

Minutes
Clark County School District
Board of School Trustees Works Session
Edward A. Greer Education Center, Board Room
2832 E. Flamingo Road, Las Vegas, NV 89121

Wednesday, March 6, 2024

4:00 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 (Virtual)
Brenda Zamora, Member (Virtual)

Brenda Larsen-Mitchell, Ed.D., Interim Superintendent of Schools

Also present were: Nicole Malich, Board Counsel, District Attorney's Office; Katelyn Taylor, Director I, Board Office; and Lisa Chrapcynski, Administrative Secretary II, Board Office.

Teleconference Call Connected

Teleconference with Trustee Zamora was connected at 4:00 p.m.

Trustee Garcia Morales:

Okay. I'd like to welcome everyone today. I'm just giving you the... Thank you. I'm President Garcia Morales and I call this session, this work session of March 6, 2024 to order. The time is 4:06 PM. I'd like to remind everyone to silence your electronic devices. And we acknowledge that the land on which we gather is territorial homeland so the Nuwu, the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

Flag Salute

Trustee Guzman led the Pledge of Allegiance.

Trustee Garcia Morales:

Trustee Guzman, can you please lead us in the Pledge of Allegiance? Thank you, Trustee Guzman.

Adoption of the Agenda

Adopt agenda, except note additional reference material provided for Item 2.01

Motion: Cavazos Second: Williams Vote: Unanimous

Trustee Garcia Morales:

Trustee Cavazos, are you ready to make motion?

Trustee Cavazos:

Absolutely. Thank you, Madam President. Um, I... Madam President, members of the board, I would like to make a motion to adopt the agenda with the following change. Additional reference material is provided for item 2.01 long term planning appointment of a superintendent.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. Trustee Williams.

Trustee Williams:

I second.

Trustee Garcia Morales:

Thank you, Trustee Williams. Colleagues, we have a motion by Trustee Cavazos and a second by Trustee Williams. Please cast your vote. Trustee Zamora?

Trustee Zamora:

Aye.

Trustee Garcia Morales:

Thank you, colleagues. That motion passes seven to zero.

Item for Possible Inclusion on the Next Available Agenda

Discussion and possible action regarding GP-11: Public Comment, being included on the next available agenda pursuant to GP-10: Construction of the Agenda, Appealing a Declined Request for an Agenda Item.

Motion to decline the request with the amendment that it will be included in the work with the Council of the Great City Schools.

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

The motion passed.

Trustee Garcia Morales:

All right. All right. We're gonna move onto item 1.03. This is item for possible inclusion on the next available agenda. This is discussion and possible action on GP11, public comment being included on the next available agenda pursuant to GP10. This is an item that was, uh, is being appealed after, uh, I have, uh, a- appealed, uh, by Trustee Cavazos. And I'll turn it over to her in a minute to provide additional context of, um, her desire to bring this item before the board in, at a future meeting. Um, and I'd like to go over, specifically, GP10. Um, uh, so in your reference material, reference 1.03 A, uh, you'll see an email exchange between Trustee Cavazos and I regarding her request. I stated my reason for not, um, um, for not, um, moving this forward.

And then I would like to reference GP10, item 1,03 B reference material, second page. Um, uh, this is the section that we're currently in. This item is after, uh, uh, the president who has authority over adding items to the agenda that are focused on student outcomes. If, if, um, an item is not student outcomes-focused, I will appeal it and, um, and I appealed it in this case specifically because we have, um, engaged with the Council of Great City Schools, and through this work, we have a policy review process that will allow us to review, uh, our public comment policy. Um, however, um, once I gave that information to Trustee Cavazos, she asked, uh, for, um, she asked for the appeal process to begin.

And you'll see here steps one through four, we are currently, um, um, in this section, the proposed item shall be listed as an item for possible inclusion on the next available agenda under the adoption of the agenda section of the board. The requesting Trustee may move that the requested agenda item be included at a next available trustee meeting. And so, again, this item is simply a consideration for the board after, um, I, as president, have declined that, that item to come before the board. Um, and in, uh, declining it, uh, Trustee Cavazos activated the appealing, the request to appeal, um, this agenda item.

And, um, to be clear that, uh, if this, if this motion pa-, uh, if there's a motion by the board, excuse me, to, um, move this forward, uh, to honor, uh, Trustee, uh, Cavazos' request, it will be an item that will be added to a future agenda item, uh, to a future agenda, uh, but doesn't mean that we're gonna discuss the merits of her re- her, we're gonna discuss the merits of her request at this point and hear her appeal. Um, and if the board would like to entertain that, uh, during this time then we will, uh, potentially request a vote. Trustee Cavazos, I'm gonna turn it over to you so you can provide additional context about why you'd like to bring this item before the board in the future.

Trustee Cavazos:

Thank you, President Garcia Morales. Um, do we have, this is, I believe, uh, an action item, do we have public comment on this item?

Trustee Garcia Morales:

Thank you so much, Trustee Cavazos, uh, you're absolutely right. This is, um, a, this is an action item and, um, if anybody would like to speak on this item who has not submitted a public comment card or has not signed up in advance is welcomed to do so now before we, I guess, turn it over officially to Trustee Cavazos. I do have one, uh, person who signed up in advance, however, um, I'd like for, um, I think it, it's

Trustee Garcia Morales:

important for our colleagues to hear your specific request for appeal. Um, and then I'll turn it over to public comment and then we'll turn it over to discussion for the board.

Trustee Cavazos:

Okay. Thank you very much. Uh, this is something that has been kind of, um, it's been going back some time to when we first revised, uh, the public comment policy. And this is in, uh, response to many constituents', uh, concerns about the changes in the public co- in the public comment policy having to do specifically with, uh, removing the public comment policy at the beginning, not allowing students to go, uh, first or families with children and then still allowing, uh, a public comment policy at the end.

And this would be with, um, also limiting the amount of time of the public comment policy at the beginning. So, I want to address, um, what President Garcia Morales has just, uh, stated here to make it perfectly clear that this is a vote on the-

Trustee Cavazos:

We're here, to make it perfectly clear, this is, is a vote on the appeal for my colleagues to consider, whether to move forward with bringing this to a future, um, a future agenda. And I assume that it'd probably be at a work session, President Garcia Morales. Um, but this would with a detailed discussion happening at the future agenda item. So this is just the appeal. So I want to, uh, bring your attention to the reference material that has to do- that is in your documents that says, "Under DP10 your request does not align with section 1A or 1B and for that reason I am declining your request." So in looking at 1A and 1B, uh, it states that the agenda item shall be submitted in writing to the board president, board office, the following guidelines, which has be referenced already, should be followed by trustees if requesting an item be a- added to a board agenda.

A, the agenda item should align with the board vision and district missions, strategic goals or annual plans. Or B, the agenda item, or it can be both, should align with- align with the scope of the board and be focused on progress monitoring of district goals and not issues of management and operations. So I submit to my colleagues that A, uh, community involvement and public input absolutely aligns with our board vision and with our district mission with all of our strategic goals. And it is also within the scope of the board. So I submit that we cannot exclude the community as far as saying that public comment policy is not a part of our district vision. So I try to make this as concise as possible to not drag it on and on. So that is my basic argument that I have submitting to my colleagues. Thank you, President Garcia Morales.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. Colleagues, if you'll indulge me, I'd love to hear from public comment first, and then turn it over to, uh, discussion. Is that okay? Yeah? Okay. Um, we'll begin with individuals who signed up in advance. Uh, Dr. [inaudible 00:33:09]. Followed by Annette Magnus.

Public Hearing
Tiffanie Bemoll:

Dr. Tiffany [inaudible 00:33:19], for the record. Um, this is 1.03 review of current public comment policy. Your professional learning goals show strong consensus for what the community listen process should include. According to your own edicts from the great and powerful, Counsel of Great City Schools documentation, you should be listening to the community. I don't know how this is not part of the board's vision or the district's mission, but maybe it should be. Community engagement and outreach, especially at a time when the community is desperate to be part of the narrative. To shut down this item goes to the lack of transparency. Under former president book- Brooks, when students were allowed to speak in the first 20 minutes, they were able to exercise their voices and then go home to homework, test preparation, and the like. We regularly had students in the boardroom speaking about global high school, about bullying, about the issues in their schools. And the board was able to hear straight from their mouths, straight from their goal- the goals' mouths.

My daughter was ignored- Nevada youth legislator, and showed up to speak at the finance budget meeting. But because of their public comment rules, she had to wait until 11 PM to speak her voice. She had finals the next morning, and she was the only student who stayed to speak. Now, students are waiting hours, parents are waiting hours, to speak their truths. And some have to leave due to- to being- to needing to be up at 4 AM to catch buses. This serves no one. This rule should be revisited for no other reason than the fact that, back when we had public comment in the first 20 minutes, it was not a huge inconvenience. It was not a huge waste of time. And it allowed for students to be heard, and go home. This is a great opportunity for those you serve to watch government at work. To have their voices hear.

I urge you to consider appealing this... I don't know what it's called, I'm sorry. And at least allowing Trustee Cavazos' item to be discussed. Thank you for your time.

Trustee Garcia Morales:

Thank you, Dr.- Dr. [inaudible 00:35:09]. Annette?

Annette Magnus:

Good evening, trustees. For the record, my name is Annette Magnus. I'm here tonight as a taxpayer requesting better governance from this body. Good governance, public engagement and transparency by this body makes for better student outcomes, as stated, is a necessity to be agendized. People have real lives. People cannot always be here when it is convenient for you all. We pay you. Meeting at 4 PM on a- for a work session on Wednesday is already limiting enough. Then you add in the fact that you are now limiting how we can contact our trustees during public meetings by not allowing us to text them or email them during meetings. This smacks of a deliberate attempt to limit Community participation.

In all my years of doing this work, I have never seen a body operate this way. I have been in this room countless times late into the evening. That is not conducive for people who work, for people who have children, or for kids who want to participate in this process. This you all have a responsibility to do better. Thank you.

Trustee Garcia Morales:

I believe that concludes public comment on this particular matter. Okay, Trustee Williams. Excuse me? Is there someone else who submitted public comment on this item? Is that what I'm hearing? Allow us one moment.

Sir, if you'd like, uh, to- to provide public comment, um, there's yellow cards, uh, up here on this- I believe on both of the podiums. And, um, if we can have, thank you, Ms. Binder. We don't have any other items on 1.03 at this time. I don't have a record of you indicating... oh, it looks like you- it looks like, um, penmanship is not clear.

Anna Binder:

Sorry. It was- yeah.

Trustee Garcia Morales:

It's- no, I'm- I apologize. Here we go. Ms. Binder, um, we'll just- we'll just hang tight until Ms. Binder's ready.

Ms. Binder, if you could come up, I will have Mr. Caruso when he's available and free again to come on up. Thank you.

Anna Binder:

Um, Anna Binder, for the record. Madam President, members of the board, Interim Superintendent, Larson Mitchell. Um, whoo, this has been many years in the making. Um, I used to be the only one here at 9 AM on a Wednesday, (laughs), that nobody liked either. Um, the board through the years heard a lot of feedback, moved it to 4 o'clock on a Wednesday. And I think you guys are right, we can't make everyone happy. Um, they have tried over the years in discussions to try to make the work sessions accessible, especially to educators. Because, 9 in the morning, you guys are all at school. Um-

Trustee Garcia Morales:

Ms. Binder, you know to keep the remarks up here, please.

Anna Binder:

Anyways- yeah, um, so we- we- are here again, finally, to hear this. And it would just be really appreciated if it would come back for a full discussion. Um, my understanding is the way that it's written in the agenda is just to approve it to come back for a full discussion. Um, we can nitpick all of the nuances as to why it may or may not be good for anybody, um, but if we could just get it to forward to a future vote, I think everybody would be very appreciative. Thank you.

Trustee Garcia Morales:

Thank you, Ms. Binder. Ms. Bro- uh, Trustee Brooks. Excuse me, Trustee Williams, you're in the queue.

Trustee Williams:

That's okay. Thank you, Madam President. Um, I do have a question for Trustee Cavazos, and then I would like to do my comments if that's okay. Trustee Cavazos, um, I wanna know, in your opinion, in what way do you think that public comment is currently limited? In your opinion. Not your constituents' opinion constituents' opinion. You opinion.

Trustee Garcia Morales:

Certainly. I'll see Trustee Cavazos, I'll turn on your mic.

Trustee Cavazos:

All right, thank you, Madam President and thank you, Trustee Williams for that question. Uh, I need to check in with the president first on as far as- as far as our scope can go, since this is just a vote on whether to bring the PO forward. And how much detail can I go into, since it is not actually the-

Trustee Williams:

I'm-

Trustee Cavazos:

Do I need to check in with counsel?

Trustee Williams:

No, I'm actually just asking for your opinion as itself. Like, do you think that our current public policy, or comment policy, is limited?

Trustee Cavazos:

Yes I do, otherwise I would not have brought this, uh, item forward.

Trustee Williams:

And I'm asking why do you think it's that way.

Trustee Cavazos:

All right...

Trustee Williams:

Like, why do you think it's limited.

Trustee Cavazos:

... if you'll give me a chance, I will go ahead and answer the question. I do feel that it is limited for some of the reason that have already been stated publicly. And that is that, you know, we do all have lives, and we do have students who are really engaged and interested. And when we did have the policy of allowing them to go first, I realized that we checked in with counsel at one time. And I believe, and counsel, please correct me if I'm wrong, that, uh, a question was asked about that students could not be designated as being, uh, able to go first, because that would be...

Trustee Williams:

Discriminatory.

Trustee Cavazos:

... that it would be discriminatory. Yeah. We did have that policy for some time. The other reason is having the policy at the beginning- having the public comment, I'm sorry, at the beginning of the, uh, shall we say, the work session, uh, for not know whether to be on regular session or a work session. That it does give an opportunity to limit it. If we have to say 20 minutes, and then when I was president, when President Brooks was president, when President [inaudible 00:41:19] was pres- president, we did have the discretion that, if we only had, like, two or three people left, we would go ahead and extend it five or ten minutes. The other reason that I think that it is important is that we have families that come here, and they have small children that they need to get to bed.

So we allowed them some discretion also. So, yes. I pretty much agree with the constituents concerns that have been brought forward. And I did wanna let the public know that President Garcia Morales had put this on the agenda for the December work session, but unfortunately, due to the tragic, uh, shooting at UNLV on that day, we did, uh, you know, we did go ahead and cancel that. So, she did have that on the agenda before.

Trustee Williams:

Okay. I appreciate your comments, none of which I think is actually your opinion, so I'm just gonna go ahead and say my comments.

Nicole Malich:

And, Trustee Williams, not to, well, to cut you off.

Trustee Williams:

It's okay.

Nicole Malich:

If we can just stick to Trustee Cavazos and President Gar- Trustee Cavazos's opinion and President Garcia Morales's reason for the decline.

Trustee Williams:

Sure. Um, so here's- here's kind of where I see this. I remember back in the time when I first got elected that these board meetings were seven hours long.

Trustee Garcia Morales:

Trust- uh, Trustee Williams, I believe, uh, I'm getting an eye from, uh Trustee-

Trustee Williams:

Well, am I allowed to say my comments, or no?

Trustee Garcia Morales:

Uh, counsel can you please clarify?

Nicole Malich:

No, just for today, just Trustee Cavazos's reasons for, uh, supporting the item, and President Garcia Morales's reasons for declining the request.

Trustee Garcia Morales:

I'm sorry I misled the board at thinking that we could have a discussion on this.

Trustee Williams:

Oh, so it's no discussion today?

Trustee Garcia Morales:

I'm sorry.

Trustee Williams:

Okay.

Nicole Malich:

We'll come for discussion if- if approved today by a majority.

Trustee Williams:

So, then what are we currently...

Trustee Garcia Morales:

Um, it looks like we've already heard from public comment.

Trustee Williams:

Mm-hmm.

Trustee Garcia Morales:

We have, um, heard from Trustee Cavazos who's the- bringing the item before us. Uh, and you've heard my decision to, uh, decline. Uh, at this point if, uh, there is a motion then we'll entertain that.

Trustee Williams:

So, then can I make a motion?

Trustee Garcia Morales:

Trustee Williams.

Trustee Williams:

I would like to motion- uh, a motion- make a motion to decline this item.

Trustee Garcia Morales:

Thank you, Trustee Williams. Trustee Brooks.

Trustee Brooks:

Thank you, Madam President. I'll second, but, um, I have a question and then I might want to do an amendment. Um, is the counsel agree to the schools work that we're doing? Uh, I could have sworn that the timeline had something about a policy review at the end.

Trustee Garcia Morales:

It does. It includes that in the timeline.

Trustee Brooks:

So, um, if the maker of the motion, I would like to amend the motion to decline it, noting that this will be folded into the work with the Counsel of Great City Schools when that timeline comes up.

Trustee Garcia Morales:

Trustee Williams?

Trustee Williams:

Yeah, that's fine. Because I think that at that point that our- our, I guess, I would say, liaisons with the Counsel of Great City Schools would be help us make- remake those policies in general anyway. And it would- it wouldn't make sense to remake all of them, but this one.

Trustee Garcia Morales:

Thank you, Trustee Williams. It sounds like we have a, um, amendment. Trustee, uh, Williams has accepted the amendment. Colleagues, we currently have a motion on the floor to decline their request. Um, considering that this item is, uh, gonna come back with the work of the Counsel of Great City Schools, did I capture that correctly? Okay. All right, let's call for the vote. Uh, Trustee- Trustee Cavazos.

Trustee Cavazos:

Uh, yes. In relationship to what Trustee Brooks has proposed, do we have a timeline on when this actually would come back, that this policy would actually be revisited in thinking of how this would affect our constituents? Do we have a timeline?

Trustee Garcia Morales:

Uh- we have all received that with a- with the work of the Counsel of Great City Schools. Um, we have prioritized and we can move things up if desire, but we have prioritized community meetings. Um, and then, uh, a training. And we have prioritized, uh, our goals establishing the guard rails. Uh, and um, that's an item

Trustee Garcia Morales:

that actually will be discussed here shortly, um, on the agenda as well. So, um, all that to say that we have receive information on the timeline. That timeline, um, right now is- has shifted because of our change in priorities. But, um, it- there- it's really, uh, incumbent on the board. Trustee Cavazos.

Trustee Cavazos:

All right. So, basically, just for the sake of our public, and we have look at that, I have looked at it. You are correctly, we have all received that. So, basically, we don't really know a time, we just basically have to- and I know that that's on the agenda today, with further training. So we don't really have an idea, as opposed to if this were something that was to pass today with the appeal to bring it back, it could be

Trustee Cavazos:

something that, as the president's discretion, could conceivably be put on the April work session to be taken care of as soon as possible. As opposed to the work that we're doing with the Counsel of Great City School where it could be months, conceivably. Is that correct?

Trustee Garcia Morales:

I don't know that it's, uh, I- I- I- can't predict the discussion that's gonna take place, uh, during the Counsel of Great City School's conversation. But, if that is a priority of the board, I think that it would be incumbent on the board to indicate that, um, to the next steps. So, I'm sorry, Trustee Cavazos, I don't have a definitive answer for you.

Trustee Cavazos:

That's okay. All right.

Trustee Garcia Morales:

But I do, uh, I do hear you.

Trustee Cavazos:

All right, thank you.

Trustee Garcia Morales:

Thank you. The motion, uh, we have a motion on the floor, colleagues, uh, to decline this item. At this time, I'll be noting the work of the Counsel of Great City Schools is going to be supporting us with this work. I'm gonna call for the- thank you so much. Please cast your vote. Trustee Zimora.

Trustee Zamora:

Nay.

Trustee Garcia Morales:

Okay. Thank you, colleagues. That motion, uh, stands four to three. This, uh, item at this time will not be coming before the board in the formal sense, the way that, um, has been requested. However, for the record, for the purposed of the discussion, it is a- an item that will be coming with the work of the Counsel of Great City Schools.

**Long-Term Planning: Appointment of a Superintendent
Discussion and possible action on long-term planning for next steps in selecting a Superintendent.**

Motion: Brooks Second: Williams Vote: Unanimous

Trustee Garcia Morales:

All right, colleagues, we're gonna move on to item 2.01. This is an action item, so individuals who would like to speak on this item are welcome to submit their yellow cards if they haven't signed up in advance or submitted their card already. And we'll give individuals a moment to come submit those and bring those up.

Colleagues, I'd like to- this item specifically is the long term planning appointment of a superintendent discussion, and possible action on long term planning for next steps in selecting a superintendent. Thank you. I'd like to, as I organized my files here. Thank you. Okay. We are going- I'd like to offer a- a couple of things and orient ourselves when it comes to preparing for this discussion, colleagues. Um, in order to orient us, I'd like to go over the following items. Uh, how this item arrived to us, homework requested on February 27th via email, uh, on reference material attached to our, uh, do- uh, packet. How we will move forward through his item today. Uh, and then tips and desire to- uh, or alignment.

