

MINUTES  
CLARK COUNTY SCHOOL DISTRICT  
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES  
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM  
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121

ORGANIZATION OF THE BOARD AND WORK SESSION

Wednesday, January 10, 2018

8:06 a.m.

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Roll Call: Members Present  
Deanna L. Wright, President  
Linda E. Young, Vice President  
Carolyn Edwards, Clerk  
Lola Brooks, Member  
Linda P. Cavazos, Member  
Kevin L. Child, Member  
Chris Garvey, Member

Pat Skorkowsky, Superintendent of Schools

Also present were: Mary-Anne Miller, Board Counsel, District Attorney's Office; Carlos McDade, General Counsel, Office of the General Counsel; Joe Caruso, Deputy Chief of Staff/Liaison to the Board, Office of the Superintendent; Elizabeth Carrero, Executive Manager, Office of the Superintendent; Cindy Krohn, Executive Assistant to the Board, Board Office; Lisa Chrapcynski, Administrative Secretary II, Board Office; and Gary Ray, Chairman, Ray and Associates.

**FLAG SALUTE**

Trustee Child led the Pledge of Allegiance.

**BOARD MEMBER ARRIVES**

Trustee Garvey arrived at the Board meeting at 8:08 a.m.

**ADOPT AGENDA**

Adopt agenda.

*Motion: Edwards    Second: Cavazos    Vote: Unanimous*

**PUBLIC COMMENT PERIOD**

Steve Brown spoke about the Nevada Legislature Technical Advisory Committee meeting he attended and said he was impressed with how they conducted that meeting. He said his concern is that many times congress or the legislature will form a committee and then the work of the committee gets ignored. He said that committee is going to need the Board's support.

**APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES—PRESIDENT**

Approval on the election of the Office of the President.

Trustee Brooks nominated Trustee Wright for the Office of the President.

*Motion to close nominations.*

*Motion: Edwards Second: Child Vote: Unanimous*

*Vote for Trustee Wright for Office of the President passed.*

**APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES—VICE PRESIDENT**

Approval on the election of the Office of the Vice President.

Trustee Wright nominated Trustee Edwards for the Office of the Vice President.

*Motion to close nominations.*

*Motion: Young Second: Edwards Vote: Unanimous*

*Vote for Trustee Edwards for Office of the Vice President passed.*

**APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES—CLERK**

Approval on the election of the Office of the Clerk.

Trustee Young stated that the Board would be making significant changes throughout this year, and she spoke about the importance of the community's support for the new Superintendent and belief in the Board's commitment to improving the direction of public education. She expressed her concern and that of her community regarding Assembly Bill (AB) 469, charter schools, the Achievement School District (ASD) and Opportunity 180.

Trustee Young nominated Trustee Garvey for the Office of the Clerk.

Trustee Edwards reminded the Board that as it is her last year on the Board, and three other members have three years remaining on the Board, they need to be building leadership for the future.

Trustee Edwards nominated Trustee Brooks for the Office of the Clerk.

*Motion to close nominations.*

*Motion: Edwards Second: Child Vote: Unanimous*

**APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES—CLERK (continued)**

Trustee Garvey said she appreciates the nomination and said she would be willing to serve as clerk. She said she has been involved in a number of programs and initiatives to move this Board forward, and she said the work that Trustee Brooks is currently doing with the advisory committee for the budget is conducive to building leadership.

Trustee Brooks read a statement in which she addressed concerns related to her being employed by a charter school as a data analyst and her ability and serve in a leadership role on the Board because of her knowledge and experience.

Trustee Young said her concern is not with Trustee Brooks but with her affiliation with a charter school and what charter schools represent to her community.

Trustee Young asked Trustee Garvey about her thoughts on the direction of the District and the issues surrounding the budget and the takeover of the District.

Trustee Garvey said she has always wanted more decision-making at the school level, but it must be done in a way that is fair, equitable, and in a way that makes sense. She said it is the Board's job to question things that are not clear. She agreed with Trustee Young regarding the charter school concerns.

Trustee Young asked Trustee Brooks to respond to why she feels she would be good in a leadership role during this time when the District is faced with a budget crisis, the superintendent search, and ASD.

