

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

Thursday, February 22, 2024

5:02 p.m.

Roll Call: Members Present
Evelyn Garcia Morales, President
Irene Bustamante Adams, Vice President
Lisa Guzmán, Clerk
Lola Brooks, Member
Linda P. Cavazos, Member
Ramona Esparza-Stoffregan, Member
Adam Johnson, Member
Lisa Satory, Member
Dane Watson, Member
Katie Williams, Member
Brenda Zamora, Member

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

Teleconference Call Connected

Teleconference call with Trustee Williams was connected at 5:02 p.m.

Flag Salute

Trustee Zamora led the Pledge of Allegiance with the presentation of colors led by the Sunrise Mountain High School ROTC.

Adoption of the Agenda

Adopt agenda, except note additional reference material provided for Item 3.03.

Motion: Brooks Second: Guzmán Vote: Unanimous

Approve Adoption of Consent Agenda

Approval of consent agenda, as submitted, as recommended.

Public Hearing

Ernest Mackey signed up to speak on Item 2.02. He spoke about issues related to his children's school and said he still has not had anyone reach out to him to resolve the issue.

Approve Adoption of Consent Agenda (continued)

Motion to approve the consent agenda.

Motion: Guzmán Second: Brooks Vote: Unanimous

2.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes from the regular meeting of January 25, 2024, is recommended. **(For Possible Action)** (Ref. 2.01)

2.02 Credit Toward Graduation from High School for Courses Taken Through the Nevada System of Higher Education.

Discussion and possible action to approve requested Dual Enrollment courses, aligned to the Nevada System of Higher Education to improve student achievement, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 2.02)

2.03 Warrants.

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.03)

2.04 Recap of Budget Appropriation Transfers.

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning January 1, 2024, through January 31, 2024, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.04)

2.05 Unified Personnel Employment.

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Cedric Cole] (Ref. 2.05)

2.06 Licensed Personnel Employment.

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Cedric Cole] (Ref. 2.06)

2.07 Licensed Personnel Dismissal Recommendation.

Discussion and resolution to approve the Superintendent's recommendation for dismissal of licensed personnel, as listed, is recommended. (CONFIDENTIAL) **(For Possible Action)** [Contact Person: Cedric Cole] (Ref. 2.07)

Approve Adoption of Consent Agenda (continued)

2.08 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$7,850,630.04 in compliance with Nevada Revised Statutes (NRS) 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.08)

2.09 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$2,297,082.21 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.09)

2.10 Architectural Design Services: Roof Replacement at James I. Gibson Elementary School.

Discussion and possible action on approval to select the architectural firm of IZ Design Studio, to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support of the roof replacement at James I. Gibson Elementary School, in the amount of \$398,235.50, to be paid from the Governmental Services Tax, Fund 3400000000, Project C0016559; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.10)

2.11 Change in Service: Walter Bracken Elementary School.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$100,200.00 to the agreement for Walter Bracken Elementary School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001646, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.11)

2.12 Change in Service: Barry and June Gunderson Middle School.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$137,759.00 to the agreement for Barry and June Gunderson Middle School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001628, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.12)

2.13 Change in Service: Doris Hancock Elementary School.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$43,862.50 to the agreement for Doris Hancock Elementary School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001648, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.13)

Approve Adoption of Consent Agenda (continued)

2.14 Change in Service: Laughlin Junior/Senior High School.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$27,145.00 to the agreement for Laughlin K-12 Auxiliary Gymnasium and Elementary Classroom Addition to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015935, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.14)

2.15 Change in Service: Las Vegas Academy of the Arts.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$478,100.00 to the agreement for Las Vegas Academy of the Arts to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015904, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.15)

2.16 Change in Service: Southeast Career and Technical Academy.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$25,100.00 to the agreement for Southeast Career and Technical Academy to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015932, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.16)

2.17 Contract Award: Roof Recover at Ruthe Deskin Elementary School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder for the roof recover at Ruthe Deskin Elementary School in the amount of \$626,268.00, to be paid from the Government Services Tax, Fund 3400000000, Project C0016560; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.17)

2.18 Professional Services Agreement: Commissioning Services at B. Mahlon Brown Academy of International Studies.

Discussion and possible action on approval to enter into a professional services agreement for commissioning services with BCC Management, Inc., to provide commissioning services in support of the school replacement at B. Mahlon Brown Academy of International Studies in the amount of \$289,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001655; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.18)

