

Minutes
Clark County School District
Special Meeting of the Board of School Trustees

TELECONFERENCE ONLY

Thursday, June 18, 2020

5:11 p.m.

Roll Call: Members Present
Lola Brooks, President
Linda P. Cavazos, Vice President
Danielle Ford, Clerk
Irene Cepeda, Member
Chris Garvey, Member
Deanna L. Wright, Member
Linda E. Young, Member

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

Also present were: Mary-Anne Miller, Board Counsel, District Attorney's Office; Eleissa Lavelle, General Counsel, Office of the General Counsel; and Cindy Krohn, Director, Board Office.

Adoption of the Agenda

Adopt agenda.

Motion: Cavazos Second: Cepeda Vote: Unanimous

Public Comment on Agenda Items

Item 3.01

Autumn Tampa wrote that she believes that amid difficult political and educational landscapes, Superintendent Jara has made sincere and honorable efforts in performing his job, and if he follows the recommendations given to him by the Board, he will make progress in areas discussed.

Nicole Beer requested that Trustee Ford's and Trustee Young's additions to Superintendent Jara's evaluation not be included in his evaluation for reasons cited in her written comments. Ms. Beer said she continues to admire Superintendent Jara and commends his decision to stay committed to our District in the face of such behavior.

Dr. S. S. Rogers wrote that the Ministers Alliance of Southern Nevada is committed to helping make the education system harmonious for all students, especially African American students and employees of CCSD. Dr. Rogers mentioned several areas of concerns within the District directly related to equality and inclusion. He said the Superintendent must take ownership through the evaluation process of the unacceptable climate and conditions in CCSD.

Approve 2020 Formative Evaluation of the Superintendent of Schools

Approval on the 2020 Formative Evaluation of the Clark County School District Superintendent of Schools.

Trustee Brooks reviewed the progress for the Formative Evaluation of the Superintendent thus far. She suggested that moving forward the Board invest time and energy in leadership development to help them better understand each other and be able to work together and that the Board consider hiring an external evaluation expert to coach the Board through the next evaluation process. She stated the Board would discuss these suggestions at the next work session in July. She spoke about the focus, purpose, and process for today's meeting.

The Board conducted the Superintendent evaluation, rating his performance as outlined in the rubric in Reference 3.01 (A) and offering action steps for growth.

Trustee Young expressed concern regarding communication to the Board of the Superintendent's decisions to hire and promote staff.

After discussion regarding the Superintendent's authority to hire staff, Trustee Ford commented that the Superintendent should not be allowed to increase the cabinet level employees' pay scale without Board approval. She suggested that it might be helpful for the Board to see an analysis of current cabinet members and their predecessors in the same or similar positions for the past five years.

Trustee Brooks asked how the Trustees would like to proceed in choosing which suggested action steps would be used in evaluating the Superintendent in December.

Motion to accept all individual Trustees' suggestions provided for Section 1A, Reference 3.01 (A), and allow the Superintendent to have access to those for the remainder of the year.

Motion: Ford Second: Young

There was discussion regarding whether the Superintendent would be evaluated based on the action steps and whether he would be able to be successful with the current number of action steps to focus on and complete.

Call for the Question

Trustee Garvey called for the question.

Approve 2020 Formative Evaluation of the Superintendent of Schools (continued)

Vote on Trustee Ford's motion: Yeses – 2 (Ford, Young); Noes – 4 (Brooks, Cepeda, Garvey, Wright); Abstain – 1 (Cavazos)

The motion failed.

Approve 2020 Formative Evaluation of the Superintendent of Schools (continued)

Trustees discussed how to proceed with choosing which action steps to provide to Superintendent Jara. They agreed to go through the rubric having each Trustee list their top three to five action steps per section, and those would be prioritized and condensed into a shorter list.

Trustee Brooks asked if any Trustees wanted to change any of their numerical ratings in any section.

Trustee Cavazos changed her ratings in Section 3 C 1 to 2 and in Section 3 C 3 to 2.

Trustees proceeded with sharing their top three to five action steps for the Superintendent to improve his performance.

Recess: 7:52 p.m.

Reconvene: 8:13 p.m.

Approve 2020 Formative Evaluation of the Superintendent of Schools (continued)

Trustees reviewed the statements, discussed identifying broad categories, and continued to discuss the process for narrowing the action steps down to three.

Motion to adopt three bullet points: 1, Develop and adopt a formal communication plan, developing a clear communication flowchart with top down and bottom up approaches; 2, Develop protocols to resolve operational issues and develop specific timelines; 3, Develop protocols to look at committees and working groups to make sure that they are reflective of our community and include people closest to the work.

Motion: Wright Second: Garvey

Trustee Young expressed concern with leaving out a more direct piece related to diversity.

Trustee Wright amended her motion to include a fourth bullet point: Develop a plan for addressing diversity staffing issues in the District, including teachers, administrators, police, and support staff.

Trustee Garvey agreed to that amendment.

Trustee Young said she would like to include a target or something to work toward.

Trustee Wright amended her motion to add, "with the goal of being reflective of the community."

Trustee Garvey agreed to that amendment.

Trustee Cavazos asked that the motion be restated in its entirety.

Approve 2020 Formative Evaluation of the Superintendent of Schools (continued)

Trustee Wright restated her motion as follows: 1, Develop and adopt a formal communication plan, developing a clear communication flowchart with top down and bottom up approaches; 2, Develop protocols to resolve operational issues and develop specific timelines; 3, Develop protocols to look at committees and working groups to make sure that they are reflective of our community and include people closest to the work; and 4, Develop a plan for addressing diversity staffing issues in the District, including teachers, administrators, police, and support staff, with the goal of mirroring the CCSD community.

Trustee Young asked that it say, "...CCSD school staff and community."

Trustee Wright agreed to that friendly amendment and changed the language to "...CCSD school and community population."

Vote on Trustee Wright's motion was unanimous.

Superintendent Communication

Superintendent Jara shared that at the recent meeting he attended with Governor Steve Sisolak, the governor did not offer any information related to the budget. He stated he meets with and learns from the Council of the Great City Schools weekly, and he sits on the AASA, The School Superintendent's Association, Covid-19 Recovery Task Force with small and large districts and said the biggest challenge they are facing is transportation with following social distance guidelines.

Trustee Requests for Agenda Items or Information

Trustee Ford requested information related to the process for termination of the Superintendent by the Board.

Trustee Brooks suggested Trustee Ford speak with Ms. Miller for that information.

Trustee Ford requested an agenda item to discuss the Superintendent's future employment status with his contracting ending next year.

Trustee Brooks said Trustee Ford should speak with Ms. Miller.

Trustee Young requested diversity data for administrators at the elementary, middle, and high school levels, as well as teachers, related service staff, support staff, and school police. She requested information related to future plans for graduation and other recognition ceremonies.

Trustee Cavazos requested information on the possibility of putting together a working group with teachers at all grade levels to find out what the present cultural diversity curriculum is and how it could be changed, in consultation with curriculum staff, to reflect the diversity of the District. She requested information related to how much of the current curriculum is culturally diverse and how it is incorporated into the curriculum at each grade level.

Public Comment on Non-Agenda Items

Autumn Tampa stated that the extremely high copay of \$750 along with other fees that are charged when using Health Plan of Nevada (HPN) insurance to visit the emergency room is putting employee's lives at risk. She said this is not acceptable and asked the Board to please find a way to make sure that this is rectified as soon as possible.

Adjourn: 9:05 p.m.

*Motion: Cavazos Second: Young Vote: Unanimous
Trustee Garvey was not present for the vote.*