

Municipality Report

LISA SATORY
APPOINTED TRUSTEE-
UNINCORPORATED CLARK COUNTY

June 2024



Events and Professional Development Update

- Attended neighborhood meeting at Wengert Elementary
- Attended end of year Superintendent's Advisory Council meeting
- NASB Legislative Conference
- GRADUATIONS!



We are
CCSD

CCSD Superintendent Hiring Process

April - May Superintendent Hiring Activities



Creation of Search Firm
RFP



Launch RFP for Recipients



Create rubric to determine
method to evaluate various
Search Firms



Evaluate all RFPs
submitted using pre-
determined rubric



Interview top three (3) RFP
firms

June Superintendent Hiring Activities

- Extend contract to top search firm
- Search firm does individual interviews with CCSD Board to determine Board's vision for superintendent
- Search firm interviews staff (central & teachers) to gather feedback re: desires of the next superintendent
- Search firm co-creates questions board will ask community stakeholders re: vision for new superintendent



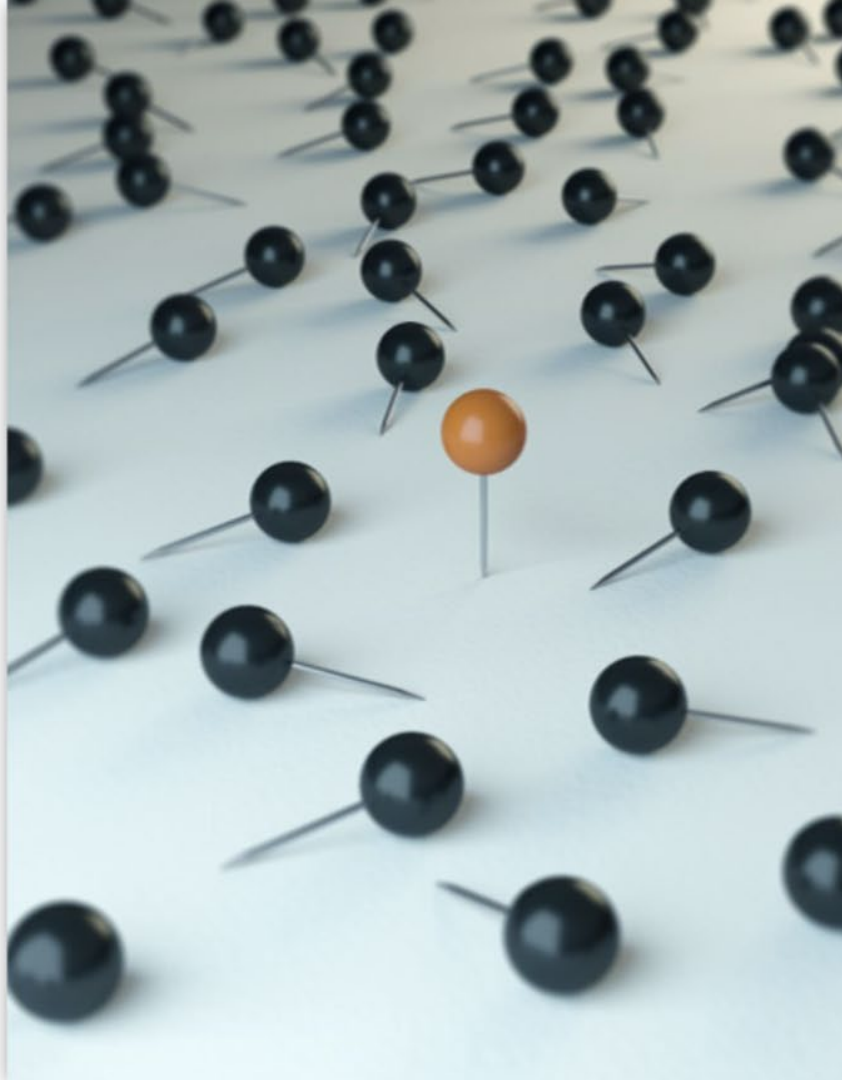
July Superintendent Hiring Activities

- Board conducts community meetings re: desired superintendent qualities
 - The plan is to host meetings throughout the community to gather a wide-array of community input
 - All members of the community (students, parents, businesses, and government entities) will have a voice in the process
- Synthesize community input
- Create job description for district superintendent



Aug. – Sept. Superintendent Hiring Activities

- Launch superintendent job description
- Collect resumes from qualified candidates from across the community and country
- Board evaluates received resumes
- Board narrows down resumes to top five candidates



October Superintendent Hiring Activities

- Superintendent candidate interviews begin
- Superintendent selection completed
- Begin superintendent contract negotiation
- Offer extended to selected candidate



November Superintendent Hiring Activities



Tentative superintendent candidate starting



Introduce superintendent to community stakeholders



Begin community listening tour & district goals conversations

Board Meeting Updates

May 9, 2024

- Focus: 2024 Strategic Plan Update – Perceptions of Student Safety
- Focus: 2024 Strategic Plan Update – Chronic Absenteeism