Approve Adoption of Consent Agenda (continued)

2.19 Professional Services Agreement: Comprehensive Modernization at William Lummis Elementary School.

Discussion and possible action on approval to enter into a professional services agreement for constructability review services with Sletten Construction of Nevada, Inc., to provide constructability review services in support of the comprehensive modernization at William Lummis Elementary School, in the amount of \$65,000.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015053; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees's designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.19)

2.20 Resolution for the Disposition Of Real Property at 4400 Kell Lane.

Discussion and possible action on a resolution declaring the intent to sell a 4.81-acre parcel of land located at 4400 Kell Lane, Las Vegas, Nevada, 89115, Assessor's Parcel Number 140-20-301-019, and for the Superintendent of Schools/Designee, the President and Clerk of the Board of Trustees, Clark County School District, to sign the resolution, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.20)

Approve Conditional Resignation of Superintendent

Approval on the acceptance of the Third Amendment to Employment Agreement Between the Board of Trustees and Jesus F. Jara.

Nicole Malich, Board Counsel, District Attorney's Office, stated she was directed by the Board to negotiate alternative conditions for a Termination for Convenience of the Superintendent. She said the Superintendent's conditional counter offer of resignation before the Board now is the result of those negotiations. She explained that if the Board does not approve this item, Dr. Jara would continue to serve as Superintendent under the terms of the existing agreement.

Public Hearing

Robert Cowles spoke in opposition to this item. He said giving the Superintendent \$250,000.00 to leave the District is an affront to every District employee and would be a gross misuse of taxpayer dollars. He named reasons why Superintendent Jara should be terminated for cause.

Jim Frazee asked the Board to vote no on this item and said Termination for Cause is the right course. He said he wants the Board to fight as hard for the taxpayers and students as they were willing to fight against educators and their families.

Kelly Edgar urged the Board not to vote for this item. She spoke about how Superintendent Jara negatively impacted the District. She said Superintendent Jara should be fired and never allowed to work in education again.

Approve Conditional Resignation of Superintendent (continued)

Stephanie Valdez shared information highlighting how much money Superintendent Jara has costs the District since 2018 as well as other nonmonetary costs, such as embarrassment and mental distress. She said Dr. Jara is not owed, nor deserves, any more money.

Autumn Tampa said she has seen and experienced a lot during her 26 years as a District employee. She said there are people who do not agree with the previous speakers and feel that the Superintendent did a good job, including herself.

Timothy Underwood said Superintendent Jara does not deserve this golden parachute. He spoke about the issues in the District, which he said are the marks of a complete failure in educational excellence.

Vicki Kreidel said she does not think it is fair to treat the Superintendent any differently than other District staff. She asked what Superintendent Jara has done to deserve this money as he exists the District. She asked the Board not to give the Superintendent this money as a reward.

Kamilah Bywaters said if the Board passes this item, they will be setting a precedent and telling other superintendents they could come to Nevada, provide poor results, and negotiate the terms of their contract. She asked the Board to vote no on this item and to listen to the community.

James Bayliss spoke about reasons why the Superintendent should no longer be in place and why Dr. Jara's contract amendment should not be approved by the Board.

Elizabeth Adler commended the Board members for their open dialogue at a previous meeting regarding the Superintendent and applauded those who voted against the terms set by Dr. Jara. She spoke in opposition to this item.

Dr. Tiffanie Bemoll said people were naïve to believe anything honest could be occurring with this situation and said this feels underhanded and shady. She pointed out that if any other employee of the District resigns, they do not get \$250,000.00. She asked the Board to vote no on this item.

Douglas Hamilton spoke in opposition to this item and said awarding the Superintendent this money says to the families, communities, and teachers that Superintendent Jara worked hard and is getting what he deserves. He spoke about issues in the District impacting students and educators and why Superintendent Jara should not be paid.

Shanzeh Aslam stated that Item 3.01 is incorrect and violates the intent and the motion that was passed at the previous meeting as it is written. She said Superintendent Jara has not earned, nor does he deserve, any additional compensation. She suggested the \$250,000.00 could be spent on the students instead.

