

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

Thursday July 11, 2024

5:00 p.m.

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

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

Trustee Garcia Morales:

I had like to welcome everyone today. I'm President Garcia Morales and I call this regular board meeting of July 11th to order. The time is 5:00 p.m. I'd like to remind everybody to please silence electronic devices. We acknowledge that the land on which we gather is the territorial homelands of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

### Flag Salute

Trustee Garcia Morales:

I'll turn to Trustee Cavazos for the Pledge of Allegiance, please. Thank you, Trustee Cavazos.

### Adoption of the Agenda

*Motion to adopt the agenda with additional reference materials provided for item 3.01*

*Motion: Zamora Second: Williams Vote: Unanimous*

*Trustee Brooks was not present for the vote.*

Trustee Garcia Morales:

Moving on to adoption of the agenda. Trustee Zamora?

Trustee Zamora:

Am I good? ... Yes. Thank you, Madam President. [inaudible 00:01:08]. Thank you, Madam President, members of the board. I would like to make a motion to adopt the agenda with the following change, additional reference materials provided for item 3.01 superintendent search.

Trustee Garcia Morales:

Thank you, Trustee Zamora. Trustee Williams?

Trustee Williams:

I second.

Trustee Garcia Morales:

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

Trustee Guzmán:

Aye.

Trustee Garcia Morales:

Thank you. Let's go ahead. That motion carries 6-0. All right.

### **Adoption of Consent Agenda**

Motion to approve consent agenda

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

#### **2.01 Approval of the Minutes.**

Discussion and possible action on the approval of the minutes from the special meetings of May 20, 2024, and May 29, 2024, is recommended. **(For Possible Action)** (Ref. 2.01)

#### **2.02 Clark County School District Pre-Kindergarten–Grade 12 Student Code of Conduct.**

Discussion and possible action regarding the Clark County School District Pre-Kindergarten–Grade 12 Student Code of Conduct. **(For Possible Action)** [Contact Person: Melissa Gutierrez] (Ref. 2.02)

#### **2.03 Appointment of a Member to Fill an Expired Term on the Nevada Interscholastic Activities Association Board of Control.**

Discussion and possible action to appoint a new member to the Nevada Interscholastic Activities Association Board of Control to replace Ron Guerzon whose term expires on June 30, 2024. This serves as a request to appoint Keith Wipperman, principal, to this position for a three-year term, is recommended. **(For Possible Action)** [Contact Person: Evelyn Garcia Morales] (Ref. 2.03) *(According to Governance Policy GP-15: Board Committees)*

#### **2.04 Five-Year Capital Improvement Plan.**

Discussion and possible action on approval of the Clark County School District's Five-Year Capital Improvement Plan and authorization for the Plan to be submitted to the Nevada Department of Taxation and the Clark County Debt Management Commission, in accordance with Nevada Revised Statutes 354.5945, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.04)

#### **2.05 Debt Management Policy.**

Discussion and possible action on approval of the Clark County School District's Debt Management Policy statement and authorization for the statement to be submitted to the Nevada Department of Taxation and the Clark County Debt Management Commission, in accordance with Nevada Revised Statutes 350.013, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.05)

#### **2.06 Warrants.**

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.06)

#### **2.07 Unified Personnel Employment.**

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 2.07)

#### **2.08 Licensed Personnel Employment.**

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 2.08)

#### **2.09 Employment Agreement – General Counsel, Office of the General Counsel.**

Discussion and possible action on approval of an employment agreement for Jon M. Okazaki assigned as General Counsel, Office of the General Counsel. **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 2.09)

#### **2.10 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$1,265,102.89 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.10)

#### **2.11 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$35,794,051.75 in compliance with Nevada Revised Statutes (NRS) 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.11)

### **2.12 Change Order: Crestwood Elementary School.**

Discussion and possible action on ratification of the change order for a net increase of \$109,741.59, to the construction contract for Crestwood Elementary School (\$109,741.59 – CG&B Enterprises, Inc.), is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.12)

### **2.13 Contract Award: Performance Contract for Operating Cost-Saving Measures at Various Schools.**

Discussion and possible action on approval of an award of contract to Willdan to perform interior and exterior lighting retrofits at various schools in the amount of \$102,286,903.46, to be paid from the Statutory Reserve Fund, Fund 3700000000, Various Projects; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Clark County School District Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.13)

### **2.14 Professional Services Agreement Test and Balance Services School Replacement at Ed Von Tobel Middle School.**

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with RSAnalysis, LLC, to provide testing and balancing services and assist in the commissioning process in support of the school replacement at Ed Von Tobel Middle School in the amount of \$81,280.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project; C0001651, and for Brandon McLaughlin, Assistant Superintendent, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.14)

### **2.15 Report: Appraisals for the Disposition of Real Property Located at the Southeast Corner of Clayton Street and West Evans Avenue, North Las Vegas, Nevada 89032.**

Discussion and possible action on approval to accept the report to determine the cash market value of \$260,000.00, for a 1.45 acre parcel of land located at the southeast corner of Clayton Street and West Evans Avenue, North Las Vegas, Nevada, 89032, Assessor's Parcel Number 139-16-310-001; and for Brandon McLaughlin, Assistant Superintendent of Construction, to act as the Board of School Trustees' designee to accept the report, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.15)

### **2.16 Approval of Settlement.**

Discussion and possible action on settlement of X.P., as parents/guardians of V.P., against the Clark County School District, in the total amount of \$1,750,000.00, and for the Interim Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the settlement agreement, and to authorize Luke Puschnig, General Counsel, to execute the appropriate settlement agreement, is recommended. **(CONFIDENTIAL) (For Possible Action)** [Contact Person: Luke Puschnig] (Ref. 2.16)

## 2.17 Vegas PBS Annual Programming Production Plan Network Affiliation Agreements and Professional Service Provider Authorizations 2024–2025.

Discussion and possible action on approval to continue the multi-channel local and network programming plan for KLVX-DT Channel 10 and other cable services, and the Vegas PBS educational and public television program production plan for 2024–2025, with authorization to execute the production plan by entering into agreements with professional service providers for a total approximate amount of \$851,000.00 to be paid from non-district funds secured by Vegas PBS and Southern Nevada Public Television in Unit 0140, Fund 2200000000, various accounts, various cost centers; or Unit 0140, Fund 1000000000, various accounts, various cost centers, based on the project; effective July 1, 2024, through June 30, 2025, is recommended. **(For Possible Action)** [Contact Person: Mary Mazur] (Ref. 2.17)

## 2.18 Adoption of Clark County School District Regulation 1140.1.

Discussion and possible action on approval of the amendment of Clark County School District Regulation 1140.1, Parent and Family Engagement and School Culture Investigations, is recommended. **(For Possible Action)** [Contact Person: Kellie Kowal-Paul] (Ref. 2.18)

## 2.19 Amendment of Clark County School District Regulation 4291.

Discussion and possible action on approval of the amendment of Clark County School District Regulation 4291, Placement and Advancement on the Unified Administrative Salary Schedule, is recommended. **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 2.19)

Trustee Garcia Morales:

Before we move on to the consent agenda, if anybody would like to provide public comment in this section and yet has not completed a public speaker card, please do so now. Otherwise, once we begin this section, we will no longer accept yellow public speaker cards. Okay. We'll start with individuals who signed up in advance. Mr. Gomez? Excuse me. David Gomez II, followed by Robert Cowles and Patrick Murch.

### Public Hearing

David Gomez:

We're on the consent agenda, correct.

Trustee Garcia Morales:

Consent agenda, yes.

David Gomez:

David Gomez, president of Nevada Peace Alliance. I wanted to talk about the code of conduct. It's been around for quite some time now. I know who helped orchestrate it and put it together, somebody that a lot of people had a lot of issues with, but yet he makes a code of conduct for our children. Everybody went and tried to immortalize this man, but he retired, thank God. But the one thing with the code of conduct is that as a parent of seven children, the code of conduct is available online, but you got to remember, we have multiple communities, Black, Hispanic communities that don't know how to navigate through the websites to find these things.

David Gomez:

So because the Hispanic community don't really understand it, you got to make sure that first day of school there has to be some kind of QR code on the thing and you have to say that they download it or received it or through Parently. We got to send it through Parently, because the first time you guys go into these battles with the parents of how a student is behaving and what they violated in the code of conduct, when a parent doesn't understand the code of conduct or never have received a copy in their language at that point, it becomes void and all, because you can't hold them liable or responsible for anything but yet you're continuously following through with disciplinary actions on the code of conduct, which is not okay because a lot of these parents do not know that this thing even exists. So we have to make sure that this is done.

Now, as far as the legal going to that part of this, Okazaki, I do recommend that you guys make him legal because he has worked very well and close when I was a AZAC commissioner for almost, let me see, 12 years I think almost. And he worked very well with us. He made sure that things were very transparent. He made sure people understood exactly what they were doing, what they could do and what they could not do, and he was very good at what he does. So for legal counsel, somebody that I have had experience as a zoning commissioner for the school district with, I recommend that this gentleman is given and afforded the opportunity to help further us the along. Thank you.

Trustee Garcia Morales:

Thank you, Mr. Gomez. Robert?

Robert Cowles:

Madam President, trustees for the record, my name is Robert Cowles. Specifically talking about the salaries of your new to CCSD teachers who get paid, well, quite a bit more than the teachers who have been here for years. I know that the executive director of the CCEA is the one that refused that offer from CCSD. However, it's something that absolutely should have been done. You were in arbitration. All you had to do was go to the arbiter and present your proposal, "This is what we want to do. We want to provide equitable salaries for our employees." Instead, you're paying new to CCSD teachers with the same education and less experience thousands of dollars more than those teachers who have been here for years. I can only speak for myself. A new to CCSD teacher with the same level of Master's degree that I have and at least 10 years of experience will make \$13,500 more than I will this coming school year. I'd like to ask you why anyone who has been here for years, spent thousands of dollars out of their own pocket for our students for years would stay? Thank you.

Trustee Garcia Morales:

Patrick, come on up please. Followed by Vicki Kreidel.

Patrick Murch:

Good evening. Patrick Murch, assistant general counsel. I want to correct the misinterpretation of my previous comments about Regulation 4291. I'm not advocating for collective bargaining or for a more rigid regulation. I'm advocating to bring awareness to the inequity in the Office of the General Counsel both internally and relative to the other at-will positions and to be fairly and appropriately compensated in accordance with my experience, longevity and the actual requirements of my job, which are significantly different from my generic entry level job description.

Patrick Murch:

There are five categories of at-will positions. First is the chiefs, deputy superintendent and general counsel. Second are the people with the same job titles such as assistant superintendents, two of the three deputy chiefs and the assistant human resources officers. They all have significantly different job responsibilities, but they're all placed on the same step on the salary schedule relative to the other people with the same general job title. Third are the people with identical job titles and responsibilities, including regents, superintendents and school associate superintendents. They're all placed on the salary schedule on the same step relative to other people with the same job titles and the same job responsibilities. Fourth, are the seven one-off positions. And as it applies to those four groups, I don't have a problem with that. Apply the regulation the way you will. It makes sense. The fifth group is the attorneys.

Other than general counsel, there are five attorney positions that are placed across four steps on the salary schedule. We all have the same degree, the same license, the same ethical obligations and different levels of experience, longevity and legal expertise, but because of this regulation, entry level attorneys can never move to a higher step on the salary schedule unless the superintendent allows them to, regardless of their experience, longevity, work load, legal expertise or value to the district while other attorneys can be handed promotions and pay raises with no competition.

No other group of at-will employees who are similarly situated and no other group of local government employee groups, sorry, local government attorney groups in Clark County and no other legal offices in the 35 school district that I talked to across the country, no one does it this way. The district has a significant amount of difficulty already finding candidates for attorney positions, allowing the superintendent to use this regulation to treat attorneys differently based solely on what's written in a job description and their personal preferences and not on a defined set of standards to fairly account for experienced longevity and the actual work that they perform, which is what this regulation requires for every other at-will employee, will make it more difficult for the district to develop and retain experienced employees. I'm sorry. Attorneys. Thank you.

Trustee Garcia Morales:

Vicki?

Vicki Kreidel:

Good evening. My name is Vicki Kreidel. I'm president of NEA of Southern Nevada and I'm a teacher in Clark County School District. I'm going to speak on two items on the consent agenda. The first one is 2.02, the student code of conduct. I do know it existed before, but I have some questions. How and where can educators report when this policy isn't being followed in their building? This has been an issue before. It's been an issue for me personally in the past. And so when a principal isn't following the established code of conduct, who can teachers contact about that? Is the staff going to be fully trained on any changes that are being made in the code of conduct? It's really important for us to know what's in the code of conduct.

There's a lot in it. I read through it, and I don't know what changes have been made. So learning about that.

Often educators find themselves in situations where they don't feel safe in their own classrooms. We know teachers have been injured in Clark County School District by students. Even in other places, we've had students as young as six years old injury educators. So I want to be sure that our educators, if they don't feel safe, have a place to go express that and that some action will be taken. What sequence of events will occur if an educator reports a safety issue for themselves or their other students?

The other one I want to talk about is regulation 1140, which is 2.18. This is new. It's a new process. I want to know how will you be protecting staff members from administrators who find out they're collecting

Vicki Kreidel:

signatures from the staff? The staff members have to do 50%. The parents, it only needs to be 5%. I want to know why the discrepancy in those two amounts. Why is it so much less for parents than it is for the staff? And when will the staff be given the results of a district investigation? After the signatures are turned in and they're verified, then what's the process for informing the staff of the result of the investigation? Thank you.

Trustee Garcia Morales:

Thank you. That concludes public comment. At this time, colleagues, I'm entertaining a motion. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. I move to approve the items on the consent agenda.

Trustee Garcia Morales:

Thank you, Trustee Bustamante Adams. Trustee Williams?

Trustee Williams:

I'll second.

Trustee Garcia Morales:

Thank you. Colleagues, we have a motion by Trustee Bustamante Adams, a second by Trustee Williams. Please cast your vote. Trustee Guzmán?

Trustee Guzmán:

Aye.

Trustee Garcia Morales:

Trustee Brooks?

Trustee Brooks:

Aye.

Trustee Garcia Morales:

Thank you. Colleagues, that motion passes 7-0. Okay. We're now going to move on to the warrants. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. Ratified warrants as listed in the bills payable, transmittal and board memorandum number 01-24-25 in the total amount of 181,963,576.29.



### 3.01 Superintendent Search.

Presentation and discussion with Hazard, Young, Attea & Associates, and possible action regarding the superintendent search planning meeting agenda. **(For Possible Action)** [Contact Person: Evelyn Garcia Morales] (Ref. 3.01) (*According to Governance Policy GP-3: Board Responsibilities*)

*Motion to approve the calendar for the Superintendent Search while reviewing the October dates.*

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

*Trustee Williams was not present for the vote.*

Trustee Garcia Morales:

Thank you. Okay, colleagues. We're going to move on to item 3.01. That's the superintendent search. This is a presentation and discussion with Hazard, Young, Attea & Associates and possible action regarding superintendent search planning meeting agenda. This is an action item. Before I continue with it, I'd like to provide anybody who would like to provide public comment on it an opportunity to submit a yellow public speaker card. Once we begin the presentation, we will no longer accept yellow cards. Thank you. All right. Colleagues, if it's okay, we will begin with the presentation first, then hear public comment and then discussion.

Before I turn it over to Mr. Joseph, I'm going to provide some remarks here briefly. We're here this evening to discuss agenda item 3.01, the superintendent search. The purpose of the agenda item is to review the next steps in the search process and to provide guidance to our search firm, HYA.

This evening, Shawn Joseph is here with us in-person and we'd like to welcome him for his presence. Thank you. Before I fully turn this over to Mr. Joseph, I want to share with you all that there will be information discussed with you regarding the calendar for the search, which is included in the reference material. It's your first attachment, item 3.01a. Please note that if we intend to stay on track with our desired November 1st date, then we'll need to remain flexible in our schedules in order to support the work that's needed to occur. That being said, we have added a special board meetings, several special board meetings, to the calendar with the first one being on July 25th for us to continue the work being discussed this evening. Thank you in advance for your commitment and time on these additional meetings. Mr. Joseph will walk us through a presentation and explain the reference material to us. Immediately following the presentation, we'll hear from public comment and then... I'm sorry. I'll have a few recap items prior to opening this item for public comment and deliberation. Okay. Great. Mr. Joseph, take it away.