Um, so how we arrived today, based off of our last meeting on the, well, even before that actually, before our last meeting, but at- at our last meeting we had a discussion item only, uh, we- where- I provided reference material that lists some information about the su- this item specifically 2.01a, the superintendent search methodologies. I provided this to you as a tool or reference point, and, um, asked you to please come, um, uh, come prepared to this meeting to discuss this item, and, um, additionally go collect facts so that we can discuss and take action today, ultimately.

Um, the homework that I requested was of several- three fold. Uh, four fold for a couple of members. One was to prepare a list of pros and cons for each search type. Two, review the process of municipalities, uh, municipalities used to hire their leaders. Three, research superintendent search- search trends, nationally and locally. And, uh, for Trustee Cavazos and Trustee Brooks, who are, um, our most seasoned members, based on your experience we- uh, I ask that you please come prepared to share, uh, what you learned, um, and what you would change from the 2017, 2018 search process that took place. Um, and again, to go over- to help you prepare for this particular conversation, I provided, uh, several pieces of reference material. And, um, I've already mentioned 2.01a, which is the methodologies. I provided a, um, GP3, which is board responsibilities. It's 2.01b. I provided, um, the superintendent search firm selection. I believe a

Trustee Garcia Morales:

couple of members had questions about the last superintendent search firm process. And so this is, um, the, um, the, uh, documentation that has a list of, um, organiz- uh, excuse me, companies who, um, submitted an RFP. Okay. Um, that's 2.01c. I went through and also provided you a, um, 2.01d, which is the minutes of the meeting on November 30th where there was a superintendent search firm selected, to provided you additional context. Um, these minutes are really helpful resources because they kind of help us go back in time and, uh, identify what discussions took place for members of the time. And then 2.01e, which provide this purchasing awards cost of the, uh, contract. And, um, 2.01f, that has the timeline that was used for, um, the, excuse me, two- two point- 2.1f, that provides the timeline of the search process, um, utilized in the last superintendent search.

And then, uh, oh, that is- that's 2.02. Nope, that's a different material. Um, that is for the Counsel of Great- so that- that ends at 2.01f. I also provided some additional material, like an article from, um, the Education Week on three questions to help districts find the right superintendent search. Um, I have provided the superintendent research project PowerPoints, and, um, again, material to help us prepare for today's discussion. Thank you for, uh, your homework on those particular items.

And then, with your support, I'd like to begin by, um, acknowledge- I'd like to go through this process. Um, this is what I'm thinking. Um, I'd like to be- well... With your support, I'd like to begin with knowledge sharing from our most seasoned members, Trustee Brooks and Trustee Cavazos, followed by, uh, conversation in terms of the search trans nationally and interstate process municipalities use to hire from their leader. Um, used to hire their leader. Um, I'd like to have in- in these particular pieces of pros and cons, it's really a discission- one round of discussion by the board. And, um, then we'll go on to public comment, and then we'll do a second round of discussion by members. And then, hopefully, an action.

Does that sound like a good pathway forward? So that we get both, um, our- our talking point, our, um, homework shared with, uh, with each other. And then, of course, give members of the audience and chance to provide their remarks. Okay. All right, and, uh, because this was brought up already, actually, uh, by public comment, and because, um, I included it in- in the reference material, um, I shared over the weekend that, uh, out of respect for each other and our community, we- I ask you respectfully to limit your access to technology. This will ensure that we're listening to each other. And, um, uh, given that we are experts in this- in this space, and responsible for determining what our community wants, it's really important that we, uh, honor that for each other, and, um, limit, uh, engagement with members of the audience.

Um, um, I also would like to note that your messages, anything that you can- do to conduct during your time, uh, as a trustee is open to- is subject to open meeting law, and I don't want any of us to be in a situation where we're, uh, compromising each other's, um, work. Thank you to our member who suggested that our homework also become part of the record to create a transparent process. And, um, I invite any members who would like to provide their- their, um, assignments, um, and who brought a written documentation to share that into the record.

And finally, before I fully, fully turn this over to Trustee Cavazos and then Trustee Brooks, uh, to begin with the knowledge sharing, I think we have a really unique opportunity to create gro- alignment and unity for

Trustee Garcia Morales:

our community through our- these next steps. Our next permanent superintendent will be served by a transparent process that weighs the experts of it's members on the board, and the organization and acknowledges, um, the hopes of our community. We have been, lauded, in one way or another. Many of us have been lauded in one way or another, uh, by groups who have a lot to gain, uh, in distracting us from our mission.

Uh, students, and I wanna abundantly clear that there is a larger community made up of families and community members who are quiet, and all they want is for their kids to have a quality education, quality educators, and a quality educational experience. And at this time, I'd like to turn this over to, uh, our most seasoned members to walk us through their knowledge sharing. Trustee Cavazos, would you like to go first?

Trustee Cavazos:

President Garcia Morales, I'm going to, uh, differ to Trustee Brooks who does have eight and a half months seniority on me. Thank you.

Trustee Garcia Morales:

Trustee Cavazos, that sounds good. And then I'll turn it over to you after she's done. Okay? Great. Thank you. Trustee Brooks, with your eight months seniority.

Trustee Brooks:

Thank you, Madam President. Um, for me, I probably would have started with, uh, figuring out if I wanted to do an external or internal candidate, because that would have save a lot of time. I also would have been more reflective of what my overall goal was, and what I was trying to accomplish. Um, I wouldn't don't more research about, uh, the history of the district and the types of searches. Definitely, I think, um, some of the work around what the national trends are with superintendent search is something that I think is a good move, and that I would've done.

I would have probably zoomed out a bit. I think that I, uh, was bombarded constantly by a handful a people who had a very set idea of exactly how things should play out. And, as a more experienced member, I probably would have zoomed out, and I would have, uh, listened to people who maybe aren't as obvious, or aren't as vocal, because their opinions matter just as much. Uh, I definitely would have formed, um, and it's how I started this process this time, is I actually started by, uh, listing my guiding questions. Like, what it is that is guiding my decision? Because I think being objective, being fair, being transparent, is important in this process. And that's- those are some hard lessons that I learned.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Trustee Cavazos.

Trustee Cavazos:

Thank you so much. And I thank, uh, Trustee Brooks for going first. And, um, I do basically agree with you, Trustee Brooks, on what you just stated. Especially on, uh, as far as, uh, having some clear goals as far as an internal and external. I'd like to go ahead and, um, I believe that Trustee Brooks talked more about what she kind of wished that we would've done a little bit better. I'd like to say- I'd like to start, uh, and say what I thought we did right. (laughs). What I think that we did right, and some things that more to positive direction. And that's that we did try to include the community. We had a series of, uh, community meetings. I think that the mode in which we communicated, uh, the availability of those meetings and publicized it, I think we could've done that a little bit better.

So, I'm gonna kind of go with a, you know, yes and no on- to save time here, President Garcia Morales. So, um, I think that it was an open search. Again, looking at the modes of being able to reach people in a little bit better way. I think we could've used social media a little bit better. Deciding on a search firm, uh, I believe, personally, you know, in retrospect to 2018, we started in 2017, I think the timeline was

Trustee Cavazos:

reasonable, but I believe that as we were trying to, you know, interview the different search firms and do the, uh, background on them, we needed to do a little bit fa- a more follow-up on who these search firms where. And I little bit more on the ground, in the trenches, and seeing who they had actually helped hire, and those superintendents that they had hired were now doing.

So, I think that we did do a good job on attempting to do that. I believe that we did some good work on setting some guidelines, but I think that we need to be more specific this time on setting what are clear goals and what our expectations are, so that if we do decide to go with a search firm, or we don't, that we are basically knowing what we are expecting of our candidates, setting some minimum qualifications, and knowing whether these candidates, either brought to us by a search firm, uh, a focus committee, whatever route we decided to take, that we know that they meet those expectations.

That other thing that I th- believe that we did fairly well was that we- we did have a series of interview. Uh, some of those interviews were, um, and I don't remember, Trustee Brooks might be able to help me out with this, I know there were a couple of times that we had to change the pattern of interviews that we were going to do. Because, I believe that our president, Dianna Wright, at the time, I believe she was ill, and she had to miss a couple of interviews. So we had kind of a round-robin that we were doing, where we met with each candidate in groups, maybe one or two. So we had to change that kind of, like, at the last minute. So it kind of threw us off a little bit. And we didn't have a backup plan. So I think that, this time, we need to be clear that this is what would like to do, but if we- if that is not able to be done, do we have a backup plan to be able to do that?

And the last thing I believe that we need to do is that we did reach out to the community, we did have community meetings. But, I believe that we need to get a little more focused on talking to our students, our educators, our business partners, our non-profits. You know, everybody, every entity in the community. So that everybody feels that they have a voice. So maybe instead of just having one big community where just, maybe, like, seven people show up, we're able to say, "Okay, we're gonna do this meeting with educators.

Trustee Cavazos:

We're gonna do this meeting with maybe our business partners. We're gonna do this meeting with maybe the administrators." But that everybody feels included, and especially our students. I can't tell you how good it makes me feel when we get email from our students saying, "I wanna be involved, but how do I do it?" So, that's what I have right now.

Trustee Garcia Morales:

Thank you very much, Trustee Cavazos. Um, I appreciate both you and Trustee Brooks for sharing your knowledge, kind of jogging your mem-

Trustee Garcia Morales:

... thank both you and Trustee Brooks for sharing your knowledge, kinda jogging your memory to that moment, um, and reflecting on those, on the good things and the challenges that took place. Um, appreciate your perspective in sharing that with, um, the board. 'Kay, colleagues, I think at this time we're gonna turn it over to discussion based on the assignments, the, uh, th- that, uh, we asked of each other,

Trustee Garcia Morales:

and, um, we'll turn it over to the queue to s- go through and, uh, share your homework and your reflections around your homework. Trustee Guzman?

Trustee Guzman:

Thank you, President Garcia Morales. I'm sure you're really surprised I did my homework. Um, (laughs)-

Unknown Speaker:

(laughing)

Trustee Guzman:

... so, um, I took a look at your questions that you posed and, um, I, um, went through some of the different ways that, um, superintendents across the state are being, are, are chosen. The first question that you had, um, if we go through, it's, uh, what, what type of application process does the board want to engage in? And I really thought about that, and I thought, um, I think we need some guidance on that because we all have our thought process on what a superintendent is and what their responsibilities are.

And so I thought a third party to, um, guide us through that, um, that way tha- they can, um, they wouldn't have a bias. I think we all have a bias for our own districts, I know I do. Um, I admit it wholeheartedly about my bias. Um, so, so, um, I'm going to look for a superintendent who's gonna wanna read to my kids. Wh- you know, in, in my district, that kind of thing. So, um, that, that was something that, um, I, I put in.

Trustee Guzman:

Um, your second question, to provide additional depth to the conversation, please research the following items. Um, I didn't get a chance to find out about how Henderson, um, appoints members to the board, um, for their city manager, but what I did was, um, I looked at our state trends and what our state is doing because I am, um, very involved with that, and, um, they all are using, um, uh, search, uh, third party search, um, and it was interesting because in Churchill County, uh, when I was there, they specifically said that they went through a third party and, um, even though they chose their deputy superintendent, they feel like the deputy f- deputy superintendent knows that he was the best choice for Churchill County because they we- they spread their net wide. And so he owns that, and, um, he is, he is really, um, a great superintendent, and, um, does great work. So I thought that was interesting.

Um, and then I also, um, looked at, um, Ray & Associated that was quoted on Marketplace, on MPR, um, and they i- yeah, that's right. I've, I, I listen to MPR. Okay. So, um, they encourage states to create homegrown superintendents. So, I thought that was really interesting because, um, there is such a shortage of superintendents, um, out there right now because they can make more money as a CEO of a company than they can as a superintendent. And then, um, the last thing was that a superintendent needs to understand the political aspects of the job, and, um, not think that the politicians will look at, uh, the good that we have going on, they're gonna listen to their constituents and, um, they need, and, and some of the

Trustee Guzman:

bad things 'cause, I mean, people like to complain, um, and, and put forward something that, that isn't great, rather than showing what is great. And an example of that, um, Ellis Elementary has an amazing, um, uh, Read Across America going on right now, it is a phenomenal program, and it would be great if, um, politicians from Henderson were actually there and looking at it and s- and noting h- the great work that we're doing there.

Um, but luckily, you know, there're other people like me who are out there looking at it, that can actually express that, but a superintendent that knows that it's, it's not just, um, the, the tough parts of the job, but it's the good stuff too.

Trustee Garcia Morales:

Thank you for your insight, Trustee Guzman, appreciate that, um, your perspective. Colleagues, who's next? Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President, and thank you Trustee Guzman for, um, bringing up about the third party, an objective party be able to do this. Um, I will save a lot of time by just saying that I lean toward a national search, something that is, that would be inclusive of local and, uh, state candidates, not illimani- anyone who presents themselves as being eligible. I think that we, as I mentioned before, um, in my previous comments, I think that we need to be, um, very cognizant of the search firms and what their success rate has been, not just saying, "Okay, this looks good on paper, this looks good on a computer screen," but the

Trustee Cavazos:

superintendents that they have hired, how are they doing in the districts where they've gotten them hired? The other thing is that we need to go beyond the resumes. I believe that we needed to do more follow-up last time, I think it was Dr. Young last time that said that they wanted to do more, she wanted a little bit more time to do on-site visits, and I'm gonna be honest with you, I was against that at that time. We were at the end of the process and I felt that, you know, we had enough material. I'm going to say right now that I believe I was wrong, and that we should have followed up a little bit more and talked to people who had actually worked with these candidates. What was their manager- managerial style? How did they do with the employees? How did they do with the staff? How did they do with the communica- communications with the community?

So, I think that this is something to where we need to be inclusis- o- inclusive of everyone, but again repeating, um, Trustee Guzman, is that it may be somebody right here in our district, our state, or maybe someone else, but that we do need to cast a wide net to see who's out there. Thank you, that's all I have right now.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. Sounds like the, um, to be clear, you have, uh, some p- more pros fo- for the national search, um, based off of the a- assignment at hand. Uh, did you have any additional items that you wanted to share regarding our assignment? No. Nothing else? Okay, no wo- oh, forgive me here.

Trustee Cavazos:

Uh, I was going to save that because of your format where we were gonna do public comment and then come back so I wouldn't take too much time.

Trustee Garcia Morales:

Sure, thank you, Trustee Cavazos. I'm gonna turn it over to Trustee Esparza-Stoffregan. Thank you for, um, helping us with the pro, discussing the pros and cons and discussing the items, um, that are on our, uh, on our, um, screen up in front of us regarding future discussion. Thank you s- Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

S- uh, so I think at our last board meeting I was the one that to kinda comment about what are the lessons that we learned from the last search, and I appreciate, President Morales, that you gave us the minutes from the last process. That was very helpful as a new trustee, um, to really dig into those, uh, parts. There's a lot I w- I would like to say but I'm gonna hold off on really getting to the point of the matter.

I did my homework, like we were asked. Um, and I think my homework shows me more on the, uh, national search side of things, in fairness, even to internal candidates, so that we can lead with curiosity and not judgment. And what I mean by that is that we need to be fair to even internal candidates so that they can, if

Trustee Esparza-Stoffregan

they rise, um, with the qualifications that are gonna be established by us to identify after listening to the communities' input, that that prof- profile can be met, um, in order to meet the needs of our community. Um, I do wanna come back to a comment that Trustee, um, Cavazos said regarding the search firm because I dug really deep into that, and I found something that was quite concerning. I'll come back to that piece.

Homework from what other municipalities, uh, have done with their searches, so I do represent the municipality of Henderson proudly and I did have a conversation with the individuals about what is their process. They do definitely, uh, do searches, um, and use external search s- consultants. Uh, they do online job postings like we all do, national, regional advertising. Um, they definitely, uh, have a process for how they us- utilize rubrics and a profile to identify those individuals that best meet the needs of that community.

It could end up where a candidate might be an internal hire, but they do cast that net wide and it could be up to a three to four month process. Um, what I found very telling and very important and, uh, what they've done in the past is they have community, they have a community interview panel included, and they did that with one of their last elections for their police chief. So, I, I just wanna share with you, I love the way that they engaged the community and I think that's an opportunity for us to really, uh, do the same with our process, which should not be rushed. 'Kay, the last point I'm gonna mention about my concern. The search firm, Ray & Associates, that did the, they were selected through the RFP, they, there was an individual specifically mentioned in that particular, in the minutes. Later, recently, I found that one of those individuals was also now a consultant hired by the former superintendent as a consultant to that superintendent directly. So, I think we need to be very clear, even with when we make a selection of a firm, that there's no conflicts of interest thereafter because the optics of that is just not something we want to carry forward, and it just for me, it looked very suspect and conflict of interest. So when we're doing the search, I think in the contract which we also were given, we need to stipulate that there will be no thereafter agreements, MOAs or MOUs or purchase for consultants of the selected individual that could serve. Thank you.

Trustee Garcia Morales:

Thank you, Trs- uh, Trustee Esparza-Stoffregan. Um, could you help us also clarify the, um, current city manager, were they, uh, were they selected from a national pool or were they otherwise, um, how were they chosen? And I don't see you in the queue, I need you to jump into the queue. Oh, here we are. Yes. Uh, Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

President Morales, would you restate that so I can read it verbatim?

Trustee Garcia Morales:

Yes. Uh-

Trustee Esparza-Stoffregan:

Mm-hmm.

Trustee Garcia Morales:

... specifically if you could give us guidance on the current city manager? Were they selected from a pool of candidates? Were they, um, appointed? Were they... What was the process of this current [inaudible 01:14:18]?

Trustee Esparza-Stoffregan:

Happy to have that answer for you. I will share. Uh, the national searches may still end with the selection of a local candidate, in this case they did have a selection. Uh, the city manager was an internal in 2015. Yet, a robust selection process was provided with confidence, validation and the best decision was made to meet the need and the fit with that community.

Trustee Garcia Morales:

Very good, so it was an internal, um, appointment. Got it, okay, thank you. Thank you for that insight. Trustee Satory, I believe you're next?

Trustee Satory:

Yeah, I'll see if my...

Trustee Garcia Morales:

Oh, uh, can you get back on the queue, please, and then I'll turn you on? No, there we go. There you go.

Trustee Satory:

Thank you. Um, yes, and I am echoing some of the same sentiments I heard, so I do overall agree with the national search, um, but I just kinda weighed the pros and cons so I'll kind of speak to some of those bullet points that I made. Um, but some of the, uh, things that definitely ranked through my research was deciding up front, uh, as Trustee Cavazos had mentioned, if we want an external or internal candidate, because it is, you know, kinda keeping that, and keeping that honesty, because what are we looking for? Because then if we, if the intention is to find someone internally, someone that knows our district, we're going through an expense and a process when we have the final outcome already in mind.

So already just being honest of what are we looking for. Do we wanna cast that wide net or are we really looking for, um, and I'm not saying one way or the other, if I feel like it is internal or, or sh- we should be external, um, but we need to agree. We need to come to a consensus upon that before go- moving forward. So then I, um, agree that national search can be the best way to find the person out there because I don't really think that we have the capabilities to do that ourselves and to cast that net that wide. Um, from what

Trustee Satory:

I'm seeing too, the superintendent pool is really shrinking a lot and so we would need to utilize a firm that can really get that, that communication and that marketing out there, um, better than we can ourselves.

Um, nationwide firm, I also agree it was stated, helps eliminate that bias, so if we are then going with that, saying, "We do not have the person in mind, we need the nationwide firm," it helps eliminate the bias, it helps them really evaluate each, um, candidate, you know, without any preconceived notions and bring those forward to us. Um, also determining those top priorities in that RFP and getting that community input for that, that was stated as well, that I definitely agree that is a huge component.

I have been part of a lot of those hiring process for administrators and such where we've had, like, a committee to do those interviews, I found it very helpful, so I would love to see that process as well for that interviewing process. Um, and, um, when I spa- spoke to some of the mindstrip- municipalities and some of those positions in leadership like that, um, the majority of the times it seems that they were kind of planning for that and had been, essentially, training and teaching someone within, but when that person wasn't there then they utilized a third party or nationwide as well.

Um, another thing t- really to consider in going with the nationwide is also the timeline because in some that I had spoken to they said it did end up being, like, nine to twelve mo- it ended up extending longer than they had anticipated, and then the concern is, which I think, you know, we can be upfront possibly with that firm of this is the timeline, we want them to begin at the start of the... We need to see it be complete by the beginning of next school year because otherwise if we do end up with turnover of board it could then kind of start that process all over, and then we're gonna have a much lengthier search as it, you know, pans out.

So kind of knowing if we're w- if the goal is to get them with the current board, and by next school year we have to m- e- start with that timeline in mind and make sure that it doesn't kind of continue out and kind of pre-plan that timeline so that we can get everything, all the work done that we need to, to get done.

Um, and, um, definitely I got a lot of the feedback as well about going to see the people, 'cause many people interview well and then they are not what they seem (laughs). Even when you do reference checks and all of that, they, it, it just, it doesn't pan out. So got a lot of feedback from prior searches that that part was, was crucial on going to, not only interviewing them but also going to their communities, getting feedback from their communities as well without violating open meeting laws, of course.

