

Minutes  
Clark County School District  
Meeting of the Board of School Trustees  
Edward A. Greer Education Center, Board Room  
2832 East Flamingo Road, Las Vegas, Nevada 89121

Work Session

Wednesday, February 1, 2023

9:04 a.m.

Roll Call: Members Present

Evelyn Garcia Morales, President  
Lola Brooks, Vice President  
Irene Bustamante Adams, Clerk  
Linda P. Cavazos, Member  
Katie Williams, Member  
Brenda Zamora, Member

Member Absent

Lisa Guzmán, Member

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

Also present were: Nicole Malich, Board Counsel, District Attorney's Office;  
Dr. Brenda Larsen-Mitchell, Deputy Superintendent, Office of the Deputy Superintendent;  
Cindy Krohn, Director, Board Office; Carmen West, Executive Manager/Director II, Office of the  
Superintendent; Denise Zagby, Administrative Secretary II, Board Office; Anna d'Entremont, Public  
Consulting Group; Tim Gillespie, Public Consulting Group; and Mary Ellen Hannon, Public  
Consulting Group.

**Announcements**

Trustee Garcia Morales acknowledged that the land on which they are gathered is the territorial  
homelands of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

**Flag Salute**

Trustee Brooks led the Pledge of Allegiance.

**Adopt Agenda**

*Adopt agenda, except note reference material provided for Item 2.02 and note revised reference  
material provided for Item 2.03.*

*Motion: Bustamante Adams    Second: Cavazos    Vote: Unanimous*

*Trustee Williams and Trustee Zamora were not present for the vote.*

### **Approve Revision of the 2023 Calendar of Board Meetings**

Approval on the revision of the calendar of work sessions and regular meetings of the Board of School Trustees for the period of January 2023, through December 2023, as requested in Reference 2.01.

*Motion to approve.*

*Motion: Cavazos      Second: Brooks*

*Trustee Brooks offered a friendly amendment to the motion to shift the Board's work session meetings to evenings.*

*Trustee Cavazos accepted the friendly amendment.*

*Trustees agreed to a 4:00 p.m. work session meeting time.*

*Trustee Garcia Morales offered a friendly amendment to begin the 4:00 p.m. work session time in April to accommodate for the ethics training session in March.*

### **Board Member Arrives**

Trustee Zamora arrived at the Board meeting at 9:11 a.m.

### **Approve Revision of the 2023 Calendar of Board Meetings (continued)**

Ms. Malich stated the training is currently scheduled for 12:00 p.m. to 1:30 p.m.

Trustee Brooks suggested making the motion to tentatively move the work session time to 4:00 p.m. beginning in March and giving the Board President discretion to ensure that the Board is able to receive the ethics training in April.

*Trustee Cavazos restated the motion to adopt Item 2.01 with the amendment for the work sessions to be moved to 4:00 p.m. starting in March with the discretion of the President of the Board to arrange the details.*

*Vote on Trustee Cavazos's motion was unanimous.*

*Trustee Williams was not present for the vote.*

### **Approve Community Engagement**

Approval on the planning and coordination of future community engagement meetings, as requested.

Trustee Garcia Morales said she brought this item forward out of a concern and a desire expressed by Board members to reengage the community outside of the boardroom.

### **Board Member Arrives**

Trustee Williams arrived at the Board meeting at 9:16 a.m.

### **Approve Community Engagement** (continued)

Trustee Garcia Morales briefly reviewed the reference material she provided.

There was some discussion and points brought forward by Trustees regarding consistently and thoroughly communicating this process to the community as it moves forward; a timeline for the process; the definitions in Reference 2.02; collaboration among the Board; training for effective community engagement; structure and consistency; Trustee roles and representing their constituencies and educating the community; and other community engagement events, such as individual Trustee community meetings.

*Motion to grant authority to the Board President to work out the specifics to provide the Board training in this domain.*

*Motion: Brooks      Second: Williams*

Trustee Cavazos stated the Board should remember in this process that they are educated by the community with their concerns, and that the Board is responsible for responding to those concerns.

*Trustee Brooks restated the motion to grant authority to the Board President to work out the logistics and the training needs for this domain.*

*Vote on Trustee Brooks's motion was unanimous.*

### **Clark County School District Culture and Climate Study Presentation**

Presentation and discussion on the Culture and Climate Study of the Clark County School District by the Public Consulting Group pending approval of the Board of School Trustees at the January 26, 2023, Regular Board Meeting.

Ms. d'Entremont, Mr. Gillespie, and Ms. Hannon presented Public Consulting Group's (PCG's) plan for the CCSD Culture and Climate Study, as show in Reference 2.03.

Trustee Williams asked if the consultants would be able to give an update to the Board at a Board meeting.

Trustee Garcia Morales said she would like to have the Board receive a briefing on the progress of the work. She said they have not incorporated a weekly or monthly check-in component for the Trustees, as they want to be independent from this work.

Trustee Williams clarified that the update would be for the community to hear.

Ms. d'Entremont said that is not in their current plan.

**Clark County School District Culture and Climate Study Presentation (continued)**

Trustee Williams asked if PCG was planning on giving the District multiple courses of action for certain items so they can choose solutions that are within Nevada law.

Ms. d'Entremont stated the recommendations they would make would be tied to the regulations the District needs to work within.

Trustee Williams asked if the consultants would be able to meet with the bargaining units.

Ms. d'Entremont said that is something they have discussed and are currently working out.

Trustee Bustamante Adams commented that she hopes that the consultants keep in mind the ethnic diversity of the District as they approach those different communities. She stated she would like to see how the top three entities PCG worked with used the information and reports they were provided with.

Trustee Cavazos asked if the consultants present here would be working with the Superintendent's staff to select individuals for the focus groups.

Ms. d'Entremont said that is a detail they still have to work out. She said how they go about selecting focus group participants is a preference that varies by school district.

Trustee Brooks said she feels it is important for the Board to allow the consultants to do their job and for the Board to await the final report. She asked if PCG's final report would include what impact the climate and culture of the broader community and the engagement of external groups has had on the District and the Board.

Ms. d'Entremont said they have spent a lot of time talking about that topic and believe it will emerge as a finding and that it would be an area they would want to explore.

Trustee Brooks asked if the data collected would be differentiated between individuals who fall into multiple stakeholder groups and how that would be accounted for in the final report.

Ms. d'Entremont explained that participants are asked to answer the questions from the viewpoint of the specific focus group they are participating in even though they may fit into other focus groups as well. She said their report would reference the focus group and not the individual. She further stated that if there were several individuals who stated they were a parent and a teacher, for example, and they had a distinct viewpoint, that would emerge as a finding.

**Upcoming Meeting of the Board of Trustees – Thursday, February 9, 2023, 5:00 p.m.**

Trustee Garcia Morales stated the upcoming meeting of the Board was scheduled for Thursday, February 9, 2023, at 5:00 p.m. in the boardroom.

**Public Comment on Items Not Listed as Action Items on the Agenda**

Ed Gonzalez said he appreciated Item 2.03 and said it is something that has not been done in a while. He discussed the health clinic at Dr. William H. "Bob" Bailey Middle School and said it still only serves one school. He asked what the Liliam Lujan Hickey Elementary School school organizational team (SOT) could do to help.

**Adjourn:** 10:48 a.m.

*Motion: Williams    Second: Cavazos    Vote: Unanimous*