Shawn Joseph:

Well, good evening, everyone. It's an honor to be here and it's an honor to partner with you on this important endeavor that we have. Tonight, our goal is to review the agenda for the process on what needs to be accomplished. So tonight we're simply giving you an overview and we'll come back with the decisions, but I'll just point out the decisions that will need to be made by our next meeting.

So I just wanted to remind you and walk you through a typical search process. You have some activities that the board will be responsible for, and then there are activities that the associates with Hazard, Young, Attea & Associates will be responsible for. So as you look at the flow chart, during the first three to four weeks, the board selected the first search firm, which you've done. And now you've approved the selection criteria and you'll need to approve the ad content. So when we come back on July 25th, there'll be an opportunity to have that conversation. And in terms of the first four weeks of the process on the associates, we're working with the board president to actually plan the actual meetings and the agenda. We will

Shawn Joseph:

administer a community survey. We will begin interviewing board members. And then we'll develop a leadership profile and selection criteria. And that'll be a part... Once we gather the feedback from the community and information from the board, that document will be created.

Then we'll move into the recruitment phase. The board will decide the dates that they would like interviews to occur. And then they'll decide on the interview protocols that will be utilized for the search process. And on HYA's end, we will work to recruit candidates utilizing our national networks. We'll receive and process applications. We'll be in correspondence with candidates as we're going through and we'll contact recommended candidates. We will interview or be a part of the interview process for selected candidates. We'll conduct reference checks on all candidates. And we will identify the best qualified candidates and prepare the application materials to be shared with the board for a decision.

Then in the select phase, the board will actually conduct the interviews, will narrow the slate from the initial group to a group of semi-finalists. Then they will hold follow-up interviews with finalists. And then the board will select a preferred candidate. During that process and during that time, we will facilitate board discussions to help narrow the candidates down. After each round of the interview process, we'll also conduct board seminars to walk the board through protocols to conduct actual interviews and to present a slate of semi-finalists to the board. And then we'll conduct professional due diligence background checks and reports, and we'll assist with contract preparation as desired by the board. And then finally, in the transition phase, the board will announce their candidate. And there's an opportunity for transition planning and the superintendent will assume the position. And on HYA's end, we'll send letters of regret to those individuals that were not selected, the associate superintendent board leadership training transition meeting. And then there are optional opportunities for us to continue to support you as we see.

And for this search, I'm the lead consultant. Again, I'm Dr. Shawn Joseph. Pleasure to be here with you all. And then we also have Dr. Nanci Perez, who is our chief operating officer. So we're the contact. So we'll be working closely and be the points of contact for the actual search. And for Clark County, we have Joe Caruso and Nicole Malich and then the board in terms of our communications as we're working through.

Transparency is extremely important. And the board discussed having a website. And we'll make sure that we'll give updates at each one of the upcoming board meetings along the process. So you'll hear where we're moving and where we are each step of the way. If there's any questions, we'll be here in-person to answer those questions for the board. But items prepared for the search will be placed on the Clark County Public Schools website's dedicated page for the superintendent search. Examples of items that would be included on the website would include the timeline for the search, opportunities for stakeholders to participate, and a focus group survey link. The leadership profile will be placed on the link, pictures and biographies of each of the finalists that are selected and links to the events.

I would also like to give the board an update, again, at each one of the scheduled meetings. So today, we're going to ask, I think, on it'll be a July 25th opportunity if the board chooses to do so. Then August 8th, August 27th... Excuse me. August 22nd, September 12th, September 26th, October 10th, October 24th and November 14th will all have updates provided. Scheduling interviews with board members, board member, excuse me, a member of the search team will meet with each board member for about an hour as part of the development of the leadership profile. And these interviews can begin right away.

And we are going to... We'd like to schedule stakeholder groups, so what stakeholder groups should be scheduled for focus groups to develop the leadership profile. We as a firm need direction on the time period to commence the focus groups. And we're asking that you email any groups you want to be added to the focus group list to Joe Caruso by July 24th, 2024. And Joe will compile the list and share it with the board at a tentative special board meeting on July 25th. So that'll be the opportunity, because, again, we believe

Shawn Joseph:

that this is an opportunity for you to really bring the community together and working with you to do this, so identifying, working with the board because you know your communities better than anybody. And once you tell us who you'd like us to engage with, we'll make sure we schedule meetings and have opportunities to engage throughout your community.

We will also have an online survey. And groups for the disaggregation of the survey will need to be identified. So the survey usually goes live during the focus group period. We're recommending the survey be disaggregated by stakeholders as follows. Please let us know if these stakeholder groups are referred to differently, but we'd have administrators, teachers, support professionals, parent or guardians of Clark County Public School students, community members, and that's inclusive of businesses, elected officials, organizations, et cetera, and students. A copy of the survey is attached for your review. We can add custom forced choice questions if that is desired. And if there are custom questions that any board member would like us to add, please send them to Joe Caruso by July 24th, 2024. And if you have changes or additions to the above disaggregated groups, also, please let Joe know by July 24th, 2024.

Next, the slated candidate and the expenses. Slated candidates will be brought to the board. These candidates are the best match to the leadership profile, including any internal candidates that are matched to the profile. So the board will be able to decide whether candidates will be reimbursed for travel expenses at the working meeting on July 25th. That'll be a decision point for you at that time. Also, advertising options. So advertising on HYA's website, newsletters, network and social media page will commence following this meeting. HYA has regional and national advertising packages available to maximize exposure for the vacancy included as an option in the contract. We recommend package two plus advertising with ALAS and the in NASB, which is the National Association of Black School Educators and the Latino Association National Association. Package three is an option if the board wants a print advertisement. Advertising services are attached and we're recommending advertising in August and September.

So as you can see, package one and the cost for that would be \$2,150. That would be one listing in the HYA Group ad in Ed Week in the printed publication and one listing on the AASA website for 30 days with online spotlights, preferred and featured upgrades. And then package two is \$3,400. And that's two HYA ads in Ed Week's printed publication, online listing on Ed Week's Top Jobs for 30 days and showcased on the home page for Ed Week and Top Jobs for seven days and then online listings for AASA for 30 days with online spotlights, preferred and featured upgrades.

And then package three is \$6,650. And that's a listing in the HYA Group ads in Ed Week, the printed publication, for the length of the search, dedicated district specific ads in Ed Week's print publication, online listing on Ed Week's Top Jobs for 30 days and showcased on the homepage for Ed Week's Top Jobs for seven days and online listings on AASA for 30 days with online spotlights, preferred and featured upgrades. So the decision on which package you would like would be made at the tentative special board meeting on July 25th, 2024.

Background checks. HYA facilitates independent third-party due diligence background checks on all slated candidates or only finalist per the board's direction. Would the board like formal independent background checks on all slated candidates? That would be a question to be answered on July 25th at the tentative special board of education meeting. And so there are options for the due diligence, but we strongly encourage that all background checks be done on candidates so you know upfront on that.

In terms of salary and fringe benefits, the board needs to discuss the compensation range that you feel is appropriate for this particular job. So we suggest the board think about this in terms of total compensation package. Total compensation could include salary, annuities, board pickup of non-obligatory retirement payments, whole life insurance, auto allowance, residency requirements and any other fringe benefit that

Shawn Joseph:

has a monetary value attached to it except for the insurance package and other benefits that generally are provided to all other administrators. This information is needed during the advertising and screening process. So this can be decided at the tentative special board meeting on July 25th, 2024.

Next we have a proposed calendar for the search. So it is our goal to have this search completed by early November here. So as you look through today that we have the planning session, we're proposing on July 25th that there is a tentative special board meeting to discuss the engagement phase, the participants, timeline, advertising and due diligence, the things we just discussed. Then we would put the advertising out in August through September. We would give an update at the August 8th board meeting. You would receive another update on August 22nd, 2024. And then we would begin the interviews and the focus group meetings and that schedule will be determined once you give that information to Mr. Caruso. So between August 12th and August 29th, we would be engaging the community and the focus groups to collect the information. Simultaneously, we would have the online survey that would go out for everyone to participate in.

There would be a board workshop on September 4th, 2024. And at that time, we would discuss interview protocols and make some decisions about how you would like the interviews conducted and the process of the actual interviews. On September 12th, 2024, we would give you a draft leadership profile and we would present that to the board. So that way at that time, we would've heard from the community, heard from board members, and based upon that, give you a profile of what we have heard and what the community and board have communicated they're looking for in their next superintendent. On September 26th, the board would have an opportunity to approve that leadership profile. And then September 30th would be the application deadline.

So on October 2nd, there'd be another board work session and the slate would be presented to the board and the board would decide candidates that you would like to interview. On October 9th, the board would have initial interviews and adjudication. There'd be an update to the board on October 10th. And then on October 16th, semi-finalists will come for their second round of interviews and adjudication. And then there'd be an update on October 24th. And then on October 30th, the board would approve its finalist with the process ending on November 14th. Between that time, there'd be the opportunity for the board to work with the preferred candidate to complete the contract negotiations.

And at this time, I'm happy to answer any questions or if there's anything else the board might like to discuss at this time, I'm happy to answer.

Trustee Garcia Morales:

Thank you, Mr. Joseph. Colleagues, as I shared earlier, I'm going to provide additional comments to amplify the work that HYA has already done. And as a reminder, this is a meeting to help us prepare for the 25th of July. I also will provide... After I provide my comments, lead us into public comment and then we can provide questions to Mr. Joseph.

Shawn Joseph:

Sure.

Trustee Garcia Morales:

Thank you. So just want to make reference to regards to CCSD website. We will ask board counsel and board liaison to work with HYA in creating a page for the district website where we can share upcoming meetings, et cetera, for the community review. And we'll have this available to share on the July 25<sup>th</sup> meeting. Regarding interviews with board members, there will be one-on-one meetings with one trustee and the search firm representative only. Board counsel and board liaison will not be attending these meetings as the intent is for each trustee to really have one-on-one time with HYA. Please note that counsel and our board liaison will need to provide the trustees' contact information, email address, et cetera, to HYA for their use in scheduling the meetings. In addition to these meetings will occur within the next two weeks and prior to the July 25<sup>th</sup> meeting.

Regarding our focus groups, I think it's also important... It was mentioned already in the reference material. We need to give staff assistance in gathering the listing of community partners. And I believe that you all are clear. If there's additional clarity around that, please ask for that. But we need to be able to... The board counsel and board liaison will request from staff information, and it will have it available as reference material for a special board meeting on the 25<sup>th</sup>.

In the interim, thank you trustees for forwarding your list of individuals to our board liaison, Joe Caruso. That information will be posted on our July 25<sup>th</sup> meeting, so whatever it is that we send to Joe by the 25<sup>th</sup>, all that stuff will be posted as reference material for a special meeting on the 25<sup>th</sup>.

And then at that meeting as well, we'll have reviewed the focus group list, and we'll provide additional direction to HYA to begin working with the board liaison and council on a draft community meeting schedule to be reviewed at our August 7<sup>th</sup> meeting.

Regarding our online survey, I think it's also important to highlight that trustees are asked to email Joe, again, for their custom choice of questions by the 24<sup>th</sup> so that we can compile the list and review that on the 25<sup>th</sup>. Big meeting on the 25<sup>th</sup>. In addition, if there are any changes, additions to the desegregated groups, please send that again to Joseph Caruso. That information will be posted online as reference material on the 25<sup>th</sup>.

Regarding the slated candidates and expenses, we'll discuss that at the special board meeting on the 25<sup>th</sup>. Advertising options as was described. We will also need to make sure that we provide direction to the firm as to what option we would like to choose, and we will need to provide direction to the board liaison to submit a budget request to ensure that our budget has the necessary funding to pay for this item at the special meeting on the 25<sup>th</sup>. You guessed it, on the 25<sup>th</sup>.

In regards to the executive due diligence. Again, another thing that we'll need to provide direction to our board liaison to submit budget requests to ensure that we have the necessary funding to pay for this item at the special board meeting on July 25<sup>th</sup>.

And two more things here in regards to salary and fringe benefits, again, this is something we'll need to discuss during our July 25<sup>th</sup> meeting and the calendar for the search. This is the one item. The list of meetings will be added to your trustee calendars for your planning purposes. In addition, we'll plan on HYA attending the board work sessions on August 7<sup>th</sup> to provide an update for us. And that is one item that we will need action on is to approve the calendar for today.

All right, colleagues, I'm move on to... At this time I'm going to move on to individuals who signed up in advance. Mr. Gomez, are you still present? Come on up for public comment on this particular item.

After Mr. Gomez, we'll have Wendy Mulcock and Jodi Thornley.

## Public Hearing

David Gomez:

My name is David Gomez, President of Nevada Peace Alliance.

Jehovah, please help me. This is hard. I don't know who hired this firm. I don't. Now, I went through this before with Dr. Jara, and I told you guys, well, some of you, I'm sorry, apologize, some of you not to do it. Not to do it. And now all of you are feeling that from that. People were here parading saying, "Please do this, please do this." And they did it. "We need Dr. Jara." That's what they were saying. I remember that day. May 2nd, never forget it.

In 2019, veronews.com, Indian Rivers County School Board firm, which was [inaudible 00:37:56] sloppy, disorganized candidates, and other school districts who have been accused of sexual harassment. And bid fixing. This is in veronews.com in 2019. 2021, westworld.com, which also talked about the Daily Herald. 2005, 2015, 2021, Michigan School District, Illinois School District, Minnesota School District, Jefferson County Public Schools. The candidates had sexual harassment, mismanagement of district funds, and abuse of students in other positions.

Now, I don't know what they mean by background check. You can look, a turd can be shiny all they want. That's how I feel. You can make a turd as shiny as you want. But when it comes to this information, it's all on the internet. I don't have to make this up. You guys are responsible, and I'm holding you responsible, and God is holding you responsible. Jehovah is holding you responsible. Jesus Christ is holding you responsible.

We're dealing with children, we're dealing with my children. We're dealing with all my friend's children. That's why my son, who's the youngest candidate in Clark County as a commissioner, is running. Because he knows what it feels like to be one of those children under somebody's rule at times that are mismanaged and disorganized. He wants to fix these problems.

I'm holding you guys responsible to do the right thing. Look up this information. I'm not saying fire him, but I'm saying check everything. Everything. I don't care what this gentleman said. I don't care what his firms say. I don't care what their consulting firms say. I don't care what they say is about who's the best. They are not looking for the best. Their experience in the past have just said, you know what? We're just going to do bid fixing. You're paying \$500, maybe a thousand dollars to be in this bid, and then all of a sudden you get picked. Are they qualified for us?

We're Clark County. I'm a Nevadan. This gentleman obviously is not a Nevadan, but obviously he don't understand who we are, so please.

Trustee Garcia Morales:

Wendy, are you still present?

Wendy Mulcock:

Yes.

Trustee Garcia Morales:

Thank you. Wendy, followed by Jodi. Thank you.

Wendy Mulcock:

President Garcia Morales and honored trustees. For the record, my name is Wendy Mulcock. On April 30th, the Virgin Valley and Moapa Valley Community Education Advisory Board chairs, myself, and Ms. Jodi Thornley hosted a community input meeting for both valleys. You were all invited as well. The purpose of this meeting was to gather input from our rural areas to assist you in your superintendent selection.

You'll be pleased to know that much of what was expressed also applies to the entire school district. As a result, I recommend you include community input meetings on the superintendent search with your planning meeting agenda. We literally brought our community together in person. A broad representation in attendance included parents, teachers, former administrators, CEAB members, community members, and local media. I've emailed each of you the summary of comments from this meeting, but I would like to relay the overarching sentiments that were expressed.

Our new superintendent must: be willing to negotiate with unions, understand how budgeting works at individual school levels, have a strong work ethic, have good decision making skills, be humble and willing to work with us to address the problems we communicate to them, follow the law (specifically 388G), be transparent, have integrity, be trustworthy, trust their employees, recognize that our community is different from the urban Clark County, and honor previous district administrators commitments to form a rural remote region, which would allow local decision-making regarding grading, transportation, school schedules, budgeting, athletics, curriculum, professional development, etc.

Many of these topics and more have gone unassisted by our district and our superintendent. This meeting gave the opportunity for our community to actually use their voices to give their opinions and wishes for the future superintendent. It was an awesome meeting. I wish that you could have all been there.

Our community has spoken, and we are hopeful that our trustees will act upon our desires for our community in order to best meet our students' needs. So I emailed that to you. I recommend that you go and read those comments. And then I also have a copy of my public comment as well for each one of you. Thank you very much.