Um, the other concern I heard was sometimes the firms, o- of asking to be able to see all of the candidates that were submitted, because there was some concern from some prior board members I'd spoken to of they presented the, the finals, but then they realized that there were other ones that might have been more qualified and of knowing why those selections were made. Why were these people eliminated and why were these... But still being able to see them. Like, I think we need to see all of the candidates and then be able to have it presented to us as why they selected those, say, there to five, or how many are submitted forward. Um, and I feel like there was one more thing I wanted to... I think that's pretty well, that pretty much co- (laughs) covers my, my thoughts. But, again, I will emphasize too that, you know, just kinda weighing pros and cons, I do feel that we are in the position to utilize the nationwide search.

Trustee Garcia Morales:

Thank you, Trustee Satory. And, um, I believe you shared this and I wanna clarify. You mentioned the, the county, um, equivalent of the city manager, it was, was, uh, they, uh, was it a search nationally as well or on appointment? Um-

Trustee Satory:

It seemed like there had been some different, that there had been some nationwide and some that were more a smaller, like Indeed-type thing, you know, that they were, that there had been some positions, but when the larger-scale positions, when those types of ones, that it's more of a nationwide third party search.

Trustee Garcia Morales:

And this current, uh, [inaudible 01:19:42].

Trustee Satory:

Seems to happen more rarely because, I guess, i- th- i- i- typically the, the goal is that they are kind of-

Trustee Garcia Morales:

I see.

Trustee Satory:

... forward-thinking of that and saying, "How are we, how are we preparing someone, you know, that we v-know and feel comfortable with." But those times arise where you don't have that situation or-

Trustee Garcia Morales:

Mm.

Trustee Satory:

... or the needs of the community and, you know, and the, and the goals of what direction we need to go, um-

Trustee Garcia Morales:

Mm.

Trustee Satory:

... might not lend itself to that.

Trustee Garcia Morales:

I see. So, uh, it's more of a m- uh, from what I hear you saying, it is a, um, in- intentional, uh, direction to cultivate internal talent, uh, to be able to provide an appointment, um, is a preferred path versus a path that, um, would require national search.

Trustee Satory:

Mm-hmm.

Trustee Garcia Morales:

Uh-huh. Got it. Thank you, Trustee Satory. I'm gonna turn off your mic. Or if you could help me turn off your mic so I can turn on Trustee Bustamante Adams. Thank you.

Trustee Bustamante Adams:

Thank you, Madam President. Um, I won't repeat some of the stuff that's said but what I do want to add is that I a- agree, um, with the pros side of the national search, and one of the things that I have found is that,

Trustee Bustamante Adams:

um, the trend is not just to look at educational only research firms. Uh, so they are casting the net wider and they're looking at executive search firms, right?

Trustee Garcia Morales:

Mm-hmm.

Trustee Bustamante Adams:

And so it c- the person could have an educational background, maybe earlier in their career, but then they have business or life experience outside of that that makes them such a better candidate. So, um, we could go that traditional route or also look for an executive search firm that does have, um, also an educational strand. So food, uh, food for thought.

Um, and, uh, I also want the community to know that since January this board, under our board president leadership, has, um, the focus of community of engagement. From day one, all 11 of us agreed that we

Trustee Bustamante Adams:

can't do it without you, and the other national trend is that community engagement so that the community has ownership.

Trustee Garcia Morales:

Mm.

Trustee Bustamante Adams:

We're not the same community we were in 2017. We have grown, we're going in a different direction. The business community's gonna come up and share the fact that we're t- trying to cultivate industries that are, um, not even here yet, right? We're looking at fintech and biochemical and biomedical and so we are the supply side, um, and we have to meet the demand side. And so I think that's why the community e- engagement and that ownership is gonna be critical for our success. I would also say that the national trend is about aligning workforce development, economic development and education. It's intersecting and we can't do it alone. A- and so that's why the community engagement is so critical.

I would have to say that I also took part in several, um, NSHE chancellor, uh, community, um, boards, uh, or committees, uh, I think that's what they called it, and when we were looking for the president of UNLV and also for the chancellor, I as an individual representative go- of the community got to weigh in on what we were looking for. We got to, um, interview the candidates, um, and so that's w- another best practice, I think, that would work well here. One, because we need ownership from the different community stakeholders, but in addition, even though th- that community may crucify the person, when they make a mistake, heaven forbid, but, um, at least there's ownership. Felt like we had a, a say in the process of the next president of UNLV several years back and also, um, the next chancellor for the higher ed. institutions.

Trustee Bustamante Adams:

And I would just say that I would be happy to submit my, my local municipality homework, um, as well, I won't repeat it, but I do think that if we are not in unison on the right things that we want, we're gonna make it a nightmare for that person, whoever's gonna come in next to help us to get our kids, uh, to meet the demand side of this equation. And so it's upon us to make sure that we're asking for the criteria that we want, and that person right now is probably watching us, either nationally or locally, and figuring out how we make this work, uh, for that individual, and so, um, that's my two cents, and I'd be happy to submit my homework.

Trustee Garcia Morales:

Thank you. Thank you, Trustee Bustamante Adams. I'm gonna turn it over to Trustee Watson.

Trustee Watson:

Thank you, Madam President. Uh, just really quickly, uh, because everyone has, uh, spoken eloquently about their role. Um, for the city of North Las Vegas, we have done both internal and external po- uh, hirings. The previous or the last, um, city manager was hired externally, so, um, but it does not, um, mean that i- i- i- it's either/or, it's just that whatever's the best choice for that, uh, position. And my personal thinking is that we do need to cast the net wide, uh, and do a national search because that's gonna give you more, uh, opportunities to get the right and best fit for this, uh, Clark County School District.

Uh, one, some of the things I wanna make sure that we, uh, look for, uh, is, or what we do is definitely community input. We have to have community input as has been stressed, uh, a number of times. And I think we also need to engage students because students are the ones who are gonna be under this regime, uh, as far as a superintendent, and what their goals and moving forward, uh, that's gonna be critical in my opinion.

Um, uh, the other thing is that, uh, th- the ones that I do know that we need to include is educators, parents, students, and as far as the superintendent is concerned, it's about results. Bottom line. It's about producing results. You can have all the great things on, uh, a, on a resume, but it's about producing results for the kids. You gotta have the input from, and buy-in from everyone. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Watson. Uh, and I heard you say that, um, the current, uh, city manager is, uh, selected from a national search, right? Correct. I'll, I wanna m- give you a chance to sti- yeah. Go ahead.

Trustee Watson:

That is my understanding.

Trustee Garcia Morales:

Okay, thank you. Thank you. I'm gonna move on to, uh, continue down the queue here, uh, to members who have not had a chance to speak, and then I'll circle back, um, to, um, uh, members who have spoken. Trustee, Trustee Williams?

Trustee Williams:

Thank you, Madam President. Um, I just have a couple comments, honestly. Um, I think number one, it's really important to know that we're not gonna make everybody happy. No matter what we choose, someone's gonna be upset and we're gonna get hate comments like we always do. So it's just knowing that going into it. I also think that I want us to be aware that while, yes, we want community in- input and parent input and teacher input and student input, understand that our community changes every four years on average. Right, we are the most socially diverse community inside the entire national, maybe with, uh, outside of New York or maybe LA. Um, I also think that, um, I'm not necessarily opposed to an outside

Trustee Williams:

search, I'm also not against it, or against it or for it, either way I think I'm more neutral than anything on that one. Um, and then as far as I... A couple comments were made about getting kinda like w- a- a- these outside search firms, looking at who they hired and who's still there and how do they interact, I think that's great, and you absolutely should do that, except for the fact that you should also understand that our board is not like any other board, right? We sit in just a very diverse economy and we also have some appointed board members, while there are other appointed board members in the nation, those are typically voting members that are appointed by the state legislature or by the cities or anything else like that. So I think that's really important to note.

Um, I also don't know what the dynamic is between their board and their superintendents and their state board of education, so you have to be aware of that as well. Um, then, and an understanding that, like, this is such a, a weird district in the sense that we have a decentralized district and it's also centralized at the same time. So our board is never going to interact, uh, with the superintendent like, I would say, you know, California would, right? It's just a very, very different world. So I just wanna put those out there. I don't really have any comments other than that. That's pretty much kind of what I'm thinking as I'm hearing everybody. I just wanna make sure that if we go forward with the national search that everybody, all 11 of us on this board, are at the same time because the moment that we get public pressure, if we have a break in the system, it's just gonna be chaos, and we don't need chaos in our district when we really just need stability constantly. So, those are my comments.

Trustee Garcia Morales:

Thank you, Trustee Williams. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I'm gonna go a little bit more linear in nature because that's how I've kinda formed my process. Um, I did go through and, uh, read the minutes for all of the municipalities, every single one of them were direct hires. One of them from the city of, um, Henderson, was after a national search.

Trustee Brooks:

Um, on average they worked about 20 years with their, um, municipalities. I didn't e- see any evidence of them doing national. I did see that it was posted online and people probably could, um, apply nationally, but I didn't see them hire any search firms or anything like that.

Uh, I feel like a majority of the board might've already made their decision but I am gonna state, uh, the pros and cons in a linear nat- uh, nature because I've already written them out. So for national search, um, I think the pros are members of the public have been very supportive in public meetings. It allows the board to collaborate with the community provided they place an intentional focus on prioritizing broader community input. It would yield a higher number of applicants. An external candidate could bring a fresh perspective. Some people will respect an internal hire more if a national search is conducted. That's what I have for national, uh, pros. For cons I have some members of the public were vocally supportive last time.

Trustee Brooks:

Some became unhappy during the actual process and it was opened up to internal candidates. Some were, some were unhappy immediately after the results were publicly available. Some were unhappy a month or a few months later. There's a very competitive job market for superintendents. The job landscape for superintendents has shifted considerably, considerably since 2016. Over 50% of urban superintendents have been hired within the last few years. The shortage of top-level talent has resulted in individuals with very minimum experience being placed in top roles.

The political climate in the Nevada education sector makes the job very unattractive. A large number of urban school districts completed national searches recently and hired locally after an expensive and lengthy process, and I think we have an opportunity to learn from them. Additional costs beyond what the board spent on the severance package of the outgoing superintendent. Washoe's budget is \$100,000. The costs include the search firm, expenses, as well as travel expenses for candidates. The search for Clark is going to be more expensive.

It could yield the same exact outcome, which equates to wasted resources, energy and time. While some members of the public will be satisfied with the extra effort, the broader community might not be as understanding. Vocal support has been given for a national search by well-connected groups but average constituents seem more supportive of internal hire. It's a lengthy process, four to six months minimum. A lot of the work the board is committed to doing with the council can't begin until either process is completed. Doing both at the same time is fair to the interim and will get confusing for the board and the community.

Delayed tasks include much needed conversations around adding depth in data reporting and revising goals and guardrails, and the longer the process takes, the less focused the board will become, and the less we focus on monitoring student outcomes. Delays will also result in the bulk of the Council of the Great City Schools' work being completed by inexperienced board members. They'll need to start back at square one before they can contribute. Uh, you're gonna lose some institutional knowledge at the board level when election cycles happen, and your work with the council will become exceptionally challenging. Member... and your work with the council will become exceptionally challenging. Members of the community have expressed a desire to have someone in place before the start of the school year, which is very, uh, less likely to occur in a national search. The process of engaging in a national search, search automatically creates district instability. It could possibly lead to the most experienced staff transitioning out, out, which will cause significant institutional loss and institutional knowledge loss. Uh, the instability will benefit external groups at the expense of students and families.

Uncertainty at the top could lead to a loss of high level positions, and these high level positions have become increasingly difficult to replace. Uh, for instance, when there was, um, friction at the board in 2021, it actually resulted in several of the high level positions being vacant for six months. Many of the changes the district implemented within the last few years were a fresh perspective and they weren't all well-received by the community. Some of the district's challenges are foundational in nature and require the focus to be re-grounding ourselves in the basics and examining staff workloads and priorities. Sometimes, when people say fresh perspective, what they really mean is they wanna improve things, they wanna have better communication, they wanna make sure things are implemented properly. Internal candidates are

Trustee Brooks:

almost always better poised to address this, provided they have the right alignment between skills and current needs.

The upcoming legislative session will clearly focus on accountability in the education sector. Any external candidate hired prior to the next session will not have enough insight to successfully counter false political narratives at the legislative level. Hiring an external candidate is unlikely to reverse the trend the district being targeted by legislators, partnering with the district's largest bargaining unit. A single external candidate is unlikely to be approved unanimously by the voting members of the board, so hiring an external candidate, um, last time created an instant division, uh, within the board and within the broader community.

So whichever decision is made, it's unlikely to be unanimous and a national search will provide ample opportunity for board disfunction. Uh, in addition, this is my last... Actually, I have more but I'll wrap this part up. Um, some members of the board have already signaled a preference for an internal person, so you're gonna have a much smaller pool of candidates to choose from, because not a lot of really experienced board members, uh, or superintendents wanna actually come at a board that automatically has a divide.

That is the pros and cons. Um, I was kind of looking for some more pro- to pull some pros and cons out of, um, what's my peers have suggested for the national search. So if you have something to add to this that you think is a pro, I'm willing to hear it in round two, and then I'll do the pros and cons for the local state search. So for the local state search, the pros are there's examples of this process successfully occurring, uh, Brian Cram, Claude Perkins, Kenny Guinn, Walt Rulfes, and Pat Skorkowsky. All of them were internal hires and until the year 2000 or so, the district seem to have a process where you did train up. Uh, you had institutional knowledge because there was an expectation that you were gonna have some stability in the district.

Um, it also, like I just said, a loss for institutional knowledge to be maintained. Uh, it provides an external hire from having to learn very hard public lessons that, I think, we've all learned. Um, there is a reasons successful organizations create a culture that includes succession planning. And deep organizational change takes a decade and you cannot possibly do it if you're constantly, um, hiring externally and you don't address succession planning. Uh, you can create stability if you hire internally and you can still create a noticeable shift. This is more likely if the board is intentional and is also willing to shift. I think this is where the work that we, we are building on right now comes into play with the council.

You guarantee the person has extensive knowledge of what they're walking into. It prevents culture shock. 5 out of 17 Nevada school districts replace their superintendent within the last year. Last year's external hire only, uh, lasted a short time partially due to culture adjustments. It minimizes the narrative that comes with hiring an external person who is frequently viewed as a short term outsider without roots or loyalty to the children's, the community's children. It also allows for a reasonable amount of applications but reduces the probability of hiring someone who won't be successful in the position. You can still allow for a community feedback, but you acknowledge the reality of the national landscape related to superintendent searches and the, the need to actually have somebody who understands the landscape. Internal hires also have a longer average tenure, seven years, when compared to external hires in the district, which is 4.7

Trustee Brooks:

years. Okay. My cons for, uh, and there are quite a few cons. So it's not all, um, it's not all roses over here. Uh, some individuals will automatically-

Trustee Guzman:

Lola, I'm gonna start timing you if you don't [inaudible 01:38:38]. (laughs)

Trustee Brooks:

(laughs) Some, um... It's not, not that one. Some individuals will automatically dismiss an individual with extensive knowledge of the system. Um, inevitably, some members who have transitioned out of the district will apply. They're not gonna receive the job regardless of the search method and a local state search makes that a lot more obvious. It can increase the friction between those people. Uh, the process will be messy because of Open Meeting Law and also, um, if you utilize a search firm regardless of the process, you actually are able to maintain confidentiality so you have more applicants.

That's my pros and cons.

Trustee Garcia Morales:

I should've timed you. (laughs) Thank you, thank you, thank you, Trustee Brooks. Um, I'm gonna turn it over before we go to colleagues who are currently, who'd like to speak again. I'm gonna, um, turn it over to Trustee Zamora to she if she would like to provide any additional comment on the pros and cons, um, assignment and, uh, discussion items that, uh, I asked of our colleagues. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. Um, my colleagues brought up a lot of great points, uh, when it comes to national s- search and I do agree with, um, a lot of them. I just wanted to also add because the community listening part was a huge talking point for a lot of them. Um, as I was not on the board in 2018, I definitely remember seeing the community be participating in those conversations, but I'm also wanting to add that we need to take in that information. Um, and I say that because one of the first interactions I had during this search for the superintendent, there was a lot of community input about just checking in with previous employees and checking in with people they worked with, which I know one of my colleagues mentioned.

Trustee Zamora:

Um, and it seem like it went unheard, so figuring out a way that we add, you know, keeping those conversations as we continue this. Uh, I do also lean more of a national search. I know the cost is much higher. And when we talk about money, it's always the, the first thing in our mind for, uh, many of us, um, but I think this would be a great investment. The pros that I think that we have right now is we have invested in, like, a culture climate research, which I, you know, always bring up. And I think that's also a great thing to be able to use as we, we start our search. Um, and that's all I have.

Trustee Garcia Morales:

Thank you, thank you, Trustee Zamora. I want to acknowledge that, uh, um, uh, Trustee Zamora and Trustee Williams are on the phone. Okay. Um, okay. Uh, colleagues, if you'll entertain, uh, my contributions to this discussion, I would appreciate it and then I'll, I'll go potentially, uh, into the, the next part of this piece. A lot of the pros and cons about the national and the, and the local or statewide, um, um, uh, list have already been brought up and addressed. I want to, um, go over a couple of items that I felt like are, are a little different or have a different flavor to it.

Um, uh, before I go into tha- that list, I think it's important to... One of the things that I'm hearing from my colleagues is that the- um, there is a, um, a very, uh, narrow, narrowing talent pool in the superintendent, uh, space and that is, uh... So I think about, I think about that, I think about my desired outcome to continue to focus on student outcomes and ultimately focus on the success of our student, students, excuse me. I'm thinking about my son, actually. Um, and in all the decisions that I make, uh, on behalf of the school district, I think about, um, my, my boys, uh, specifically my son who's currently at CCSD whose age, uh, age. And I think about the quality of, uh, education that I want for him and his friends and, um, uh, a- and so I want you to know that's the lens that I'm looking at this through, uh, in addition to the organizational lens that is very much, um... I have a privilege of, of being a little closer to the, um, to the, the functions of the organization.

Trustee Zamora mentioned the culture and climate survey and I'm so grateful that you continue to bring that up, Trustee Zamora, because, uh, prior to the departure of our superintendent, uh, there had been work that have been m- moved, uh, to ens- uh, uh... And, and the new members would not know this because we haven't had, um, meetings yet to discuss these particular items, but there was progress being made. And, and I worry about a... So one of the cons of, of a, a national search is that, uh, because of its lengthy, lengthy time, we, uh, would be in a position to really have to reprioritize a lot of our, uh, our goals, um, in order to have a, um, uh, assess our culture and climate. We have to have a leader at the top that's consistent, uh, who sets the tone, uh, of the culture of the organization.

I also believe on the con side of the national, um, search, there is, um, our current... The, the current salary, uh, that we have, uh, set that we've had for the last superintendent is not competitive for experienced superintendents, which is what I hear consistently from the community. They want, um, they want results. They want, um, uh... And certainly I do, too. Um, you want results. You want a proven leader. You want a leader who has, um, uh, you know, experience with, uh, student outcomes, uh, who hears the community, who is, uh, politically aware, uh, and doesn't fall into, um, areas that could injure the district or hurt the district. Uh, but the reality is that, um, so if we're the fifth-largest school district, there are four other school

Trustee Garcia Morales:

districts that have a superintendent. Um, you know, they are... Uh, they would not, I don't see th- them coming down, um, to our pay range because they all pay more, si- significantly more.

And the reason I bring that up is because just not too long ago, we provided, uh, the last superintendent an increase and there was, um, a significant amount of backlash. So, I just can imagine coming to, um, this board and/or the community and asking for additional resources to compensate, uh, a superintendent for, um, for the experience that we expect, um, and, uh, that is worrisome for me personally. I also, um, shared

Trustee Garcia Morales:

this earlier as well, but the, the intent to focus on student outcomes is a priority of mine and I, um, have appreciated our co- my colleague's support in that space, uh, but I, um... We, uh, th- this, um, this piece which is absolutely a necessary and important, uh, project, um, will require an in- intense amount of energy and effort, uh, and may require us to, to absolutely refocus, um, our work with the council and any other, um, uh, projects like the culture and climate study.

Um, and then, uh, uh, Trustee Brooks mentioned this already, but I, I think that it's... It can't, it can't be emphasized enough that the, uh, outcome of any national search, uh, will, will create, um, uh, potentially create a vacuum of loss knowledge that, um, will take place in the transition. But any change in an organization automatically creates, um, a loss of knowledge. And, um, if our, uh, i- if we, as a board, and, um, as we listened to the members of our community, are truly focused on student outcomes, I wonder what, um, what, um, how this will, how making any decision to do a national search will, will impact, um, the ongoing work that needs to take place, um, in the, in the stability of the organization.