Trustee Brooks said one of her strengths is strategic planning, and she added that she feels she would be good in the leadership position because of what she does for a living. She said it would be beneficial to have someone in a leadership role that has a positive relationship with the state and community groups.

Trustee Cavazos asked for a reading of the duties of the Office of the Clerk.

Trustee Wright read the duties of the Office of the Clerk.

Trustee Edwards said she would be asking for a change to the policy to include the duty added by the legislature last year.

Trustee Cavazos wondered if concerns regarding Trustee Brooks serving as Clerk were because of her inexperience on the Board or solely because she works for a charter school and if that would always be an issue.

Trustee Edwards asked Trustee Brooks whether she believes she has a conflict and if so, how she would handle that conflict when issues concerning charter schools arise for the Board.

### **APPROVE ORGANIZATION OF THE BOARD OF SCHOOL TRUSTEES—CLERK (continued)**

Trustee Brooks said if she were to work for a different entity or organization instead of under the State Public Charter School Authority, there would be the possibility of a conflict. She said she fully supports public schools and believes in public education.

Trustee Wright asked Trustee Garvey and Trustee Brooks if there was something they would like to see the Board do differently this year or if they would like to see the Board go in a different direction.

Trustee Garvey said the Board needs to return to the business of education and looking at what is best for students including how they look at and utilize data. She said she would also like to start building morale among the District's educators.

Trustee Brooks said she would like to see the Board be more strategic in its use of time and energy and focus on moving in a positive direction; increased transparency and have information presented to the public in a manner in which they understand and that would help them advocate on behalf of their school and on behalf of the Board; leverage community groups for legislative gains; more accountability surrounding return on investment; and reach more of the community through better use of technology.

Trustee Cavazos asked Trustee Garvey and Trustee Brooks if they feel they have the extra time to successfully execute the duties of the Clerk.

Trustee Garvey said she believes she does, and both she and Trustee Brooks have jobs that are very detail-oriented. She said the duties she would have to perform as Clerk work around her job schedule.

Trustee Brooks said she does have the time to accomplish what she would need to as Clerk, and her job allows her a great deal of flexibility. She mentioned that she also has the added benefit of living in close proximity to central offices.

*Vote for Trustee Garvey for Office of the Clerk failed.*

*Vote for Trustee Brooks for Office of the Clerk passed.*

### **APPROVE SUPERINTENDENT SEARCH**

Approval to establish a timeline for the superintendent search; determine the input process, including the development of a profile for a superintendent, the number of stakeholder meetings and their locations, and a survey for public input; identify advertising; an online application for candidates; and compensation and benefits for the superintendent position, as recommended in Reference 3.04.

**APPROVE SUPERINTENDENT SEARCH (continued)**

Trustee Edwards proposed that there should be two people in leadership in the District, one being the superintendent over education, and the other being over all business aspects of the organization. She said they would both report to the Board and be evaluated by the Board and both would be responsible for academic achievement.

Trustee Garvey said she was not sure about supporting a dual superintendent model, but she would be in favor of putting safeguards in place that would ensure that the candidates that are brought to them understand the Board's expectations and demands. She said she would like to have discussions regarding the Superintendent bringing in expertise in the appropriate areas and how the evaluation would be shared.

Trustee Young said there are doctoral programs that include both educational and business aspects, and she said that is why she wanted to look at candidates with a higher level of education. She disagreed with having two Superintendents in place. She said she would agree with the Superintendent bringing in experts in the areas of business, legislature, and community.

Trustee Brooks agreed with Trustee Garvey's comments that the Superintendent should know what his professional deficiencies are and be able to surround himself with individuals who counter those deficiencies. She suggested perhaps looking for a candidate who had a business background and came into education later.

Trustee Cavazos asked Mr. Ray if he knows of a successful dual superintendent model that has been used in a comparable school district.

Mr. Ray responded he is not aware of any, but there are candidates which he refers to as hybrid candidates that have a business and educational background.

The Trustees and Mr. Ray reviewed the superintendent search suggested process and timeline beginning with the dates and locations for the public input meetings.

**RECESS:** 9:41 a.m.

**RECONVENE:** 9:48 a.m.

**APPROVE SUPERINTENDENT SEARCH (continued)**

The Trustees and Mr. Ray continued reviewing the superintendent search suggested process and timeline.

Trustee Child requested that a public input meeting be held at Clark High School on a Saturday.