Trustee Garcia Morales:

Is Jodi present? Thank you, Jodi.

After Jodi, we have Dr. Lindsey Dalley and Dr. Ken Cox.

Jodi Thornley:

Good evening trustees. My name is Jodi Thornley, Virgin Valley CEAB, city of Mesquite.

Our two valleys have been working closely together for years, even though we're very fierce rivals on any kind of sports venue. Like if you want to see a good game, come on out. And if we can work together, anybody can work together. We want to now work together with you guys to become part of the solution to our public education concerns.

Our communities are very different from each other with unique issues all of our own. However, we have found more things in common. Recently we got together with our past superintendent Jara and his chief of staff Rafowski to discuss our issues. Most of our problems stem from our distance to central services. On a good day, we are on the road for at least three hours to get here and back, and then whatever we need to do while we're here.

We invited those two to come to our CEAB meeting and they agreed. During this meeting, Dr. Jara said, "Let's get the smart people together in a room and figure this out. So that's exactly what we did. We got

Jodi Thornley:

chief of staff Rafalski, our school associate superintendents, our principals from both valleys, our CEABs, and community members met, and we came up with a plan.

We decided that we would create a northeast educational rural remote region within CCSD with satellite office hours. This would be a focus on being a cost neutral endeavor for CCSD, but it would be priceless to us living in rural CCSD to have access to personnel that can make decisions quickly. We created a legal working group to research how we could do this without changing any current laws, a marketing group to create a PowerPoint to present to you, the trustees. Principals and SAS created a list of personnel needed for local office hours. Your principal of the year, Mari Perkins, was instrumental in this working group and has some fabulous ideas.

We are prepared to present this to you at any time if given the chance. We did meet with Brenda Larsen Mitchell, and she listened, and tonight she said she had a few new ideas. If it's not possible to get on the agenda, we would love to offer our services in any way, perhaps in some of these focus groups that were spoken of tonight during this search for a new superintendent to ensure our rural and underserved areas of CCSD are represented and have a voice.

We also request that whomever the new superintendent may be, that you ask them to attack these rural issues immediately. We don't have school choice in our area. We only have the eight schools to choose from. And that's why we are so very passionate about improving public education for all students in CCSD.

I'll leave my contact information in case anybody wants to take me up on that. Thank you.

Trustee Garcia Morales:

Thank you. Dr. Dalley.

Lindsey Dalley:

Okay. My name is Lindsey Dalley. And I live 60 miles away in Logandale. And it's a great place to live, but it is in Nevada. Okay, that's a common theme. I want to just let you know.

I'm currently vice chair of our community education advisory boards, short name CEAB, and I'm a community member of our high school SAT team and our middle school SAT team. I attended this CEAB community meeting because I had input, and I wanted to see what the flavor was in the community. And I had every aspect. We had teachers there, and they were pretty brave to get out there and start throwing ideas. They're a little intimidating.

Let's see. Interesting fact, just to give you a perspective, we're only 1.4% of the district. That's the number of our students, okay? The number of rural remote students in Clark County School District is 2%. Very high concentration of rural remote students in Northeast Clark County. That puts Clark County School District as the largest rural school district in Nevada. Now you're going to kind of wrap your head around that. How does that happen? When you consider the number of students that are remotely located away from the central services, we have the largest number.

After attending this meeting, all the comments were good and valid. But I'm going, oh my gosh, you guys, there's too many comments. And how you distill that down? And as I thought about it, I thought, okay, what characteristics, and I wrote this down, does the superintendent need to help rural and remote students within CCSD? Because we don't represent ourselves too well. And so why does that matter to the urban core? Because 98% of the district is the urban core.



Lindsey Dalley:

Well, communities are divided into many different demographics and subs. And rural and remote is just one of them. I can go into any of your communities or districts and find multiple different subgroups and demographics that are maybe having difficulty.

And this is not a beat up CCSD because you've got a big job. I would say 75% of CCSD, what CCSD does, does it very well. But the 25% I think is where the issue comes. And I'm saying that we're part of that 25% just like there's many other demographics and subgroups.

And so at the end of the day, to distill it down to a one-liner, the new superintendent needs the leadership and experience to bring policy and regulation solutions to the board to reach students outside what CCSD already does well. And to accomplish this, needs the ability to identify different student communities and solutions that fall outside what CCSD covers. That's 25%. I think it's going to drag you down, and I would be happy to volunteer for it.

Trustee Garcia Morales:

Thank you. Thank you, Mr. Dalley. Ken. Dr. Cox, excuse me.

Ken Cox:

Madam President, members of the board. I'm Dr. Ken Cox. I served as superintendent of [inaudible 00:49:31] School District in Oregon for 12 years, or for eight years. And as superintendent of the Minidoka County School District in Idaho six years.

I'm very familiar with the role that you have, the role that our interim superintendent, the person you're looking for, responsible. It is important in my experience that decisions be made as close to the classroom as possible. That's one of the challenges that you face with having such a large geographic district, so many students, so many different areas.

My wife and I left, and Jodi left Mesquite at 2:30 this afternoon to make sure we got here in time to beat traffic and all the other. It's a distance out. When I retired in 2020 and moved to Mesquite, one of the main reasons was because I woke up one morning to minus 21 degrees in southern Idaho. I decided I don't want to ever do that again. So I thought, well, maybe I'll go on the school board.

So I started looking and realized that Mesquite was part of Clark County, that I would have to travel 80 miles one way to come to a board meeting, and if I wanted to have a campaign to win, I'd have to campaign in Northeast Las Vegas in order to gain that seat. It didn't take me very long to realize that's probably not what I wanted to do in retirement.

But it's important that, as you've heard, some changes need to happen in the way things are dealt with those rural students that are 60, 80 miles away. One example that really doesn't involve you, but just to give you a sense, before school ended this year, we had an entire hallway at Virgin Valley High School where all of the restrooms were overflowing, all the toilets were. So the district hired somebody to fix it out of state from St. George instead of hiring somebody local, Mesquite.

Now that's not your job. Your job is provide direction to the superintendent. I always use the analogy that the board gave the destination and the superintendent was the commander in chief of the fleet. And each principal had their own ship. Now, sometimes it's easy for those ships to get off course, and that's the superintendent's job. Your job is to provide direction. And it would be imperative and helpful to the people of those valleys and other places in order to provide direction for someone who has some idea of what it means to be local and have the opportunity to think outside the box and provide opportunities that resolve some of those issues without making them go out of state. Thank you.

Trustee Garcia Morales:

Thank you. Thank you. Thank you. I have a couple of other public comment individuals. I believe Robert Cowles, followed by Vicki Kreidel, and Tim Underwood.

Robert Cowles:

Good evening, Madam President and trustees. For the record, my name is Robert Cowles. Your tentative schedule for having it done is now mid-November. At least it's after the election. This board should not be making the decision as to who the next superintendent. That should happen after the election and after the next board is sworn in. You're losing at least three members and possibly a fourth. That should be done by the next board. People of Clark County should have a say in who's going to sit up on the dais and who's going to make that decision as to who our next superintendent.

I will respectfully ask that you do not have your meetings regarding this entire search during school days, during school hours. Just effectively cut out 40,000 employees from being able to participate in that process. And given that it directly affects us, we should be able to at least have the opportunity to come and participate. I know that we're not the only people involved. I know that there are a variety of different work schedules, and so you'll have to have a variety of different meetings. I want to make sure that at least some of those meetings overlap with our ability to show up and speak. Thank you.

Trustee Garcia Morales:

Vicki. Followed by Tim Underwood.

Vicki Kreidel:

Good evening. My name is Vicki Kreidel. I'm president of NEA Southern Nevada. I'm a teacher in Clark County School District. I had a number of educators reach out to me about the 9:00 a.m. meeting, that some of us are very invested in making sure that we get a good superintendent in place. We want to attend the meetings. We want to testify during public comment period. And if it's in the afternoon, some people can attend. And maybe not everyone, but if it's at 9:00 a.m., none of us can attend. We're back at work on August 7th. So I want to ask you to reconsider those 9:00 a.m. meetings, because that completely eliminates the ability for any CCSD staff. Thank you.

Trustee Garcia Morales:

Mr. Underwood.

Tim Underwood:

Hi, Tim Underwood, CCSD grandparent and candidate for State Board of Education.

The professional class who've put the Clark County School District into siege mode have their fancy degrees and come complete with the conceit of knowledge which puffs up their egos to monstrous degrees. They walk in lockstep with the aggressive progressive agenda that Nevada families despise.

The laptop class's contemptuous attitude to school families in Clark County is so bad that they openly make policies that harm school children, lead them to death in various ways. This happens either through the indoctrination of impressionable young school children to harm their healthy sexual organs or to hold their fellow students in murderous contempt for the color of their skin.

Tim Underwood:

Today this merry band of mendacious policymakers, the trustees of the besieged CCSD strive to replace their failed superintendent, Jesus "hit-and-run" Jara. The man this district foolishly hired cannot be replaced by another inferior superintendent who lacks the vision of the people of Clark County.

Therefore, the responsible citizens of Southern Nevada demand you hire a candidate of excellence, drive, and educational ambition. The next superintendent of Clark County must be a reform superintendent, one who can guarantee he will bring CCSD and hence the Nevada K through 12 public education system, since we make up most of the state's students, bring us to rank in the top half of the nation within four years. That is the standard that is necessary to make impact on Nevada's education equality. If he or she cannot commit to such a path, then she's not fit for the job.

The school parents of Clark County care nothing about the precious plans of outsiders or of the professional class. We care about Nevada values, not those of Washington DC or some other foreign source or any other main hub of political favor. We want Nevada values. So trash your violent policies and progressive pipe dreams. Flush your critical race theory and gender ideology down the toilet.

In the code of filling for federal dollars and the administrative funding of race-based programs that violate the Civil Rights Act, and bring back excellence to the students and families of CCSD, and return those saved monies to teacher pay, and teacher pay only. Hire a superintendent who'll make the Clark County School District a leader in the nation for educational excellence. Otherwise, you'll go down in Nevada history as just another CCSD school board who failed their constituents and the school families of the greater Las Vegas area and who kept us last in the nation. Top 25 in the nation or bust.

Trustee Garcia Morales:

All right, colleagues, at this time we are seeking your discussion and action. Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President. Thank you, Dr. Joseph for giving us this kickoff here to this very complex process. I had just a couple of quick questions.

So I have to agree with one of our public commenters tonight, but I already had noticed this. Our July 25th meeting in the interest of transparency, and the topic says to discuss/engage phase, participants, timeline, advertising, due diligence options. I'm okay with a nine o'clock for that because it really sounds like a trustee work session is what it sounds like.

But the other ones, the content is listed, the topic is listed as October 9th board, initial interviews, and adjudication. October 16th, 9:00 a.m. semi-finalist interviews. And October 30th. To approve finalist selection. I would think in the interest of transparency and community involvement, which is really what is one of our primary focuses in the search. I'm not sure who made that decision on that, but I would say that I am definitely opposed to that in interest of not excluding our educators, our community, our students, and anybody else who would like to come. So that's just guys, a comment.

A couple of questions real quick. We were presented with at your very excellent presentation when you were selected, with a very diverse, both national and local staff. So are we going to be having... Is Ms. Kaweeda Adams and Ms. LeAnne Montoya, who both have experience in this district, are they going to be involved and part of this? Are they going to be receiving updates, interacting with us? I mean, can you give me a little bit of insight on that?

Shawn Joseph:

Yes, absolutely. Thank you for the question. Right now we will engage everyone. To start off, we've been really focused in just making sure that there's clarity and content in terms of the process. Once we engage, it's going to take all hands on deck to engage your community because it's very large, it's very diverse, and we're going to need to have everyone all hands on deck as we work towards that. And as we go through the interview process, again with 11 commissioners, we will need to have everyone engaging and working forth. And then it's going to be all hands on deck as we go for looking for candidates when we get into that process.

Trustee Cavazos:

Thank you.

Shawn Joseph:

So, yes.

Trustee Cavazos:

Thank you. I like your phrase all hands on deck. Most definitely. So when you say that, you're talking about that our local consultants would be part of this process with us also?

Shawn Joseph:

Absolutely.

Trustee Cavazos:

Okay. And on the 9:00 a.m., is that HYA suggestion to make the meetings with these topics at nine o'clock?

Shawn Joseph:

No. HYA will show up whenever the board tells us to show up, so we [inaudible 01:01:43].

Trustee Cavazos:

Okay, but is this the suggestion?

Shawn Joseph:

This is just simply a suggestion. And on the 25th.

Trustee Cavazos:

Oh, it's simply a suggestion.

Shawn Joseph:

Feel free to change.

Trustee Cavazos:

All right. I'll hold off. My other two questions are kind of like lengthy and I like to give my colleagues a chance to ask questions. Thank you so much.

Shawn Joseph:

Thank you.

Trustee Garcia Morales:

Thank you. Trustee Zamora.

Trustee Zamora:

Thank you, Madam President. I actually had the same question about our local folks. Because as we talk about community and transparency, and if there's already a relationship there, how do we strengthen that and use that to have these community meetings? So thank you for that question, Trustee Cavazos.

And I also agree the 9 a.m.'s, if there's something we can discuss president, I would really see how we change that. Thank you.

Trustee Garcia Morales:

Thank you for that. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

Thank you, Mr. Joseph for the comprehensive flow chart. I'm a visual learner. I love seeing it.

So in the past presentation, I recall there was a mention of a data dashboard. So my asking, it may be for a work session, but I want it to go on record. Will we have individual every trustee access to that dashboard to see all of the candidates that are going to apply? That's my first question.

Shawn Joseph:

So the board can decide collectively if you would like us to have the dashboard. I believe we talked about having the website as well, and just putting everything that would be in the dashboard on a website. The board's preference.

Trustee Esparza-Stoffregan:

Thank you for that. And the reason I want to do a follow-up to that is I did do a little researching online about some of your previous searches, because you're so comprehensive nationally. I like to learn lessons and not make the same mistakes.

Shawn Joseph:

Yes, ma'am.

Trustee Esparza-Stoffregan:

I'm an educator by heart. So I noticed, and I'm just going to bring it up because it's on in the internet. Memphis. Memphis was kind of a little bit rough, and you had about 21 candidates initially, I guess, or maybe I don't know the details of it. You narrowed it down to three, down to one, but there were some community issues. And I don't know if it was, could you clarify so that... I want to talk about it. Because I don't want to do that. I don't want us to have that same lesson to learn.

Shawn Joseph:

Sure. If you can clarify the question. I wasn't the actual consultant on the Memphis search, but I'm aware of Memphis in general. So I can-

Trustee Esparza-Stoffregan:

In general, the readings that I looked at, it said that there was a search that had been started for their superintendent. Then there was a bit of a pause. There was potentially, and don't quote me on this, but potentially lack of some community input. And there was not much transparency from the community's point of view. So the board pulled back, and they did a pause and they did a reset. I don't know, that's the context of what I'm asking.

Shawn Joseph:

Sure. What I can say, from my understanding, all searches are different. And it's our job as the consultants is to hear the board, hear the community's wishes, and move forward.

In the Memphis search, I'm aware of that they presented a slate. The board reviewed that slate and preferred that they go out and find additional candidates. So they had a slate. And they were, because the original conversation from the board was they really wanted sitting superintendents to apply. And it's just like Nevada, Tennessee is an open process.

So when they announced the slate, there were sitting people who had had superintendent experience. The board reviewed. The board decided they did not prefer those candidates that were selected. And then they went back into the community and they brought a second slate in, and then the second slate, they decided.

So one thing that we do that's important, and I will tell you the same thing happened similarly in Atlanta, we just recently did the Atlanta search. We had a criteria, a leadership criteria. We presented a slate to the board. The board interviewed. They had some challenges. It was supposed to be a closed search, but then there were some leaks that went out into the community and things of that nature, which endangered some of the candidates who expected a closed search. So the board stopped, recalibrated, did some training with the Georgia School Board Association, and then asked us to go out and look for additional candidates, which we did. And we identified Dr. Brian Johnson who fit the criteria and went through the community process and worked through.

So these searches are complex. And it's our job to know the community, work closely with the board, be the board's ambassadors, and give advice. But all we give at times is advice. So for example, as we went through the slate today with the different options, there are some school boards that choose not to pay for background checks. And when that happens, we can caution you. There could be a potential danger there. And it is always worth it to pay for the background check. When it doesn't happen, and then something comes on the afterthought, it is not our intent as a firm to say we told you. So we just say, well, that's what happens if you don't do a background check at times. There could be something there. We should know. Working upfront to do that is good practice as we go through.

