

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

TELECONFERENCE ONLY

Work Session

Wednesday, July 1, 2020

8:06 a.m.

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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; Joe Caruso, Executive Director, Community Engagement Unit; and Cindy Krohn, Director, Board Office.

**Adoption of the Agenda**

*Adopt agenda.*

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

**Public Comment on Agenda Items**

Mrs. Krohn summarized public comments submitted to the Board as follows:

Item 3.08

Dr. S.S. Rogers, President of the Ministers Alliance Association of Southern Nevada, asked that the Board appoint Trustee Linda E. Young to the Nevada Interscholastic Activities Association (NIAA) Board of Control, understanding that it would be for a limited amount of time. He said doing this would heal the hurt and pain endured by the District C community.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy B/SL-2: Unity of Control**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, B/SL-2: Unity of Control, as requested in Reference 3.01. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

Trustee Young reviewed proposed changes to B/SL-2: Unity of Control.

**Board Member Arrives**

Trustee Garvey joined the Board meeting at 8:28 a.m.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy B/SL-3: Accountability of the Superintendent**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, B/SL-3: Accountability of the Superintendent, as requested in Reference 3.02. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

Trustee Young reviewed proposed changes to B/SL-3: Accountability of the Superintendent. She stated that once verified, language changes with reference to persons who are deaf, hard of hearing, blind, or visually impaired would be included in changes for the Notice of Intent.

Trustee Young said she felt the Strategic Imperatives need to be included because those pieces are still relevant and still have some significance.

Trustee Ford discussed why she felt a Board liaison is an important role and said she would not support removing that from policy.

Trustee Brooks reminded the Board that the position of Board Liaison was removed as was the funding for that position.

Trustee Ford suggesting leaving the Board liaison role and Strategic Imperatives for future discussion.

Trustee Brooks suggested that anything the Trustees do not agree on be moved to the end of the year to be discussed with other policies.

Trustee Cavazos suggested that when considering the liaison position, which has been eliminated, they think more in terms of the functionality of the position.

Trustee Brooks agreed and said much of the function could be addressed in the communication plan.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy B/SL-3: Accountability of the Superintendent** (continued)

Trustee Brooks referenced Section 1C1 and said town hall meetings should not have a specific target audience but should be open to the general public.

Trustee Wright suggested placing the language regarding the Board's belief statements in the area with the Board Vision and renaming it.

Mr. Caruso gave a brief history regarding the position and role of Board liaison. He also spoke about the movement from Policy Governance® to Balanced Governance™ and the resulting change in language.

Trustee Brooks suggested moving this policy for further discussion to the other policies that would be reviewed in December.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy B/SL-4: Delegation to the Superintendent**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, B/SL-4: Delegation to the Superintendent, as requested in Reference 3.03. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

Trustee Young reviewed proposed changes to B/SL-4: Delegation to the Superintendent.

Trustee Brooks questioned the proposed language in number 2 and asked if the expectation is not that the Board should be informed quarterly but before major changes take place.

Trustee Young did not agree with that, stating she would like to have a report come before the Board on a quarterly basis.

Trustee Ford suggested making note of language in the policies that does not align with the intention of the Balanced Governance™ model for the Board to review in the beginning of next year.

Trustee Garvey said she was not in support of the added sentence in number 2. She said she would want to be informed of significant changes before they occur. She suggested making the changes to the policies that the majority of the Board agrees on and not continue to redo the work repeatedly.

Trustee Cavazos agreed with Trustee Garvey's comments regarding the proposed language in number 2 and regarding making changes to the policies.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy B/SL-4: Delegation to the Superintendent (continued)**

Trustee Brooks offered the language, "These decisions should be disclosed to Trustees in the established guidelines within this communication plan" and having that mapped out.

Trustee Cavazos offered the language, "Time-sensitive decisions should be reviewed at the time with the Board in compliance with informed oversight."

Trustee Ford suggested the language, "...reviewed regularly with the Board in compliance with informed oversight."

Trustee Brooks asked that all Trustees weigh in on whether "Strategic Imperatives" should be removed.

Trustee Cepeda questioned how the quarterly updates would intersect with the quarterly evaluations of the Superintendent and suggested looking at how those could be combined.