And, and I mentioned that because I know, uh, based off of Washoe's, uh, search process, Douglas is currently, uh, under a search process, as Douglas County School District is under a search process. I believe, um, there's one other, um, Lyon, Lyon School District, um, is also under a s-... And that's out of the 17 school districts, uh, three are currently undergoing a search process. Um, so there is some competition on our end but not to say that we, you know, won't... We have certainly a lot of benefits that, um, these, these, uh, districts do not have. However, um, it is important to keep that in mind, and I think that's a, that is a, a con for both on, uh, on the national, uh, scale and even the regional local state, uh, perspective.

Um, on the pro side of the local and state s- school [inaudible 01:47:53], uh, local and state superintendent search, I see that, um... One of the things that I hear from my colleagues is that we wanna be able to start our permanent superintendent by the start of the school year. Uh, that is August. Uh, and between now and August, we have, um, uh, four, uh, work sessions, four months essentially. And I be- believe, I believe we began the school year, uh, uh, very early in August, so in order to kind of get this work going, we really would have to, um, we would benefit from a local and state search just simply because of, uh, of timing. Um, it would be more cost-effective, uh, and strategic and focused.

Um, I am in support of a, uh... I believe that a, a search firm to help us focus our, uh, current needs and goals, uh, will be essential in this process, um, someone to help us facilitate this discussion, uh, and ensure that, um, we are creating a space for any candidates who want to participate in the, in the search are, um, um, feel comfortable with, uh, participating in it and not, um, not something that we fa- necessarily facilitate.

And I think the other things to consider, questions that I specifically have that are, um, that, that brought to my attention that were very, um... A part of this process with the pros and cons, looking at national and regional, certainly I have more pros for a local and state and, uh, more cons for the national, uh, process. Um, some things that came to mind are, uh, what, what path will best serve our students and our organization. How do we utilize this moment as an opportunity to build unity, um, and support the district outside of special interest groups, uh, who have traditionally in the past, based on minutes and knowledge from members, um, have, uh, played a role in, um, navigating or, uh, influencing the selection of the superintendent? Um, how do we, uh, in a very heavy manner, uh, how do we manage competing priorities

Trustee Garcia Morales:

as a group? And I mentioned that as, um, from the culture and climate study to the, uh, student outcomes work that we've engaged in.

And then, um, the bigger question that I have for all of us is, um, what happens when a community members who have advocated for this approach one way or the other are not satisfied with the board's decision? Or even choose to undermine this governing body's authority by creating division, uh, ultimately losing focus on student outcomes? Uh, so again, those are some of the heavy questions that I ask myself, um, and one of the reasons why I, in my pros and cons list, have, um, leaned to ward the local and/or regional, uh, focused search with the either executive search firm or some sort of, um, uh, firm that will support our, uh, focus, um, to clarify our needs and goals of a next leader.

Okay. Colleagues, I, I believe everybody has had one round. Um, Trustee Satory and Trustee Cavazos and Trustee Guzman, I see that you're in the queue. However, we did commit to hearing from the public before we go into, uh, another round of discussions. Are you comfortable with that?

Trustee Cavazos:

I just had a follow up question for Trustee Brooks to make sure I didn't write down the wrong [inaudible 01:51:04].

Trustee Garcia Morales:

Okay. Could that, could that question wait? Is that okay? Could we wait to...

Trustee Cavazos:

Uh, yeah.

Trustee Garcia Morales:

Yeah? Is that okay? And Trustee Satory, same, similar...

Trustee Satory: [inaudible 01:51:15].

Board Member Leaves and Teleconference Call Connected

Trustee Williams left and was connected via Teleconference at 5:31 p.m.

Trustee Garcia Morales:

Thank you. Thank you. There will be a second round, um, and we'll provide everybody a chance to provide input. Thank you so much. I will, I'd like to turn it over to public comment to hear from our audience and, um, individuals assigned up in advance. I will begin with, um, uh, Mary Beth Sewald, followed by Amber Stidham, and Glenn Christenson.

Public Hearing

Mary Beth Sewald:

Good evening, School Board President Evelyn Garcia Morales and trustees. It's good to see you all tonight. For the record, my name is Mary Beth Sewald, president and CEO of the Vegas Chamber, speaking on agenda item 2.01.

As many of you know, the Chamber is calling on you to conduct a national search for our superintendent. We've testified at previous board meetings and we pended joint op-ed with the Las Vegas Global Economic Alliance in yesterday's Las Vegas Review-Journal. I also announced it at our State of the Chamber & Board Installation Luncheon last week to more than 900 business and community leaders where it was met with much applause.

Why is a national search so important to the Vegas Chamber, you might ask? It is because a superintendent is one of the most important leaders in the state of Nevada. The superintendent is responsible for overseeing an education system that has a profound impact on every aspect of our community, our economy, and our lives. The following organizations have all signed a letter, urging you to conduct a national search for CCSD's superintendent:

The Vegas Chamber, the Las Vegas Global Economic Alliance, the Council for a Better Nevada, Clark County Education Association, Clark County, uh, Association of School Administrators and Professional-Technical Employees, Henderson, Asian, Latin, Henderson, and Urban Chambers, the Retail Association, Resort Association, Nevada Community Foundation, Andre Agassi Foundation, ACLU of Nevada, Nevada State AFL-CIO, the Engelstad Foundation, and Windsong Trust.

These organizations have all signed a letter urging you to conduct a national search to identify candidates who bring fresh perspectives and best practices of success.

I cannot recall time when such a broad and diverse coalition has come together for a single community cause. Whomever the school board selects for this role should not be predetermined. This decision is far too important to be limited by geography, familiarity, or expediency. To set artificial barriers by only looking at local candidates will only disenchant and disenfranchise the entire community. The way a national search is conducted is also important. Plans from previous searches should not just be dusted off. That is why the Chamber encourages the school board to utilize a qualified search firm that has a strong reputation for finding top educational leadership and operational talent.

A firm with a track record of identifying well qualified candidates who embody the skillsets that our district needs to positively move the needle on student achievement. Serious questions should also be asked in this search. What is the candidate- candidate's success rate on factors such as college and career readiness, math and reading proficiency, and high school graduation rate? A qualified superintendent also needs to be a leader who inspires our administrators, our teachers, and our support staff to do their very best. Top candidates whether local or national need to be trusted by parents and respected by employers, civic leaders, policy makers, and the entire community. One thing is certain [inaudible 01:54:49].

Trustee Garcia Morales:

Mary, Mary Beth.

Mary Beth Sewald:

Thank you very much.

Trustee Garcia Morales:

Thank you. And is Amber Sti- Stidham here?

Amber Stidham:

Stidham.

Trustee Garcia Morales:

Stidham?

Amber Stidham:

That works. (laughs) Good e- good evening, um, and thank you for ha- uh, the opportunity to share comments. I'm Amber Stidham. Um, I'm also a product of the Clark County School District and a mom of a student that's in the Clark County School District system. And I'm honored here to present on behalf of the Las Vegas Global Economic Alliance, which was mentioned just earlier. And on behalf of our executive committee, we are the regional development, uh, authority for Southern Nevada. And you might ask why would we be standing here.

Our mission is to bring diverse business and industry along with those career opportunities to our region, to drive economic growth and prosperity. Um, what comes out of the public education system is incredibly important to us, student attainment is incredibly important to, to all of us. For us at LVGEA, um, this is really all about student outcomes, not the convenience of a placement. Uh, the decision that you all make, uh, in this manner does directly impact all of us in this community, including the organization that I serve.

Amber Stidham:

As a representative of various stakeholders in Souther Nevada, including education, local government, business, nonprofits, and more, in fact, we have the largest public and private, um, business board in the Southern Nevada, um, area. Uh, this is a really vital role, uh, the superintendent plays in our community. Uh, for a number of reasons that were mentioned earlier by Mary Beth Sewald, and she did an excellent job, uh, public education is incredibly important to us.

Amber Stidham:

Additionally, knowing that this position represents one of the nation's largest school districts and more than a \$3 billion budget, this role, um, and placing the right person for our students and community is even more critically important. This is an executive position. This is really important to our community. And it's for those reasons that we urge the board to conduct a comprehensive national search for the next superintendent, ensuring transparency, setting clear qualifications, which I know was, uh, discussed today, and facilitating a robust community involvement. Because ultimately, it's about educational attainment for our students.

And because it was mentioned earlier, too, I wanted to add even my own organization, when we're looking to hire for critically important roles, we still go out and do a search even if we might have a person internally, because I owe it and we owe it to our team and to the clients that we serve to do an exhaustive search to find the absolute, right candidate for these types of positions. And I don't, would love to operate a \$3 billion budget, (laughs) but that's a, that's a really important role.

Um, I just thank you for your time. And certainly, if there's any questions or if you can lean on us as an organization to help, we're, we're willing to do that. Thank you.

Trustee Garcia Morales:

Thank you. Glenn, followed by Lauri Perdue and Jim Frazee.

Glenn Christenson:

President Garcia Morales and members of the Board of Trustees, I'm Glenn Christenson, chairman of The Leadership Institute of Nevada and chair of the Las Vegas Global Economic Alliance policy committee. Our committee or our community is at a critical inflection point with respect to public education. The board can meaningfully redirect the trajectory for students' success, starting with its appointment of a new leader who will set the tone for excellence in every school within our system.

However, the process for selecting our new leader is crucial. This is an opportunity for the board to embrace community concerns regarding public education and to set the path together for better students' success. With respect, I propose the following steps for the process of selecting the new superintendent.

One, given that several trustees are up for election in November, the selection of a new superintendent should begin after the election. This will ensure that a new superintendent will not be forced on the board by previous members, will be selected by trustees who have at least two year or more years tenure, and will specifically establish accountability with the selection.

Two, to ensure our community, our community that we're getting the most qualified person to lead our most important community function, the education of our students, perform a national search, which would include local candidates. Three, consider appointing co-superintendent, one to guide the academic side of the organization and one to guide the operational and administrative side of the organization. This structure might be appropriate to alleviate some of the challenges in finding one person for the role who has these two disparate skillsets.

Glenn Christensen:

Four, actively engage the community at large in a highly transparent way by creating a very inclusive and diverse committee to include recognized education advocates from the business and not-for-profit sectors, as well as parents, teachers, administrators, and students.

The committee would engage with the board to identify the specific skills and management style ideal for the new superintendent role, and compile a list for the board to engage the applicants as to how they would address challenges and opportunities like climate and culture in the buildings, discipline in the schools, building trust and confidence both within the system and with the external- uh, external stakeholders, and how to expand our nation leading platforms, like our magnet, robotic, and arts program.

Thank you for your time and your attention. You are faced with a difficult challenge. I hope through the process that the board can ultimately, unanimously agree on the selection. That'd be a great start for the new leader. Thank you.

Trustee Garcia Morales:

Lauri? Lauri Perdue? I don't see Lauri standing up. Um, we'll move on to Jim Frazee followed by Michael John, Jahn, excuse me, Michael Jahn, um, and Nicole Rou- Rourke, Rourke.

Jim Frazee:

Thank you, Madam Chairman. Just so you know, the next speaker, Michael Jahn, is not here tonight. Okay.

So, thank you, Madam President, distinguished trustees, interim superintendent. For the record, my name is Jim Frazee. I'm a high school teacher and I also have the honor of being vice president of the largest bargaining union that you have that Trustee Brooks mentioned earlier.

So with all due respect, and I do mean that, with all due respect to the members who spoke for a local search and the pros and cons, I can just say what nonsense. If you're talking about a loss of culture which you have complained about, if the culture was coherent, competent, and successful, then that loss would be mourned. But no one can use those adjectives and CCSD in the same sentence for the last six years. You talk about the cost of an extended search, national search, but I respectfully say this board, this body, and the last superintendent has never met a consultant that they weren't willing to spend millions of dollars to. Our children, our families, our community, our businesses need more. I would argue that no other school board in the country except one ran by you, Madam President, would even have this topic under discussion. A local and state search is... Excuse me. A local and state search is not so subtle code for next person up in the failed Jara administration. That happens to be Brenda Larsen-Mitchell.

Trustee Garcia Morales:

And Mr. Frazee, you know better than anyone else that... I will pause your time.

Jim Frazee:

Thank you.

Trustee Garcia Morales:

Please, do not make reference to staff in this case who are on the dais or anywhere at all.

Jim Frazee:

Well, uh...

Trustee Garcia Morales:

Thank you for being respectful in your remarks.

Jim Frazee:

All right. Thank you. I disagree with you, but... CCSD is the largest employer in the state of Nevada. It runs the second-largest transportation system. Including casinos, it runs the third-largest food providing system. I would differ to Trustee Bustamante Adams' comment that you need an executive that has experience in a large organization, and that's not to be found currently. I would respectfully say that the next superintendent's most important job is to understand that he or she is in the people business. We deal with 300,000 students, 40-some-thousand staff and families, and having someone who can deal coherently with people and bring people together is a must. It's not surprising if you would not listen to 82% of our members who got polled and said they wanted a national search and by mentioned by name, 80% do not want the current interim superintendent. It's not surprising that every chamber and business organization as well as labor AFLCIO has also demanded a national search. They are the employers of our graduates. Their voices need to be heard. I thank you for your time.

Trustee Garcia Morales:

Is Nicole Rourke here? Thank you, Nicole. And then Dr. Bemole followed by Dijana Mitrovich.

Nicole Rourke:

Thank you President Garcia Morales and members of the board. My name is Nicole Rourke and I represent the city of Henderson as their uh, director of government and public affairs. You have a really big job ahead of you. Selecting the next superintendent isn't easy, but nor should it be. We encourage you to take your time, seek community input and develop qualifications that will uh, lead to finding the best leader for this time. We encourage you to seek a leader who will take an open and honest look at the way this system educates students and treats staff. We encourage you to seek a leader who will take bold action to create learning environments and opportunities that will result in greatly improved student outcomes.

Nicole Rourke:

We encourage you to seek a leader who will consider innovative solutions to supporting and improving schools. We encourage you to seek a leader who will give schools the autonomy to address the needs of their students while holding them accountable for results. We s- we encourage you to seek a leader who will engage local governments, elected officials, state agencies and nonprofit organizations who all have a vested interest in student success. And finally we e- encourage you to seek a leader who can unify this board and our community. The only way you can know if you've found a leader such as this is if you consider all interested candidates through a national search. Finally, the next superintendent must be selected by a unanimous vote. They have many challenges ahead of them and they need each member's support.

If this board can't provide that support, let the next board make this decision. The board that hires the superintendent should be the one that they will work for in the first years of their tenure. You have an acting leader so take the time that this important decision requires. We enc- encourage you to build community confidence by being bold, showing leadership and taking a new direction. Thank you.

Trustee Garcia Morales:

Dr. Bemole.

Tiffanie Bemoll:

Good evening, Dr. Tiffany Bemole for the record. The task of finding a new superintendent is not one to take lightly. As I have stated so many times, we are a unique city and it will take a unique individual to fix the broken parts of this district. We are not Colorado, we are not Los Angeles and we are not Miami Dade.

Unknown Speaker:

(laughs)

Tiffanie Bemoll:

Nation-wide searches have not proven successful [inaudible 02:07:10] when the evidence is in black and white as Trustee Brooks pointed out. Our students suffer when we put ego and hubris above our students. Operationally, our new superintendent needs clear and consistent rules to follow with clear and consistent guidelines, benchmarks and goals. The requirements need to be crystal clearly outlined before you rope someone into this job who will try to promise things that cannot be kept. I do believe it was Trustee Esparza-Stoffregan who pointed out that even with minimum aff, and minimum requirements, we couldn't get our district above 90% graduation rates. Our new superintendent cannot be the same old, same old. Our new superintendent should not be anywhere near Revel and the Council of Great City Schools. Our new superintendent should understand the transiency of CCSD, the unique [inaudible 02:07:53] of CCSD, the tension amongst the board in CCSD, the top heavy administration of CCSD, the dangerous game of promoting up from within under qualified candidates to be a backroom promises and thinly veiled threats in CCSD, the teacher shortage in CCSD, the B league classrooms of CCSD, the pockets of greatness in

Tiffanie Bemoll:

CCSD, the learning loss in CCSD, the lack of consistency, transparency and accountability in CCSD and the need for fun in our classrooms in CCSD.

The ne- the new superintendent has a heavy job, heavy weight to carry and needs to have all of this spelled out before they even think about taking this job. You cannot promise them a diamond and hand them a lump of coal, then shine it up by giving them all the power and none of the responsibilities. No Garcia, no Jones, no Jara. We need someone who understands our culture, our climate, our cities, our state. Internal or external, make sure they actually do the job, care about students, staff, stake holders and moving the needle. It's silly to automatically assume we won't find this locally. Thank you.

Trustee Garcia Morales:

And Dijana.

Dijana Mitrovic:

Dijana Mitrovich for the record. Dear Madam President, dear members of the board of school trustees, our family moved from Europe where the best schools are public, where we, the school, the schools have the gyms for the PE and where the kids learn two foreign languages at elementary school. Here my kids go to the [inaudible 02:09:19] elementary. Um, as a concerned parent, um, and acting member of the parent leadership team since 2019, I feel compelled to address some pressing issues within the CCSD. It's disheartening to see the declining rankings with even prominent schools like [inaudible 02:09:33] experiencing a significant drop in ratings and this downward trend, particularly in academic progress is alarming and demands immediate attention. Furthermore, the recent demonstrations by the CCA highlight the dissatis- dissatisfaction among parents and teachers alike. We cannot afford to have our educators and students taking to the streets to demand strong leadership from CCSD.

Nowadays, parents become substitute teachers and the opportunity arose due to the critical shortage of teachers within our public school system, prompting parents to step in and assist. However, the cumbersome, inefficient hiring process for substitute teachers causing the problems and it takes unreasonable long time for CCSD to contact interviews despite the urgent need for substitute teachers on daily basis. It's evident that our teachers are not happy and neither are the parents. We urgently need nation-wide search and strong leadership to address these systematic issues and restore confidence in CCSD. I implore the board to take decisive actions to streamline the hiring process and prioritize teacher support, implement measures to improve academic performance across the district. The time for passive observation has passed and our community demands action, demands change, demands leadership worthy of our chil- children's future.

The erosion of our school's reputation reflecting the declining ratings cannot be ignored. As a parent deeply entrenched in the, in the educational fabric of the district, I witness the firsthand, the dedication of our teachers, the tireless commitment to nurturing young minds despite overwhelming obstac- obstacles. Yet their efforts are met with, with disrespect, their profession devalued by bureaucratic m, incompetence and we cannot allow this to continue. The demonstrations uh, were not a mere protest, They were a rally cry for

Dijana Mitrovich:

a change. Parents stood shoulder to shoulder with educators and kids demanding, uh, demanding accountability, demanding respect. Our teachers and children deserve better than to be forced onto the streets to plea for the resources and support they need to succeed. I stand before you not just a concerned parent, but as a voice for the countless others who share my frustration, my anger and my determination. We demand strong cap- capable um, leadership of the, that recognize invaluable role teachers play in our, in the roles of the shaping of future community.

And the time for empty promises [inaudible 02:11:45] measures is over. Time for bold decisin, decision action is now and the future of our children, our community and our society hangs in the national search and balance. Will you rise to the challenge or will you allow our schools to languish in mediocrity? Thank you.

Trustee Garcia Morales:

We'll move on to individuals who submitted a yellow card. Kenny Belknap followed by Mr. Macky. Ernest Mackey, so Kenny Belknap, Ernest Mackey and then Jeff Horn.

Kenny Belknap:

Good evening, Trustees. For the record, my name is Kenny Belknap. I'm a social studies teacher at Liberty high school and I currently serve as the treasurer for the Clark County Education Association. The decision you are all about to make is going to set a course for this district and for the communities, uh, community's children for years to come. This decision is a golden opportunity to rebuild trust that has been shattered by this district and by this board over the last six years and from what I've heard from the crowd, and from you up on there [inaudible 02:12:48] it seems like we're ready to squander it already.

In starting this process there are four things you neesh, that I believe that you should be as central points of this search. It needs to be a national search to find the best candidate possible with our locals included. Of course let's look internally but why cut our nose off just for the fact of expediency? We must find ways to be as transparent every step of the way. Build back the trust. Invite in every aspect of the community, your educators, your principals, your parents, your students. They deserve to have a say in this. It shouldn't just be rammed through with the small pool of candidates that we have here in Nevada. You all said it yourself. There are five superintendent searches right now. The pool in Nevada is very shallow. We have to extend that out to give our students and opportunity to have the best education they can possibly have.

We also need to have minimum tra- qualifications for these individuals. They need to have a background of moving the needle. This district is large, it's complicated. I've been a part of it my entire life as a student and now as a proud educator in this community. We need to have somebody from, with fresh eyes come in with quality background to try to move this needle forward.