Trustee Esparza-Stoffregan:

Thank you. And again, I appreciate that, because I think we do want to learn from that, and that's why we hired you.

My last question would be, I'm encouraged by the amount of candidates that you've been able to garner for past searches. That means it's a wide net. I'm curious about our timeline. I'm curious about the timing of the school year...

Shawn Joseph:

Yes.

Trustee Esparza-Stoffregan:

I'm curious about the timing of the school year. Most superintendents are sitting in their role.

Shawn Joseph:

Yes.

Trustee Esparza-Stoffregan:

And so I'm wondering from your experience, do you foresee that being a problem for someone that's already established in their role to consider coming to us?

Shawn Joseph:

I do not. I do not, because Clark County is a place that I think a capable, competent, accomplished superintendent would want to come. And there's never a right time to leave, particularly when you're being successful. I mean, everybody is angry besides the incoming, the people that they're going to, I would say. But, no, I don't think the time... It is not uncommon for a board to hire a superintendent in November, December and then have some transition time.

Trustee Esparza-Stoffregan:

Thank you.

Trustee Garcia Morales:

Thank you. Oh, trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. I have a couple of questions. So on page 7 of 14, it talks about the stakeholder groups. And so my questions are, one, there's existing lists, because we've gone through this process, so from the climate survey and plus the previous conversation, how will those be integrated? I'm not looking for an answer now. I'm just want to make a statement. How are we going to use those? And then the list that is due on July 24th, what kind of information is it? Just name? Do you need a contact? Do you need a phone number, an email address? How do you want that given to Joe? So we could get more instructions.

I do appreciate the public comment and what my other colleagues have said on the July 25th, 9:00 a.m. meeting. That one doesn't bother me. But the other ones, also looking at towards the end of the process, the 9:00 a.m. may not work for our community. I do want to know how we will get rural involvement, Mr. Joseph, that I heard Mesquite and Logandale, and I know it's not an area I represent, but it is an important part of our population.

And then the last one on this one is the 2.3 million people that live in the southern Nevada region. I would like to know from you, and you don't have to tell me now, a goal to reach, right? If we had this community input, then if we were to get, I'm just making it up, 80,000 people to actually participate in some way,

Trustee Bustamante Adams:

whether it's a survey or a focus group, give me something where I could say, "Okay, this is great participation and involvement." So just think about that.

The next thing is on page 11, my questions on the background checks is, does that also involve social media? How deep do you go into that? I appreciate the public comment, and I do want to consider if that is part of the research that you will do. And did you mention if that was in-house, the background checks? Did you, or do you...?

Shawn Joseph:

So we use an outside firm to conduct the background check, and it's very extensive. We cover everything, both financial, as well as criminal records.

Trustee Bustamante Adams:

Okay. And social media.

Shawn Joseph:

So social media, we do speak to the board and communicate to the board any social media that's there. We go through everything, and we will walk through the board. There are times, as you know, when you are a public official, you have lots of entities that communicate things, from blogs to more credible sources, to sources that we present it all to you. So we will just share what we've seen. If anybody looks on this candidate, here's what you will see. And then we will speak with candidates about it and try to bring some contextualization, if we can, to it.

Trustee Bustamante Adams:

Okay. Thank you. And on page 12, and, Madam President, there's several decision points that we have to make before the July 25th meeting. And so for me, it would help if all that was listed just on one page so I could be ready to share my opinion, and so if that could be an organizational item, but I want to ask you, Mr. Joseph, in the Atlanta search that you recently did, how did they handle compensation, if you could share?

Shawn Joseph:

Yeah, so with the compensation, we had a meeting on the end where we talked about the full package. A best practice is to focus on what's the dollar amount you want to spend total value. Sometimes, not getting into the weeds, so if you just look at we've budgeted \$500,000. That includes salary, compensation, benefits, healthcare, everything all included. Have that number. It's easier than... Because when you go into negotiations, then you know where you are. We're not going to go over X.

But if I'm retired from a state, I may not need healthcare. So I may prefer the dollars that you would've allocated to healthcare to go towards something else. That's not a big deal for the board if it stays within your bottom line number. And I think a best practice is for the board to really be clear on what that bottom line number is that you're not going to go above in terms of your negotiations. It makes it a lot smoother then, because then for the candidate they know. Nice to ask, they're not going to do that. And here's what you can negotiate as you work through.



Trustee Bustamante Adams:

Got it. Thank you. On page 10 when it talked about the advertising options, so did you say that you do this internally, or do you outsource that, as well?

Shawn Joseph:

So for the advertising, we work with entities where people go. So we recommend package two at a minimum, because it allows you multiple national places to have it where people will see. We also have it on the HYA website. We have thousands of people that go to it, because we post all of the superintendent searches in the country, whether we're doing the search or not. So as a result, it has very high traffic where we go there. But we recommend that you advertise broadly so people know about it, they know the deadline.

We have the links there where they can easily get the leadership profile. They can easily apply. We want to make the application process simple, but we don't begin recruiting until we hear from you what it is we're looking for. That's very important to us, because there are lots of people who think they want to come to Clark County, but they don't know they don't fit the profile. And so when we bring you a slate, it's incumbent upon us to talk to you about here's how this individual meets the profile that the community said they were looking for.

Trustee Bustamante Adams:

Got it. Thank you. And then just my last question, Madam President. On page seven, it's about those stakeholder groups. So if one entity wanted to do a focus group, like in the rules, what is the timeframe that you give to them and how would that work? Have you done it in the past where you've been in a community where it's urban and rural?

Shawn Joseph:

Yes. Yes. I mean, many of our larger districts have suburban, urban, and rural characteristics. We do a combination of in-person and virtual sessions, and depending on how many sessions you want and where you want, I mean, we will go where you need us to go. I think it's important that where will we get the most feedback? Where will we get the most engagement? You asked a question regarding the survey. Most researchers will tell you if you can get about 30%, it's pretty valid. That's what you want to shoot towards as you look at it. 30% of a total population is an ideal at a minimum.

Trustee Bustamante Adams:

Thank you so much.

Trustee Garcia Morales:

Thank you. Okay. I'm going to keep hearing from colleagues. Trustee Zamora?

Trustee Zamora:

We want to go, [inaudible 01:17:30]?

Trustee Williams:

[inaudible 01:17:30].

Trustee Zamora:

This is my second time.

Trustee Garcia Morales:

Thank you. Thank you for indicating that this is the second round. Actually, I have Trustee Williams. Trustee Zamora, I'm going to ask you to go back in the queue in a minute. Thank you. Trustee Williams, and then I'll go on to the cloud. Trustee Guzmán and Trustee Brooks, I'll give you a chance to weigh in here in a second. Trustee Williams?

Trustee Williams:

Thank you, Madam President, thanks for your presentation. I like it because it's simple, and it's very straightforward. I can't express enough how much I hate when people come in here with gigantic presentations and it's 90 pages of nonsense. Doesn't make sense, and it's really hard for most people to understand.

I am going to agree with the sentiments, the 9:00 a.m. meetings. This is actually the reason that we actually moved our work sessions to 4:00 p.m. so that community members could come to our work sessions also, because we were doing work sessions that were discussing public policy that actually affect our teachers and our students and our staff, and they couldn't even speak on it, because they were working.

And so I'm going to agree with the sentiments that 9:00 a.m. meetings just don't make sense. The reimbursements, I think there's a moment there and there's a comment in there. I guess can you explain that to me, what the reimbursements look like? My concern is people will bid for this position because they want a weekend trip in Vegas.

Shawn Joseph:

A best practice would be to pay for the candidate to come. These are the screened candidates that you have interest in to interview, and most districts do reimburse them for their travel expense, and we make sure we tell them it is a regular ticket. Try to do it as soon as possible, stay at a regular, moderately-priced hotel, and, no, we do not reimburse for food, or beverage, or anything of that nature.

Trustee Williams:

Yeah, my concern, just because the districts sometimes gets scrutiny for their recruiting efforts, their recruiting trips, things like that, things that do happen. Trustees go on trips because we have to in certain time frames. We're allotted a certain dollar amount. We're allotted certain things that we can pay for, things we can't pay for.

What I don't want it to turn into is that maybe we have 10 screened candidates that we express interest in, that we want these people to come here and interview, and then we have \$10,000, \$20,000 additional that we have to reimburse because they went to Nobu, because we put up a dollar amount and said, "We'll pay for this much." I don't want that, right? Because we're fiscally responsible for the district's money.

And then as far as the community meetings go, there's your community right there. The rurals drove 80 miles in to come talk to you, so I appreciate you guys coming. I always appreciate when you're here, and that was my concern, too. I'm going to echo Trustee Bustamante Adams that it's very difficult for them to come in all the time.

Trustee Williams:

They do it because they're dedicated, but they're a small portion of a very large community that's out there in the desert, and they're just on that side. We have other rural communities inside of Clark County, as well. So I guess just think that through. I don't have a question there, but I just wanted to thank you for just cutting right through it. Thank you. I appreciate it.

Shawn Joseph:

Thank you.

Trustee Garcia Morales:

Thank you. Trustee Guzmán?

Trustee Guzmán:

Thank you. I appreciate this, and I appreciated the presentation, because I am also a visual learner. I am looking at slide 10, and I'm looking at your advertising where it says, "We recommend package two plus ALAS and NASB." My question is, if you are recommending package two, can you tell me how much it's going to cost us, additionally, for ALAS and NASB?

Shawn Joseph:

I can get you the specific cost. I can get you the specific cost as a follow-up. I believe it is in the range of about \$1,000 each, maybe 700 to \$1,000 dollars each, but I'll get you the specific number, because I'm not sure off the top of my head.

Trustee Guzmán:

Okay. I'm just trying to figure out costs. Okay. And then when you're doing your background checks, I know this is going to sound weird, but are you also asking them if they hold a fingerprint clearance card in their state?

Shawn Joseph:

You said a fingerprint-

Trustee Guzmán:

Clearance card.

Shawn Joseph:

Clearance card.

Trustee Garcia Morales:

It's a card that we use, I believe, for food service. Can you explain a little bit further, please?

Trustee Guzmán:

Sure. It's something that, it's almost like a background check. It is a background check, and every educator has to hold one in the United States, and it means that there has been an opportunity for the FBI to look

Trustee Guzmán:

into them. So my question is if you ask them if they hold a fingerprint clearance card, because it's not just Nevada. They have them in all states.

Shawn Joseph:

Yes, I know. We give a very comprehensive battery, both a federal, state, and financial, and it's a very detailed report that you'll receive on... Anything that's ever been done, it will show up on this report.

Trustee Guzmán:

Okay. All right. And the last question that I have is, when you were talking about our interview process for the actual trustees, I'm not talking about for the superintendents, because this is something that is important and needs to be done. Will you be sending us the questions ahead of time so that we don't spend an hour clarifying questions, or is that something that you can do?

Shawn Joseph:

Yes, so when we have the interview protocol process, we will talk about how the board would best like to perceive it, because there are numerous ways you can go through an interview process. So we'll discuss. We can give you sample questions in advance. We can have board members submit potential questions. Typically, as a best practice, we typically ask community members to send potential questions that they'd like asked, as well. We gather that, and then we will present a slate of potential questions for the board to ask. And then we come up with a...

The board has the right to decide how they want to do it, and we just work with you to say, "Here are potential options at where you want to go." For us, we as a best practice, we always recommend to ask questions related to your leadership profile, seeing how people have put time into devising and developing and saying, "This is what we want." You want to ask questions that just directly get to, "What evidence do you have to show these things that our community and our board have said are important to us." But we-

Trustee Guzmán:

Great. That's amazing. I did not ask my question correctly. I'm talking about when you guys talk to us, specifically, the 11 of us.

Shawn Joseph:

Yes.

Trustee Guzmán:

And will we be able to get the questions that you're going to ask the 11 of us ahead of time?

Shawn Joseph:

Oh. We can. We can definitely send that to you, yes.

Trustee Guzmán:

Okay. Okay. That's great. I'm sorry.

Shawn Joseph:

No problem.

Trustee Guzmán:

When I'm not there it's hard for me to connect, but I am grateful that we will be able to also mold the questions. So thank you, and thank you, President Garcia Morales.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. I want to make for the record here indicate that the advertising packages or services is a reference material. Package two is \$3,400.

Shawn Joseph:

Thank you.

Trustee Garcia Morales:

I forgot that we had that, but went through with this so, so there's several package information-

Shawn Joseph:

Yeah, I think on there she asked for, because package two, and then it's a plus ALAS and NASB. Those are different. So she was asking the specifics.

Trustee Garcia Morales:

Oh, in addition to that, oh.

Shawn Joseph:

She was asking the specifics, and that I can get you the specifics on. I believe it's about \$700 to \$800, but I'll make sure I get you that.

Trustee Garcia Morales:

Close. 5200. 5,000. 520. 52,000, sure. Yeah, why not? Let's throw a couple numbers. \$520 according to this second page.

Shawn Joseph:

Thank you.

Trustee Garcia Morales:

Yeah, thank you. Thank you. Teamwork. All right. Trustee Brooks, do you have any questions?

Trustee Brooks:

Thank you, Madam President. Yeah, just a brief one. I agree that the community should be included. I also think there's a reason the process is mapped out to include broad feedback versus forcing people to come to give public comment at each step. So I'm glad there's an intentional focus on reaching voices throughout the community in what seems to be an unbiased manner to me.

Trustee Brooks:

I disagree slightly with some of my peers about 9:00 a.m. meetings. Some meetings, like interviews, we'll have to start before 5:00 p.m. or we'll be ending at 2:00 a.m. and I think we can push the time past 9:00 a.m., but I don't think there's any way to start in the evening. And one challenge that I think this board experiences pretty frequently is placing value on feedback that's collected outside of the boardroom. So my question is, how would we go about or have you experienced that sort of problem in other communities, and how would you go about addressing it?

Shawn Joseph:

Addressing the board, utilizing feedback outside of, is that the question?

Trustee Brooks:

Yeah, ensuring that the board recognizes the value, and that it's truly representative of the community. If say you collect feedback, and then a large group of people come to the boardroom and counter that feedback, is there any way to provide validity to the information that you're collecting?

Shawn Joseph:

Well, one of the things that can be done, and we'll talk about this in the interview protocols, is when you hear a candidate and then there's the debriefing, you can debrief focused on the leadership profile criteria. What did we hear, what did we see? What evidence do we have that this candidate fits this criteria? And you can look at and compare candidates based upon what you saw, what was in their applications, what was in their resume, and what you heard, and then have a collective conversation to come to consensus, and we would work to help you come to consensus with that.

Trustee Brooks:

Okay. Thank you for that. I don't have any additional questions.

Trustee Garcia Morales:

Thank you. Trustee Zamora, do I have your permission to go to members who haven't had a chance to share their questions just yet?

Trustee Brooks:

I guess.

Trustee Garcia Morales:

No, I know. Quick, quick, quick. Thank you, Trustee Esparza-Stoffregan. I appreciate you providing that flexibility so we can allow Trustee Satory, I'm sorry, Trustee Watson first followed by Trustee Satory, and then I'll take a stab at this.

Trustee Watson:

Thank you, Madam President. I want to say I appreciate the presentation, and I think most of my colleagues have addressed the July 25th meeting, and I will be sending in my list to Joe Caruso of those individuals as soon as possible way before the July 24th, because I think that's important that we get those

Trustee Watson:

names and organizations in as soon as possible, because I think that's going to be part of our overall community piece. So thank you very much. That's all. I want to make sure I said that.

Trustee Garcia Morales:

Okay. Thank you. Trustee Satory?

Trustee Satory:

Hi. Thank you very much for your presentation. It was very clear and I appreciate that. My question was, when you were mentioning the compensation package, I know I've seen some data of salaries and other large districts as well, but are you able to provide us some comparable information from some recent searches and what their packages look like so we can just kind of have a basis there?

Shawn Joseph:

Yes.

Trustee Garcia Morales:

Perfect. Thank you, colleagues. I want to go over a couple of things here since I've heard you loud and clear the desire to shift. There seems to be some agreement to shift the time, the start time of the interview meetings in October beyond 9:00 a.m. Remember when we were discussing the structure of these meetings... Shawn, could you remind me?