Approve Conditional Resignation of Superintendent (continued)

Ed Gonzalez stated he has some concerns about this item but said he supported it. He said that when Trustees asked Superintendent Jara to resign, it opened the Board to some legal liability. He said paying the Superintendent \$250,000.00 is not ideal but it could be a lot worse.

Dr. S. S. Rogers said these same discussions were had prior to hiring Superintendent Jara. He said the community has been providing input for years and was not in favor of Superintendent Jara then and the Board did not listen.

Gina Verglass asked that the Board vote no on this item. She spoke about the negative impact CCSD has had on her family. She gave suggestions for instruction that would help students. She said she looks forward to a new start whereby parents can be listened to.

David Gomez stated he is always present at the Board meetings whenever there is an issue. He said this is an issue with people's narratives. He said he did not agree with everything Superintendent Jara did but said paying the Superintendent and letting him go and moving forward would help the District.

Trustee Guzmán said she wanted the community to know that they were heard. She explained why she made the motion at the previous meeting and what the direction to Board counsel was and said what is before the Board is exactly what was passed on February 7, 2024. She said the Board is following the way that an agenda is constructed and Robert's Rules of Order.

Trustee Cavazos asked for clarification with regard to the motion that was passed on February 7, 2024, to approve a conditional Termination for Convenience with a request for counsel to negotiate and the agenda item here, which is to consider a Conditional Resignation of Superintendent.

Ms. Malich stated the Board directed her to negotiate terms for a Termination for Convenience, and the Superintendent submitted a conditional counter offer of resignation, and the terms were negotiated thereafter. She stated that the Attorney General's Office advised that negotiations with the Superintendent are confidential under Nevada Revised Statute (NRS) 288.220 and would not be appropriate for her to discuss in an open and public meeting.

Motion to approve.

Motion: Guzmán Second: Brooks Vote: Yeses – 5 (Bustamante Adams, Brooks, Garcia Morales, Guzmán, Williams); Noes – 2 (Cavazos, Zamora)

The motion passed.

Approve Appointment of Interim Superintendent

Discussion and possible action to appoint an Interim Superintendent to serve as signatory and fulfill the duties of Superintendent, to become effective on February 23, 2024, at 5:00 PM, and last until such time as the Board makes an appointment of Superintendent. Appointment as Interim Superintendent does not preclude the individual named from eligibility for consideration as Superintendent.

Ms. Malich stated Board governance policy SE-7: Emergency Superintendent Succession requires the Superintendent to identify two executives who would be able to readily step into the role of Interim Superintendent if necessary. She said with the passing of the motion in Item 3.01, as of February 23, 2024, at 5:00 p.m., there will not be anyone with signatory authority to carry out the duties of the organization, and as such, an interim appointment is needed.

Public Hearing

Jim Frazee appreciated that this would be an interim position. He said he hoped that the Board would not try to choose the next permanent Superintendent without adequate community input. He said parents, educators, and community members have to have faith in the process.

Matt Totaro said he was opposed to this item. He spoke about the negative impact on the District of various initiatives and policies over the past six years. He said he knows Dr. Brenda Larsen-Mitchell, Deputy Superintendent, Office of the Deputy Superintendent, is committed to the District but said the formula has not worked.

Yvette Williams, Clark County Black Caucus chair, stated they maintain their position that the Interim Superintendent should be someone who would not be seeking the permanent position. She expressed concern with Jason Goudie, Deputy Superintendent of Business Administration and Chief Financial Officer, Business and Finance Unit, leading an educational system.

Kenny Belknap said CCSD is headed in the wrong direction and that this would be the opportunity to start fresh and begin to do the work of earning back the community's trust. He spoke in opposition to appointing Dr. Larsen-Mitchell to serve as Interim Superintendent, stating the District does not need someone who would continue bad policies and ignore critical failures.

Autumn Tampa said she has had positive interactions with Dr. Larsen-Mitchell and Mr. Goudie. She stated she would be in support of Dr. Larsen-Mitchell because of her experience in the District. She said as Deputy Superintendent it was Dr. Larsen-Mitchell's job to support the Superintendent.

Vicki Kreidel said she understands why Dr. Larsen-Mitchell was recommended to serve as Interim Superintendent and said there are other top level, talented leaders in the District that could support Dr. Larsen-Mitchell. With regard to Mr. Goudie, she said she did not understand how someone without an education background could be qualified to serve as Superintendent.