The answer isn't just picking someone from the outside, though. We have to have higher standards than this. We have to have track records. No more people with potential. But we need to have people that can build success from the school level to the county level and for our entire district. I urge you all to do the right

Kenny Belknap:

thing tonight. To open this up to a national search. It will not harm anything taking our time to make such a large decision. If we rush it, we're going to do our children a disservice. And please, for once live up to the saying that you've been using for the last five years. Be number one for kids. Put them first and put our egos and our trips for power behind us. Thank you.

Trustee Garcia Morales:

Is Ernest Mackey present? Mr. Horn followed by Dan Price and Anna Binder. Mr. Mackey, you'll come on up and if you'd like to have a seat up here. No? Okay. After Mr. Horn you'll be able to go.

Jeff Horn:

Good evening President Garcia Morales, interim superintendent Dr. Larsen-Mitchell and members of the board. My name is Jeff Horn and I am the executive director of the Clark County Association of school administrators and professional and technical employees representing over 1500 CCSD administrators of which 98% are members. I'm here today to bring to your attention the results of a recent survey administered by our association to more than our 1500 members regarding the selection process of the next [inaudible 02:15:43] County school district superintendent. The results of the survey were sent to each of you this morning, uh, as well as to all of our members. Of those over 600 members who participated in the survey, 92% were supported, supportive of implementing a comprehensive superintendent search and selection process that includes public consideration of qualified candidates before making any final decisions. We firmly believe that involving the community and other stake holders is a pivotal decision-making process, will enhance transparency and accountability within our school district.

Furthermore, our members have expressed their endorsement of the four newly appointed CCSD board school trustees to have a vote in the selection of the new CCSD superintendent. While we acknowledge the existing legal restrictions that prevent appointed trustees from voting on motions before the board, we believe it is imperative to recognize and consider their input and recommendations to ensure collaboration and inclusivity. The Clark County Association of school administrators and professional technical employees value the important work that you, as members of the board, undertake on behalf of the school district. We are committed to continuing our partnership with you as this critical decision unfolds and pledge our support in any way we can to ensure a smooth and transparent superintendent selection process that reflects the best interest of the school district in the communities that you, that we all serve. Thank you for your time.

Trustee Garcia Morales:

Mr. Macky. Just to be clear, uh, uh, the, um, our new non, our new members are not only not legally allowed to vote uh, they in, in NRS, they, uh, in the law that was written they are not um, provided the opportunity. They, they don't, they are non voting members. That's exactly what they are, um, and to be clear it is uh, I, I want to make sure to clarify that for the record. It's not that the district or current trustees don't want them to vote, it is simply NRS uh, that we are following the guidelines provided by the law. Mr. Macky?

Ernest Mackey:

Good evening board. My name is Ernest Macky. As I spoke two meetings ago, I mentioned a virus spread. You all talking about a new start just by getting rid of the superintendent, Mr. Jara. The virus is still spreading. It's still down there. You don't just get rid of one person and think it's over. There's a lot more people need to be removed. We got a lot of conflict of interest in here. Even, there's people sitting on boards everywhere that brings conflict of interest to this board. All over this city. It's [inaudible 02:18:46]. It's a lot of it. We have superintendents that need to be removed immediately, especially district G. And especially your leaders are telling your trustees not to talk to the community. That's a no-no. That's what your trustees are up here for. Get with your community and communicate with them. And by telling your trustees appointed not to talk to the community, that's out of the way. Like I said three meetings ago, I'm taking action. We had a big meeting s- Monday. We had feds in town. And you will hear about it. You will hear about it. And they called for another meeting on the 18th at the school.

You think I'm playing around? You all are gonna find out what playing around is. Because I'm not going to stop until something is done. Not only my issue at Las Vegas high school. It's at all these schools across the city and you all want to single mine out and think it's just one issue. No. You all laughed at a black young women also. It's a big problem. I have three parents call me this morning about it. From different schools. And you want to single me out like it's only my issue. You try to suppress them and try to stop it from getting up to the top and being heard by the news media. That's why you have them to cut off their cameras when something not, you don't want to be heard. They do it also. They already know when to cut off their cameras. But they won't be cut off this next meeting on the 18th of this month. You all going to find out [inaudible 02:20:43]. Thank you.

Trustee Garcia Morales:

Mr. Mackey, we don't take to threats um, at all. That this, to be clear, that is not a threat. Mr. Price and Miss Binder. Please cut off the mic.

Ernest Mackey:

This is what we need.

Trustee Garcia Morales:

At least, at least there's clarity um, there's alignment, whether alignment exist. Mr. Price, welcome.

Dan Price:

Thank you. Uh, Madame President, uh, board trustees, my name is Dan Price. I'm a CTE teacher at Sunrise Mountain High School and a proud CCEA executive board member. Right now several other school districts in the state are also searching for a superintendent. Our search should be nation-wide in order to help our students succeed. The failed policies of the past administration, we need fresh, new ideas and management skills. Being that we are the largest employer in the state and have about 300,000 students and their families, we also operate the second largest transportation company in the state and are

Dan Price:

the third largest food supplier in the state. They should also understand how to manage a multi-billion dollar budget. The decision to hire somebody should not be, uh, simple as checking a quick box and making it expedient. We also need input on the next superintendent from parents, business leaders, municipalities. Um, we serve educators, parent groups in the community. It should not be uh, a matter of how much money we spend on this search. You just wasted \$250,000 getting rid of our last superintendent.

The person you named as, as interim superintendent is not the right person for the job. She was the number two person from the failed superintendent that just left. She was in charge of academics and all its policy. She has failed the students, parents, teachers and community with policies that were used in 2005 and failed then. Attendance policies, grading reform, minimum F, numerous canned curriculums. Where is the real growth? Are we going to just go with our past superintendent's motto that you can't see the growth uh, it's just there. We've run out of time to see the growth. We need a change. We need it now. We need to do a nation-wide search to find the right superintendent and let the parents, educators and the community be part of the process.

The policy of this board stinks of seedy backroom deals and do not and do the right thing for our students, their families and the community in the search for a superintendent nation-wide.

Trustee Garcia Morales:

Miss. Binder followed by Vicki Smith and Jessica Jones.

Anna Binder:

Anna Binder for the record. Madame President, members of the board, interim superintendent Larsen-Mitchell. Um, we spent \$250,000 on that climate and culture survey. We haven't put it to use. Um, it's been years since you guys have had a thorough discussion about hiring an independent attorney to protect yourselves. Um, a conversation that I haven't heard in all of this is if you guys are going to renew that search because no matter what effort you put in, whether it's local or national, if you do not invest in getting yourselves a competent attorney, especially to negotiate that contract, we are gonna get held hostage again in some way, shape or form. We need a competent employment attorney and we need a competent, independent board attorney to protect everybody involved. We have to stop sliding by with bare minimum. When we complain about spending money, we're not spending money where it needs to be spent so we're not having the illusion or mis-illusions or disillusion of what is actually going on.

We don't have someone who sits here in this room that can actually counsel you as a board. It is an attorney from the county that is here for the district, not you. Not the decisions that you make. It is important that no matter what you do, incorporate into these conversations moving forward, getting yourselves a competent attorney. Thank you.

Trustee Garcia Morales:

To be clear, it is an attorney from the county who specifically serves employment law. Vicki Smith? Not only serves but has specific expertise in employment law and that's what they do for the county. Miss Smith, welcome.

Vicki Smith:

Thank you. Good afternoon, Trustees. Or I guess it's evening now. Um, my name is Vicki Smith. I'm a licensed respiratory therapist and currently teach pre-med at Desert Pines High School. I have lived in the Las Vegas area for 28 years right here in Linda [inaudible 02:25:46] area and I have taught everything from kindergarten to first grade to high school teaching respiratory therapy in pre-med classes. I've worked in a variety of types of high schools and see the level achievement they have had or not had. We need to make sure that we are at the highest level to graduate, not just 12 years of education push out with a lack of reading or writing or math skills. There is overwhelming support in the district, in the business community, legislated body and partners to make a change in the way education is going. The staff members I have talked to agree that we need a change in leadership that will raise our academic standards, hold students accountable of their learning and actions and give them the skills and education they need to be career ready for industry in post secondary and workforce.

And I can tell you, many of my students that I send out in medicine compared from where I came from in SATA to where I'm in a traditional school are not at that level and they need to be. And I, I'm working very hard to get them to that level. We need a national search. Cost should not be an issue. Build transparency in the process. Allow for the community of participation as candidates are identified and advance through the process. Establish a minimum qualifications for all can, candidates must meet to be considered for the position. But please look for candidates that achieve higher goals to drive our students and district into the future and into career jobs. All trustees need to give a voice to the newly appointed members of which has been silence. Their expertise is important and that is why they are appointed. We owe it to our students, teachers, and community members to find the best superintendent that will be bold and visionary or district and drive us into the next century with career-ready students. Thank you.

Trustee Garcia Morales:

Miss Jones followed by Tam Lester and Victor Romero.

Jessica Jones:

Uh, good evening Madam President, members of the board, Dr. Larsen-Mitchell. For the record, my name is Jessica Jones. I teach Kindergarten at Hickey Elementary School, um, the secretary of [inaudible 02:28:00] County Association. Um, I'm here to urge you to please do a nation-wide search. I honestly believe that right after our governor, the next most important position in the state is the superintendent of CCSD, the reason being that we educate 70% of the children in this state. Um, we need to put a focus on making sure that our new superintendent is supported by our community and that there is stake holder buy-in because without buy-in, that person is going to be set up to fail. If that person fails, the ones who are going to suffer are CCSD students. Uh, I'm gonna talk about my own kids for a second. I have two. One's in

Jessica Jones:

middle school, the other's in high school. Uh, both of them have attended CCSD schools the entire time, both of them have had long-term substitutes multiple times throughout their school education.

We have about 30,000 kids right now sitting in a classroom every single day without a licensed educator in front of them. We are doing them a disservice. Um, they are severely, children in this district are severely underperforming in core content areas. We need to make sure that we are looking for someone that can change policies, uplift these kids so that they are able to perform better academically. Earlier today this board was sent a letter from different education groups, a business community nonprofits, other prominent stake holders that were requesting that this board conduct a national search of candidates, set minimal qualifications for a superintendent. Um, this was also the consensus shared at public comments from two of your meetings from stake holders that were in attendance on February 7, which is a work session and then February 22, which was a board meeting.

Multiple people had brought up that there needs to be transparency built into this process and I don't believe that there's any harm in doing a nation-wide search to find the best candidate to help our children. Um, again, I want to circle back to my first statement. It doesn't matter whoever is picked, if it ends up being an internal candidate or an external candidate, if you do not have community buy-in, stake holder buy-in, this person is going to fail. They are going to fail before they even start. You guys, I listened in the back, um, about making sure, you know, that we select the right person. The candidate pool is small. Uh, you know, our treasurers from CCA County brought that up earlier. We need to put a wide net out there so we are sure to get the best person possible to fill this position because again, it is the most important position right after our governor. Thank you.

Trustee Garcia Morales:

Tam, followed by Victor Romero and Ed Gonzalez.

Tam Lester:

Good evening esteemed members of CCSD board of trustees. My name is Tam Lester. I'm a high school social studies teacher and a proud member of CCA's exec board. Today though, I come to you as a concerned, average constituent. The decisions you make today will not only affect our students but our entire community. It cannot be understated how low the community perception of CCSD is currently. In 2018, CCSD had over 330,000 students enrolled. That number, that number steadily decreased year after year under Jara and Brenda's leadership. This year, for the first time in nearly 20 years, is under 300,000 students. This decline is particularly alarming when juxtaposed with a booming population of the Vegas Valley. This speaks volumes about the pervasive distrust that has taken root within our district. Some of this poor perception is earned while some is not. Either way, the facts are undeniable. Teacher vacancies has grown dramatically over the last six years. Currently, there are over 1200 vacancies with 0- which means 35,000 students or more do not have a full-time educator. Frequently ranked as the second worse in the nation, CCSD has seen a decline in proficiency score almost every year in the last six years.

Tam Lester:

This is a critical juncture. A possible turning point that is in the hands of you, trustees. You have a real opportunity to create change within CCSD, to show the community that you have heard them and are willing to listen. But this can only be done through a national search. While this can still involve local candidates, a short, quick and local search will be seen as nothing more than an inside job, creating excuses to get power to the same people who have created this distrust. If rushed, a small local search will be seen as corrupt and will taint the future of a chosen candidate whose appointment will always seem suspect. We must use this moment to show Valley that we are better. We must show them that we are capable of change. The community demands a process that is transparent, comprehensive and collaborative. Please, I ask you to listen to your voters. Listen to the parents, students, teachers and community members. We are all in alignment. We want to believe in CCSD again but that will require transparency, collaboration, change.

Today, that means we must have a national search. Thank you for your consideration.

Trustee Garcia Morales:

Victor? Victor's not present? Thank you. Uh, Mr. Gonzalez followed by Maurine Shafer.

Ed Gonzales:

Thank you Madam President, members of the board, interim superintendent Dr. Brenda Larsen-Mitchell. That's gonna be a tongue twister for a while, so I apologize. Um, I'm here in support of a national search. I see no harm in it. I think I feel the same way as Trustee Williams, which is almost neutral to it. You guys have in your minutes a search from the last time we did 2017 and '18. I wanna go back farther to the search from 2013. That was a search where a national search was not done and what they did is they asked the community at that point, "What do you want?" And the community said at that time, through community survey, a majority said they wanted a local search. But at the same time they did give very conflicting results. So if you do a search and get community input, make sure we clarify the language and get good input. Because at that time they wanted somebody to be able to stay the course and someone to have a new vision, something that cannot be done. And so when we look for a search, we also know that Clark County is v- is unique. And I don't like using the word unique because you know, it means one of a kind.

But we don't have one that has a large urban area, one with a high diversity but also have rural communities. The closest we have if you're looking at the top 10 or top 20 is Palm Beach County, the school district the--get the top 10 or top 20, is Palm Beach County, the school district there. But that's very different as well, they have an urban area with Boca Raton, with West Palm Beach, so it's, you know, the, the urban area is very... Does not have diversity. Very affluent. And their rural communities is highly African-American. It's very different than what we have here.

And so, I'm a product of the Los Angeles Unified School District, the second largest. And Madam President, I bring that up for a reason. So, while you guys were doing your homework I figured I'd do some too. So I looked up what they did in 2000... in 2021.

Ed Gonzales:

And they had an 8-week search, just to trying to get input before they do. They had eight weeks of community input, and what they got was 28,569, um, community stakeholders' input. They got 46, almost 40% percent of that came from parents.

Now look at 2013, the majority came from employees, so we didn't do a good job. And they visit 129 schools, now they have a lot more schools than we do, to help out. And, but they also asked parents, non-profit groups, and we've heard the business committee who wants input too. There's no harm for doing that.

And so, we've also heard the process that if you wanna take the time and have the new school board, I mentioned last time I'm against that, 'cause what you're saying is that you're asking the interim to be here a minimum of 15 months before you get started.

And you're gonna have possibly the- three or a majority of this board brand new, and your first item is to ask them is to pick a superintendent? That's not good, I mean, you know, there's a learning curve that comes into this. So like I said, if you wanna ask what the community input is and what they want, I'm not against a national search, but with local options as well, you know.

I've had conversations, [inaudible 02:36:40] Blaine Christiansen came to our school, Peter Guzman, but we've had that. But if you wanna ask the community what they want, ask them. My voice is one, if you wanna get input to what they want, ask the community and move on. And Madam President, that is my time. Thank you.

Trustee Garcia Morales:

Maureen?

Maureen Schafer:

Good evening Madam President, and, uh, fellow trustees. My name is Maureen Schafer, and I serve as the executive director of the Council for a Better Nevada. Um, I had prepared remarks, and, uh, as you can see, I rewrote them a few times, because, uh, many of them were already stated, uh, by, uh, the other, uh, folks who came up to the dais. And quite honestly, many of you said so many things that were thoughtful, uh, I didn't need to say them.

So, let me just say that, um, our group signed on to the letter that you all received, and we believe in, uh, proceeding with the national search, and, uh, from a, a business perspective, and I say a business perspective, um, with the caveat that our group over the last almost 20 years has, uh, had directors that are from labor, and philanthropy, and, um, yes, business. So we're a collection of members from our community.

And, um, so it's a best practice in general with organizations, to cast the, the net wide. And i- in this case, and I look at you, and I, I, this is the first time I've ever seen your, met you or heard of you. When you have a star on the inside, you want to, to go with barn-wide, because if you know in your heart, that y- knowing

Maureen Schafer:

as they say that this is the person, you wanna protect them for their wellbeing, and the organization's wellbeing, um, as you do a search, from a, from a process perspective.

So I, I say that just as, as we w- in our group think about things as leaders. Um, the second thing I'm going to say is, gosh leadership's hard, isn't it, guys? It's really hard, I don't know how you guys keep coming and doing this? Lola. This stuff is really hard, and when you know you're right, people are still against you. So I wanna, I wanna commend you, I wanna applaud you, and, and just say thank you, because this is really thankless. And, uh, to that end, we want to support you.

I hope our organization, when we participated this, in this in the past, was never one of those groups that are portrayed at undue influence, because we all belong to each other, and these kids are all of our kids, every single one of them. And when they grow up and they move on, and they get jobs, it's our economy, for better or for worse. For better or for worse, we're all in this together. And so as we move forward, "And I hope you get the job, you look amazing, I wish I had your skin." But in all honesty guys, this is very serious, it's \$3 million that could be going to many other places that we can't afford to fund. Transportation, healthcare.

Trustee Garcia Morales:

Thank you m- thank you Ms. Schafer, appreciate your time. Um, we will not be utilizing skincare as a requirement for superintendent search, just to be clear. Ms. Magnus, followed by James Bayliss. Forgive me James, you were in here, but I did not, um, capture you earlier.

Annette Magnus:

Good evening. For the record, my name is Annette Magnus, and I'm here tonight to speak in favor of a national search that absolutely should include internal candidates. I'm a second generation Nevadan and Clark County School District graduate, and a proud daughter of a CCSD employee.

I've been in and around this district for all of the people that you have mentioned previously as superintendents. There have always been problems in this district, even when I was in school. But the problems have been amplified the past few years at the expense of our students and our educators, in large part because of this board, and your inability to function and govern properly.

We elect and appoint you all to be our voices on this board, but we don't elect you to have you lecture us, and to think that you know better than we do, or talk down to us as some of you did tonight. Your biggest responsibility is the outcome of our kids and listening to the taxpayers of this community.

I am so tired of hearing the excuses from this body as to why things are hard or complicated. The community isn't asking for anything other than transparency, and a fair and open process. If there is a high

Annette Magnus:

quality candidate in state, then they can participate in the process just like everyone else. Like a normal job search.

If the community doesn't like the candidate that's chosen over time, we will hold you all accountable, that's your job, that's how all of this works, this should not be this hard. Do a search and be transparent, and that's all we're asking, it's that simple. The saddest part of all of this is I have made these exact comments in this very room, time and time and time again, and yet here we are again tonight. Thank you.

Trustee Garcia Morales:

Mr. Bayliss, or th- I know you're in the lobby, so we're gonna give you a chance to come through here. Uh, this penmanship is difficult. Is it Antonio Bowen? Or Horacio, Horacio Bowen? My goodness. Um, beautiful autograph, I just can... I'm having a hard time reading that. I think it says Antonio. Uh, we'll have, uh, while we work out that penmanship. And while Mr. Bayliss comes up, we'll have Bryan Wac- Wachter, uh, followed by, uh, Ms. Ford. And then Daniel Unger.

Bryan Wachter:

Uh, good evening, my name is Bryan Wachter, I'm the senior vice president of the Retail Association of Nevada. I'll keep this short because I do believe that you've heard of most things. What I would say is, I do think you have a false choice in front of you. I would not want to be a superintendent candidate, um, or the next superintendent who doesn't have a chance to get the community to buy into them.

Um, you know, I think it has been pointed out, uh, that your current interim superintendent is bringing, um, a lot of perceived baggage from her predecessor, um, and until you can answer those questions, it does not matter what your ideal intent is. Um, I think it might even be more productive just to make the trustee from district E superintendent, and we can take some of the veneer off of this. Um, but I do think the fact that it is even perceived that the decision has already been made, is what is actually causing your trust problem. And it's interesting, if you look at the back of documents for 2.02, and you talk about going on or listening to her, and how you're approaching your interactions with the community.

We've also heard from the president several times tonight reiterate and remind the other colleagues on the dais that interacting with people who are talking in public comment, or people who are responding to agenda items, and yet three different times this evening she has chosen to respond to those people and interact with them, as they were walking away.

None of these actions constitute a board that is looking or willing, or has expressed an interest in order to gain the trust of the community back. We will absolutely, whether we conduct a national search, which is what you should be doing, or whether you take an internal candidate, or you look at state-wide, we will absolutely be back here, sooner than any of us want to be.

I think when you take a look at the alternative of where we would rather be, is having you guys have chose a superintendent six years ago that has stuck around, that was able to unify this board and work under this

Bryan Wachter:

board and be held accountable to this board, so that th- you could explain to the community what that goal was.

