.Ed., M.Div.  
President, Las Vegas Alliance of Black School Educators  
7500 W. Lake Mead Blvd. 9-474  
Las Vegas, NV 89128  
[www.LVABSE.org](http://www.LVABSE.org)  
"Education is a Civil Right"*

---

[8-26-2021 Board of School Trustees - 5.01 Anti-Racism.pdf](#)  
136K



August 26, 2021

Board of School Trustees  
Clark County School District  
5100 West Sahara Ave.  
Las Vegas, NV 89146  
702-799-CCSD

Re: Agenda Item 5.01 Anti-Racism Policy Development Work

Dear Board of School Trustees,

The first order of business is to ensure that the Anti-racism policy is developed within 90 days. LVABSE stands in solidarity with “No Racism in Schools, 1865.” The law is in place and we want it fully implemented in our district. Racism is alive and well all around us, and especially in our district. Please get the policy written so that our schools can have guidance and direction.

The second order of business. Let’s be reminded that the Las Vegas Alliance of Black School Educators (LVABSE) has a long standing history of community service and contributions to the CCSD. You should have been quite alarmed when a member of LVABSE or the Ministers Alliance of Southern Nevada was not selected to be a part of the 38 members of the Superintendent’s External Anti-racism, Equity, and Inclusion Taskforce. Please inform LVABSE of the individuals or groups on this task force who will be able to provide a historical reference of Historic West Las Vegas. Again, voices from Historic West Las Vegas have been left out of a very important matter.

The hope is that Trustee Garcia-Morales would find some space here to advocate for her district. Trustee Garcia-Morales, you had a perfect opportunity to select or urge members of the community from the Matt Kelly ES Community Input Meeting to apply. It’s quite disturbing that there was a perfect opportunity to include a member of Historic West Las Vegas. The digital divide may have impacted members of this community from applying through the online option. I’m interested to know if every person selected on the task force complete an application.

True and effective leadership requires that you lay down your personal dislike for LVABSE and our advocacy and do what’s best for our students and community. Critical feedback and being held accountable is a part of the position.

In Truth and Service,

*Kamilah Bywaters*

President, Kamilah Bywaters, M.Ed. M.Div.

*Tracey Lewis*

Vice-President, Tracey Lewis

CC:

Linda P. Cavazos, President  
Irene A. Cepeda, Vice President  
Evelyn Garcia Morales, Clerk  
Lola Brooks, Member  
Danielle Ford, Member  
Lisa Guzman, Member  
Katie Williams, Member

Jesus F. Jara, Ed.D., Superintendent of Schools



---

## 5.01 Antiracism Policy Development Work

1 message

---

**Jennifer Kilkenny**

To: boardmtgcomments@nv.ccsd.net

Thu, Aug 26, 2021 at 1:05 PM

CCSD is currently in violation of Nevada law by not having implemented an anti-racism policy. The law went into effect on July 1st.

You also have a trustee who openly violates that law by publicly tweeting harmful, abusive, transphobic rhetoric on her platform, which she uses in an official capacity. Katie Williams.

There can be no effective policy while Katie Williams serves on the board, as she uses her platform to bully and promote the bullies.

Katie Williams is violating the law openly.

CCSD is violating the law by not implementing the policy and enforcing it.

Write the policy.



---

## 8.01 Public Comment - Mask Violations & Trustee Williams

1 message

---

**Jennifer Kilkenny**

To: boardmtgcomments@nv.ccsd.net

Thu, Aug 26, 2021 at 1:10 PM

Today, Trustee Williams violated the ethics of her position by promoting the violation of the governor's and CCSD's mask mandate, protecting students and staff from COVID-9.

Tweets celebrating students at a District B high school who removed their masks in protest were retweeted by Trustee Williams, endorsing & celebrating their behavior.

We demand the immediate investigation of Trustee Williams for violating her oath of office and endorsing delinquent behavior in her schools, endangering the health and safety of our community.



---

## Board Comment

1 message

---

**Rebecca Garcia**

Thu, Aug 26, 2021 at 1:32 PM

To: BOARDMTGCOMMENTS@nv.ccsd.net

Cc: Jesus Jara <Jarajf@nv.ccsd.net>, "Lola Brooks [School Trustee]" <brookla@nv.ccsd.net>, "Linda Cavazos [School Trustee]" <cavazlp@nv.ccsd.net>, forddl@nv.ccsd.net, "Irene Cepeda [School Trustee]" <cepedia@nv.ccsd.net>, "Katie Williams [School Trustee]" <willikj3@nv.ccsd.net>, trustee-garcie12@nv.ccsd.net, guzmal@nv.ccsd.net

My name is Rebecca Garcia and I am the parent of three CCSD students as well as the President of the Nevada PTA and an administrator of the CCSD Parents Group. Over the last month, I have been fielding questions, concerns, and comments from families and staff regarding several critical issues that need to be brought to the attention of the board. While I appreciate the efforts of Dr. Jara and some trustees to reach out as I have raised these issues publicly recently none are resolved yet.

The vast majority of repetitive issues fall into the following areas.

**Communication** - District communications to families on essential issues for our children have been severely lacking for months. The weekly updates are repetitive and missing needed updates. As the district continues to not share relevant information this further erodes public confidence and trust. What will be done to address this? And the answer should not be that a new CCO has been hired, CCSD's communication issues go far beyond a single hire.