Approve Appointment of Interim Superintendent (continued)

Aramis Bacallao said failure is a part of success and there is no shame in that. He said the Board has failed and needs to start over. He stated the Board needs to listen to parents and teachers and the District needs a new direction.

Jessica Jones spoke in opposition to the appointment of Dr. Larsen-Mitchell or Mr. Goudie to serve as Interim Superintendent, stating the appointment of either of them would be a continuation of Dr. Jara's tenure, which has left students in a crisis. She suggested the Board look for a person outside of the District to fill the role of Interim Superintendent.

Kamilah Bywaters disagreed with the two people selected by Dr. Jara under SE-7: Emergency Superintendent Succession to serve as Interim Superintendent and said a new policy is needed and should also involve the community. She suggested choosing someone to serve as Interim Superintendent until the end of May, then involving the community to choose who the Interim Superintendent would be until the new Board comes in.

James Bayliss said choosing Dr. Larsen-Mitchell to serve as Interim Superintendent would be a continuation of Dr. Jara's leadership. He said if he had to choose between Dr. Larsen-Mitchell and Mr. Goudie, he would prefer Mr. Goudie.

Elizabeth Adler spoke in opposition to either of the two individuals under consideration for Interim Superintendent. She said CCSD promotes based on seniority rather than on performance. She said sometimes what is needed is for someone to come in and make change. She asked the Board to consider what their goal is in appointing an Interim Superintendent and moving forward in the search process for hiring a new Superintendent.

Dr. Tiffanie Bemoll said CCSD is being talked about on a national level and the perception of the District needs to be repaired beginning with improving morale. She said the District needs to retain teachers and an Interim Superintendent is a good first step.

Shanzeh Aslam read comments submitted by Chris Giunchigliani. The letter stated in part that this agenda item leads to a foregone conclusion that Dr. Larsen-Mitchell or Mr. Goudie will be selected as Interim Superintendent; that this has not been declared nor needs to be treated as an emergency; and that neither of the named individuals has the ability to lead the District while a public search occurs.

Ed Gonzalez stated the Board should consider whether the person who serves as Interim Superintendent should be able to apply for the permanent position. He said both people being considered are appropriate choices.

Approve Appointment of Interim Superintendent (continued)

Dr. S. S. Rogers spoke in opposition to this item. He suggested that if Dr. Jara was going in the wrong direction, Dr. Larsen-Mitchell should have advised him that it was not the right direction for the students.

David Gomez spoke in support of Dr. Larsen-Mitchell and said the Interim Superintendent should have the ability to apply for the permanent position.

Isaac Barron said a continuation of the same people that have been following the same policies will yield the same results. He stated the new Board should be allowed to choose the next leader for the District.

Robert Cowles suggested the role of Interim Superintendent should be divided amongst several people. He agreed that the next Board should determine who the permanent Superintendent would be. He stated Dr. Larsen-Mitchell and Mr. Goudie are both suitable to serve as Interim Superintendent.

Trustee Cavazos asked who has been the signatory for the extended time that Dr. Jara has been absent.

Ms. Malich stated the Deputy Superintendent has been serving in that role at the Superintendent's delegation; however, the Superintendent will have no power as of February 23, 2024, at 5:00 p.m. so the delegation is lost.

Trustee Cavazos said she feels it would be somewhat unfair to Dr. Larsen-Mitchell to go through the superintendent search while still performing the duties of Interim Superintendent. She said the point brought up by public speakers that there will be a new Board is very valid.

Trustee Esparza-Stoffregan said the Board needs to take a pause and be very intentional about the decision they need to make and consider all possible options. She said one of those options would be to have Dr. Larsen-Mitchell and Mr. Goudie serve as Co-Interim Superintendents.

Trustee Brooks noted the policy states the interim can apply for the permanent position, the Board requires an interim to move to the next step, so a search cannot begin until an interim is in place. She also pointed out that as of February 23, 2024, at 5:00 p.m., if an interim is not appointed, the Board will not have an employee to direct.

*Motion to appoint as Co-Interim Superintendents, Dr. Brenda Larsen-Mitchell and Jason Goudie.
Motion: Cavazos*

Trustee Brooks asked that they first confirm that both Dr. Larsen-Mitchell and Mr. Goudie are interested in serving as Co-Interim Superintendents.