The Board agreed to replace the language "Strategic Imperatives" with "Core Values" and to bring it back for discussion at later time.

*Motion to accept B/SL-4: Delegation to the Superintendent, striking "Strategic Imperatives" and replacing it with "Core Values," striking "Pledged of Achievement", and striking "This should be reviewed quarterly with the Board in compliance with informed oversight."*

*Motion: Garvey Second: Wright Vote: Unanimous*

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy SE-1: Global Executive Assurances**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, SE-1: Global Executive Assurances, as requested in Reference 3.04. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

Trustee Young reviewed proposed changes to SE-1: Global Executive Assurances.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy SE-2.1: Commitment to Diversity**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, SE-2.1: Commitment to Diversity, as requested in Reference 3.05. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

Trustee Young reviewed proposed changes to SE-2.1: Commitment to Diversity.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy SE-2.1: Commitment to Diversity (continued)**

Trustee Brooks suggested that it be indicated that number 6 would be conducted annually and that number 3 be conducted annually “for reviewing data that supports the policy.”

Trustee Young suggested instead to add to number 3 that it should be done at the beginning of the year and again at midyear.

There was discussion around how often data should be collected.

*Motion to approve the proposed changes to Item 3.05, excluding the word “quarterly” in number 3.*

*Motion: Wright Second: Garvey*

Trustee Young discussed her reasons for wanting to have parameters around the frequency of collecting input.

*Trustee Wright amended her motion to replace “quarterly” with “annually” in number 3 and to review annually in number 6.*

*Trustee Garvey agreed to that amendment.*

*Vote on Trustee Wright’s motion was unanimous.*

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy SE-3: Treatment of Students and Their Families**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, SE-3: Treatment of Students and Their Families, as requested in Reference 3.06. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

Trustee Young reviewed proposed changes to SE-3: Treatment of Students and Their Families.

Trustee Ford offered the language for number 6, “...and community values while promoting inclusiveness in all school activities and facilities.”

Trustee Young agreed to Trustee Ford's suggestion.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy SE-4: Treatment of Staff**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, SE-4: Treatment of Staff, as requested in Reference 3.07. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

**Approve Board Review of the Clark County School District Board of Trustees' Governance Policy SE-4: Treatment of Staff (continued)**

Trustee Young reviewed proposed changes to SE-4: Treatment of Staff.

Trustee Wright suggested the language in the header, "...the Superintendent and Trustees shall implement conditions...."

Trustee Young agreed to Trustee Wright's suggestion.

Trustee Garvey referenced number 3 and asked that it be clarified that the review could be delegated to staff by the Superintendent.

There was discussion around the language in number 5.

Trustee Cavazos suggested using language that talks about an awareness of stress levels.

Trustee Brooks offered the language, "Promote a positive work environment which considers the health and stress levels of everyone within the District."

*Motion to adopt Item 3.07, SE-4: Treatment of Staff, with the language for Number 5, "Promote a positive work environment which considers the health and stress levels of everyone within the District."*

*Motion: Garvey    Second: Wright    Vote: Unanimous*

**Approve Appointment of a Board Member to the Nevada Interscholastic Activities Association Board of Control**

Approval to appoint either Linda P. Cavazos or Linda E. Young to the Nevada Interscholastic Activities Association Board of Control for a three-year term, effective July 1, 2020, through June 30, 2023, as recommended.

Trustee Cavazos spoke about the purpose and responsibilities of the NIAA and the services provided by the NIAA. She also gave a description of the role of the NIAA Board of Control. She commended Trustee Young for her work as an advocate for her community and for all children. She accepted Trustee Young's earlier comment that she would not accept a three-year term that she would serve in for six months. She asked for Trustee Young's support. She asked that she be reappointed to the NIAA Board of Control.

Trustee Young spoke about her efforts to serve on the NIAA Board of Control and her reasons for doing so. She said her community has reached out to her and expressed their desire to have her serve on the NIAA Board of Control if only for a short time.

**Approve Appointment of a Board Member to the Nevada Interscholastic Activities Association Board of Control** (continued)

Trustees discussed their concerns regarding continuity on the NIAA Board of Control and training, the history of this committee assignment, and the opportunity for Trustee Young to serve on the Board of Control.