Um, how, uh, Trustee Cavazos' request to had an agenda item violated and did not fit in to what that vision of the community was or what the needs and student progress is going to be, um, and it's because you consistently tell us, "We don't need to explain to the community what we are doing. You need to just go along with it, you need to understand that you're not in our private briefings, there's just no possible way you as a community member or someone not on this board could even possibly understand the difficult decisions that are in front of us."

And I gotta tell you, that, I believe is what the community is finding disrespectful, and why the community fails every single time to back up this board any time you make a decision. And if that's what's supposed to be your role as a board, is to actually have the community's back, and implement what they believe and what their vision is, and you consistently, consistently berate them for opening their mouths, and you should stop that and you should look for a national search.

Trustee Garcia Morales:

Ms. Ford, did I say that you were next? I believe so, come on up. Uh, followed by Daniel Unger.

Danielle Ford:

Thank you. Uh, former trustee, Danielle Ford, for the record. The board could do a curtesy pull of the new non-voting trustees to find out how they would vote, if you so wished. Um, if you're unsure what that looks like, it's what Marion Miller used to do to us in closed sessions, when we were not legally allowed to vote. Um, I personally do not trust the national search process, because every single time that CCSD has done one, CCSD hired a superintendent who was trained through programs owned by corporate billionaires, that are in the business of privatizing school districts.

However, the correct decision is to hire a search firm to conduct a nation-wide search, that includes local and internal candidates, because that is inarguably what at least 90% of the community wants. So assuming that that's the route this board is gonna go, then the next matter of business should be to make sure that the board doesn't run into the same problems with the new superintendent, that the last national search brought us Superintendent Jara.

For instance, the contracts for superintendent candidates should be publicized before voting happen so that the community can weigh in on them. The board should first determine contract details, specifically what salary and perks they'd like to offer a superintendent. Jara was hired, and then the board received his contract and found out what his salary, benefits and perks would be, and whether or not those perks included Pelotons.

Danielle Ford:

There should be a plan to ensure a new superintendent will understand and implement the reorga, which applies only to CCSD, since the former superintendent blatantly ignored it, and caused problems for the board with every single legislative body. The board should clarify any evergreen class, so that the board is

Danielle Ford:

not surprised by a superintendent's false claim that their contract had automatically been auto-renewed for two extra years, and then waste six months of the board's time.

The board should pre-determine the length of employment before the interviewing, before interviewing any candidates. It should not be any longer than two years, so that the new board has the ability to determine whether they want to extend the superintendent's contract, or start a new hiring process. You should make sure that candidates are okay with a a termination date like that.

Uh, in the future it would be helpful to clarify any conflicts of interest for the superintendent, for instance if the superintendent were to sue the board for hostile working in conditions, that superintendent should not be able to hire a law firm to represent him that before donated to Trustee Evelyn Garcia's Morales' campaign, three years earlier, which was Bailey Kennedy. That's all. Thank you.

Trustee Garcia Morales:

Mr. Unger? Thank you. Followed by Ms. Henry, if you're still present. And Montae Morris?

Daniel Unger:

All right. I am, uh, Daniel Unger. I have been working in Title I, uh, elementary schools, uh, for the last five years. And we are concerned, and we fear that we're gonna get an unqualified superintendent. There's a fear. And the cost of a search keeps getting brought up, but the cost of getting this wrong is going to be way more than any amount you save on a quick, easy, expedient search. Um, and local people have connections, political connections, and that people are immediately not going to trust, unless we have a national search. And the teachers ca- uh, everyone here came here united in that we want a national search.

And we demand in the 5th largest school district, uh, what really should be a standard for finding the most qualified candidates, transparency in that selection process, so that all the stakeholders can buy in and have confidence in the decision that is made, and we want minimum qualifications for these candidates, to ensure that only the best and the brightest, um, lead our schools and our community.

Um, it's clear, um, that these demands are really not only just, uh, necessary and reasonable... Uh, sorry. Um, I don't understand how anyone would be, uh, against those fundab- uh, fundamental principles of accountability and excellence. Um, who's going to oppose transparency in, uh, leadership, unless there is something to hide.

Daniel Unger:

Who's gonna reject the notion of setting a bar, a minimum bar, uh, for qualifications, unless they are content with mediocrity? And, uh, who's gonna disregard the importance of the community being involved in this decision. Um, so I hope you gu- all of the board members, uh, listen to the community today. Everyone here has been asking for a national search. There's a consensus, um, from everyone you've heard today, and I hope, uh, that we get that search. Thank you.

Trustee Garcia Morales:

Is Ms. Henry present? Um, Mr. Bayliss, or... Antonio? Br- I think it's Bowen, or Brown. Bowen. Okay. Well, um, no Antonio, no Ms. Henry. Um, Montae Morris, if you can come up to this podium here.

Montae Morris:

That one right there?

Trustee Garcia Morales:

Yes, right here, this is good.

Mr. Morris, I just wanna know, I, um, acknowledge this is maybe your first time with public comment, uh, on our board. Um, just I ask for in the future to submit this item, um, I wanna make sure that you know the process and if you need assistance with the process in the future, we're happy to help you, uh, g- give you a yellow card in advance.

Montae Morris:

Okay.

Trustee Garcia Morales:

Um, thank you. So please state your name for the record.

Montae Morris:

Okay. My name is Monty Morris. I represent the company. And, um, we're political activists as in the community. So all I came here today to say, uh, we don't need no national search, y'all want something done, ask the community. Come talk to the community. We need a superintendent from the community.

We don't need no money that you all are getting to sit up there on the board and look fancy and all that and, you know, I like your hair and all that, but hey, we don't need all that, we need somebody from the community, and that's what's gonna help these kids, 'cause y'all obviously are not doing it.

Montae Morris:

And it's been going on for the last 30, 40, 50 years, and it's going to keep going on the same way. So that's all I wanna say, select somebody from the community, not, not a national search, the community. If you need a superintendent, I'm right here, I'll take a pay cut, all that, Uncle Monty here, I'm here for all the kids. I love them. That's all I wanna say.

Trustee Garcia Morales:

Thank you Mr. Morris. Okay, colleagues, I believe that concludes public comment. I'm gonna go back to the cue. And Trustee Cavazos here first in the cue. So, oh. There you are. Go ahead.

Trustee Cavazos:

Thank you President Garcia Morales. I'm just gonna do my follow-up question to, uh, Trustee Brooks', uh, uh, extensive comments earlier, and that I'll jump back into the cue with my other comments. Um, I just wanted to clarify, I don't know if I got this correct. Uh, Trustee Brooks, when you were talking about, uh, as far as the process and the candidate, the possible candidates, I wasn't sure if you said that people who were formerly in the district and that had left the district, and that if they apply that they would not be hired. I think I might've gotten that wrong.

Trustee Garcia Morales:

Trustee Cavazos, one moment. Trustee Brooks?

Trustee Brooks:

Thank you Madam President. I said certainly we can't hire everybody that actually left the district, so some people by default are going to not get the job, and they will not be happy about it.

Trustee Cavazos:

Okay. All right, that makes sense. Um, of course we can't hire everyone, we're just trying to hire one superintendent. But thank you for clarifying that, I just, I wasn't sure, uh-

Trustee Brooks:

Okay.

Trustee Cavazos:

... what you had said. Thank you, uh, President Garcia Morales.

Trustee Cavazos:

All right.

Trustee Cavazos:

And I'll refer to the other, uh, colleagues.

Trustee Cavazos:

Thank you. Thank you. Uh, I want to give Trustee Zamora a chance to contribute, uh, the top of the presentation, or the top of the remarks, um, and/or Trustee Williams. Trustee Zamora?

Trustee Zamora:

Thank you Madam President. And I just want to, you know, say that when we speak about the national search, we're not just narrowing it down to outside folks, that that would include local people being able to apply, um, to this position. Correct?

Trustee Garcia Morales:

I believe that could be a, a distinction that is specific in the motion, uh, for the set item. So, uh, but something, if, um, there's an appetite and a motion for it, something like that can absolutely exist.

Trustee Zamora:

Perfect. Thank you. And that's all the questions I have right now.

Trustee Garcia Morales:

Thank you. Trustee Williams?

Trustee Williams:

I don't have any questions right now, thank you.

Trustee Garcia Morales:

Thank you. All right, colleagues we'll continue the discussion and, um, uh, thank you for, uh, entertaining a particular questions, I certainly wanna continue the discussion, um, in terms of the next steps. And then of course entertain a motion, uh, after we've heard from everyone again. Trustee Johnson?

Trustee Johnson:

It, the, the conversation's been really, um, invigorating, and I appreciate everybody sharing thoughts. Um, and I continue to think, you know, somebody said this earlier, do we have, are we creating a false choice to some extent? You know, and I think when we think about what we're looking for, w- w- we're ultimately just trying to find, or trying to create the most diverse candidate pool possible. Right? So wherever that comes from.

Um, I think we're also, and this is just my opinion, I think we want each one of those diverse candidates to go through a rigorous interview process. Um, I think we wanna have collected, um, input from all stakeholders that are available. Um, I think we wanna have clarity about the qualities that we are seeking, and so, clarity meaning clarity from the 11 of us, and then clarity from our community stakeholders.

Um, and then have the most timely process possible with the, with the thought that the outcome is the most important, versus trying to juggle two or three things at a time. And so I think we have to be willing to sacrifice some of our other commitments, because the most important commitment is finding the best and

Trustee Johnson:

most qualified person. And so I think while we keep talking about like, "It should be national, should it be state/local only?"

Like, why don't we just talk about whose gonna... How do we build the most diverse pool possible, knowing what we're clear on our outcomes, and then from that have that, those group of people go through a, a rigorous process. And then fro- doesn't, so that doesn't matter, and yes it will have to invest some money and time, so it'll be e- there'll be things that we invest regardless, so I just don't want us to, to, to try to say, you know, to make a false choice in terms of, like, one or the other.

It's not binary, I think we have the opportunity to, to mesh the most, but think about what are we trying to get, we're trying to get the, the best possible candidate. How do you find that when you have the, the largest pool of people who are interested, and we are clear on what we ar seeking?

And I don't know that we've actually talked about what we are seeking, and so it's gonna be hard to determine if that person is sitting in the dais with us right now, if that person's sitting in the 89106 ZIP code, or if that person is sitting, um, in Washington D.C. We just, we don't know because we, I don't, I haven't heard of something, and maybe we have done this at some other point, I just haven't heard us do that yet.

Trustee Garcia Morales:

Thank you, Trustee Johnson. Trustee Brooks?

Trustee Brooks:

Tha- thank you Trustee Johnson. I, uh, don't see anybody in the cue, so I am going to build off of what Trustee Johnson just said. Um, it's clear that we need to hire a search firm. Um, it's clear that we should

Trustee Brooks:

front load the process with broad community feedback to ensure that we're, we're choosing a path everyone wants. I think it's a little bit less clear that we need to determine if this person is local or national now. I think we actually need somebody to help us through the process. So that I'd like to make a motion to move forward with an RFP process for a search firm, and build in front loading that process with broad community feedback.

Trustee Williams:

I'll second.

Trustee Garcia Morales:

Thank you. Thank you colleagues. Um, I wanna acknowledge, recognize Trustee Brooks' motion, second by trustee, I believe that was Williams?

Trustee Williams:

Yes, Madam President.

Trustee Garcia Morales:

Thank you. And, um, I wanna acknowledge that we have a motion on the floor, uh, and at the same time we have members who are in the cue at this time. And I wanna acknowledge, um, them, to give them an opportunity to add, uh, after, uh, Trustee Bustamante Adams, and we will, uh, I will call for the vote. Uh, Trustee Watson is first.

Trustee Watson:

Thank you Madam President. Uh, I was just wanting to make sure that everyone knows that if you do a national search, that includes the local and state. That is my intention. You cannot do a national search without including the local, uh, folk that were, that just blows my mind. Uh, and I just wanna make sure that all our stakeholders, uh, have an opportunity to, uh, participate in the process, and that does involve all the community of, uh, education community. So, I just wanted to make that point.

Trustee Garcia Morales:

Thank you for that clarity, Trustee Watson. Uh, Trustee Bustamante Adams, I see you're next in the cue.

Trustee Bustamante Adams:

Thank you Madam President. Um, uh, trustee, um, Brooks, can you restate the first one, I, I wrote down front and lo with broad community input, but what was your first comment?

Trustee Garcia Morales:

Trustee Bustamante Adams, allow us one moment while we turn on Trustee Brooks' mic. Go ahead Trustee Brooks.

Trustee Brooks:

Thank you Madam President. Um, the motion was to engage in the RFP process, to get a search firm to help guide us through this. And it would start by them engaging the broader community, to determine if they want to limit it to local or national people.

Trustee Bustamante Adams:

Thank you Madam President for that clarity. And then I just, I have one more clarification, uh, question, that, um, the statement was an RFP for a search firm, so that could be an executive search firm or one that's based just solely on educational, um, s- um, individuals, is that correct?

Trustee Garcia Morales:

Uh, I believe that we could make this, um, the RFP will, uh, lay out specifically what we're seeking, um, it, that may be part of the next step in determining what is, um, within the RFP process.

Trustee Bustamante Adams:

Thank you Madam President for that clarity.

Trustee Garcia Morales:

Okay. Great. Um, Trustee, Trustee, Trustee Esparza and Trustee Cavazos, um, after the, those, uh, members, uh, go, we will again call for the vote, I am extending that offer to Trustee Esparza-Stoffregan, since I've already made the statement that we were ready to call the vote, but, um, I will allow you to chime in. Please, Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

[inaudible 03:02:38].

Trustee Garcia Morales:

Go ahead.

Trustee Esparza-Stoffregan:

Tha- thank you Madam President. So I wanna clarify, because I don't want the community to perceive that something is going to happen after the fact. So we're asking the motion to put in for a search firm for the RFP process. Will that include or could it be amended that we are going to define tonight what kind of search that would be? Because that is agendized, whether it's a national or internal. So I just wanted to ask that question upfront. And then I have a follow-up comment, um, regarding national, uh, data for superintendents, nationally.

Trustee Garcia Morales:

Uh, Trustee Esparza-Stoffregan, a question to your question. Uh, do you mean whether the search for him will be local or national?

Trustee Esparza-Stoffregan:

N- the search process itself as agendized states whether we would have determination between national or internal, so that's why I'm asking if that search is going to be a national process, in addition to us putting out an RFP for a search firm to do it.

Trustee Garcia Morales:

I believe the motion was to conduct an RFP search, so it's inclusive of... Oh forgive me, I don't wanna misspeak, Trustee Brooks, can you please restate your s- your motion?

Trustee Brooks:

Thank you Madam President. The intent of the motion is to make sure that we're respectful of broad community feedback. So the RFP process would not be, uh, determining whether or not it's national or, or local search, that would happen after the broader community, um, gave their feedback.

Trustee Garcia Morales:

To be clear, Trustee Brooks, Trustee Brooks said it is a search firm, we're looking s- for some search firm that will help us engage in broad community feedback for... Where are you Trustee Brooks? Are you on the cue? There we are.

Trustee Brooks:

Thank you Madam President. Yes, the first step of the process, prior to them doing anything else, is getting community feedback, and ensuring that all voices are represented in our, in our path moving forward.

Trustee Garcia Morales:

Thank you. Trustee Esparza-Stoffregan, you s- I think you had another question. Go ahead.

Trustee Esparza-Stoffregan:

Just making sure that the motion does clarify that and state it clearly. I, I'd like that to be corrected. But I do wanna ster- share some data, give people some hope. Um, according to looking at some of the Zippy's Data, I'm, 'cause I'm always Googling and looking and researching before I sh- did my homework, president. There are currently over 7,292 school superintendents currently employed in the U.S.

So, um, keep hope alive that we could definitely cast that net and see what is available. There are within the school superintendents 72% are likely to work in e- educational companies, in comparison to private companies. So I think, again, we just need to honor what was said tonight from the community, whether it's national or internal. Thank you.

Trustee Garcia Morales:

Trustee Cavazos?

Trustee Cavazos:

Thank you, uh, President Garcia Morales. Uh, I think, I think that Trustee Brooks has clarified with her last, uh, uh, statements. Because I believe the first time she stated the motion, uh, was different from the second time she stated the motion, but I think she's clarified it now. But that is for, to basically go forward with an RFP- For, to, basically go forward. Then RFP for a search firm, but that it is not going to make the, it's not going to add the additional determination of deciding whether it's local or national, but that it is going to, basically be inclusive. I don't know any other ways-

Trustee Garcia Morales:

To be fa-, to abundant and clear, we're going to turn it over to Trustee Brooks so she can restate-

Trustee Cavazos:

Okay. All right. Uh-

Trustee Garcia Morales:

They could, at least once uh, this-

Trustee Cavazos:

Okay.

Trustee Garcia Morales:

... motion.

Trustee Cavazos:

The reiteration.

Trustee Garcia Morales:

Thank you. Mm-hmm. Trustee Brooks-

Trustee Brooks:

Thank you, madam... Thank you, madam president. The motion is to engage in the RFP process, to find a search firm who front loads the process which means they're, they're going to do it first with broad community feedback which will help us determine the path. So if the broad community feedback comes back and says, "Hey, we want fresh, shiny new things." Then we're going to listen to them. If they say, "We don't." We're going to listen to them. That's the intent.

Trustee Garcia Morales:

Thank you, Josie Brooks. Okay, colleagues. We're going to go ahead, and we have a motion. Um, the floor by trustee Brooks, the second by trustee uh, Williams. Um, please, I'd like to call for... Thank you. Uh, please cast your vote. Trustee Zamora.

Trustee Zamora:

Aye.

Trustee Garcia Morales:

Trustee Williams.

Trustee Williams:

Aye.

Trustee Garcia Morales:

Thank you. Trustee Cavazos, are you... Do you need assistance with the tech?

Trustee Cavazos:

I'm, I'm going to vote yes. And uh-

Trustee Cavazos:

But Trustee Cavazos, just please cast your vote.

Trustee Cavazos:

Yes.

Trustee Garcia Morales:

Please just cast your vote.

Trustee Cavazos:

... ask you for transparency, thank you.

Trustee Garcia Morales:

Just cast your vote, thank you. Go ahead, please. Colleagues that motion passes seven to zero. Thank you for the dialogue and for your, um, attention to this detail.

**Professional Learning from the Council of the Great City Schools
Discussion regarding the Council of the Great City Schools Student Outcomes Focused
Governance Framework and the next steps pursuant to the Professional Services Agreement
Assisting with Member District Governance.**

Trustee Garcia Morales:

Now going to move on to item... What item are we going to move on to? Let's move on to item 3.01. Excuse me, 2.02. This is not an action item, professional learning from the Council of Great City Schools. Discussion regarding the Council of Great City Schools student outcomes, focused governance framework and the next step to pursuant to uh, the professional services agreement assisting with member district governance.

I am your point of contact, however, I also believe that there are um, um, uh, we have a, we have... I've asked for the council to participate in this presentation of um, reference material 2.02. Um, before I turn it over to AJ who is on the line, I want to uh, remind colleagues that this information before you is a result of homework that we did um, to prepare for the community listening plans. This item was uh, discussed and brought prior to the departure of the superintendent. Um, and before our decision uh, to, before today's decision. Um, and um, uh, I want to thank the council for their support with this uh, particular aspect of our work regarding the community listening plan.

Trustee Garcia Morales:

We have asked for this uh, uh, back in, when we engaged in this work back in the end of the, of last year. And began it, officially at the beginning of, of this year. Um, again, this is um, a summary of the collective feedback that we have provided through our assignment, um, in the community listening plan. AJ, are you online?

AJ Crabill:

Yes, ma'am.

Trustee Garcia Morales:

Okay. Could you please go over the um, uh, reference material, the community listening plan. And then, uh, we'll give, turn in over to colleagues for discussion.

AJ Crabill:

Absolutely. And so, uh, as you just heard, this is the result of listening from you all and trying to get a sense of what are the characteristics of the community listening that are important to you all. Um, I'll go through it quickly. Um, but then certainly, any questions you have, uh, we can dive into. Uh, quality over rapidity. This idea that what we heard from you all is that what is really important is authentic uh, listening. Um, and inclusive listening, and if that takes a little bit more time and effort, then you would prefer to do that than to have something that is not of quality. Multiple trustees prioritizing regions, not their own. Uh, the, the listening here was that there should be, when listening is happening that is on behalf of the board, that it should involve multiple folks.

So that there's some accountability that people are uh, sharing the same message and communicating the same thing. Um, and that people are going to regions outside of just your own region. So that each board member is being responsible for listening throughout uh, the county, and not just in one part of it. Consistency. There's desire that the same message and the same listening be afforded all throughout the county. Not that some parts of the county get some version, and some parts get another one. Uh, accessibility. Uh, that there should be both virtual opportunities and in-person opportunities. So that you afford maximum potential for people to participate.