**Transportation** - While we recognize the hard work of many drivers and that the dept is short-staffed that doesn't change the need for students to be safely transported to school. Hiring new drivers is a weeks-long process and even longer if they need to be trained for CDL so what is being done now to address the issues?

**Health Protocols** - Families and staff deserve clear, consistent, and timely updates regarding health protocols. The information on [ccsd.net](#) is often out of date and not easily formatted for family access. Schools seem constantly inundated with ever-changing guidance and the frustration and lack of clarity is passed to families causing confusion and unnecessary frustration for staff and families. Health meetings are not always happening in a timely fashion delaying notification, parents attempting to notification are often put off or provided confusing information, schools are health and safety policies and quarantines are not consistent. Most families receive their information from teachers and office staff and yet it appears they are often the last provided the relevant information.

**Covid Data** - Again, timely and accurate covid positives and exclusions by schools should be provided to the community. Dr. Jara's refusal to do so is inconsistent with dozens of other states and districts across the country and even here in Nevada as Washoe provides this information. Parents and staff are not asking for identifying information, a letter is sent to the entire school community when there is a positive there is no reason that should not then be included immediately in the CCCD Dashboard along with if exclusions occur. The total number of district exclusions should also be published in a timely manner. For reference the WCSD Covid Data: <https://www.washoeschools.net/Page/15625>

Example dashboard from Hillsborough (FL) <https://www.hillsboroughschools.org/coviddashboard>

**Staff Shortages** - Beyond transportation, there are staff shortages across the district. This directly impacts students. While these shortages aren't unique to CCSD and are being felt across the nation immediate solutions are needed to ensure students receive the best possible education especially after a tumultuous distance education year. We continually hear concerns of feeling unsupported and overwhelmed by constantly changing directives that add extra duties or cause confusion. The emotional well-being of all the CCSD community is important for student success. Further, the shifting numbers of students to NVLA, etc will have potentially cause more staffing issues after count day and strategic budgets are reopened. What is the plan to address without causing more upheaval for students and staff?

The pandemic has caused overwhelming upheaval with heightened student needs and rampant staff shortages but the core mission of CCSD is to provide all students a quality education. That requires that students are safely learning and the above mention issues are a hurdle to making sure that happens for every student, in every zip code, every day.

Regards,

Rebecca Garcia



## 8.01 Non Agenda Items

1 message

KRISSI Alba [Foothill HS]

Thu, Aug 26, 2021 at 1:48 PM

To: BoardMtgComments <BoardMtgComments@nv.ccsd.net>

Hello Madam President and Members of the board. I previously wrote a letter that I believe falls under 8.01 Non Agenda Items.

Since writing the letter, my family tested positive for Covid in July after exposure. I wasn't allowed back to work until August 11. Along with being quarantined during June enrichment for exposure, my paychecks were very short and very much needed. Rent is late, bills are past due, stress is high. Hazard pay would've helped cover that.

Here is the short version of the letter previously sent:

"My name is Krissi and I am a Title 1 SPTA for the STAR program (children with emotional trauma and aggression disorders for those who are not familiar).

I returned to work in the classroom in April and worked through the June acceleration program.

While in the class, I had children purposely pull my mask down and cough in my face, smear snot on us, and force themselves to vomit. We were not allowed to send kids to the nurse office, in fact, the offices were kept locked and even staff couldn't go inside. We had to assess the children ourselves, call the nurse or FASA to discuss any ailments to decide if the Child needed sent home. If it was decided so, the FASA or nurse was seen in their hazmat gear.

I was given a paper mask and some hand sanitizer.

During June accelerator, I was exposed to 2 definite covid cases within the school. I am vaccinated so I was fine to work, until I developed cold symptoms. At which time, Emocha yellow carded me and I couldn't return to work. Even after a negative covid test, it was a struggle to return. Due to it being June enrichment, I was not able to get paid anything for the time lost.

I am not jealous or angry that nurses, FASAs, or backups receiving stipends. I am bothered because they received so much. The ones who were less protected and directly in contact were the ones who were overlooked and given nothing. We didn't receive gowns or N95 masks. We weren't given a warning if the Child was sick. We didn't get to stay behind locked doors.

We were there, face to face, teaching these children. Constantly worrying if that child who just spit in our face, or just vomited on the floor exposed us to anything dangerous.

I lost 2 grandparents to this virus , 4 other family members were hospitalized, my father in law became ridiculously ill. So while this pandemic may seem like a political move to some, it is very real to this family. For the ones who were locked away and protected to receive \$10000-\$15000 or more in hazard pay, while we received nothing. It hurts.

I bring home less than \$2000/mo. To lose out on pay due to covid exposure in a family of 4 hurts us financially. So trust that hazard pay would have been helpful. Not a vacation, or new car, or some luxury. That is rent being paid, that is getting caught up on utility payments. That is our lifeline.

Job stability within the district is nonexistent. Our pay goes up, it goes down, insurance goes up, pay still goes down. Hours are up, hours are down. Positions are cut, then replaced. 'I'm sorry' doesn't matter if we are being overlooked. Support staff is asking to be recognized. Hear our stories. Understand why we are upset.

See us, have empathy, and understand we are coming to you for a solution, not to complain.

I do not look for sympathy, but I do hope for inclusion and recognition as do so many others who work for you. I appreciate you taking the time to read this and hope you will take it seriously."

Thank you,  
Krissi

--  
Krissina Alba  
Intermediate STAR SPTA  
C.T. Sewell Elementary