May 9, 2024

- Designated a critical labor shortage in elementary classroom licensed personnel positions (Art, Counselor, Humanities, Librarian, Music, Physical Education) for a two-year period
- Designated a critical labor shortage in Secondary (Careers Counselor, Fine Arts, Foreign Language, Freshman Studies, Librarian, Performing Arts, and Physical Education)

May 16, 2024

- interim Superintendent Contract Reached
- Authorization to Submit Notice of Withdrawal to Sponsor Charter Schools

May 20, 2024

Special Meeting, Adoption of the Final Budget

Uncertainties:

- Enrollment uncertainties due to increasing enrollment
- Risk of recession and impact of inflation
- Average ADE in FY22 was 301,827
- Average ADE in FY25 is 289,350

WHERE THE MONEY IS SPENT



| Full-Time Equivalents (FTEs) (\$ IN MILLIONS) | | | | |
|--|---------------|-------------|----------------|-------------|
| School Based - Strategic | 18,852 | 66.5% | 2,069.2 | 65.1% |
| School Based | 5,529 | 19.5% | 616.2 | 19.4% |
| Transportation | 1,640 | 5.8% | 162.7 | 5.1% |
| Central Office | 2,335 | 8.2% | 330.5 | 10.4% |
| Total | 28,356 | 100% | 3,178.6 | 100% |

| (\$ IN MILLIONS) | |
|--------------------------------|----------|
| Textbooks/Supplies | \$ 281.9 |
| Utilities(Electric/Gas/Water) | 120.8 |
| Professional Services | 68.7 |
| Technology | 61.8 |
| Property/Liability Insurance | 30.8 |
| Vehicles, Buses, Fuel | 21.3 |
| Repairs/Maintenance | 24.5 |
| Transfers-out (Weighted Funds) | 18.0 |
| Printing | 6.8 |
| Postage | 1.6 |

EMPLOYEE CONTRACTS STATUS

| Bargaining Group | Status | FY 2024 | FY 2025 |
|--|---|---|---|
| Clark County Education Association CCEA (Teachers) | Collective bargaining agreement (CBA) – settled through FY 2025 | <ul style="list-style-type: none"> • 10% base salary increase • One-step advancement • New professional salary table with two additional columns added • Extra instructional pay increases from \$31.50 to \$50 per hour • \$78.63 increase in CCSD contributions to THT • Various internal compensation adjustments | <ul style="list-style-type: none"> • 8% increase effective third pay period of 2024–2025 • One-step advancement • \$66.19 increase in CCSD contributions to THT • Various internal compensation adjustments |
| Education Support Employees Association ESEA (Support Professionals) | Settled CBA through FY 2025 | <ul style="list-style-type: none"> • \$15 per hour minimum for all support professional positions • 8.65% salary scale increase in compensation (inclusive of the 1.875% increase that was provided as of July 1, 2023) • Healthcare increase of 15% to CCSD’s contribution • One-step advancement on the salary schedule and various internal compensation adjustments | <ul style="list-style-type: none"> • 4% salary increase • One-step advancement on salary schedule. • Healthcare increase of 5% to CCSD’s contribution • Various internal compensation adjustments |
| Clark County Association of School Administrators and Professional-technical Employees CCASAPE (Administrators) | Settled CBA through FY 2025 | <ul style="list-style-type: none"> • 10% salary scale increase: (inclusive of 1.875% increase provided effective July 1, 2023) • Column advancement • Health benefit contribution increase of 8% • Various internal compensation adjustments | <ul style="list-style-type: none"> • 3% salary increase • Column advancement • Health benefit contribution increase of 5% • Various internal compensation adjustments |
| Police Officers Association of the Clark County School District POA | Settled CBA through FY 2025 | <ul style="list-style-type: none"> • Updated salary scale • One-step advancement • Healthcare increase of 15% | <ul style="list-style-type: none"> • 3% salary increase • One-step advancement • Healthcare increase of 5% |
| Police Administrators Association PAA | Settled CBA through FY 2025 | <ul style="list-style-type: none"> • Updated salary scale • Healthcare increase of 15% • Increase in educational level pay • Boot stipend for motorcycle officers | <ul style="list-style-type: none"> • 3% salary increase • Healthcare increase of 5% |

INCREASE THE PERCENT OF STUDENTS WHO FEEL SAFE: OVERALL RESULTS AND STATUS

| Measure | 2022–2023 Target | 2023–2024 Actual |
|---------------------------------|------------------|------------------|
| District | 85.2%* | 79.0% |
| Elementary Schools (Grades 4–5) | 91.6%* | 86.4% |
| Middle Schools (Grades 6–8) | 83.8%* | 74.8% |
| High Schools (Grades 9–12) | 82.4%* | 78.4% |

* Focus: 2024 targets for this measure ended at the conclusion of the 2022–2023 school year.

