

Posted 09/30/2024

**RAINBOW DREAMS ACADEMY CHARTER SCHOOL
GOVERNING BOARD**

Thursday, October 3, 2024, 6:00 PM

Phone Conference Number
Call in Number (1-848-220-3300)
Conference ID: 977-5128

AGENDA

1. Call to Order and Roll Call (Action)
2. Adoption of the Agenda (Discussion/Action)
3. Review and Approval of the Minutes (Discussion/ Action)
4. Public Comments and Discussion (Discussion)
*Any person from the public who wishes to speak on an agenda item may do so at this time.
(NOTE: Speakers are limited to 3 minutes)*
5. Report from the Principal/ Executive Director (Discussion/Possible Action)
 - A. Human Resource Committee Report (Closed Discussion/Possible Action)
 1. Resignation(s) or Termination(s)
 2. New Hire(s) or Appointment(s)
 3. Facilities Committee Report (Discussion/Possible Action)
6. Committee Reports
 - A. Financial Committee Report (Discussion/Possible Action)
7. Unfinished/New Business (Discussion/Possible Action)
 1. Next Board Meeting
8. General Discussion by Board Members (Discussion/Possible Action)
9. Questions, Comments, Concerns (Discussion)
10. Adjourn (Action)

1. Rainbow Dreams Academy Charter School, 950 W. Lake Mead Blvd., Las Vegas, NV 89106
2. Doolittle Community Center, 1950 J. Street, Las Vegas, NV 89106
3. West Las Vegas Library, 951 W. Lake Mead Blvd, Las Vegas, NV 89106
4. Nevada Partners, 710 W. Lake Mead Blvd, N. Las Vegas, NV 89030

**Rainbow Dreams Academy Charter School
Governing Board Meeting Minutes
Tuesday, May 7, 2024**

Meeting called to order via teleconference at 6:10 pm by the Interim Board Chair, Dr. Anthony Pollard and Roll Call was taken.

PRESENT: Jackie Ingram, DaWanda Thomas, Todd McGuire, Eric Cole, Dr. Anthony Pollard, and Vic Ross

GUESTS: Janice Henry, Principal/Executive Director Rainbow Dreams Early Learning Academy.

PUBLIC COMMENTS-N/A

ADOPTION OF AGENDA- It was moved by DaWanda Thomas to adopt a flexible agenda, seconded by Vic Ross. Motion carried.

REVIEW / APPROVAL OF MINUTES- It was moved by DaWanda Thomas, seconded by Vic Ross to approve the minutes of the previous board meeting (January 23, 2024) with no additions/corrections; motion carried.

PRINCIPAL/EXECUTIVE DIRECTOR'S REPORT- Janice D. Henry reported on the following items:

CELEBRATIONS:

- Dance Recital 5/2/24
- Teacher Appreciation Week 5/6-5/10
- Spirit Week 5/13-5/17
- Graduation Ceremony Events: 55 Kindergarten Promoted to 1st grade, at the West Las Vegas Library Theater on May 21, 2014

STUDENT UPDATE/ACHIEVEMENT INFORMATION

- MAP Testing (May 6-10, 2024)
- Open Enrollment Began February 1, 2024 (Student Currently Enrolled 229)
 - Kindergartens for 2024-25 (4 classes of 21 students =84 total)
 - Pre-Kindergarteners for 2024 (11 classes of 20 students = 220)

HUMAN RESOURCE UPDATE

- Hiring Update
 - Kindergarten Licensed Teachers (2)
 - Pre-Kindergarten Teachers (3)
 - Teaching Assistant (8)
 - Dream Care Aides (4)
- Resignations
 - Pre-Kindergarten Teachers (3)
 - Dream Care Aides (1)
 - Accountant - Melinda Varner final day (April 29, 2024)

PROFESSIONAL DEVELOPMENT/CURRICULUM

- Training for New Lexia Curriculum- Completed
- Training for Phonics 95 - Completed

GRANT UPDATES

- **ECILP Year 1 Award: \$409,115.00**
 - Pending Reimbursement for: \$167,622.88 personnel costs
 - Pending Reimbursement for: \$12,075.76 curriculum costs
 - Remaining Reimbursable Funds available: \$229,416.36
- **ECILP Year 2 Awarded at: \$1,037,778.78**

AUDIT

- ✓ PEAA Spot Audit – **Passed**
- ✓ CCSD Food Service Audit – **Passed**
- ✓ CCSD Physical Inventory Audit – **Passed**
- ✓ Title I Fiscal Audit – **Passed**
- ✓ HR Audit – Pending
- ✓ ELL Audit – Completed
- ✓ RDA Governing Board Assessment Audit – Completed

FACILITIES UPDATE - No Updates at time.

COMMITTEE REPORT

- **Financial Committee Reports-** The Board reviewed and discussed the final budget for the 2024-25 academic school year. It was moved by Dr. Anthony Pollard and second by Eric Cole to submit the budget: motion carried.