One of the things that I asked was how many candidates do you recommend that we have? And then we also talked about what the timing would be like for these interviews. Are they hour-long interviews, two hour-long interviews, so that we could plan backwards and determine if it's not 8:00, 9:00 a.m. then maybe it's 12:00 p.m., but certainly maybe not 4:00 p.m. So could you provide some additional guidance and insight into that?

Shawn Joseph:

Sure. It's definitely a discussion point for the board. Typically, an hour and a half is a good time to give you an opportunity to ask structured questions and then have follow-up opportunity to feel like you've got a sense and all. Particularly because you have a pretty large board, you want every board member to have an opportunity to ask a question and have opportunity to have follow-up questions if that is needed. The due diligence, I think, is very important because your board is so large. And even from an hour and a half to two hours each, I've seen boards do interviews on weekends. That's an option that the board has to make things easier.

I can tell you when we were... The recent Atlanta search that I participated in, we interviewed on Saturdays, Sundays. It happened. Because they wanted the time, and they wanted the opportunity, and because people had busy work schedules, they chose to do that, and that is an option that the board could choose as you go through. But I would say anywhere between an hour and a half to two hours, particularly if the board chooses to have candidates have presentations.

Sometimes boards are interested and the community is interested in seeing someone's work in action, actually seeing them present, actually seeing them present data and giving them a scenario to address. And if that happens, then that takes time for them to be able to do that, and then the board to have follow-up questions that come from the actual presentations.

Trustee Garcia Morales:

Thank you. So about two hours per candidate, and then how many candidates? I mean I know it's hard to tell right now, but on average, what are you seeing in your other searches?

Shawn Joseph:

So my personal opinion is every great candidate that fits the profile should be interviewed. You don't want to miss one. I wouldn't put an arbitrary number on it. If you had 20 great candidates, I think it's incumbent upon the board to see 20 great people. We'll present that list slate to you. I mean, of course, you want to narrow down. Typically, you'll see in the first round anywhere from 8 to 10, if there are 8 to 10 people. Then it narrows down typically to 5 to 3.

Trustee Garcia Morales:

As finalists, you mean?

Shawn Joseph:

That move into that second round.

Trustee Garcia Morales:

Okay. For the interviews, specifically. Yeah, I think that's-

Shawn Joseph:

So it just really depends on what your profile says and how many candidates actually fit that profile.

Trustee Garcia Morales:

Okay, very good. Thank you. And one thing I want to be mindful of is the two hours more or less per candidate plus public comment time, and if there's any breaks for members to get up and stretch, we need to incorporate that. That feels like a full day already. But I also want to note for the record here, colleagues, I know some of this is contingent.

We're making some hypotheticals here when it comes to possibilities right now. This could easily be a ten-hour day when it comes to that final phase where we're interviewing people, so we may perhaps at this time keep it still at 9:00 a.m., but know that as we get closer we can make potentially those changes. The thing that we need to be mindful of is ensure that we post it with a reasonable amount of time.

I don't know, I think that may be a good in-between, a good compromise at this moment. There's a desire to have this meeting later in the evening, also recognizing that we don't have all the details to determine how many candidates we'll have. I'm also interested to hear colleagues' appetite for weekend meetings, as well.

Shawn Joseph:

And one of the decision points for the board will be how do you want to, or how do you engage the community in the process? And from what I understand about Clark County schools, that's going to be really important for you all. And thinking that through, at what point do you engage for the community to be able to feel like they have engaged, and worked with, talked to candidates?



Trustee Garcia Morales:

Thank you. I also want to be mindful and remind my colleagues that there is, based on NRS there are certain limitations that we have in compensation of superintendents, specifically our superintendents, specifically around benefits. And we can be reminded of that when we get closer to that particular piece.

Shawn Joseph:

Yes.

Trustee Garcia Morales:

Okay. Great. Colleagues, I believe... And then I've heard loud and clear the need to provide additional clarity to spell out what items need to be deliberated on on the 25th. So thank you for that feedback. Great. I'm going to move forward to Trustee Zamora since she was first in the queue, and then Trustee Esparza-Stoffregan again, if that's okay. Thank you, colleagues.

Trustee Zamora:

Thank you, Madam president. I had too many notes. Piggybacking off the conversation we just had about the flexibility, can we also look at ideas of maybe splitting those long interviews, maybe starting, maybe not four or five, but three o'clock and then splitting them in two days. Because I'm also thinking about us, right? Because if we're working all morning, and then we come and it's just interviews, I really want to have a fresh mind coming in and paying attention and everything.

So is that an idea, as well, being able to split it? I actually really love the idea of the weekends. I know it's a weekend, but, I mean, we signed up to also do our job, and if that means a weekend, that we're going to do it weekend. So I love that idea. So definitely seeing if that's another option, just splitting interviews in two days, I think I would love to see a little bit more of that.

The other thing is I think for our team, as we talk about CCSD's website's dedicated page definitely, and I'm looking over there at our comms per people, if we can... My suggestion would be if we can have it as a tab on our website, because if it's anything CCSD, our community's going to go straight to our website. I wouldn't want to have another website that they have to go to, just all housed in one place.

And I think about Focus Kids, a project we did with our community a few years ago, I think three, four years ago. It was so easy to find all the information. It was easy to find all the meetings that were coming up specifically for that. It was just everything housed. And I would like and suggest that if we could just have it in a tab or as easy on our website to find.

Another thing I had a concern about was the focus groups, and the interviews, and the timeline of dates that we currently have. So we have our online survey and our interviews of focus groups meetings both starting on August 12, which is also the first day of school. And my biggest concern is just us being intentional of how we have these meetings, because first week we already know it's going to be difficult for our community, for our staff, for our families, anyone involved with children starting on that first week.

So I don't have the answer, but it's something that definitely I wanted to put on us, on our radar of how are we intentional to make sure that we are thinking about that in that timeline as they're starting in the school year. The other thing that I had, it's a question, I guess, for you, President, who will have the final say on what communities we go into? Is that something we will vote on?

Trustee Garcia Morales:

That's the intention of the list gathering, and then determining as a group on the 25th, that may be a comprehensive meeting to help us determine what pockets exist and where we... Yeah, that's a decision point for the 25th.

Trustee Zamora:

Okay, perfect. And that's it. Thank you.

Trustee Garcia Morales:

Super. Thank you. Trustee Esparza-Stoffregan? Great, there you go.

Trustee Esparza-Stoffregan:

Glad we gave you a bottle of water, Mr. Joseph.

Shawn Joseph:

No problem.

Trustee Esparza-Stoffregan:

If you need another one, we're happy to give that to you.

Shawn Joseph:

Thank you so much.

Trustee Esparza-Stoffregan:

So, basically, I want to go into the survey. The survey, I know that we can provide some customized questions to Mr. Caruso to include. The survey once it's posted, I believe on August the 12th, which would be our first day of school, which is going to be public, which is a good day, because, hopefully, people will be able to advertise that. Will that be provided in multiple languages, and what would those languages be, so we have an understanding?

Shawn Joseph:

You tell us the language, and we will put it in that language. We have a broad array. There's not a language that I've come across yet that we have not been able to do it for. I just recently did the survey in Patterson, New Jersey, and they have a strong Bengali, Arabic, Spanish, English. There was one more. It was translated for employees as well as for the community. I think it's important for both.

Trustee Esparza-Stoffregan:

So we are very much that community, very diverse, and we would need that. I think that's a conversation when we do our planning time. And I would love to have... I guess I'm looking to our personnel, the languages that are predominant, because I know we have quite a few in our community. And to have them have that opportunity to weigh in would be very... I would want us to be ready to have that discussion. So I'm looking at us.

Shawn Joseph:

Yes.

Trustee Esparza-Stoffregan:

When the candidates are physically doing the interview with us, is there a process for the community to actually give us some immediate input as they're giving us their responses? Do you have a note catcher? Is there something that they can provide feedback to us as they're listening to each candidate?

Shawn Joseph:

Yes, we could. Yes, that's something we could easily have a QR code for each person and allow... Because it's a public process, we could do that real time pretty easily to gather that type of information if the board chose to do something like that. Yes.

Trustee Esparza-Stoffregan:

I just want to put that idea to my colleagues because I think that's invaluable because we realize that people may not be able to be there physically in person. So we want to be able to provide a resource for rural communities, for communities that may be working. We're 24/7 city in Vegas, so that's something I want to kind of put out there. My last comment is I like to do research, so I found Dayton's agreement with you. So really, it's not even a question for you. Well, actually it is. So in their agreement it says that you guys would provide up to 32 one-hour engagement sessions. Their engagement sessions were defined as like interview, focus group, town hall meeting. But what I like about their agreement, which I want us to consider, is that we could have additional sessions be added per the daily rate in the pricing section.

Shawn Joseph:

Yes. So for example, in Atlanta we did over 60 sessions because that was their... They wanted deep engagement and had lots of communities that they wanted to hear from. And so we did that.

Trustee Esparza-Stoffregan:

And, of course, that was a combination of in-person hybrid online.

Shawn Joseph:

Yes.

Trustee Esparza-Stoffregan:

Okay. So that's an option for us.

Shawn Joseph:

Yes.

Trustee Esparza-Stoffregan:

We will not be limited-

Shawn Joseph:

No.

Trustee Esparza-Stoffregan:

... to that community engagement.

Shawn Joseph:

Not at all.

Trustee Esparza-Stoffregan:

Thank you for that. No further questions.

Trustee Garcia Morales:

Trustee Cavazos.

Trustee Cavazos:

Thank you Madam President and thank you Ramona for waking us all up. Everybody has such soft voices here. We need some teacher voices here. Wake everybody up. Everybody's tired here. So I think we need to talk more within what Dr. Joseph is giving us and thank you, Dr. Joseph for your patience in answering our very varied questions and talk more about what we can do and what our options are instead of what we can't do. So when we talk about an hour and a half to two hours, it's our decision just when we did like when we were having you guys do the presentations, Mr. Caruso gave us a schedule that, boy, I wish I would've had him when I was a teacher. It was to the minute as far as when you were setting up and presenting, and the questions, et cetera.

So if we want to say 90 minutes for an interview, we can't. So in your past experience with large urban district searches, is it an hour and a half for the initial interviews or are the interviews shorter at the beginning, longer at the end. Can you give me a little bit of feedback on that?

Shawn Joseph:

Yeah, I would say an hour and a half to two hours gives you time to have the interview, have an opportunity to maybe debrief, have an opportunity to maybe walk through candidates before they come in and get some specifics. Gives you an opportunity to maybe ask some questions before you move forward as you move forward.

Trustee Cavazos:

Okay. So you don't have any set and fast protocols as far as like... Because again, we don't know how many candidates we're going to have, any slated candidates we're going to have at the beginning, but it's our decision as a board whether it's going to be 90 minutes like we did with you guys or whether it's going to be two hours. And the other thing is I really like what was brought up about the split sessions and looking at the possibilities and doing different kinds of sessions. So I'm not sure if it was LA Unified or it was Miami-Dade. I know somebody back in 2018 when we were doing that last search, they had a meeting during the weekday and then they had a meeting on Saturday morning, like a 10 or 11 o'clock, not too early, and it worked out pretty well for them.

Trustee Cavazos:

The community felt like very included. So I know I'm just kind of throwing things out there that we could be inclusive but still not hold ourselves back from being efficient in this search. The other thing that I was really interested in is one of the trustees have brought up about compensation. On these larger districts, is it usually compensation for travel expenses right from the get go, from the initial slate of candidates, or is it more like semi-finalists or finalists?

Shawn Joseph:

Yes, so the board can choose, for example, to have first round virtual interviews. That could be an option. And then when you have your semifinalists, you want to bring them in or you might want to bring them in and see them. I mean, it's the board's option.

Trustee Cavazos:

Okay. Thank you so much because I was just... You had me there. I was just getting ready to ask you about maybe doing part of it. I mean we have technology that we can do some of that virtually. I'm just going to be very honest about this. I'm totally against the nine o'clock in the morning thing. I mean, we don't have to make this at five o'clock or six o'clock. Maybe we can make it at three o'clock, split it for a weekday and then do a Saturday morning. But the nine o'clock, especially when you're very first page, you talk about transparency. We have had some issues with transparency and we need to work on that and we need something to be able for people to trust us and be able to say, "You're not trying to exclude us. We have a voice here."

So I just want to go on the record as saying that I'm not in favor of except for the July 25th one. I'm okay with that one, but not the other ones where we're actually doing the interviewing. Thank you. And also too, who was it that asked about the feedback? Was it you, Ramona? Yeah, we won't be able to do that actual feedback if we're having something at nine o'clock in the morning. It means there might be a small portion of people, but the majority of people will not be able to give that feedback. So I'm done. Thank you.

Trustee Garcia Morales:

Okay. Doesn't look like we have any additional comment. Thank you colleagues. I will ask seeking a motion to approve this calendar with the understanding that there is a desire to reevaluate the October 9 and 16 meetings. Nine, 16<sup>th</sup>, and 30<sup>th</sup>, given that there may be a desire for there to be a later meeting, but that's to be determined based off of what we agreed to in terms of a schedule. Okay, so currently seeking that. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam President. I will motion to approve the calendar for the search with the intentions of looking at the October dates and figure out what will work for us.

Trustee Garcia Morales:

Perfect. Thank you. Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President. And I will second Trustee Bustamante Adams motion with that caveat. Thank you.

Trustee Garcia Morales:

Thank you. Perfect, colleagues, we have a motion on the floor by Trustee Bustamante Adams, second by Trustee Cavazos. Please cast your votes. Trustee Guzmán.

Trustee Guzmán:

Aye.

Trustee Garcia Morales:

Trustee Brooks?

Trustee Brooks:

Aye.

Trustee Garcia Morales:

Okay, please. Let's see. Thank you, colleagues. That motion passes six to zero. Thank you, Dr. Joseph for your time today and look forward to the ongoing collaboration and support.

Shawn Joseph:

Looking forward to it.

### 3.02 iNVEST 2025.

Discussion and possible action on approval to endorse iNVEST 2025, the Nevada Association of School Superintendents' platform to improve public education in Nevada. **(For Possible Action)** [Contact Person: Tod Story] (Ref. 3.02)

*Motion to approve.*

*Motion: Bustamante Adams Second: Satory Vote: Unanimous  
Trustee Williams and Trustee Zamora were not present for the vote.*

Trustee Garcia Morales:

Appreciate it. Excellent. All right, colleagues, we're going to move on. All right, colleagues, thank you. We're going to move on to item 3.02. That's iNVEST 2025. This is an action item and before I fully open up this item, I'd like to please request anyone who has not submitted a yellow public speaker card and would like to provide public comment to please do so now. Otherwise, once we begin the presentation, we will no longer accept public comment cards, excuse me. Colleagues will turn it over to the presentation, hear public comment, and then deliberation. Mr. Story.

Tod Story:

Thank you.

Trustee Garcia Morales:

Welcome.

Tod Story:

Good evening, President Garcia Morales, members of the board, interim superintendent Dr. Larson Mitchell. My name is Tod Story, Chief Communications for the Clark County School District and we are here this evening to discuss the Nevada Association of School Superintendents iNVEST 2025 legislative platform and ask the board of school trustees for their support of this document. I'll now turn it over to Dr. Keating, the new Assistant Superintendent for Community Partnerships and Government Relations.

Brad Keating:

Thank you Mr. Story. Brad Keating for the record. To provide you with some historical context. During the 2001 session of the Nevada State legislature, the Nevada Association of School Superintendents met with former Governor Kenny Guinn to discuss the unmet funding needs of Nevada schools. At that meeting, Governor Guinn challenged the superintendents and their school boards to become involved in the formulation of a solution to be considered by future legislatures. Thus, in 2003, the first ever invest document was created. So assembled with input from all 17 of Nevada School Superintendents iNVEST 2025 before you today asks the question, what is needed to improve student achievement in Nevada?

The statewide policy roadmap answers that question with five different points. Optimal education funding for the students of Nevada. Innovation for a learner centered and future ready system, an accountability system that measures what matters, an investment in school mental health for students and staff, and statewide mechanisms to create safe and secure future ready learning environments for all students and staff. These priorities are not only the direction all school districts believe is in the best interest of Nevada's students and school staff, but you'll see later aligned in many ways with CSSD legislative platform.

We're happy to answer any questions you may have about the iNVEST 2025 platform.

Trustee Garcia Morales:

Thank you. Colleagues. If it's okay, we'll go straight into public comment. I don't have any public comment, so I'll go straight into deliberation. And this is an action item colleagues, so I will be seeking a motion. Okay. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam President. My question is, has anything changed since the last legislative session or is this still the same blueprint or is there anything different from the last session on this?