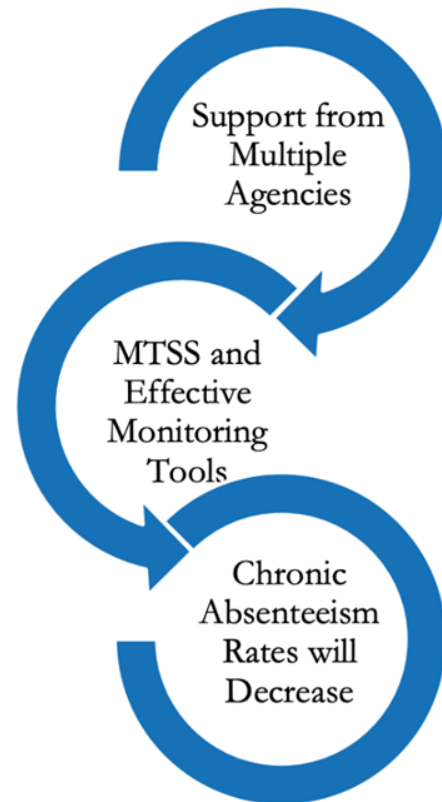
THEORY OF ACTION

If we:

- Identify root causes for missed school situations.
- Work with multiple agencies to assist with chronic absenteeism efforts.
- Provide high-quality Tier I instruction and Tier II and Tier III interventions for students through Multi-Tiered System of Supports (MTSS) and effective monitoring tools for guiding student progress.
- Improve consistency of implementation of Clark County School District (CCSD) Regulations 5113 and 5123.

Then:

- Chronic absenteeism rates will decrease.



CHRONIC ABSENTEEISM STRATEGIES

Develop and Support Teachers, Principals, and Staff

Implement a districtwide Multi-Tiered System of Supports to promote students' success in both academics and behavior.

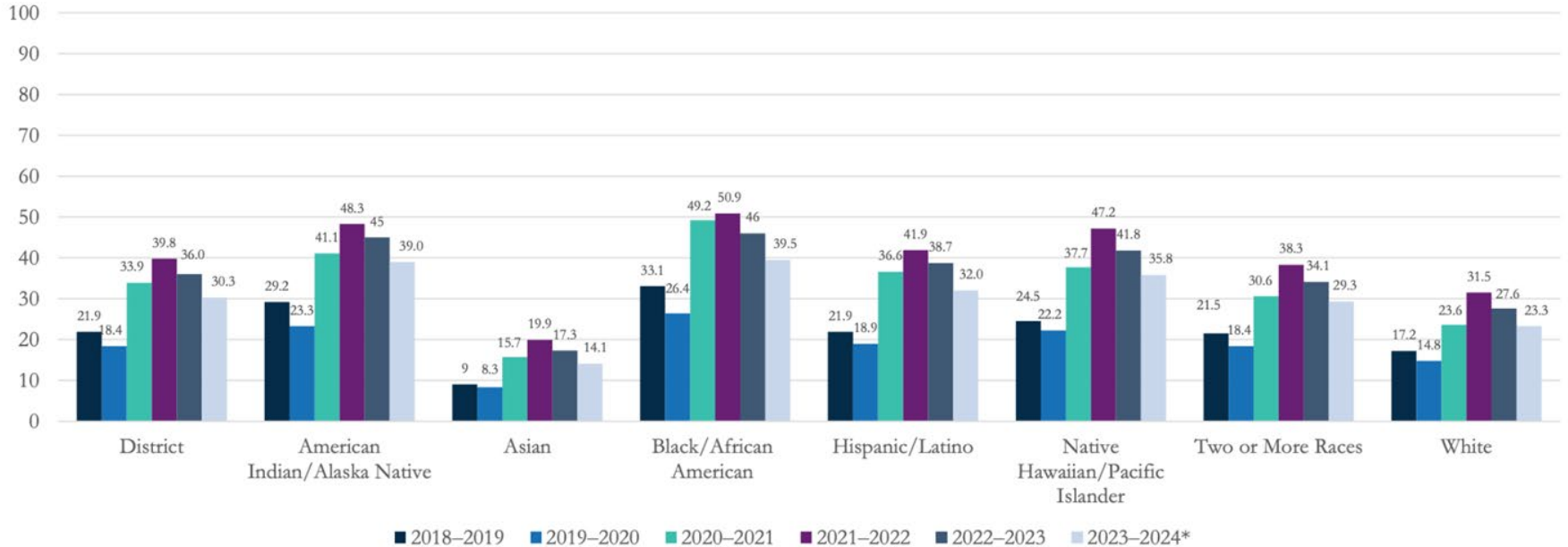
Implement and utilize a comprehensive data dashboard to analyze student achievement data and early-warning indicators relative to attendance, behavior, and course completion to guide data-driven decision-making at the school level.

Expand Opportunities and Supports for All Students

Increase partnerships to expand mental health wraparound services, social workers, school safety personnel, behavioral interventionists, and counselors in schools.

CHRONIC ABSENTEEISM RATE OVERALL RESULTS AND STATUS

Chronic Absenteeism Rate



Presented at May 9, 2024
Regular Board Meeting

Questions?

Thank you!



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We are 
CCSD