UNFINISHED BUSINESS – N/A

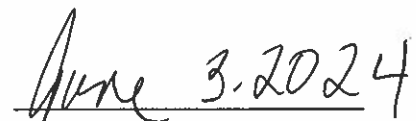
QUESTIONS, COMMENTS, CONCERNS – N/A

With no further business, it was moved by DaWanda Thomas and second by Vic Ross to adjourn the meeting at 6:45pm.

NEXT MEETING- July 23, 2024



DaWanda Thomas, Secretary



Date



Executive Director Update: Board Meeting 10/3/2024

BOARD ACTION ITEMS:

Request approval of the following:

- Principal's Contract

CELEBRATIONS and EVENTS

- **October 1st RDELA's Pink for a Purpose: Uniting for Breast Cancer Awareness**
- **October 4th Student Awards**
- **Week of Respect 10/7-10/11**
- **Student Picture Day 10/11/2024**
- **Parent Teacher Conference 10/14/2024**
- **Parent Literacy Night 10/16/2024**
- **Rainbow Reader's Book Fair TBD**
- **Nevada Day 10/25/2024**
- **Promise Neighborhood School**
 - Grant covers additional professional development
 - Wrap around Services
 - Matching Grant Program
- **Green Our Planet Grant Recipient**
 - \$17,500 worth of STEM equipment

STUDENT UPDATE/ACHIEVEMENT INFORMATION

- Progress Reports 10/14/2024
- MAP testing completed
- Brigance Testing Completed

PERSONNEL UPDATE

- Hiring
 - 2 Teaching Assistants
 - 2 Dream Care PM
- Terminations due to lower than anticipated enrollment:
 - Kitchen Assistant
 - Kindergarten
- Terminations due to poor performance or policy violations
 - 3 Teaching Assistant positions

PROFESSIONAL DEVELOPMENT/CURRICULUM

- Training for Data Informed Assessments and Teaching
- Training in Teaching Strategies Gold
- New Curriculum funded through ECILP
 - Lexia
 - Phonics95
 - Heggerty
- New Curriculum Funded through Green Our Planet
 - STEM Curriculum on Hydroponics and sustainability

FACILITIES UPDATE

- Playground Renovation approved by insurance company for \$12,500 from Evans recreational company for tarp replacement. \$5,000 deductible.
 - \$7,500 deposited in June



- Waiting on repairs
- Front Gate
 - Removed and will be replaced the second week of October \$6,500
 - Claim into Republic service for damages
- Centegix – New Security and Visitor Management System
 - 3-year contract \$3,345.00
 - Linked to FBI Database
 - Utilized throughout CCSD
 - Waiting on quote for security badges
- Sway Security contract finalized

BUDGET PLANNING – PROJECTED/ACTUAL EXPENDITURES

- **Title I Funds**
 - Allocation 23-24: \$34,770.00 1% Parent Involvement Set Aside: \$347.70
- **ECILP Funds**
 - \$1,037,778.10 **FY 25**
 - **FY 24** Granted: \$409,115.00 Used/Reimbursed: \$355,903.49
 - Delayed access to funds by CCSD lowered our ability to use reimbursements in limited timeline.
 - Would not reimburse vendors that did not itemize services such as printing
- **Nevada Partners Spring Session Grant**
 - Received \$64,640.00 on 9/3/24
- **Promise Neighborhood Grant TBD**



October 2, 2024

Dear RDA Board Members,

I am writing to formally request the renewal of my contract as Principal/Executive Director of Rainbow Dreams Early Learning Academy (RDELA) with a proposed salary of \$120,000 annually, a 5% increase over my previous wages, along with an additional \$500 monthly insurance stipend.

The requested insurance stipend is \$129.20 less per month than the standard contribution provided to RDELA employees for medical insurance and the 5% increase is significantly less than the 12% increase CCSD administration was given this past year. Pairing this with the \$20,000 annual contribution that I have saved Rainbow Dreams Academy on PERS, I believe this compensation adjustment is both fair and reflective of my contributions, while being financially prudent and cognizant of the school's financial needs.

RDELA has achieved substantial success since contracting with JD Consulting Group, including:

- Securing over \$1.5 million in Early Childhood Innovative Literacy Grant funding over the past two years.
- Obtaining \$17,500 in materials and curriculum for the Green Our Planet Program.
- Being named a Promise Neighborhood School (potential matching Grant).
- Nevada Partners Community Grant \$64,640
- Receiving \$284,006 from the Engelstad Foundation
- Increasing the AB309 grant by \$125,625 per quarter.
- Achieving excellent ratings on our performance framework in the areas of administration and academic achievement since the renewal of our CCSD charter contract.
- Seeing significant gains in MAP and Brigance scores, showcasing student academic improvement.
- Spearheading two successful 30 for 30 campaigns (\$30K+).
- Operating in the black for the past year due to the successful grant-writing and fundraising efforts.

Despite the incomplete final accounting submitted by Ms. Varner the year prior, Higgins and Associate can confirm RDELA continues to expand its staffing, programs, and curriculum while maintaining financial stability. We are on track for a budget surplus, reinforcing the health of our financial position.