Tod Story:

Madam President, Trustees, Interim Superintendent Dr. Larsen-Mitchell, Trustee Bustamante Adams, this Invest document has existed since the history since 2003. It is updated every legislative session by the 17 superintendents working through the Nevada Association of School Superintendents to reflect their wishes for the upcoming legislative session.

Trustee Bustamante Adams:

And is there anything different this year or is it still... Did they agree to keep the high level items for the need to improve student achievement? I don't think there's anything different, but I didn't go back and compare, so I'm just asking to help me out. Is there anything that I should notice on this document?

Tod Story:

Sure. Thank you Madam President, Trustees, Interim Superintendent Dr. Larsen-Mitchell. Tod Story for the record. It is quite similar to prior legislative sessions. I think the one thing that you'll see that's been consistent is the reference to the Commission on School Funding and trying to achieve optimal funding. That would probably be the most important aspect of the Invest document that has existed since the commission decided to target school funding statewide at the optimal level.

Trustee Bustamante Adams:

Okay. Thank you.

Trustee Garcia Morales:

Trustee Guzmán and Trustee Brooks, do you have any comments at this time?

Trustee Brooks:

No. Thank you. Trustee Irene Bustamante Adams asked my question. Thank you.

Trustee Guzmán:

No, I have no questions. Thank you.

Trustee Garcia Morales:

All right, colleagues, at this time I'm seeking a motion. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam President. I would move to approve item is it 3.02, 3.02 to the iNVEST 2025.

Trustee Garcia Morales:

Thank you. I see some colleagues in the queue. Trustee Satory.

Trustee Satory:

I second the motion.

Trustee Garcia Morales:

Thank you. Trustee Satory. Colleagues, we have a motion by Trustee Bustamante Adams, a second by Trustee Satory. Please cast your vote. Trustee Guzmán.

Trustee Guzmán:

Aye.

Trustee Garcia Morales:

Trustee Brooks.

Trustee Brooks:

Aye.



Trustee Garcia Morales:

Thank you. Okay, colleagues. All right colleagues, that motion passes five to zero. Thank you very much for your time on that. Thank you.

### 3.03 Clark County School District Legislative Platform.

Discussion and possible action regarding the approval of Clark County School District's state legislative platform for the 2025 Nevada Legislative Session, is requested. **(For Possible Action)** [Contact Person: Tod Story] (Ref. 3.03)

*Motion to approve with the addition of the language suggested by Trustee Guzmán.*

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

Trustee Garcia Morales:

I suspect that you will be here for the next item, which is 3.03. I'd like to remind the audience at this end, my colleagues, that this is an action item. If there's anyone who would like to speak but has not completed a public speaker card, please do so now. Once we begin the presentation, we will no longer accept public speaker comment cards. And again, we'll provide the presentation, go straight into public comments, and then go into the discussion and action. All right, Mr. Story.

Tod Story:

Yes. Thank you. President Garcia Morales, members of the board, Interim Superintendent, Dr. Larsen-Mitchell, Tod Story, Chief Communications Officer, for the record. We are here this evening to discuss the Clark County School district's legislative platform in preparation for the 83rd legislative session beginning in February 2025. This platform is designed to promote the adoption of legislation that aligns with the district's priorities for public education. It serves as a critical tool in advocacy efforts with policymakers, families, and all stakeholders. The platform here for your consideration was developed by the government relations staff over the course of months of meetings with departments and school district leadership. Now Assistant Superintendent of Government, Community Partnerships and Government Relations, Dr. Brad Keating, will walk us through the actual platform conversation.

Brad Keating:

Thank you, Mr. Story. President Garcia Morales, members of the board, Interim Superintendent, Dr. Larsen-Mitchell. Brad Keating, for the record. The platform before you has been crafted to center a student first approach. We firmly believe that when students thrive we all benefit. By focusing on students in each and every decision we make, we are laying the foundation for a brighter and more prosperous future for everyone. This strategy is grounded in bipartisan collaboration and transparency as we work hand in hand with our community to accelerate student success through legislative advocacy, it is inclusive of two key themes that you'll see on how we will approach our work. Number one, we are CCSD, one community for all of our children, emphasizing our interdependence as one community committed to the wellbeing and success of all children. Unity must be reflected in our advocacy for policies that support our collective purpose. And number two, an investment in public education. We're grateful to the legislature and the

Brad Keating:

governor for providing a historic investment in public education for their most recent biennium. We will continue communicating the urgent need for ongoing investments to meet the student needs in the future. Keeping in mind that all priorities are crafted to elevate student outcomes, the platform is organized into three high level topics. Number one, equitable access to high quality educators. Number two, meeting students' needs. Number three, modern systems for a new generation. Within each of these topic areas, we've articulated specific aligned policy priorities. The materials provided on board docs reference these.

Tod Story:

In closing, we look forward to working with policymakers, educators, students, parents, and community members for this upcoming session and invite them to join us in advocating for bold action to improve high quality student outcomes. I would like to take a quick moment to thank Patricia Haddad Bennett for her tireless work in representing CCSD as the Government Relations Director over the last two years. Her focus on student-centered outcomes benefited the district and our students immensely and we wish her well as she continues in her career. We stand ready for your questions or feedback.

Trustee Garcia Morales:

Okay, great. Thank you. At this time, we do not have public comment on this particular item. However, colleagues I'll entertain. Thank you very much. Perfect. We do have two cards. We have Vicki Kreidel and Ed Gonzalez, followed by Robert Cowles.

### Public Hearing

Vicki Kreidel:

Good evening, Interim Superintendent and Board of Trustees. My name is Vicki Kreidel, I'm President of NEA of Southern Nevada and a teacher in Clark County. I read through the document about legislative priorities and what stood out to me is your acknowledgement that in order to see good student outcomes, you must have highly qualified educators in the classroom. That is something we all agree on, but what's puzzling me is that nowhere in the document do you mention efforts to retain your currently highly qualified educators. I see a mention of retaining counselors, social workers, other licensed professionals though. The fact that there's no mention of retention of educators is not surprising to any of us in the trenches.

I agree that recruitment is important, especially recruitment of more diverse educators, but the teacher pipeline has dropped by 45% in recent years. You cannot depend on the teacher pipeline to fix this problem. I've also been trying to wrap my head around your statement that CCSD is retaining 90% of your licensed educators. I'm not sure how that percentage was figured, but just today your documents show 338 educators leaving the district. It costs approximately 23K per licensed educator to replace them. So just the separations listed today could cost the district \$8,450,000. That doesn't account for the rest of the separations that have already been announced as well as those still yet to come for this year.

You can use this 90% retention figure to assure yourselves that you're doing all right in CCSD, but the reality is 10% of 18,000 is 1800. That's on average 18,000 students going without a licensed educator in their classroom. That's a figure that should concern all of us. After this last fiasco with salary scale, many of your most experienced veteran educators are ready to give up on CCSD. I hear it from people every single day. We need to see that this district is finally taking retention seriously. You need to give people some hope or they will leave. So my question to you is what are you going to do to give your educators hope in CCSD? Because without that, your educator bucket is going to go dry. Thank you.

Trustee Garcia Morales:

Ed Gonzalez.

Robert Cowles:

Good evening, Madam President, Interim Superintendent Trustees. For the record, my name is Robert Cowles. I too was curious about the lack of retention in the legislative outline as well as the lack of mention on an equitable pay scale for your veteran teachers compared to the ones that you're bringing into the district. As one of those teachers who got the short end of the stick, I am one of those teachers that is planning my exit and I have had other teachers tell me the same. I don't know anybody that isn't thinking about what they're going to do next year, the year after that, because the Clark County School District doesn't seem to care about keeping us. They don't care about paying us, or treating us fairly, or monitoring the behavior of their administrators in regards to how they treat the teachers and the support professionals in the Clark County School District. So I don't know.

It just seems like this is something that you should bring up. You go, look, we appreciate the fact that you put a record amount of money into public education in the last legislative session. You're going to need to do that again. And probably more than that, if we're going to keep the teachers that we have, because as Ms. Kreidel pointed out, the teacher pipeline is drying up and I know we've got all kinds of fantastic programs that are helping students in high school enter into the profession. It's not enough.

This is my 22nd year living in Nevada. It's my 18th year with the Clark County School District. I've seen all kinds of gimmicks from CCSD, from the state, from other states. They're not working. When I started coming to school board meetings to talk about the alarming number of vacancies that we were starting the school year with, we had 200 vacancies at the start of the school year. Now we're looking at 1500, 1800 at the beginning of every school year. We used to be able to find people that could sub and long-term sub to fill those positions. It wasn't that difficult to find a few people to sell their prep to cover classes because we had a teacher vacancy.

My last school had like 18 teacher vacancies. A lot of us sold our preps. I sold both of my preps two years ago. The year before last, I covered 147 school days on my prep to cover a class because somebody didn't have a settle. Thank you.

Trustee Garcia Morales:

Ed Gonzalez.

Ed Gonzalez:

Madam President, before I start, I know Dr. Dalley wanted to talk on this issue and I know he filled out 3.04 by accident. I was just wondering if he could be allowed to speak prior to me. If not, I'm prepared to continue.

Trustee Garcia Morales:

Thank you for that, Mr. Gonzalez. Allow us just one moment. Please go ahead with your comment. And I've taken for the record indicated that Dr. Dalley.

Ed Gonzalez:

Okay. I'm more than happy to. His is more of a role issue. Thank you Madam President, members of the Board, Dr. Brenda Larsen-Mitchell. For the record, my name is Ed Gonzalez. I'm speaking as an individual.

Ed Gonzalez:

I normally don't speak on a topic like this, but I'd ask you to consider adding one thing to the legislative agenda. It was a conversation that came up in Moapa when they talked about getting services over there. And what it was is we realized that well the Moapa schools do very well and they have five star schools up there with the small school allocation at the high school they had increased in enrollment to the point that they lost a teacher. So we have record funding that's coming in because Moapa and some of our rural schools had actually increased in enrollment. They were actually having less allocation for teachers because it's not just on a per pupil that they have, they also do to AB 469.

They have additional given in because they're small in the same way that Lundy and the same way you've seen in other places. And so what I would ask, and I know they can go in more detail, as part of legislative agenda for the commission of school funding could do this as well as the recommendation is to ask for rural school funding in urban districts. Because the biggest conversation Dr. Jara had in there and saying, if we fund it and give you a little more money, we're taking a little away from the city. And so I think when we do the funding formally, we've done very well on weights when we're talking about EL learners, when we're talking about free reduced lunch, we had the SP 170 that's all encumbered into the funding formula. But we really don't talk about the odd thing that we have both in Washoe and in Clark, which is a rural component in urban districts. They get funded by the state the same way does a regular school that we'd have in Henderson and North Las Vegas at its base funding, I'd ask you to look at that. Thank you.

Trustee Garcia Morales:

Dr. Dalley. I want to point for the record that you also signed up for item 3.04 or 3.03. Excuse me. This is that item.

Lindsey Dalley:

Yeah, I'm sorry. It was my mistake. I didn't realize that the platform was where you discussed what you wanted so sorry about that. I need to talk on 3.04. What I wanted to do was mirror a little bit of what Ed mentioned, but I wanted to bring out some specific points that there is no state funding for CCSD for rural schools. That kind of comes as a shock. And I did not know that and it may come as a shock that rural schools actually cost more to fund because of increased transportation. You don't have the economy scale. Those are all problems that... It's a math problem. You don't have as big a denominator sort of thing so you end up cost more per student. And every other rural school in the county deals with that and they get additional funding for that. There was formulas built in.

And when we first figured this out was in 2016, Superintendents Skorkowsky was testifying in front of a legislative hearing with a bunch of legislators and goes, "I have to take money away from urban schools in order to fund the additional money I need for rural schools." And then he looked at the legislation and goes, "So which district should I take it from?" Now that's a tough political issue, but the bottom line is people don't know that. So in interest of fairness for CCSD, they need that rural school funding component added to their budget. And we talked with Dr. Jara about that and that got his attention because it obviously is something that should be done and dealt with.

Yeah, I think that pretty well sums it up. So somehow you work that in. I'm not the political guru, but it seems like it ought to be some low hanging fruit because it's fairly easily justified. Personally, I wouldn't... You want to be in the position to have to decide which school I take money away from because we don't get funded fairly from the state. Thank you.

Trustee Garcia Morales:

Thank you everyone. Okay. Colleagues at this time, public comment has concluded. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam President. Thank you for this outline. My question has to do with the process. I'm trying to understand. So this is a framework and then from what I understand, the CCSD gets two bill draft requests and you will select from these priorities or how does it work?

Trustee Garcia Morales:

I actually want to jump in if that's okay. Thank you. Thank you for that, Trustee Bustamante Adams and I didn't do my due diligence. I want to confirm that we're on item 3.03. This is a legislative platform that we'll use as a board to say these are general priorities as an organization. And then the following item 3.04 is the legislative bill drafts and we will be taking ideally items from this legislative platform that we agree to tonight, make any modifications or changes to it, which we will all need to agree to. And that will filter down to the legislative bill drafts item 3.04. Is that my understanding as well? Okay, very good. Do you have any questions about that particular piece? Okay.

Trustee Bustamante Adams:

Yes, and I, so help me to understand this process. I agree that we probably need to put a stronger language regarding our retention of teachers. So I don't know how that would fit in which category, but I do agree that it should be a critical piece of our part. And I know that it's included in recruiting and retaining school counselor social workers, but I think that we need to fit that in. And then secondly, my question would be regarding student needs, and I'm not sure if it fits there, but I know that the 21,000 kids that graduated just a couple of weeks ago in May, half of them went on to college and half of them were ready for the workforce. And there's a disconnect because our kids are sharp that are graduating and there's a disconnect.

So I don't know where that fits in there, but I think that we can do better through our partnerships to the employers for our kids because they're staying, and so they're directly going into the workforce and doing non-traditional path for their education or post-secondary. So I don't know where that fits, but I would add that if it makes sense. Thank you.

Trustee Garcia Morales:

Thank you. Trustee Bustamante Adams. And I hear you saying teacher recruitment. Excuse me, retention is important. May I recommend that maybe under equitable access to high quality educators, we do talk about the high quality classroom teacher is a number one school-based variable. The student success with CCSD, we talk about the retention rate, but maybe under that section dedicate if there's an interest from the board. I'm just planning based off of what you shared, a need to emphasize teacher retention. And then the other item that I heard you say is the importance of student options. Could you clarify that? Or maybe you want to come back into the queue if you have any particular ideas of where this could be added into the categories that we currently have. Yeah. Okay. Great. Thank you. Trustee Zamora.

Trustee Zamora:

Thank you, Madam President. Would this be the place where we can put... Can we get funded mandates? Because even though we have record-breaking money coming in, sometimes there's... We know they do policies and laws that become unfunded. And I know it affects us because then we pull from our general from other departments. So is this a place where we can... Making sure things are funded?

Trustee Garcia Morales:

There was an item during our last legislative priorities section document that included requesting an evaluation and of the unfunded mandates. Am I correct in that colleagues? I mean, do you all remember that please? Chime in.

Tod Story:

Madam President, Board of Trustees, Interim...

Madam President, Board of Trustees, Interim Superintendent Dr. Larsen- Mitchell. Tod Story for the record. Yes, that was a specific bullet point in the prior session's platform that we would not support unfunded mandates. It's whatever the will of the board is, that language can be added.

Trustee Garcia Morales:

I hear that Trustee Zamora indicating an interest and desire to add that to this section. Is there a particular section you'd like to add this, or maybe that's a separate section? Do you want to provide recommendations?

Trustee Zamora:

Maybe separate section.

Trustee Garcia Morales:

Operations, for example?

Trustee Zamora:

Yes.

Trustee Garcia Morales:

Or something along those lines. I don't know, maybe a different title. Okay. Thank you. Noted that for the record, too.

Trustee Zamora:

Thank you.

Trustee Garcia Morales:

Perfect. And my intention colleagues is for us to... After everyone provides comment, we will go through and confirm that everybody would like to have these items added and where they would like to be added to. So thank you. Trustee Zamora, do you have another thing?

Trustee Zamora:

Yes, I do. I don't know if I can ask it for this agenda item or the next one coming up, but I was curious, for our team... First, I do want to say, Patricia, you did amazing last session and it was great. But is there some type of coalition where you all come together with other groups that are doing some of the same work, that are looking at the same priorities to come together to the table? And that way we can all be strategic with BDRs and how we submit that. Because I see some of the bullet points are very similar to some other groups that are also focused on this.