Approve Appointment of Interim Superintendent (continued)

Trustee Garcia Morales stated the agenda item does not include the option of choosing Co-Interim Superintendents.

Trustee Cavazos retracted her motion.

Motion to amend the previous motion and to amend Item 3.02 to include the possibility and the option of Co-Interim Superintendents.

Trustee Garcia Morales stated that would need to be noticed at a separate meeting based on Robert's Rules of Order.

Trustee Johnson asked Ms. Malich to weigh in on the original motion by Trustee Cavazos.

Ms. Malich said the motion would otherwise be allowed as noticed under Item 3.02 but she would feel more comfortable, having asked them only if they desired to serve as interim and not asking if they desired to serve as Co-Interim Superintendents.

Trustee Johnson asked if the Board could pause and ask Dr. Larsen-Mitchell and Mr. Goudie if they would be interested in serving as co-interims.

Trustee Garcia Morales said they would make that determination after hearing from other Trustees.

Trustee Watson agreed with the motion made by Trustee Cavazos.

Trustee Guzmán asked counsel for clarification since the agenda was approved as written and not as a flexible agenda.

Ms. Malich said there just needs to be enough notice to the public and she believes there was under NRS 241.020.

Trustee Cavazos restated her motion to appoint as Co-Interim Superintendents, Jason Goudie and Brenda Larson-Mitchell.

Trustee Guzmán seconded the motion.

Trustee Garcia Morales stated the Board would return at 7:37 p.m.

Recess: 7:27 p.m.

Reconvene: 7:43 p.m.

Approve Appointment of Interim Superintendent (continued)

Ms. Malich stated in speaking with Dr. Larsen-Mitchell and Mr. Goudie, they both expressed concerns about serving as Co-Interim Superintendents due to the high needs of the District and providing sustainability and consistency for the students and staff. She said they also believe there needs to be one clear interim leader to create consistent communication and expectations.

Trustee Garcia Morales stated Trustee Cavazos's motion is null and void since the parties did not agree to the Co-Interim Superintendent role.

Trustee Bustamante Adams thanked the community for their interest and input. She stated her goal is to focus on the process for selecting the next Superintendent and said she is excited to engage the community. She said she had concerns regarding the statutory signatures and stated that her choice for Interim Superintendent would be Mr. Goudie.

Motion to appoint Jason Goudie as Interim Superintendent.

Motion: Bustamante Adams

Trustee Johnson asked if there was any criteria with which to base their decision on for the Interim Superintendent.

Trustee Garcia Morales stated her reasons for supporting Dr. Larsen-Mitchell in this role, being that she wants to ensure that the operations of the District continue. She stated Dr. Larsen-Mitchell is the Deputy Superintendent in place, continuing the positive trends with relation to college and career readiness programs, reduction of discipline data, reduction of chronic absenteeism, and increases in proficiency in mathematics in grades three through eight.

Trustee Brooks said typically during a search process people say the Board should look for an educational leader or that the person should have some classroom experience. She said in NRS they should be able to legally evaluate other people unless someone else is designated able to do so. She said the only person this applies to is Dr. Larsen-Mitchell. She stated while Mr. Goudie is a good leader in finance, he is not necessarily an educational leader.

Trustee Watson asked if Dr. Larsen-Mitchell and Mr. Goudie would be interested in becoming the permanent Superintendent.

Trustee Garcia Morales said as stated in the agenda item, appointment as Interim Superintendent would not preclude the individual named from being considered for the position of Superintendent.

Trustee Watson commented that Mr. Goudie's operational leadership is as equally important as academic leadership.

Trustee Zamora seconded Trustee Bustamante Adams' motion.

Approve Appointment of Interim Superintendent (continued)

Trustee Bustamante Adams stated financial stability and accountability are important to her during this transition. She said additionally, constituents have expressed concerns regarding community relations by Dr. Larsen-Mitchell.

Trustee Cavazos suggested rather than making this decision right now, appointing a fiduciary signatory and gathering some input with a timeline. She asked if they were to move forward with appointing an Interim Superintendent whether they would be setting a timeline indicating how long the Interim Superintendent would be in place.