The Board agreed to hold public input meetings January 23-27 at Northwest Career and Technical Academy (CTA), Southwest CTA, Veterans Tribute CTA, Silverado High School, and Ed W. Clark High School.

**APPROVE SUPERINTENDENT SEARCH (continued)**

Trustee Wright said Mr. Caruso would bring locations and dates with times back to the Board at the January 11, 2018, Board meeting.

The Trustees discussed what information they felt the search firm should gather from the attendees at the public input meetings and what information should be provided, which included what qualities the Board should look for in a superintendent; what direction they think the District ought to be moving in; that the public and the candidates should understand that there is a law in place that requires the reorganization of the District and completion of the implementation of the reorganization would be the job of the new superintendent; and that the Board's Strategic Imperatives should be included as a type of "cheat sheet" or "starting point" for the public to understand the position of the District.

Trustee Wright asked that Mr. Ray provide a general survey that his firm has used without any customization for review at the Board's January 11, 2018, meeting.

Trustee Edwards said she would like the Strategic Imperatives to be included as part of the survey asking participants to choose whether or not they agree with them.

Trustee Wright requested that the deadline for the survey be changed from January 30, 2018, at 8:00 a.m. to January 29 at close of business or January 30 in the evening.

The Board agreed to hold the meeting to finalize the Superintendent profile and job description on February 8, 2018, from 8:00 a.m. to 12:00 p.m.

**RECESS:** 10:46 a.m.

**RECONVENE:** 10:55 a.m.

**APPROVE SUPERINTENDENT SEARCH (continued)**

The Trustees and Mr. Ray reviewed the suggested superintendent search advertising options and discussed the various options including American Association of School Administrators (AASA), Education Week, National Alliance of Black School Educators (NABSE), Association of Latino Administrators and Educators (ALAS), Education America Network, School Leadership 2.0, several free options, and Career Builder. Other suggestions included LinkedIn and Indeed, the National Chamber of Commerce, and the National Association of School Psychologists.

Mr. Ray discussed factors the Board should take into consideration when deciding on the Superintendent's salary.

### **APPROVE SUPERINTENDENT SEARCH (continued)**

Trustee Garvey said with respect to compensation that would need to be cost neutral given the District's budget situation, so the Board would need to have a discussion regarding where that increase in compensation would come from. She suggested that perhaps there needs to be a future agenda item for the Board to review high-level position contracts so that conversation could be tied to the evaluation piece with regard to certain high-level employees reporting directly to the Board.

Trustee Child asked Mr. Ray to state for the record what type of salary the Board should be considering.

Mr. Ray said his best guest, from a competition standpoint, would be in the area of \$300,000.00.

Trustee Child offered a proposal to fund the Superintendent's salary by cutting the Superintendent's Office budget and cutting the Deputy Superintendent's Office budget.

Trustee Edwards disagreed with Trustee Child's proposal. She said she does believe thought that the salary should be at \$300,000.00.

Trustee Young said people continue to say that with the reorganization of the school district, many of the responsibilities that the Superintendent would oversee are now going to be moved to the schools. She suggested that there may be discussion about the responsibilities of the current Superintendent along with the implementation of the law and the moving out of responsibilities that would help the Board keep the salary at \$300,000.00. She suggested an agenda item to discuss the Board having its own attorney as well.

### **BOARD MEMBER LEAVES**

Trustee Garvey left the Board meeting at 11:21 a.m.

### **APPROVE SUPERINTENDENT SEARCH (continued)**

#### **Public Hearing**

Sylvia Lazos said the salary issue is very important. She offered information related salaries in the Nevada System of High Education (NSHE), and she said \$300,000.00 for the CCSD Superintendent position sounds very low in her opinion. She agreed with the Trustees' discussion on including a statement of where we are as a District, and she encouraged the Board to consider including a Trustee statement on the state of the District and its position regarding the reorganization, for example.

### **AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS**

Trustee Edwards requested an agenda item to add new language to GP-8: Clerk's Role.

### **DISCUSSION AND REQUEST FOR SPECIAL MEETINGS**

None.

**PUBLIC COMMENT PERIOD**

None.

**ADJOURN:** 11:29 a.m.

*Motion: Edwards Second: Brooks Vote: Unanimous  
Trustee Garvey was not present for the vote.*