Tod Story:

Madam President, Trustees, Interim Superintendent Dr. Larsen-Mitchell. Tod Story for the record. Yes, Trustee Zamora, that is our intent. Every legislative session is to work together collaboratively with our partners and stakeholders to ensure that the needs of the students are first and foremost. Primarily, a lot of that work occurs through the other school districts and the other superintendents, certainly with NASS and their paid lobbyists as well. But working within the stakeholder community, not only here in Clark County but across the state. NASB has also been a great partner throughout the years. But certainly meeting with community partners here locally and ensuring that we are working together collaboratively to achieve those ends that the board would like to see us achieve.

Trustee Zamora:

Perfect. Thank you. Just because I think we need to be strategic. We don't have to reinvent the wheel if there's a BDR in place that we can support and be more useful of that. I like that you shared about NASB. For those who don't know, it's the Nevada Association of School Boards. Trustee Bustamante Adams and I are both sitting on the legislative committee for them, too. We are really excited to be able to talk about some of the issues. Just for a comment, one of the issues is money for rural communities, so that's really exciting that, one, our communities are aware of the need of the funding that needs to come in and that's definitely one of our top things that we've discussed in our legislative committee. So great. Thank you.

Trustee Garcia Morales:

Great. Thank you. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. And thank you, Tod and Brad, for this presentation. Basically, I know it can be confusing. I like having one thing right after another like that, but this is basically our overview, right? This is our big outline. And then on the next side, we'll work through what we'd like to see as bill drafts. I know I asked this in our briefing with the Trustees as far as the retention rate. I had some questions from educators about that. I asked if that was the current, the 90%, I think retention rate. And the answer was yes. I'm getting questions now on what kind of structure or rubric was this used as far as coming up with that 90%, or is it a different number now? I don't know if in terms of Superintendent Larsen-Mitchell would like to jump in. Thank you.

Trustee Garcia Morales:

Dr. Larsen-Mitchell?

Brenda Larsen-Mitchell:

Madam President, members of the board. For the record, Brenda Larsen-Mitchell. Trustee Cavazos. So for the 22-23 school year, that's the last year that we had, it was 93.11%, and that number is driven from HR.

Trustee Cavazos:

Okay. Thank you so much. I appreciate that. And the only thing I wanted to add in is, of course, everything is going to be student-centered. There's a lot of things that are very similar to the last legislative platform, but I would have to concur with several people who have spoken today as far as trying to work in more of not just an emphasis on the recruitment but on retention. And then I'm going to hold the rest of it for the next item. But thank you so much for the overview.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

So we had a briefing. Before I go there, I want to publicly acknowledge Patricia Haddad because of her ability to jump into the fire pan, I will say, in a new role. You handled many things with grace and represented us well. So we are very sorry that you are leaving us, but know that where you will go will be very fortunate. Thank you for your service.

During our briefing, I really appreciated the fact that this is very student-focused and very student-centered. Not to say that things in the past haven't been, but that it's in writing to really address. And I remember the presentation from our students talking about mental health was one of their top priorities. I appreciate that now we're putting words behind the action that we're saying we're going to pursue. Having said that, and also hearing from our community and the rules, it's evident that that's something that we can consider to add.

I recommended the money be asked first. I know it's just a shift. I don't know if that's something that all my colleagues agree with, but I think the fact that they did fund so well, but it's not enough. It's not enough for us. I get the expertise. You're the lobbyist, you know best. Maybe you're going in to give a little bit of a kumbaya, you were all community, which is very much what we want to project, but I think we need to ask up front for what we need, which is more funding and for it to be equitable for all rule included because it's definitely not there. So that's just something I would like us to consider. I'm speaking as an individual, not as a collective body.

Trustee Garcia Morales:

Thank you. Thank you, Trustee Esparza-Stoffregan. Under meeting students' needs bullet points one and two, see if there's anything that you'd like to make edits to or changes to. Support a sustained pre-K to 12th grade education funding streams. And then the second bullet point is to continue progress towards optimal school funding via commission on school funding recommendations. Maybe there's something in there that there may be an appetite, so I encourage you to share that with us or a colleague if there's something that you'd like to add, please consider that under that particular section.

Oh, I want to indicate here... Actually, forgive me. I see that the under meeting student needs optimal funding is a backbone of highly successful education systems, CCC, as advocates for increased pupil bowl funding to reach optimal levels and opposes unfunded mandates. That's already in our legislative priority.



Trustee Garcia Morales:

Trustee Zamora, I just wanted to indicate that as a piece. Okay. Thank you. Trustee... Trustee, trustee, trustee. I'll go to Trustee Johnson and then Trustee Guzmán and Brooks in the air. Trustee Johnson?

Trustee Johnson:

Thanks.

Trustee Garcia Morales:

Oops, sorry. There we go.

Trustee Johnson:

No problem. Thank you so much. What's the way that we can measure the success of the platform? I know we'll draft our BDRs. Is it just the number that we see become law? And then the other thing that I think is important for us is, how can the board help you be successful? Because we are active partners so we want to drive towards success. How do we measure it? And then how can we be of help to you to make sure that we're seeing the outcomes come to fruition?

Tod Story:

Madam President, Trustees, Interim Superintendent Larsen-Mitchell. Tod Story for the record. Trustee Johnson. So there's a couple of different ways. The way that we've done that in the past is to compare the platform at the beginning that the board agrees on. At the end of the session, we then go back and compare what did we achieve. And then we can see the number of bills and whether or not we accomplish those goals.

The last legislative session we did exactly that. There are updates that happen throughout the session. Certainly Dr. Keating can refer to this as well from his past legislative sessions, where throughout the session there are constant updates to keep the public, to keep the board informed as to how those targets are moving and whether or not something's going to become a law or fall off of the list. And then the one option that we haven't really looked at, but something that we could potentially consider, is a scorecard as well, and looking at a scorecard and then rating legislators around the platform that is set out. And certainly invest would be part of that process. I would see that happening.

Trustee Johnson:

Is there a target measure that we would see say is success? So if we get six out 10, I guess that's not possible because we're not going to have 10, but three out of six, or four out of six, one out of six, can we quantify success? Or actually, is that how we measure it? But I know the scorecard would be helpful, but do we have a target to say, look, if we are 50% successful, we have seen success, or we want the biggest item which is funding, we got that and that's the one that we got that success?

Sometimes it's helpful for us to set the target so that we really know, look, this one is most important, all of them are important, this is most important. And if we get this, we certainly have one. But if we get number six and we didn't get number one, we don't see that as success. So the question, I guess, is, one, is there a quantifiable target? And then, two, when we have that quantifiable target, can we just make sure that we are through the updates working along the process to get to that?

Tod Story:

Madam President, Trustees, Interim Superintendent Larsen-Mitchell. Tod Story for the record. So I don't know that there's an actual... We don't set a target, a percentage number or a certain number of bills. We don't quantify it that way. I would say that the priority certainly is always funding and ensuring that we have funding as the first priority because everything else flows from that. And so if the funding is increased as we try to inch closer to optimal funding, we would see that as a huge success because then that's what enables the rest of the platform and certainly the goals of the rest of the school districts to invest to occur.

Trustee Johnson:

Are there ways that we can be helpful along the way? So if you're saying, hey, we need you to help mobilize constituents, we need you to help show up at the legislators at their offices, can we get some pretty clear action item for how we can help to move the needle? I know you all are going to do a great job, and part of our work is to help you be successful, so if we can have clear next steps for what we can do to help that be successful, that would be helpful for me at least so that we know how we can... If we're doing a baseball analogy, how we help our own cause if we were a pitcher, right?

Trustee Garcia Morales:

Yeah. Thank you. Forgive me, Mr. Story. I just want to point clarity here. Thank you, Trustee Johnson. And for the gentle reminder again, I feel like our newest members have been on the board for quite some time now and I recognize that there's a need to provide additional training and support so that everyone knows and is reminded of how to best support the school district through this particular process and work because it is a heavy lift. So yes, and there will be additional training or insight provided to members so that they know how to best support the worker that's being done through this process, and this includes this conversation today.

Trustee Johnson:

Perfect. Thank you.

Trustee Garcia Morales:

Great. Okay. Trustee Guzmán, do you have anything to add at this time?

Trustee Guzmán:

I do. Thank you. I'm looking at the document and I'm looking under equitable access to high-quality educators. Under there I think we could add where it says, "Guarantee high-quality educators are equitably distributed across schools," we could include: and work towards retaining our highly effective educators. But I wanted to actually ask about that line. So to guarantee high-quality educators are equitably distributed across schools, what does that look like? Because in my mind, I'm thinking of AB469 and I'm thinking that as a district we really can't do that. So are we asking for support and legislators to assist us in doing that? I'm just curious.

Trustee Garcia Morales:

Very good. Thank you for that, Trustee. Thank you, Trustee Guzmán. Trustee... Trustee. Dr. Larsen-Mitchell. Forgive me. Here we go.

Brenda Larsen-Mitchell:

Madam President, members of the board. For the record, Brenda Larsen-Mitchell. Trustee Guzmán, yes, we were thinking of AB469 here. We know as a district that our principals do what is best for their buildings and supporting their students, so they're able to hire what they need to support their students. What does end up happening is that we have then some schools that do not have an equitable distribution of teachers. So yes, we were looking at how we could better equitably distribute teachers across our district.

Trustee Guzmán:

Beautiful. Thank you. Thank you for answering that. I appreciate it. My next question: Under meeting student needs, optimal funding is the backbone of highly successful education systems. Dr. Keating, are we including ensuring that the SB231 monies are made permanent in the per pupil funding formula under there? I'm just curious because I want to ensure that we are advocating for that.

Brad Keating:

President Garcia Morales, members of the board, Interim Superintendent Larsen-Mitchell. Brad Keating for the record. Trustee Guzmán, yes, optimal funding obviously is the backbone of a highly successful education system. One of our top priorities is ensuring that those SB231 dollars are included moving forward and become a permanent investment into the education line item.

Trustee Guzmán:

Okay. I just want to make sure that that's a part of it. Thank you so much. And thank you, President Garcia Morales.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Just to clarify, I want to recap that I heard you say under the equitable access to high quality educators, that first bullet point, that you'd like to consider adding and work towards retaining highly effective educators. Is that still accurate?

Trustee Guzmán:

Highly qualified, yes. Highly qualified educators.

Trustee Garcia Morales:

Yes, qualified.

Trustee Guzmán:

That's correct.

Trustee Garcia Morales:

Okay. And then the second item under meeting student needs, you mentioned... Forgive me, what was the bullet point that you mentioned? SB231, continuation of funds?

Trustee Guzmán:

Actually, I didn't. I just wanted to clarify the definition of optimal funding to ensure that I understood. So thank you for making me clarify. I'm sorry I'm a little off this evening.

Trustee Garcia Morales:

No, you're good. Me, too. So you're okay. Thank you for that, Trustee. Okay, I'm going to move on to Trustee Brooks at this time. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I don't have any questions or feedback. I appreciate staff's work. Thank you.

Trustee Garcia Morales:

Thank you for that. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. Circling back. I know it's to keep it broad because it gives us the most flexibility, so I want to go there. Please don't let me go in the weeds. Help me out here. But I think that you capture it in the modern systems for a new generation that our student needs are different and they are changing. So it may be captured in there, just like Trustee Guzmán mentioned, SB231, it's implied. But I think maybe where it says, "Enable student learning opportunities grounded in innovative technologies," I don't know if that's where my comment could fit.

We know that all of our kids are not going directly into college. That's what I'm trying to get at. If they're not going to go into direct college, it doesn't mean that there's no other post-secondary opportunities. It just means it's different. So I don't know if it fits there, but that's what I want to put on the record that that's what I'm interested in, is for those students that aren't going to take a traditional path. I know I didn't give you any words, but if that's what innovative technology means, then that's what I'm trying to say.

Trustee Garcia Morales:

Yeah. Let's clarify what innovative technology means. Is that okay, Trustee Bustamante Adams? Yeah.

Tod Story:

President Garcia Morales, Trustees, Interim Superintendent Dr. Larsen-Mitchell. Tod Story for the record. So we certainly can incorporate that. I think we can refine that a little bit to include your specific requests. But what it was around was ensuring that our students have the latest technology, that they're being trained on AI, that they have access to the latest technology that's available, that we have current one-to-one devices, every student has a device in their hands in the classroom and ensuring that that continues. Because largely that funding has been through ESSER, we're going to have to have those devices funded going forward in the future as well. So it's all around those innovative and technological aspects of student learning and instruction.

Trustee Garcia Morales:

Thank you for that. Trustee Bustamante Adams, I feel like that may not be in line with specifically what you're interested, but I wonder if there's room for us to potentially add a bullet point is dedicated to ensuring that students, the services or supports, are available for students who are prepared for college and career ready. I'm not sure if that's a particular interest and I'm capturing everything that you're interested in. What would we ask of the legislature to help us ensure that students are broadly prepared, help us prepare for life after high school or during high school? I'm not sure. Do you have any thoughts? I'm turning it over to you. Forgive me, but I'm open to your discussion.

Trustee Bustamante Adams:

Yep. Thank you, Madam President. I think we're getting there, yes, because what I'm talking about is that it's college and career ready. It doesn't mean that if you don't go to college right after graduation that there's no path for you. It's just non-traditional. And we've had those pilots, they've been successful, and there's half of our kids are not going directly to college. So I think that that would fit in. I think that that would fit.

Trustee Garcia Morales:

Maybe under meeting student needs can ensure that we have maybe perhaps having optimal funding allows us to have unique programs and opportunities for students to give them access to a range of options in school. Is that a stretch? I'm looking at staff like Mr. Story.

Tod Story:

Yep. Madam President, Trustees, Interim Superintendent Dr. Larsen-Mitchell. We could certainly incorporate that there as well. I think it would work in either, but if you're looking specifically at tailoring the education to the student, I think it would more fit in meeting students' needs.

Trustee Garcia Morales:

So something to the effect of tailoring, providing support, sustaining support, offering the needs of students, various student needs to become college and career ready. Something along those lines. Is that good? Okay. You're going to have to remind me of what I just said. Thank you. And that meets your needs, Trustee Bustamante Adams? Okay, great. Thank you. All right. Let's see. I'm going to give Trustee Johnson an opportunity to jump in and then...

Trustee Johnson:

We've both already spoken.

Trustee Garcia Morales:

Have you? Okay. Let me jump in here and then I'll go here in the queue. I want to reinforce and reemphasize the conversation around teacher retention. I think that was a major priority of the board and part of the negotiations from the last go round that was not successful due to the final decision made by in negotiations. 100% supportive of that particular piece. Supportive of unfunded mandates, removing unfunded mandates and ensuring that we have optimal funding available for students, especially of all regions of our district and our entire state really. It doesn't just benefit CCSD to ensure that rural communities have the resources that they need, it benefits everyone in Nevada. Okay. I don't have any additions. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

Nope. Retract. I'm good.

Trustee Garcia Morales:

Okay, perfect. Thank you. Forgive me. It sounds like you're good to go. Trustee Johnson.

Trustee Johnson:

Maybe this is for you and Trustee vice Chair Bustamante Adams. For what we just talked about as it relates to making sure that we have pathways for students. I know that in the previous session, Assemblywoman Mosca worked really closely with lots of legislators to make sure that we can have college and career-ready diplomas as the standard pathway. Is there something different we are seeking? I just want to make sure that we're not duplicating efforts or not recognizing that, because that is a big step into making sure that students are thinking about their post-secondary pathways. I just want to make sure that we have thought about that before we add more language for something that's a good... Unless we have a way to enhance what's already there, we should make sure that... I just want us to think about that part as well.

Trustee Garcia Morales:

Thank you for that. I appreciate that. I will let Trustee Bustamante Adams dive in and then I'll provide additional comments, too. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you for that reminder. Like out of the thousand-plus bills that are put forth and the 600 or so that actually get passed, that is right on point. So no, I don't want to add. I am very grateful for her work in moving us in that direction. So that is right on point. If that's what student changing needs means on this platform, then I am good with that. That's exactly the path.

Trustee Johnson:

All right. Perfect. All right. That's fantastic.

Trustee Garcia Morales:

Thank you. Anything else, Trustee Johnson?

Trustee Johnson:

That is it.