Ms. Malich stated if the Board does not select an Interim Superintendent at this time, a special meeting would need to be called to do so next week. She suggested after speaking with Mr. Goudie that the Board allow comments from Mr. Goudie and Dr. Larsen-Mitchell.

Trustee Esparza-Stoffregan recalled that former Superintendent Dr. Walt Rulfes was not an educator, and former Chief Financial Officer (CFO) Pedro Martinez left the District to serve as superintendent of another school district.

Mr. Goudie expressed his appreciation for being named by the Superintendent as one of the individuals who could act as Interim Superintendent and his appreciation for the support of the Trustees. He said he feels he has done a lot of good for the District financially and while he would be willing to do what is necessary, he does not believe he would be the best option for this role.

Dr. Larsen-Mitchell touched on her background in the District over the past 30 years from serving as a teacher to serving as Superintendent. She expressed her passion for education and for leading the District with students in mind and said she would be willing to serve as Interim Superintendent.

*Vote on Trustee Bustamante Adams' motion: Yeses – 3 (Bustamante Adams, Cavazos, Zamora); Noes – 4 (Brooks, Guzmán, Garcia Morales, Williams)
The motion did not pass.*

Motion to appoint Dr. Brenda Larsen-Mitchell as Interim Superintendent.

*Motion: Brooks Second: Williams Vote: Yeses – 5 (Brooks, Guzmán, Garcia Morales, Williams, Zamora); Noes – 2 (Bustamante Adams, Cavazos)
The motion passed.*

Long-Term Planning: Appointment of a Superintendent

Discussion on long-term planning for next steps in selecting a Superintendent.

Trustee Garcia Morales reviewed the reference material and discussed points the Trustees should be prepared to discuss and provide input on at the Board's March Work Session.

Long-Term Planning: Appointment of a Superintendent (continued)

Trustee Guzmán suggested it would be helpful to have a list of search firms.

Trustee Zamora asked if it would be possible to add a third column that would be a combination of both options.

Trustee Garcia Morales agreed that could be done.

Trustee Cavazos asked if more background could be provided with regard to the search firms, such as how many of the firm's superintendents are current superintendents, and how those superintendents are doing.

Trustee Garcia Morales said perhaps she could put together a list of previous search firms that have worked with the Board in the past.

Trustee Bustamante Adams said she would be interested in discussing how the student outcomes focus would be incorporated into the process and how the Board would involve community stakeholders in determining the criteria. She said with regard to the search firm, she would be interested in a firm that understands the state's culture and said she would want to know the firm's success rate of placements for urban districts.

Trustee Garcia Morales stated she could research parallel school districts.

Trustee Johnson asked if the Board could request a skills-based assessment of the candidates to demonstrate their skills as opposed to a presentation and suggested looking at other school districts that have had a skills-based assessment of their candidates.

Trustee Zamora said she would like to look at school districts that are not part of the Council of the Great City Schools (CGCS). She asked that the Board also use the culture and climate study as a guide.

Trustee Esparza-Stoffregan stated she believes the Board must conduct a national search. She said she would like to see a balance of voting and nonvoting Board members on any committee. She asked if they would be surveying the community. She expressed concerns with the screening process and said she would like the Board to have an opportunity to review candidates and not simply have the search firm weed them out.

Trustee Brooks stated two things to consider would be the Board's direct impact on whether or not they will garner a large pool of candidates based on how they conduct and engage in the process and the work the Board is doing with the CGCS and the impact to that timeline, given this redirection of the Board's focus.

Long-Term Planning: Appointment of a Superintendent (continued)

Trustee Satory said it would be helpful to have the list of search firms prior to the March Work Session so Trustees could research the firms in preparation of the discussion.

Trustee Garcia Morales clarified that she would not be providing a list of potential search firms, as that would require established criteria for a request for proposal (RFP), but would instead put together a list of firms that have worked with the Board in the past.

Trustee Williams said to keep in mind that CCSD is not just an urban school district but has many rural communities as well. She said also there is a limited amount of time to conduct this process if they want to begin the new school year with the permanent Superintendent.

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

Jim Frazee said anyone who thinks the District is headed in the right direction has not been listening to educators and parents over the past year. He strongly suggested that the Board start a national search.

Yvette Williams spoke about the importance of having a Superintendent in place before the start of the new school year. She encouraged the Board to look at how they can escalate the search process.