Transparency. That as the listening uh, is completed, that the results of the listening should be made available back to the community. That it's important that folks understand what you heard from them and that later on in the process, that you're also transparent about how you used what you heard. That that feedback loop, um, is an important part of transparency. Utilizing feedback from uh, for multiple purposes that ideally the listening should be able to support board discernment and decision making beyond just the selection of your goals and guard rails. So that ideally, you aren't having to pull community members back together to ask the same questions multiple times um, in a short amount of time.

And then, active listening. That the purpose of listening is for the community to be heard, not for board members to be heard. And so this isn't an opportunity for board members to have their say and to try to

AJ Crabill:

sway the community and dictate, but to really just be in a servant, leadership mode. Just there to listen and capture the results of the listening. Um, and so what would happen is that we'd um, work with you all to take these key principals that you've lifted up about what does authentic and effective listening look like. And build out a listening plan uh, based on this. Um, right now, again, based on your feedback, we're predicting that's going to be somewhere in the neighborhood of two months uh, worth of listening that would take place. Um, there's a desire to have in-person sessions that are taking place um, in many different places. Um, right now, it sounds like at least 14 different places. So that you're having them um, and every different trustee district, um, uh, over the course of multiple months. You want to ensure that you have them in um, a lot of different towns, not just all in the larger towns. Um, and that you want to make sure, and this is actually all the other things I've heard before, but this was actually a unique one. That you all want to ensure that um, there is a listening session that is taking place uh, no more than 25 minutes away for people, regardless of where in the county that they live.

Um, that every part of the county should uh, have access to being able to reach a place where they can participate um, in this uh, process. And that you want at least two that are happening online. A next critical part of this process that you all have to tell us. We certainly can't tell you who you should listen to, you have to tell us who you should listen to, and then we create a comprehensive plan of that. So that way, it's easy and transparent to see are there gaps or are there groups that we haven't heard, that we need to go out and hear, and things of that nature. And so part of that begins with you all communicating to us, who are all the communities, where are all the places that listening should take place.

And then we will help collect all that and try to uh, help you all put that into your larger plans, that you can make sure that all of that listening um, occurs. Some areas that you particularly highlighted, is that we definitely need to be listening to families, we definitely need to be listening to students, we definitely need to be listening to city county electives, and providing outreach opportunities to a lot of partner community organizations and groups. It's important to you that there be uh, a syncro-, a synchronous opportunities. So not just in-person opportunities, but certainly uh, some type of survey so that people could fill out.

And then finally, uh, there's some key discussion points of the board's consideration. Some things that ideally, you can help us understand this evening. Uh, so that we can help take some of the next steps. Um, and so I'm going to read off these questions. Um, and we're really hoping that this evening, you can share and I'll be typing and taking some notes as you all respond to these. And so the first is, does the proposed draft, if executed with fidelity, meet the board's expectation for authentic and deep community listening? And so if what I've described up above doesn't meet your definition of authentic and deep community listening, then tonight is the time where you need to communicate that to us and what, what is missing um, that, such that this process could qualify as being authentic in deep community listening.

So if there's, if there's a gap, um, this is the best time for you to articulate what that gap is. How deeply, if at all, would the board like to include any specific questions regarding a superintendent search, if the board chooses to move forward with one? Um, and that's again, a decision that you all will need to make. It doesn't sound like that's a decision you're prepared to make this evening, but any feedback again, I'll just be taking notes. Um, there's a list of organizations and groups for community listening. Is that list complete? Again, we can't tell you um, who you should listen to. And if that's complete, you have to tell us. And so as

AJ Crabill:

you look at that list, if it's incomplete, now is the time to be communicating that so that we can try to make that complete.

Are all of the listed groups part of Clark County community? Are any of the groups non-community? Our coaching to you is that you need to make this process about listening to your community. And you all are the board, so you define who is community and who's not. Uh, but one of the things we nudge on then, is are you prioritizing time for non-community members? Which we don't coach you to do. Um, and if so, what, what is your rationale, what is your reasoning? Uh, so for example, you know, people who, you know, live in Alaska. Probably you wouldn't consider them part of the Clark County community. Um, so it might not make sense for you to travel to Alaska and do a listening there. So if we saw that on the list, we'd be really curious about that. Why are you including that? That doesn't seem like that's part of your community.

And so that's the nature of the inquiry. Are you all doing listening for folks who you don't consider part of your community, and if so, why? And then finally, um, how should engagement and outreach ensure that listening sessions are focused on community voices. Uh, wh-, what specifically needs to happen to make sure that community voices are lifted up in this process. So those are the areas of uh, discussion that we'd love to hear some more from you this evening. Um, so I can certainly try to be responsive to any inquiries you have. But also, a large part of my purpose right now is to be at a note-taking mode, so that we can capture anything that we may have missed. So that we can include it in your larger uh, listening plan.

Trustee Garcia Morales:

Thank you, AJ. I want to front load this by uh, us just noting for the record here that uh, we recently just um, I know that... We recently as a board just elected to seek community feedback regarding our process for the superintendent. So that's really a move point and not um, uh, a uh, an item that we, we should discuss

Trustee Garcia Morales:

or entertain any further from uh, the council. But that simply it is something that we have already uh, acted on. And um, the other item, colleagues that I'd like to request uh, seek your input and uh, support, um, is that uh, uh, after this meeting, I'd love to receive some, some um, volunteers. I hope to not volun-tell anyone, but some volunteers to put, assist us, assist uh, me in moving, potentially moving this work forward. Um, what I'd like to know from my colleagues is whether this is something um, that we um, what, what type of alignment do we need to create between this work, the work that we're, we've just agreed to uh, conduct in terms of community engagement for uh, the potential search... the search process uh, of our next superintendent. And then um, what is the, the other item here that I'm missing out on? Um, but uh, oh, uh, and then of course, the culture and climate study. Um, at one point the culture and climate study was expected uh, to be an annual survey that was sent out to um, staff.

Again, I'm, I'm asking for some help with alignment of all of these items so that we're not duplicating efforts. And um, really clear about boundaries um, and priorities as a group. So I entertain that discussion as well.
Trustee Johnson.

Trustee Johnson:

Um, I'm trying to understand why we have to, is um, do the events have to happen simultaneously? I mean, I guess, and thinking about the uh, the impact and the, like the, the wight of, of going through community listening to do, then do a super, to do a superintendent search. Um, will we have the capacity to do both of those things simultaneously, and well? And so what's the, what's the harm in putting this process on pause until we get further down the line with you know, some clarity around our superintendent search.

I guess I'm just, I'm just, I want to understand it before we decide what we have to do. I just, is there a reason that we have to do this now? Versus pausing, doing the, our one job, and then picking the, the second job back up?

Trustee Garcia Morales:

Thank you, Trustee Johnson. Uh, I now allow AJ to chime in. Um, we're on the driver's seat.

AJ Crabill:

Yeah.

Trustee Garcia Morales:

We're on the driver's seat uh, when it comes to this particular work. So um, what the board chooses to do, to either pause or move forward and uh, make this work. But I, I um, I see your points, and I uh, think they're valid. And certainly uh, want to remind the board that we're in the driver's seat when it comes to this work. AJ.

AJ Crabill:

Yeah. You made one of the two points I was going to make. Uh, the first and most obvious is that you all will decide to do whatever you're going to do. And so whatever you all choose to do um, I also will um, try to

AJ Crabill:

be supportive. That being said, it can be deeply problematic to hire a superintendent without knowing what it is you want them to accomplish, because knowing what the goals are uh, should deeply inform who is actually most qualified to help you achieve said goals. And so um, if I want uh, a goal around marine biology, um, if that's the, the deepest desire of the community, and we wind up setting a goal around that.

It would be useful to know that in advance of selecting a superintendent because I'd probably be looking for competency in that area when searching for a superintendent. And so it is for this reason um, that our coaching is always um, be clear about what the community's vision is first, and then hire someone to match that. Don't hire somebody and then see whether or not they match the community's vision.

Trustee Garcia Morales:

Thank you. Trustee Johnson, did you have anything else to add? Not this time? Thank you.
Trustee Guzman.

Trustee Guzman:

Thank you, president Garcia Morales. AJ, I have um, a question. Could we not um, embed our superintendent questions into the questions that we bring out into the community? So that not only are we asking for goals, but we're also asking for what they're looking for um, in a superintendent search. Almost like killing two birds with one stone.

AJ Crabill:

Yeah. We've, we've had several boards that have been in this situation that you're in right now. Uh, where they were starting their goal setting process, and they found themselves in need for a search. And um, some boards who have chosen to do this first, and the search second. But other boards have chosen to do them concurrently, exactly in the way that you describe.

Trustee Guzman:

I um, president Garcia Morales, I think that that is a pathway forward for us. Um, it would make it so that um, not only are we asking for the goals of the community, we're also asking for whom they would like to lead us through those goals. And I just think that that would be very transparent in what they were stating and, and what Gonzales added in the, in his public comment about um, asking the community what they want. Um, I feel like uh, I'm always quoting him when he does public comment just to annoy him, but I'm just stating that um, that I think it's a really good idea. And um, and I think that's, that's a pathway forward for us. And I would like to assist.

Trustee Garcia Morales:

Thank you, trustee Guzman. Um, and um, I want to be mindful of the fact that we just uh, approve an RFP of a community engagement process that would engage a search for a firm to support us with the community engagement process. And we um, how we prioritize these items, I think is an important part of the discussion, it doesn't mean that they can't be embedded however. Um, uh, one, they're, they're different processes. Uh, at least the way that they were voted on tonight. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, madam president. Um, uh, just to respond to trustee Johnson. I, I agree with what AJ said. We're missing an opportunity uh, to do the alignment and so I think that our questions are going to be answered through these community engagement. And um, not to repeat what trustee um, Guzman said, but we can kill two birds with one stone, uh, if we align it right. And, and I think that it is a perfect time for us to do both commun-, uh, student outcomes, and superintendent. I think that kind of clarity, we're going to need for the person that we are going to want to attract.

Trustee Bustamante Adams:

And so um, you asked three questions, madam president. I would like to volunteer if, if um, you would see fit. I think it's the right time for the alignment to happen. And um, the culture and climate study, from my recollection um, I remember uh, superintendent had us set at the time that his staff was working on a good portion of that. Um, and so we were just going to be reported back to on what the progress they had made, and that's what I remember. And then lastly, on the list AJ, that you talked about in the documents, the only other thing that I would add would be um, our executive branch.

I don't know if I saw it, um, I did see the legislative branch being asked. But I didn't, I don't know if the executive branch, I didn't see it on there. Um, and that would include our governor of our state and somebody on his team.

Trustee Garcia Morales:

Thank you very much, Trustee Bustamante Adams. Trustee Brooks.

Trustee Brooks:

Thank you, madam president. Just a couple of question. Uh, one is, is there a way to prep the community for a kind of level set with the expectations are before they go into these listening sessions, so they're prepared to engage in the way that we're asking them to?

AJ Crabill:

Yeah. So part of what you all will um, what will support you in creating is a script so that you'll be all asking the same questions, sharing the same information county wide. Similarly, while we're putting that together, um, other boards have said, "Is there additional information that we could send out, essentially as a pre-read to communities?" So that they have something in their hands to help contextualize the conversation.

AJ Crabill:

So when we get to building out your script, if that's something that you all want, that's certainly something we can do.

Trustee Brooks:

Thank you. I do think that um, people do prefer to be prepared for those conversations. So if we could, if we could uh, make sure that's part of it. And then, what are options for pre-, uh, preventing duplication of responses to ensure that all voices have equal representation and they're reflected in the results?

AJ Crabill:

This is a much more complicated question. Um, because if you want to be able to be really aggressive about ensuring that, then you need to solicit a lot more information um, both during your surveys and during

AJ Crabill:

your in-person sessions. And so what it really comes down to is, you know, data integrity exercise of, "Have we collected enough information to be able to answer the question of, 'did we over sample in any areas, did we under sample?'" So for example, if you do a listening but you don't uh, solicit the name and demographic information, um, and associations of the people who you're listening from, we'll have no way later on to tag that specific listening um, and then be able to make that analysis. So if that's something that's important, we can certainly make that happen.

But that is a, that just, there's a much higher level of rigor that goes into data collection to be able to make that uh, to be able to provide that for you. Is that responsive to your inquiry?

Trustee Brooks:

It is. It definitely is something that um, that does occur here in Clark County from time to time. So it is important to make sure that there is integrity and making sure that the responses are representative of the broad, broader, broader community versus uh, people going to multiple meetings and giving the same opinion, which I know has happened previously.

Trustee Garcia Morales:

Thank you, trustee Brooks. I'm also supportive of non-duplicative... Ensuring, it's not even about non-dup-, ensuring that we hear from all voices in our community, especially those who are uh, silent. Trust, or silent by choice. Uh, Trustee Cavazos.

Trustee Cavazos:

Thank you, madam president. Um, so without repeating everything that my colleagues have said, I do wanted to say that I am, I am holding in high regard what trustee Johnson and trustee Guzman brought up about possibly being able to kind of co-mingle or streamline this process in some way. But uh, I want to ask

Trustee Cavazos:

uh, AJ a question about this. I know that recently uh, as part of our process and what we're doing, um, that trustee Brooks and our board liaison Mr. Caruso were able to attend a workshop in Kentucky. And I was wondering if some of the material they brought back, if that is going to be something that would be able to help us with this process.

And is that going to presented to us soon, uh, as far as any effort to move forward? Especially since we're in a very, as uh, trustee Johnson said, you know it's really going to be difficult with these two processes going on at the same time. So I was wondering if that workshop um, uh, material would be helping us. And I guess I'm asking AJ this.

AJ Crabill:

Um, a third percentage of it would be duplicative of things that you already know. Um, but yes. If it's help, if you all deem it helpful, we could absolutely provide you a summary of what uh, was covered in those workshops. Um, but a lot of it is going to be duplicative of uh, what we've already shared with you um, because our materials for our workshops and our materials for coaching is um, almost entirely the exact same material. Um, and so yes. We, we can share that with you, but a lot of it, you've already received um, through the course of this coaching.

Trustee Garcia Morales:

Go ahead trustee Cavazos.

Trustee Cavazos:

Uh, thank you, madam president. Um, uh, thank you AJ for responding. Um, I, I'm kind of surprised to hear that it's going to be du-, I can't say that word, it's going to be a duplicate of the material that we're already going through because, because I thought that the purpose of the workshop is you know, we're, we're the drivers of this as our president said. And so I thought the purpose of sending them to that workshop was to bring them back to give us, you know, further instruction, not that it was going to be a duplicate. But, thank you. I can follow up with that president later on, okay, offline, maybe?

AJ Crabill:

Yeah. To, to... The benefit of the in-person sessions is that you get to go in much deeper with specific examples from colleagues from different districts all across the country. And so while the materials are the same um, uh, when we have a conversation with you all, it's just you all. So you all only have the benefit of the experiences from Clark County. When you all attend a national uh, workshop, you have the benefit of going over um, this material in much more depth and from hearing experiences from your colleagues around the country. That part I can't really reproduce for you. Um, but the materials, the materials we certainly can. But the depth that your colleagues have had an opportunity to go into the material, I, I don't have a way of reproducing that for you.

Trustee Garcia Morales:

Thank you, AJ. Thank you, Trustee Cavazos. And um, speaking of attending national conferences, I just want to point out for the record that there will be five of us attending the council of Great City Schools legislative conference um, and that always for me has been a place to zoom out and interact in our face with colleagues from across the country um, who are in urban school districts. So looking forward to our participation uh, there and then coming back to continue to share knowledge. Trustee [inaudible 03:34:34].

Trustee Esparza-Stoffregan:

Are we ready?

Trustee Cavazos:

Yes.

Trustee Esparza-Stoffregan:

Okay. So questions before I go into some thoughts, and maybe try to bring some of our thinking together, best thinking for, for maybe how to move forward. What typically is the RFP timeline? This, that we just, you just decided we're going to do an RFP.

Trustee Garcia Morales:

I'm uh, reluctant to discuss that particular item because we, it's on a separate, it's a separate item. But I see your point in getting clarity on that, and-

Trustee Esparza-Stoffregan:

The, the reason I'm-

Trustee Garcia Morales:

Yep, mm-hmm.

Trustee Esparza-Stoffregan:

Yeah. The reason maybe would be helpful to know that question is important because if we're going to do the two at the same time, my thinking is having um, AJ and perhaps representation from potentially our future firm that we would select.

Trustee Garcia Morales:

Mm-hmm.

Trustee Esparza-Stoffregan:

And then, of course having um, I'm going to say um, another possibility and I don't know if this is something, it does task our, our individuals here within the district, but we do have an amazing uh, family engagement division. And I think we should be working smarter, bot harder in tasking and having conversations, looping them in. Because they already have trusted relationships within our community, and various areas of the valley, and including the rule, inclusive rule community. So is there a possibility to include them as well with those relationships that are already established?

Trustee Esparza-Stoffregan:

And then um, the last two things I'll say is I'm really, I think I want to clear on including, and it was mentioned earlier, communities that often are voiceless, and maybe most marginalized. Um, I'm concerned, I want to make sure that we... Let's say maybe uh, we have some individuals on our board that might have um, and be willing to go and seek those and that input. I think we need to listen to that, it's not just what we're doing well, but it's what we're not doing. And of course, we'll look at all of that. The other thing that I'm asking for us to consider president Morales, is-

That I'm asking for us to consider President Morales'... What data do we have? Like, we talked about this cultural kind of survey. We, many of us have reviewed it. But what other types of data? Can we just be front loaded with... before we go out and create and have this conversations. And then lastly, I am absolutely all in to support and volunteer on... whatever committee is going to be doing this work. Thank you.

Trustee Garcia Morales:

Thank you Trustee Esparza-Stoffregan. Did you... were you seeing specific answers? You gave me 20 things on the list. Is there something specific that you'd like, uh, response on, uh, on the dais? I'm turning on your mic right now.

Trustee Esparza-Stoffregan:

Would we be able to get data front loaded? Would we be able to include our already amazing family engagement [inaudible 03:37:52] in the process with us since they have those relationships established.

Trustee Garcia Morales:

I believe from, uh, the- the... the reference point that I can provide is the coun- um, when we did the PCG climate and culture survey, uh, we, after we provided direction to the superintendent, provided them guidance to help us... after we decided as a board that that's the direction we're going in, we provided the superintendent direction. Uh, and they worked with the community, um, their community engagement department. This is- this work is a little bit different from what I've heard, uh, there's- there's parallels. However, also things that are not similar, uh, at all because the work that we've decided-

AJ Crabill:

Yeah.

Trustee Garcia Morales:

...to do. But the council agrees[inaudible 03:38:37] to these schools has- is board lead specific. AJ?

AJ Crabill:

Yeah, you absolutely went where I was going to go. Is it there is listening that needs to happen that is- really the job of your staff, your educators, your principals, your central office, your superintendent. And there's listening that needs to happen that's really the job of the board. Um, most listening that needs to happen really needs to happen from the staff perspective. When it comes to capturing and representing the vision of the community, um, our coaching is absolutely the- this is something that the board should not put anyone, whether staff or consultants certainly not us. That the board- when it comes to listening to the community visions and turning that in goals, then our coaching is not to put anyone between the board and your constituents. That, um, that it is cumbersome because it means that it's putting a lot of work on your plate.

Unfortunately, it's work that only has to be done once every 3-5 years. Um, so it's not a constant thing. But, it's absolutely our coaching that you all should be hearing directly from your constituents. Not through the filter of us. Not through the filter of any other consultants. Not through the filter of staff for this specific task.

Trustee Garcia Morales:

Thank you AJ. I believe Trustee Esparza-Stoffegan wants to clarify. Go ahead and turn on your mic please. Or activate- there we go. Thank you.

Trustee Esparza-Stoffegan:

That's not what I intended to be interpreted, AJ. What I'm saying is that we already have centers and, uh, individuals that have those relationships. It would be a work to go and listen to the community but they would be the ones to advertise. To have them come and we would be the ones to listen and- and- and- and-

AJ Crabill :

O-oh, I, I apologize. I clearly misunderstood.

Trustee Esparza-Stoffegan:

Yeah.

AJ Crabill:

Yes. To the extent that there are relationships like that but we would absolutely encourage you to leverage those whether those are community, partnerships, um, whether that's, um, with your labor groups. Like whoever that you have that has relationships. If you can leverage those to help... to help bring more people to the conversation, that is absolutely a advisable.

Trustee Garcia Morales:

Trustee Johnson?

Trustee Johnson:

The only thing that I wanted to add is- I forgot t-to volunteer. And so, I'd like to volunteer if at all possible.

Unknown Speaker:

[inaudible 03:41:12]

Trustee Garcia Morales:

Thank you trustee Johnson. Okay, very good colleagues. I don't see any other members in the queue. Trustee Zamora. Trustee Williams. Would you like to chime in? Not required.

Trustee Williams:

N-no, I'm okay and I'm present[inaudible 03:41:26].

Trustee Garcia Morales:

Thank you.