If the Board is unable to approve both the 5% raise and the insurance stipend, I am willing to defer the stipend contingent on RDELA remaining in the black for the remainder of the academic year.

I am proud of the progress we have made and the solid foundation we have built. I respectfully ask the Board to approve this request and allow me to continue serving RDELA in this capacity.

Thank you for your consideration.

Sincerely,
Janice D. Henry
Principal/Executive Director



Personal Services Agreement

This Personal Services Agreement (the “Agreement”) is made and entered into as of August 1, 2024, by and between Rainbow Dreams Academy, a charter school under Clark County School District and Clark County Commissioners office, and Rainbow Dreams LLC with its principal office located at 950 Lake Mead Blvd, Las Vegas, NV 89106 (“RDA”), and JD Consulting Group Inc. located at 2831 St Rose Parkway, Ste 200 Henderson, NV 89052 (“JDCG”).

1. Scope of Work

JDCG agrees to serve as the Principal, Administrator, and Executive Director for Rainbow Dreams Early Learning Academy. The responsibilities include, but are not limited to, overseeing day-to-day operations, strategic planning, staff management, financial oversight, budget allocation, leadership, vision, and direction, crisis management, hiring, training, professional development, community engagement, curriculum design and implementation, branding, implementing programs in alignment with RDA’s mission and goals. Specific duties and performance expectations will be outlined in a separate document provided by RDA.

2. Performance Expectations

JDCG shall perform all duties and responsibilities with a high level of professionalism and integrity. This includes adhering to all applicable educational standards, legal requirements, and organizational policies set forth by Rainbow Dreams Academy (RDA).

JDCG is expected to achieve the specific goals outlined in the performance objectives provided by RDA Governing Board including targets related to academic performance, operational efficiency, staff development, and community engagement. Regular progress reports will be required to demonstrate attainment of these goals.

JDCG is responsible for delivering services that meet or exceed industry best practices and standards. This includes effective leadership, strategic planning, and management practices. JDCG must address any issues or concerns raised by RDA promptly and implement necessary improvements.

JDCG is required to maintain open and transparent communication with RDA. This includes providing regular updates on school performance, financial status, and significant developments.



Detailed reports must be submitted on a quarterly basis, and additional reports may be required as necessary.

JDCG is expected to actively engage with students, parents, staff, and the broader community to foster a positive school environment and build strong relationships. Feedback from these stakeholders should be solicited and used to inform decision-making and continuous improvement efforts.

3. Term

The term of this Agreement shall commence on August 1, 2024, and continue through July 31, 2025. This Agreement may be extended for up to five additional years upon mutual written agreement of both parties.

4. Compensation

RDA agrees to compensate JDCG a total annual amount of \$120,000 divided into monthly installments. Compensation will be reviewed and adjusted annually, with a minimum increase of 5% each year. Adjustments will be based on and commensurate with the increases provided by the Clark County School District to administrative tier employees.

Additionally, JDCG will be provided with a monthly insurance stipend of \$500.00.

5. Invoicing

JDCG shall submit invoices to RDA on a monthly basis for services rendered. Each invoice shall include a detailed description of the services performed and any other relevant information required for payment processing.

6. Payment

RDA agrees to make payments to JDCG within 30 days of receipt of each invoice, provided the invoice is in accordance with the terms of this Agreement.



7. Travel

JDCG shall be reimbursed for reasonable and necessary expenses incurred in the performance of duties under this Agreement, including travel, lodging, per diem, and other costs directly related to the scope of work. Reimbursement requests must be accompanied by appropriate receipts and documentation.

8. Termination

Either party may terminate this Agreement for any reason with thirty (30) days written notice to the other party. In the event of termination, JDCG shall be compensated for all services rendered up to the date of termination, and any outstanding reimbursable expenses shall be paid.

9. Standard of Performance

JDCG agrees to perform the services under this Agreement with the highest standard of professionalism and diligence. JDCG shall adhere to all applicable laws and regulations and ensure that the services provided are in accordance with the best practices in the field.

10. Liability

RDA agrees to indemnify and hold harmless JDCG from any claims, damages, or liabilities arising out of JDCG's performance of services under this Agreement, except where such claims are due to the gross negligence or willful misconduct of JDCG.

11. Confidentiality

JDCG agrees to maintain the confidentiality of all proprietary and confidential information disclosed by RDA. This obligation shall survive the termination or expiration of this Agreement. Confidential information includes, but is not limited to, financial records, personnel data, and strategic plans.



This Agreement constitutes the entire understanding between the parties and supersedes all prior agreements, whether written or oral, relating to the subject matter hereof. Any amendments to this Agreement must be made in writing and signed by authorized representatives of both parties.

IN WITNESS WHEREOF, the parties hereto have executed this Personal Services Agreement as of the date first above written.

Rainbow Dreams Academy Governing Board

By: _____

Name: _____

Title: _____

Date: _____

JD Consulting Group Inc

By: Janice D. Henry

Name: Janice D. Henry

Title: President and CEO

Date: 10/2/2024