**Recess:** 11:28 a.m.

The Board recessed the meeting as they submitted their votes to Mrs. Krohn for Trustee Cavazos or Trustee Young to serve on the NIAA Board of Control.

**Reconvene:** 11:35 a.m.

*Mrs. Krohn read the votes as submitted by Trustees as follows: Votes for Trustee Cavazos – 3 (Cepeda, Cavazos, Garvey); Votes for Trustee Young – 4 (Wright, Brooks, Young, Ford)*

*Trustee Young was elected to serve on the NIAA Board of Control.*

**Items 3.09 and 3.10**

Items 3.09 and 3.10, respectively, as follows:

**Board Leadership Development**

Discussion on strategies for improving and enhancing Board leadership development.

**Consideration of an External Facilitator for Future Evaluations of the Superintendent of Schools**

Discussion to consider an external facilitator to assist the Board of School Trustees with future evaluations of the Superintendent of Schools, is recommended.

The Board discussed different leadership development strategies and tools that would help Trustees better understand one another and work more cohesively as a team. Possible strategies, training, and tools that were discussed included Myers-Briggs Type Indicator or other personality tests, working with the Public Education Foundation, working with Dr. Thomas Alsbury, Balanced Governance™, as a consultant, and Emergenetics.

Trustee Brooks suggested that the Board could consider putting out a Request for Proposal (RFP) and reviewing what is submitted as a Board.

Superintendent Jara offered to work with Mr. Caruso to put a statement of work together for clarity, and he suggested the Board could also put forth a Request for Quotes (RFQ), which is faster than an RFP.

**Items 3.09 and 3.10 (continued)**

Trustee Cavazos volunteered to assist in choosing someone to provide training along with another Trustee.

Trustee Brooks said she would also volunteer to assist with that. She stated there also needs to be support to the Board for evaluation of the Superintendent.

**Board Member Leaves**

Trustee Garvey left the Board meeting at 12:22 p.m.

**Items 3.09 and 3.10 (continued)**

Trustee Ford asked to be involved in the process as well.

Trustee Cavazos said she believes the Board president should not be involved in this process but instead someone with less responsibilities.

Superintendent Jara suggested he could have Mr. Caruso speak with each Board member separately to craft the RFP for someone to provide leadership training, governance training, and facilitation of the Superintendent's evaluation.

Trustees agreed to Superintendent Jara's suggestion.

**Superintendent Communication**

Superintendent Jara said the special meeting has been posted, and the reference material is public, and the presentation would be posted on Monday.

Trustee Brooks recommended that the regular Board meeting for July 9, 2020, begin at 3:00 p.m. instead of 5:00 p.m., and the agenda be restructured so that all agenda items are heard before 6:00 p.m., and the reopening plan would be heard at 6:00 p.m.

**Trustee Request for Agenda Items or Information**

Trustee Wright requested an agenda item to consider putting the Board and Superintendent guardrails on the meeting agendas.

Trustee Young requested an agenda item to discuss renaming Kit Carson Elementary School Helen A. Toland Elementary School.

**Board Member Leaves**

Trustee Wright left the Board meeting.

**Public Comment on Non-Agenda Items**

Mrs. Krohn summarized public comments submitted to the Board as follows:



**Public Comment on Non-Agenda Items** (continued)

Several written public comments were received with regards to reopening school. All written comments received have been placed on BoardDocs® and can be viewed in their entirety.

Many wrote that they support the return to a five-day school week; two comments were in support of Cohort C; a few writers would like different options such as implementing half-days; others provided plans from other school districts as well as the American Academy of Pediatrics. Many express concerns and had questions regarding the mental health and wellness of students and teachers, wearing masks, special education services for students; both teachers and students had questions in regards to curriculum; others had questions about magnet schools and fine arts; there were concerns with childcare and the potential for financial burdens to families and the cleanliness of schools.

**Adjourn:** 12:49 p.m.

*Motion: Ford    Second: Young    Vote: Unanimous*

*Trustee Garvey and Trustee Wright were not present for the vote.*