Trustee Zamora:

Uh, thank you Madame President. I do have uh, um, a few things. Uh, to clarify, um, it was a Trustee and our Board Lead is on that attended this training. I am wondering if there's going to be opportunities for other board members, that, you know, are newer and kind of will have more time on the board to also take and participate in those, um, sessions?

Trustee Garcia Morales:

Thank you Trustee-

AJ Crabill:

Uh-

Trustee Garcia Morales:

Oh, excuse-

AJ Crabill:

Y-yeah.

Trustee Garcia Morales:

Oh, AJ. Uh, thank you. Trustee Zamora, I believe I wanted to just give, uh, Trustee Brooks an opportunity to chime in because, uh, she has... uh, actually, it has brought this to my attention, um, and I believe her insight is valuable. Trustee Brooks.

Trustee Brooks:

Thank you Madame President. So one thing I did observe is there were boards that actually had two members and they paired... they seemed to pair the members with, um, th- experience levels. So, some of them had more experience with a new member. I think that model really helps. I-I wish that, uh, was something that the board had done. Because I think it would've been very useful.

Trustee Garcia Morales:

Thank you. Um, Trustee Zamora. Did you have any other- the- uh, to say, uh, thank you Trustee Brooks for your insight and I'll just flap back that this cohort exists. Invitations are sent to the board and, um, based on members of availability. That also, um, is, uh, something to consider. One- wh- AJ, can you provide us additional insight when the next cohort will be taking candidates, applications?

AJ Crabill:

Um, we begin those cohorts each year in February. Um, however, if there is additional need where folks feel like there would be a lot of value from having... from building relationships with colleagues around the country, um, there have been times when boards made that request. And we have paired board members up with essentially, um, mentor board members from other states. Uh, sometimes it's helpful to have a mentor on your own board and your own context. And sometimes it's helpful to have mentor, uh, from a completely different context who's outside of kind of your political [inaudible 03:43:43]. And so, if that's something that is beneficial to you all, that is something we've done in the past.

Trustee Garcia Morales:

Thank you, thank you AJ. Trustee Zamora, do you have anything else to add?

Trustee Zamora:

I do. Thank you, Madame President. Uh, the other thing that I wanted to make a comment about is on the accessibility. I really appreciate that we're talking about Zoom and virtual sessions and options. Um, one thing that I think about is our last, um, [inaudible 03:44:08] Joint meeting where we talked about language access. So just making sure that... yes, we have interpreters but also have opportunities to connect with, um, you know, just different constituents who might speak a different language and if and a- if a trustee can

Trustee Zamora:

speak that language they should be open to that, because I think it builds that, um, communication and that trust. And that's all I have. Thank you.

Trustee Garcia Morales:

Thank you Trustee Zamora. We have, uh, Trustee Cavazos, uh. I think you just [inaudible 03:44:47] and I acknowledge, uh, the need for language accessible, uh, sessions that I believe may have not have been fully reflective on this review but it is, um, it is, excuse me, on the accessibility piece. Um, uh, I think the language accessibility is what you're speaking to. I-I- thank you for that. Trustee Cavazos.

Trustee Cavazos:

Thank you Madame President. Uh, AJ and uh, Trustee Brook's comments. And Trustee Zamora just made me think of another question. So, if I understood you correctly, uh, AJ, you are saying that the in-person experience, of course, is almost always more, uh, valid or, more valuable to most of us. So, these invitations, these workshops are received as- they're available and sent. And then- is it the board president that then selects who will go on these workshops?

AJ Crabill:

No, we emailed out... Uh, these opportunities, again, they start every year in February. And so the next one will start in February of 2025.

Trustee Cavazos:

Okay.

AJ Crabill:

And- but, what when we email that out, we typically email that out to... whoever you all have selected as the board representative. Um, and then it's the board representative's job to share that with all board members. In places like, with- we're having active coaching, relationships, we uh, tend to send that out as well. Now be mindful, the invitations for this went out in October. And so we will send out the invitations this October for coho- um, with a deadline usually of December 1st for cohort to restart in February.

Trustee Cavazos:

Mm-hmm.

AJ Crabill:

And so, um, we'll do the same thing next year, uh, but you all should receive that information, um, in... I can't think of any districts where the board share is the person whose made that decision. Uh, but certainly each district is welcomed to decide how that's determined. In most places, what we observe is it's board members either apply, um, or they don't. And in fact, we've have had board members who've applied. The district... the board determined that they did not have enough money to cover it in the board members which is paid for themselves because they were so eager to attend. And so, that's, that's the only thing that I've seen that's really been a limitation, is if the district didn't have resources. Um, but in most places, it was more less a matter of resources and more a matter of the desire and availability of individual board members.

Trustee Cavazos:

Okay, thank you so much AJ. I appreciate that elaboration. So if I could follow up on that just real quick. Uh, president Garcia Morales, I might of missed something. Maybe I missed an email, it wouldn't be the first time. But the first time I heard about Trustee Brook's and [inaudible 03:47:36] going to Kentucky for this trip is when we see- receive the message. Did we receive a prior message asking about availability or for us to apply for that? Because if we did, I missed it. In other words, I'm asking how were they chosen to go on this. I understand what AJ is saying. Uh, but, I'm just wondering how this came about. And if I did miss something, I apologize.

Trustee Garcia Morales:

Trustee Cavazos, I- uh, I ask that you please go back to your email to review that. I certainly will, as well. And, uh, if I need, uh, owe the board an apology for, um, uh, not doing additional follow ups like I normally do like, "Hey." Like I do in preparation for council-

Trustee Cavazos:

Mm-hmm

Trustee Garcia Morales:

...or any type of conferences. Um, I will own that. Uh, f that is the case, uh, before we try to put each other-

Trustee Cavazos:

No, that-that would be fine.

Trustee Garcia Morales:

...on blast, uh-

Trustee Cavazos:

Because I-

Trustee Garcia Morales:

...we should probably collect our facts first.

Trustee Cavazos:

[inaudible 03:48:32]. And also, too, was the cost of that workshop included in our contract?

Trustee Garcia Morales:

Trustee Cavazos, I believe you're asking questions that I would love to answer for you. Uh, however, this right now is a moment for us to talk about the professional learning-

Trustee Cavazos:

Okay.

Trustee Garcia Morales:

...Um, item that is before us regarding community of workshops. Um, I can tell there's an appetite for you to learn more and want to engage-

Trustee Cavazos:

Absolutely.

Trustee Garcia Morales:

...and possibly participate in the next cohort.

Trustee Cavazos:

Absolutely.

Trustee Garcia Morales:

Which, um, should be great and um, um, in addition to our district in this work. So, um-

Trustee Cavazos:

That'll be fine. Thank you.

Trustee Garcia Morales:

Mm-hmm. Uh, perfect. Let's see... colleagues, I just want to make one note that I've indi- I see there are some colleagues who would like to particip- thank you for your willingness to um, raise your hand and participate in alignment and uh, next steps.

Um, however, whatever the timing looks like and the next pieces, I uh, appreciate that. I do wanna just note, for the record, that, um, given this last feedback that we had around, uh, the importance of having maybe a more season member and a newer member, I want to make sure that our, uh, whatever committee, uh, or group that comes together for this work, is diverse non-voting members, uh, new members, voting members and um, season members. So just know that is something that I will be looking into, taking into account when, uh, that is um, when those groups are- the group of selected- Trustee Satory.

Trustee Satory:

I just want to say I'm happy to volunteer to this as well depending on what kind of mix you need but I'm help out also.

Trustee Garcia Morales:

Thank you for your willingness to raise your hand. I appreciate that. Awesome. Okay. Alright. Uh, AJ, I don't believe we don't have any other discussion?

AJ Crabill:

Thank you Madame. You have a blessed day then.

Trustee Garcia Morales:

Thank you. You as well, have a great night. This item, this is not an action item... this is not an action item but we do have... we're going to move right along to the next action item which is um, public comment on non-action, on items not listed on the agenda. I love that I have that memorized and I don't know where my script is at. Just... great.

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

Trustee Garcia Morales:

Alright. 3.01 public item, public comment on items not listed as agenda. Before I open this item, um, if there's anybody in the audience who would like to submit a yellow card and speak on this item and has not done so already, please do so now. Going once. Going twice. Okay. Thank you. We will begin with the individuals who signed up in advance. Where is my magical list. Here it is. I got it. All right. We've got a... a couple of people who signed up in advance. Sequoia Morris. Are you present? After Sequoia, we'll have

Trustee Garcia Morales:

Mr. Bayless. Which I believe he's no longer here. Followed by [inaudible 03:51:25] which I believe is also gone. And then Dr. [inaudible 03:51:28].

Public Hearing

Sequoia Morris:

Hello guys. This is the first time I'm here so if you guys can please just bear with me. Um, so, for the first time, thank you so much um, Madame President and Madame vice President and everyone on the board. My name is Sequoia Morris. Um, I am a mother. Currently in the North Las Vegas community. Um, and I just kinda came here to see your faces. I learned a lot about you guys via internet and it's really good to see you guys' faces in person and knowing that everyone is um, really getting into the problem of uh, the new superintendent that we need to um, put in order. But that is not why I'm here. (Laughs) Um, but it gave me some um, solids to here you guys talking about it and trying to solve the problems and coming together. So, I do really appreciate it that from all of you guys.

Um, but I'm here to discuss the problem in bullying within the county and um, just in Nevada since I've relocated from California. Um, I see, like, you know, the [inaudible 03:52:25] on every single license plate. But, like, you know, every single time, I'm thinking about securing my daughter with her education here in Nevada, it's always been a, um, something that, um, keeps her away. Which is, you know, disruption inside the classroom, or the inability of the teachers to remain focused in supervising the kids at the school.

So, um, I had a big thing that I could say and I'm very nervous cause the clock is kinda intimidating. But, um, basically, um, I went- when I first arrived here, at first I went to Clark County. Um, it was several things that ended up happening at my scho- my daughter's school. And I just feel like sometimes when it comes to the safety of our children it's number one. We're sitting out here and we're talking about a lotta different things. But I think with parents and the reason why um, the kids can't show up is because of the stabilization within their home and then the stabilization in how they feel safe at school. So um, for me and my family, you know, I am a, um, homeschooler. That's the reason I was looking for the superintendent to turn in my papers (laughs)- and like, I didn't know where to go and then that unfolded to a lot of different things. And it kinda revealed to me so many of the parents that actually, um, came to my house and, um, told me that they were having problems with bullying as well.

Sequoia Morris:

So I just wanted to kinda step out and say that there are a lot of parents that are focused on the safety and the security of their children. And I think that we need to come with a holistic lens. And stop talking about the bigger ideas and talk about what's immediate. What do children need? What is the reason why they're going to school and bullying... what's the reason why they can't, um, get the education that they deserve because they're distracted in the classroom. What support do they need at home because there's a lotta parents that, um, need support.

And we're talking about all the other spending that we need to do for a superintendent. But I really need a superintendent to come in with a lens of a eye from, um... what is going to make that child unstable? And I think it's identifying what the problems and the supervision. And to fill in the gaps for the parents that don't have any idea who to reach out to or how to reach out them. Um, because I'm at the point where, like I said, I want to pull my daughter and I'm also still want to participate. So I want to know... to talk to-

Trustee Garcia Morales:

Thank you.

Sequoia Morris:

So like I said, thank you so much for the time. Um, and I was just coming up here as a mother-

Trustee Garcia Morales:

Thank you Mrs. Morris.

Sequoia Morris:

[inaudible 03:54:42]

Trustee Cavazos:

Thank you. Mrs. Morris, forgive me. Your time is, um, is, uh, is up.

Sequoia Morris:

We can go to the next question.

Trustee Garcia Morales:

So, actually, I already sense that our superintendent has directed-

Sequoia Morris:

[inaudible 03:54:53]

Trustee Garcia Morales:

No, forgive me. (Laughs)

Sequoia Morris:

Okay. (Laughs)

Trustee Garcia Morales:

She has directed, um, her staff, uh, to speak to you.

Sequoia Morris:

Oh.

Trustee Garcia Morales:

They're right behind you, actually.

Sequoia Morris:

Oh, okay.

Trustee Garcia Morales:

Uh, so-

Sequoia Morris:

[inaudible 03:55:02]I appreciate it so much.

Trustee Garcia Morales:

(Laughs) Thank you. Thank Dr. Larson Mitchell for reading our minds.

Sequoia Morris:

[inaudible 03:55:09] (Laughs)

Trustee Garcia Morales:

It is a gift. (Laughs) Maybe not a gift, don't read my mind. So much in there. Uh, let's see. Um, okay. It's Dr. Bemoll- thank you Dr. Bemoll.

Tiffanie Bemoll:

I'm just making sure, I don't wanna [inaudible 03:55:25] that again. All right, "Once upon a time"- oh, [inaudible 03:55:28]. "Once upon a time, in a land called CCSD, high school student council used to present school updates to the board of trustees. This allowed the school executive councils to come to board meetings and observe how local government worked. It allowed the school board to get to know the rep- the respective school stu-student council members (Laughs),,, Sorry. And it allowed for a positive note to start every school board meeting.

I think when talking about pockets of greatness, my favorite phrase, this is something the school board should consider bringing back. I know for the amazing clark chargers, our board members would get excited when we present it. Because we always ended our presentation with our fight song. It got everyone on their feet and singing along. A quick 2 to 3 minute presentation from 3 to 4 schools per meeting does not take away from the business of the board. And in fact, falls to the narrative that you care about what is happening in the schools you serve. The student body presidents and their representatives should be encouraged to come back. But having students here to witness their local government in action is important. It's something that should happen at every meeting. Kids are the real customers, right? Learning about what's happening at schools, that's the business. Not just robotic test takers.

How can we get this on the agenda to bring this back? That's the fight worth fighting. I also want to put the definition of transparent out there. Free from pretense or deceit. Easily detected or seen through. Readily understood. Characterized by visibility or accessibility of information especially concerning business practices. I had students here who wanted to speak but it's late. They have calculus tests tomorrow and they had to leave. It's something to say. Please consider morale and release the staff and teacher temperate check Google survey. We are not okay and teachers need to be checked on. There needs to be an anonymous survey where they can voice their concerns without fear of retaliation.

It's very easy to set up and it takes no time. We can make people at least feel heard. It should include a rating system of social, emotional well being. Time requirements outside of the classroom. Burnout and maybe satisfaction with climate and culture. Maybe if you reach out and care, teachers and staff will feel heard and feel less alone. This is always my suggestion. Thank you for your time and hopeful consideration tonight. Thank you.

Trustee Garcia Morales:

Thank you Dr. Bemoll. Mr. Gonzales followed by Mrs. Binder. I don't see her here anymore. Um, Mrs. Binder is no longer here. And then followed by Mrs. Bywaters and Kevin Abraham.

Ed Gonzales:

Thank you Madame President, members of the board. Intern superintendent, Dr. Larson Mitchell. Dr. [inaudible 03:58:02]Larson Mitchell. Um, I don't know if I said it last time. For the record, my name is Ed Gonzales. Um, I came up here because I was looking at the commun-community listening plan. And it's a good document, I wish we were talking about that when everybody was here.

Um, there's two suggestions that-that I do wanna make. Um, I know when I've had communications with, um, the Moapa area, they're concerned when we do the superintendent search, to make sure that they would have a community voice. Last time you did a search, I know I brought up the same concern. And Trustee Carolyn Edwards at that point said, "You know, we can't [inaudible 03:58:36]Moapa", when I was referring to others. and they'll just have to drive down. Um, but the idea of having one in Mesquite, I think would be allowable and they would be acceptable for that.

But then, the second part, too, is that you heard AJ, um, mention that you shouldn't have 125 miles driving distance and clearly that's going to affect Laughlin. So we're not gonna sit here and suggest you have a session in Laughlin. But there's an opportunity to say, maybe we have an online form made specific for the rural communities. Just because it's a little bit different. Just like you've heard it, different areas, like, different languages and things in that nature. That's a suggestion.

And then the second part I have two. On page 2. It talks about the PTA, PTO's, and comm- organizations committees. Um, it talks about having the high schools reach out to the- through the feeder schools that really doesn't seem functional. I know our school sits on the same block with the high school and middle school. We have had a joint SRT meeting when we talked about the bailey health clinic. And I can tell you, that's really difficult to do. I know what the intent is, I just don't think that's it. But I'm pretty sure the board could figure out a way. It's not [inaudible 03:59:35]to it.

And then finally, I'm gonna mention something I mentioned last week. It is Nevada reading week and we're halfway through it. I know I've had a couple of conversations with the Trustee Williams and I know I've texted Trustee Cavazos. That's probably the only communication I've had outside of this podium with trustees in the last couple of weeks. It is been fun, I can tell you, I've had people, I mean, you know, I'm ridiculous and obnoxious when we do it on social media for how much proud we are but... But I've read into four classrooms today because we had so many people who were sick. And so it was sad but it was great cause last year, to be honest, I didn't read in a single one. I was a little busy.

And so, what I'm hearing from the kids is things like, you know, you talk to them and I'm, you know, I'm older, like, many on this board, too, we don't want to admit it. Which was... we remember a time without internet and the last questions... what did you do when you didn't have the internet? What did you do when your parents couldn't text you and you didn't come home. I'd know what'd happen to me, and my bottom still hurts from that (laughs).

But, the idea of this, the joy of reading. I didn't have like, a rhyme, I know I read all Dr. Seuss. But the idea is always, you know, open up the community, making sure people can come in. Like, you know... while you know they see some of the challenges we have but also during this time I want the- uh, intern superintendent to know, we are ensuring that learning is continuing during that time. That is something our

Ed Gonzales:

principals have constantly said, "You can have fun. You can have people in there. But you cannot distract it from the one goal which is to make sure of their learning." So with that, Madame President, thank you.

Trustee Garcia Morales:

Thank you, Mr. Gonzales. Right in the nick of time. Mrs. Bywaters. And then is Kevin present? Kevin is not in the house. Mrs. Bywaters?

Kamilah Bywaters:

Kamilah Bywaters, President of the Las Vegas Alliance of Black School Educators, Chair for the National Action Network Education, um, Committee... Listen, after listening to tonight's conversation, I do wanna say that if we spend money in this district to get to great city school professional developments, way over yonder, we really have to make it a point to visit schools that are further away. Period. That should be a part of the ethic of this district. Um, we are communicating something very strong to schools that are further away than 25 miles that, "Hey. You're not a part of the district." So, I don't think that we should start out... especially if we are saying that we're in this new space and we're trying to rebuild and be innovative.

Talking about innovation, um, I think that we should consider having an opportunity for the individuals who are applying for the superintendent seat to actually communicate, have a question and answer session with the community. If we really wanna be innovative and really include the, um, the community, let's try something like that... that I don't know if that's ever been done here before. Um, i have absolutely been appalled... is AJ still on the phone? Because this board has really been very, um, egregious to the community.

I heard a super- or not a superintendent but the board member say that we have a weird district. And yet, that's the person who's gonna pick a superintendent? My concern is that that weird person would give a narrative... present a narrative to a superintendent that we're weird. And start us off already on a um, a bad, um, relationship with the person um, that we're looking to lead this district. And then I heard a superintendent say there's gonna- or, uh... I'm all over the place. Then I heard a board member say there'll be less knowledge. Like, the people out here in the audience can't read and write. I have a bachelor's in psychology, a master's in education, a master's in divinity which is quite hard. You have to take Hebrew and Greek. And I'm working on the Ph.D in Special Education. So, no. I can read. I can write. I can learn something. I can learn how to lead a board.

So, that- I don't understand how we're paying a person, um, to train this board, or coach this board when I played soccer, ages ago. When I played soccer, if the coach couldn't take us to the next level, we got new coach. The City of Council Great Chief for Change couldn't take this to the next level but yet we're taking advice from them. AJ, are you still there? Because you just-

Trustee Garcia Morales:

Mrs. Bywaters.

Kamilah Bywaters:

...had a board that you trained that just talked down to the community. Thank you.

Upcoming Meeting of the Board of Trustees – Thursday, March 14, 2024

Trustee Garcia Morales:

All right. Here we go. We're at item 4.01, that includes public comment where item 4.01... that's the upcoming meeting of the board of trustees on Thursday, March 14th at 5:00PM here in our board room.

Adjourn: 7:46 p.m.

Motion: Guzman Second: Brooks Vote: Unanimous

Trustee Garcia Morales:

Colleagues at this time, moving on to adjournment, Trustee Guzman.

Trustee Guzman:

I moved to adjourn the meeting.

Trustee Garcia Morales:

Thank you Trustee Guzman. Trustee Brooks?

Trustee Brooks:

I second the motion.

Trustee Garcia Morales:

Thank you Trustee Brooks. Colleagues, we have a motion by Trustee Guzman and second by Trustee Brooks. Please cast your vote. Trustee Zamora.

Trustee Zamora:

Aye.

Trustee Garcia Morales:

Trustee Williams.

Trustee Williams:

Aye.

Trustee Garcia Morales:

Thank you colleagues. That sets the motion past a 7 to 0. The time is 7:46. Have a great evening.