Kenny Belknap suggested that for this process of change to be successful, it must include a thorough, transparent national search; higher standards for who is being hired; and extensive feedback from the community and educators.

Vicki Kreidel stated the priority must be to retain licensed educators then everyone must work together to find the right person to lead the District. She said the District needs someone who can build trust and repair the division that is hurting everyone.

Jessica Jones stated finding a new Superintendent is a community issue and a clear and transparent process is needed to do so. She said the Board needs community buy-in. She spoke about the unsuccessful appointment of a superintendent by the Douglas County school board.

Dr. Tiffanie Bemoll spoke about the effects and causes of teacher burnout. She stated better behavior policies, cell phone policies, and help with attendance is needed. She said the new Superintendent needs to be from Las Vegas and beholden to the stakeholders, students, teachers, and staff.

Kristan Nigro pointed to the significant challenges of the District and said the time for change has come. She said high standards need to be set in selecting the new Superintendent and a national search is needed.

Public Comment on Items Not Listed as Action Items on the Agenda (continued)

Ed Gonzalez reminded everyone that March 4-8, 2024, is Nevada Reading Week. He stated the Board should keep in mind for the superintendent search that community input is desired but undue influence by groups or people is not wanted and said it is important to conduct the search as soon as possible.

Anna Binder said people will come and provide input if the space is provided and they are invited. She noted career week is coming up and said schools are looking for people to come inspire students. She spoke positively about what she has seen from the appointed Trustees and said they deserve the ability to vote.

Dr. S. S. Rogers said the Board needs to take the community into consideration. He said he has been very active in the community for many years. He asked that the community be allowed to see the Superintendent candidates' résumés and what they have done.

Trevor Parrish, manager of government affairs, Las Vegas Chamber of Commerce, urged the Board to conduct a national search for the next Superintendent. He spoke about the importance of the Superintendent's role in the state and recommended that a community advisory committee be utilized in this process.

David Gomez said he believes some Trustees are undermining things. He stated there is a Board member who works for a company that collects money from the District, which he said is a conflict of interest.

Rachel Turner spoke about violence against gender diverse students, specifically the tragic beating of Nex Benedict, and about anti-LGBTQ laws that have passed in Oklahoma that target students. She asked that the Board not allow the false narrative of a few to influence the policies here in Nevada.

Lorena Biassotti said she hopes the improvements in the appearance of the boardroom translates to an improvement of the functionality of the Board. She asked why Dr. Larsen-Mitchell, with her impressive résumé and extensive background in the District, could not be the permanent Superintendent.

Cristiane Mersch said she is before the Board again to expose pornographic books in CCSD school libraries. She said according to healthcare professionals, children who view or are exposed to pornography are impacted negatively.

Brandon Summers said he was glad that Dr. Jara was no longer the Superintendent. He said as the District moves forward, the Board should remember that this District is in crisis, speaking about teacher vacancies and teacher burnout.

Public Comment on Items Not Listed as Action Items on the Agenda (continued)

Jenna Robertson stated Nex Benedict was beaten at school in the girls' bathroom and died the next day. She said there are probably thousands of students just like Nex right here in CCSD. She thanked the Board for Policy 5138, which protects gender diverse students.

Patrice Boyd implored the Trustees to listen to their constituents. She said she heard a lot at this meeting and said people think about what they believe in and where they can compromise, and if one is not willing to stand for anything, they are willing to fall for everything.

Barry Wissman stated the Board failed to listen to the many voices who provided feedback regarding Dr. Jara's failed leadership and tried to position Dr. Larsen-Mitchell as Superintendent with no community input. He implored the Board to seek stakeholder input in the nationwide search process and said the process must be transparent.

Danielle Ford said no one on the Board has been properly trained in Robert's Rules of Order, fiduciary responsibilities, or how to properly conduct a superintendent search. She shared an excerpt regarding searching for a superintendent from the National School Boards Association (NSBA) website. She encouraged the Board to attend the upcoming NSBA conference.

Upcoming Meeting of the Board of Trustees – Monday, February 26, 2024, 5:00 p.m.

Trustee Garcia Morales announced that the upcoming meeting of the Board would be held on Monday, February 26, 2024, at 5:00 p.m. in the boardroom.

Adjourn: 9:32 p.m.

Motion: Cavazos Second: Brooks Vote: Unanimous