



JOBS FOR NEVADA'S GRADUATES

**BOARD OF DIRECTORS
ANNUAL MEETING
AGENDA**

Meeting is subject to the provisions of the Nevada Open Meeting Law – [NRS 241.020](#)

Name of Organization: **Jobs for Nevada's Graduates, Inc. (J4NG)**

Date and Time of Meeting: **Thursday, February 24, 2022
Board of Directors Annual Meeting: 2:00 - 3:30 PM**

Place(s) of Meeting: *In person at United Way of So NV Office, 5830 W. Flamingo Rd., Las Vegas, 89103 – virtual Microsoft TEAMS option for out-of-town participants.*

J4NG Mission: Jobs for Nevada's Graduates Inc. strives to graduate every student entrusted in our care from high school and set them on a path to higher education, a career or both. **Vision:** Graduate every student; career and job ready.

NOTE: [Items on this agenda may be taken in a different order than listed. Two or more agenda items may be combined for consideration. An item may be removed from this agenda or discussion relating to an item on this agenda may be delayed at any time.](#)

- 1. CALL TO ORDER – *Frank Woodbeck, Chair***
- 2. ROLL CALL & CONFIRMATION OF QUORUM —*Jean Irvine, Admin. Asst.***
- 3. VERIFICATION OF PUBLIC POSTING —*Jean Irvine, Admin. Asst.***
- 4. FIRST PUBLIC COMMENT(S) PERIOD**

Members of the public are invited for comment(s). **NO** action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for *possible action*, and properly noticed pursuant to [NRS 241.020](#). Due to time constraints, the Chair may limit public comments to **three (3) minutes/person**. Please clearly state and spell your full name.
- 5. GENERAL BUSINESS:**

PASSING OF THE GAVEL, by René Cantú – *Frank Woodbeck, Outgoing Chair to Mariá José Gatti, Incoming Chair*

For Information/Possible Action - *Mariá José Gatti, Chair*

- a. J4NG Student testimonial – Pablo Ramirez
- b. Review and approval of minutes from meeting of November 18, 2021

- c. Board Retreat Rescheduling to First Quarter of Fiscal Year
- d. Election of Officers – Vice Chairman, Secretary, Treasurer

6. EXECUTIVE DIRECTOR OVERVIEW – *René Cantú*

For Information/Possible Action:

- a. J4NG Outcome & Program Updates

7. COMMITTEE REPORTS:

BUDGET & FINANCE – *Gabriel Gonzalez, Chair*

For Information/Possible Action:

- a. Report on Financials – (Attachment A & B)
- b. Budget and Modifications Update
- c. Request approval to evaluate and revise compensation structure as a whole
- d. Consider approval of merit-based pay increases for Specialists and Staff
- e. Consider approval of change in bylaws to permit borrowing in exigent times when J4NG needs access to reserve funds that have been invested to prevent withdrawal of investment reserve funds and repay when reimbursements are received from funders
- f. Give staff approval to language based on materials provided by Merryll Lynch to draft Investment Policy Statement

DEVELOPMENT, COMMUNICATION & OUTREACH – *Tray Abney, Chair*

For Information/Possible Action:

- a. Committee Chair Report – (Attachment-DC&O)

HUMAN RESOURCES & PERSONNEL - *Dr. Vickie Shields, Chair*

For Information/Possible Action:

- a. HR Committee Update Report by Kandy Zappa Sanchez, HR Director
- b. Consideration of proposal to review and update compensation structure as a whole including pay scale for potential raises in light of the Great Resignation to curb talent loss.
- c. Discussion of bringing Upper Management compensation to the median salaries identified in our most recent compensation study and/or a new study when available

NOMINATING & BYLAWS – *Kris Wells, Chair*

For Information/Possible Action:

- a. Recommendation to the Board to amend **Section 2.2 Paragraph 3**; and **Section 3.10** of the Jobs for Nevada's Graduates Bylaws to make the immediate Past Chair a voting member of the Executive Committee. (Attachment 1)
- b. Renewal of Board Member Terms expiring in February.
- c. Recommendation to the Board to approve board membership for vacant board member positions of Dr. Mike Barton, Chief College, Career and

- Equity Officer at Clark County School District, and Dennis Perea, Accountant for KGHM Mining
- d. Consider approval of the nominated slate of Board Officers for 2022-23: Janice Newman, Vice Chair; Tray Abney, Secretary; and Gabriel Gonzalez, Treasurer
 - e. Update on the use of Proxy Voting

STRATEGIC PLANNING – Dr. Nancy Brune, Chair

For Information/Possible Action:

- a. Committee Chair Report/Update – April 21st Board Retreat postponed until after the beginning of the Fiscal Year – July 2022.

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8. NEW BUSINESS: -

9. CHAIR’S CLOSING REMARKS – Mariá José Gatti, Chair

10. ADJOURNMENT

NOTE: Persons with disabilities who require reasonable accommodations or assistance at the meeting should notify the JAGNV, Inc. office, in writing at: 4045 S. Buffalo Drive, Ste. A-101-128, Las Vegas, NV 89147; or should call (725) 235-3670 as soon as possible and no later than 9 a.m. three days prior to meeting.

Members of the public who wish to attend the meeting or would like to receive public material provided to Board members for this meeting and may request that information from *Jean Irvine, Administrative Assistant*, Jobs for Nevada’s Graduates Inc., phone number (725) 235-3670, fax 1-(702)940-4068 as soon as possible and no later than 9 a.m. three days prior to meeting.

Pursuant to Nevada’s Open Meeting Law, NRS 241.020, notice of this meeting was posted on or before the third day prior to the meeting date at the following locations:

J4NG, 6375 W. Charleston, Building L, Las Vegas, Nevada 89146; **Grant Sawyer Government Building** 555 E. Washington St. Las Vegas, NV 89101; **Nevada System of Higher Education** 4300 Maryland Parkway Las Vegas, NV 89119; **Nevada System of Higher Education** 2601 Enterprise Reno, NV 89512; **State Capitol Building** 101 N. Carson Ave. Carson City, NV 89701. Pursuant to NRS 232.2175 said agenda and notice have been posted on Jobs for Nevada’s Graduates (J4NG), public website at: <http://j4ng.org/news-events/> and on Nevada’s public Meeting website at: <http://notice.nv.gov/>.