Trustee Garcia Morales:

Okay. Thank you. All right, colleagues, it doesn't look like we have additional members in the queue, so I'm going to recap the addition. It looks like just one addition based off of some of the conversations that we've had. There seems to be a desire to add language to ensure we are capturing the retention of qualified educators to section one under the first bullet point. Is there any objection to that particular item or addition? Trustee Guzmán obviously suggested it. Trustee Brooks, do you have any objection to that?

Trustee Brooks:

No.

Trustee Garcia Morales:

Okay. I'm not going to call for a vote for that particular piece, but I will ask for... If there is no more discussion, I will... Forgive me before I keep jumping ahead here. I want to make sure that there were no additional additions or changes to this particular document, other than that one. I would like to request a

Trustee Garcia Morales:

motion from my colleagues that approves this item with the addition of the language suggested by Trustee Guzmán. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. I'd like to go ahead and motion to approve the Clark County School District legislative platform with the addition that you mentioned about working towards retaining highly qualified educators.

Trustee Garcia Morales:

Great. Thank you very much. Colleagues, we have a motion by Trustee Bustamante Adams. Trustee Williams?

Trustee Williams:

I second.

Trustee Garcia Morales:

Thank you, Trustee Williams. All right, colleagues, we have a motion on the floor by Trustee Bustamante Adams, and a second by Trustee Williams. Please cast your vote. Trustee Guzmán?

Trustee Guzmán:

Aye.

Trustee Garcia Morales:

Thank you. Trustee Brooks?

Trustee Brooks:

Aye.

Trustee Garcia Morales:

Thank you. All right, colleagues, I motion passes seven to zero. Whoo-hoo.

### **3.04 2025 Legislative Bill Drafts.**

Discussion and possible action regarding possible bill drafts to be submitted by the Clark County School District to the Nevada Legislature for the 2025 Nevada Legislative Session, is requested. **(For Possible Action)** [Contact Person: Tod Story]

*No action was taken on this item.*

Trustee Garcia Morales:

All right. We're going to move on, colleagues, to item 3.04. That's the 2025 legislative bill drafts, a discussion and possible action regarding possible bill drafts to be submitted by CCSD for the Nevada legislature for the 2025 Nevada legislative session. This is an action item. Anybody at the public who would like to provide public comment on this item and has not submitted their yellow public speaker cards, please

Trustee Garcia Morales:

do so now. Do so now. All right, colleagues, we are going to hear the presentation by staff. I want to hear from staff first and then move on to public comment and then deliberation.

Colleagues has been referenced as before I turn it over to staff. What has been referenced earlier is that CCSD receives two BDRs bill drafts for the legislative session. That's no different this year. And this is the point in time where we will take the legislative platform that was just approved by us and narrow it down to only two items. We'd like to request staff to approve as BDRs so that staff could have a chance or staff could work on developing the language, which we'll come back to the board at a later meeting. Okay. Did I miss anything? Please fill in the gaps. Mr. Story?

Tod Story:

President Garcia Morales, Trustees, Interim Superintendent Dr. Larsen-Mitchell. Tod Story for the record. Good evening. We are here tonight to discuss the two BDRs that the Nevada revised statutes grant to the Clark County School District. These requests must receive approval by the Board of School Trustees in an action item, and it must be submitted to the LCB or the Legislative Council Bureau no later than September 1st, 2024. Dr. Keating will guide us through the conversation regarding the wishes of the board for its two bill draft requests.

Brad Keating:

Thank you, Mr. Story. So building off of the invest platform and the CCSD legislative platform that we were able to discuss and approve tonight, it is our goal to hear the board's desires now for two BDRs so that we can submit them to the Legislative Council Bureau by September 1st. In the past, Trustees have expressed some interest in various topics such as school-based mental health resources for students and adults, bolstering the teacher pipeline, expanding the PPP and the ARL programs, educator licensure, educator recruitment, retention efforts, expanding pre-K. Those are some of the topics that have been discussed, but tonight is now an opportunity for Mr. Story and I to sit back, listen to the conversation by the board and take that all in to hopefully craft up to two bill drafts that CCSD would move forward with to the legislature by September 1st. So we're here to take any further discussion or listen and take notes and come back at a future date with final BDRs.

Trustee Garcia Morales:

Thank you. Thank you, Mr. Keating. Thank you, Mr. Story. Colleagues. I want to kick this conversation... Oh, forgive me before I jump in. Public comment. Mr. Dalley, is he still present? That's all we have? Okay. No longer present, so we will not be able to hear from him. So we'll go straight into deliberation or discussion, colleagues, and then of course come to an agreement of two items that we can provide to staff as direction, provide them direction.

While I am so grateful that we have this incredible list of legislative priorities, and the priorities are large, one item that I felt is really important to bring to light is a need to support updates to bullying statutes that allow students with substantiated discrimination, cyber bullying, or bullying incidents to be transferred to a different school rather than the victim. And clarify that statues are administrative. That can have a tremendous impact on our school district. In our school system right now, individuals, it is the victims who are asked to move schools. The statue does not give us the flexibility to make changes to ask the individual who is bullying to be transferred to a different school. So this comes up a lot during the... What are those meetings called? They are called the expulsion review board meetings. And those are some hard conversations that take place when students are... We don't often hear from the victims, but there is an



Trustee Garcia Morales:

overcross there when it comes to supporting students who have been of either cyber bullying or any bullying incidents. So I'd love the board to consider that as an item that is both a piece that could help us support all students, especially students who have been victimized by a bully, and ensure that they're not the ones having to be uprooted from their school site because of an incident. So that's my one recommendation to my colleagues to consider as a BDR. And of course, I want to continue the commitment to retention of educators, highly qualified educators. Those are my two. Trustee Cavazos.

Trustee Cavazos:

Thank you Madam President. Okay, first of all, before Tod and Brad look at me and I want to come forth with some of these things. Unfunded mandates are bad. Okay. We know all know that. I would need some help with this, but Dr. Keating already stole one of mine and I was going to say, so I will just go ahead and state what I had kind of cobbled together, but I'm basically going to need some help with how we're going to do this. But what I had written down is working with community partners, our community collaboratively expanding onsite mental health services for students to include in-person services for tier two and three issues.

We don't have that right now. Tier two and three issues would be like suicidal ideation and intent to harm others. Right now what we have is we have Panorama, which is a survey. We have [inaudible 02:51:48], which is more like a referral, and we do have Hazel Health, which is telehealth and is very, very good. So I'm definitely going to need some help with how we're going to craft that. What I'm looking at here is the component from the legislative platform having to do with unity with what you put forth and working together so that this is not an unfunded mandate. So that's my first idea.

The second one is again, what other people have brought up and also has been mentioned many times and that's continuing attempts to streamline and clarify the application process for licensed educators while also responding to veteran educators immediate concerns, ensuring that not only recruitment but retention are equally addressed. So if we can somehow parlay that into it, and I've been keeping track of the BDRs that are being posted so far, we obviously, and I think Trustee Johnson had brought this up, that we don't want to duplicate our efforts. So if we can get other legislators, if we can get legislators to carry the water for us on some of these things, however they might structure them. I don't want to use a bill draft on that if we don't have to. But those are my two priorities, the mental health and the streamlining, and recruitment and retention, especially retention, which I think has been really neglected. I think we need to do better on that. So that's where I'm at. Thank you.

Trustee Garcia Morales:

Thank you Trustee Cavazos. I heard you say your two priorities are expanding, providing broader support to mental health resources for students and it's not unfunded mandate. Can you get back on the mic please?

Trustee Cavazos:

Can I get what?

Trustee Garcia Morales:

Back on the mic. Wait, give me one second.

Trustee Cavazos:

[inaudible 02:53:42] looking at is finding a way and working with a community, with community resources, not just us but community resources because right now we do not have onsite mental health resources. We don't have onsite mental health services. I'm just going to keep it simple. We did before, but we don't know. And I mentioned tier two and tier three because the resources that we have right now largely address tier one issues. And so that's why I need the help of these experts right here to condense that and to bring it together.

Trustee Garcia Morales:

I guess my point was specifically around this item being under meeting student needs, under the legislative platform, bullet number three, providing broader access to mental health resources. But I hear you saying you'd like to go a little bit further than that. Is that correct?

Trustee Cavazos:

Yeah, I think it'd be the in-person component and basically that we had that, but we don't have that anymore. But the other main component, Madam President, is that I do want to address and I appreciate what Dr. Keating and Mr. Story have brought forth as far as the unified concept and working with the community.

Trustee Garcia Morales:

Okay, got it. Thank you. I think we captured that. And then streamlining applications and of course recruitment and retention of qualified educators.

Trustee Cavazos:

Right.

Trustee Garcia Morales:

I think that's right. Okay, great. Thank you. I'm going to keep record. I know the team is also doing that, hoping to come to a consensus for all of us. Thank you. Trustee Williams.

Trustee Williams:

Thank you. I have a clarifying question. When you say enable safe and secure learning environments for students and educators, can you expand on that for me? What does secure mean?

Tod Story:

President Garcia Morales, trustees, interim superintendent, Dr. Larsen-Mitchell. Tod Story for the record. That is to continue to increase the security enhancements at schools, ensuring that we have all of the advantages to protect our staff and students across all the campuses throughout the school district.

Trustee Williams:

Okay, thank you. Just because I know that these all have to be kind of broad, a spectrum so that they can be amendable as you guys go forward. So I'm going to agree with you guys actually in the sense that the innovative technology piece, that's probably my biggest one. What's the actual word? It's enable student learning opportunities, granted innovative technologies, it moves so fast in the state of Nevada, I think if

Trustee Williams:

COVID taught us anything is that we rely too heavily on our casino and gaming and we don't have enough broader industries inside the state of Nevada. So if COVID or something like that were to ever happen again, the entire state shuts down, we don't have any ways, and I think we lost billions of dollars in the matter of months and then it actually hurt the state in the next legislative session. So I would say that one would be my number one priority, Madam President.

And then I would also agree with you that moving the alleged bully as opposed to moving the alleged victim, that is a mental health game that will mess up a student for life, because students, as we all know, internalize things as everything is their fault. And if we do that, then there's this level of victim shaming that we may end up inadvertently doing. And then I would always say the retention piece, because Trustee Watson and I were discussing, if you don't close the back door on teachers leaving, then you can't really keep opening the front door because they're not staying. You can't out recruit a retention issue. So those would be my three pieces. I know we can only pick two, so...

Trustee Garcia Morales:

Okay.

Trustee Williams:

I don't know.

Trustee Garcia Morales:

Thank you Trustee Williams. I'll go back to you at the end if that's okay.

Trustee Williams:

Great.

Trustee Garcia Morales:

See if you can narrow it down to two or mush them together. Trustee Johnson, I'm going to turn it over to you.

Trustee Johnson:

Thank you. And process is important to me because it's hard for me to determine... it's hard for me to give direction around what might be most important if there's no way for me to be able to... because all of these seem incredibly important and they all seem urgent and we can only do two things. And so I guess is there a way for us to figure out what's the largest impediment to us moving the needle, the farthest and what legislators could do to help us the most? So that would be helpful for me if we came back, if there was a way for you all to say, "Hey, look, all of these are important, all of these are urgent, and if we did these three things during the session, we would actually see the largest gains." Because if we only have two shots at it, we have to actually make them really take us far and then the next session they to really take us even farther.

How do we get that type of information so that we can then really make, or that I could make a better suggestion to you, because what President Garcia Morales just said is incredibly important. Teacher retention, incredibly important, and, and, and. So is there a way for you to help determine if we did these three things or these two things, this would move us along the road the farthest and we know that

Trustee Johnson:

legislators actually have the power to be able to fix those things and then we would see the biggest gain from getting that accomplished. It sounds like a convoluted question, but it would help me be able to prioritize what's going to be most important and what I think would be most important in terms of asking you to do when you go up there, you have two really big BDRs to submit and we really want to see wins, I would like to see wins on both of them.

Tod Story:

President Garcia Morales, trustees, interim superintendent, Dr. Larsen-Mitchell. Tod Story for the record. Again, going back to the prior conversation around funding, obviously everything flows from funding, so there is that option. There is also the option that knowing that leadership specifically the speaker has his own program and his own ideas for increasing funding trying to get to optimal within 10 years is his goal. So you could also take the view that the funding piece may already be handled and we just get behind his effort. And then we identify is the bullying issue paramount or is it the teacher retention paramount, and decide which of those two, do we look at a differentiation between staff, do we look at differentiation specifically for students for the two options that we have? So trying to narrow it down to say this one is the most important, obviously then makes it very difficult.

And I completely hear what you're saying. It makes it very difficult to say that the things that the other people or that the community identifies throughout the process may not be as important, but it's up to this board to decide what are the two that are most important here. We certainly are here to assist in that process, but that determination has to be made by the board and we can come back at a future meeting with additional input and research to help make that decision easier.

Trustee Johnson:

I appreciate it because ultimately I think I would like to be able to know that when we are going to go and advocate for, and we've put our weight behind our two BDRs, when those hit, when we win on those, we know we take two really big steps forward and that's set us up for a lot of long-term success. And again, not that the rest are not going to be important. They all are important. I think we have to do the calculus of what will help us make the biggest stride given where we sit today and what we want to accomplish as a district. So I didn't give an answer, but I gave I guess a way to think about how we want to make what's most important for us.

Trustee Garcia Morales:

Thank you for that Trustee Johnson, I don't want you to lead the vote. You can come back on, it's okay in a minute. I don't want to miss the opportunity to indicate and share. This is why seasoned members of the board who have been through several legislative sessions can actually speak to what they've noticed and what they've seen. It would encourage us to glean on members like Trustee Cavazos who has had four legislative sessions [inaudible 03:03:04]. So has Trustee Brooks. Trustee Brooks led the NASB, Nevada Association of School Board's legislative committee last year. Trustee Bustamante Adams is currently the chair. You've heard Trustee Zamora also participate in that. So there is a collective wisdom that exists along with the, and I encourage us to glean off of their knowledge and experience, given that they are very attuned to some of the legislative priorities that we've seen over the last several sessions. And the district has had a mixed bag of a success based off of really also who's in office and a variety of things.

So I share that with you just as an additional context, I actually would like to invite Trustee Guzmán... And Trustee Guzmán who also has a broad range of experience as well in this area. Just got a lot of experts in

Trustee Garcia Morales:

this space, really grateful for that. Trustee Brooks, can you jump in the queue? I would love to, I think maybe timely, given your knowledge and experience as well on various aspects of the legislative priorities of the district. Do you have any particular insight on that and or insight about what priorities you'd like to support?

Trustee Brooks:

I think it's really a mixed bag when we talk about the legislative session because it really does depend on who's in the office and what they want to focus on as well. I think this is pretty broad and a lot of these are so broad that they're probably already going to be carried by people. I think for me, the ones that I think would get us the farthest based on just the history of the district is guaranteeing high quality educators are equitably distributed across schools. As everybody knows, there are some schools, especially in the urban core that have consistently had vacancies while other schools don't experience that. And it's really challenging in a system because those are the students that have the most needs and have the greatest poverty, it tends to be.

I would also say I could be supportive of the bullying statute. I think that that's probably something that a legislator, it would be easy to get someone to probably carry that. I think another really big win that would have long-term gains would be streamlining data collection and reporting processes. I know that there's four or five different accountability systems. People don't understand metrics and we also have these new metrics coming out for acing accountability, which will be completely new things. So we keep adding these reports and this data collection and a lot of times it's not used and it just creates additional work for staff and then you focus on so many things that you focus on nothing. So I think if you cleaned up that and you had a mechanism to make sure teachers were distributed in a lot of the schools that are really struggling, to me, that's where I think the biggest gains would be made.

Trustee Garcia Morales:

Thank you. I appreciate that. We could do Trustee Johnson. Trustee Johnson, you're good for now? Did you? Okay, very good. Since I went with Trustee Brooks, Trustee Guzmán, do you have anything that you'd like to add at this time?

Trustee Guzmán:

I just would like to have some clarification because I think Trustee Cavazos and I, when we were looking at the mental health services, I think we're on the same page. So I was just going to ask, the funding for tier one. I'm sorry, for tier two and tier three, those mental health services. Is that what you're looking for or are you looking specifically for... I don't know that we could have a BDR for community, but I think we could have a BDR for engaging the community and funding tier two and tier three services. So I need some clarification on that.

Trustee Garcia Morales:

Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President and Trustee Guzmán. Yes, you are in the same ballpark that I am and that's why I started out with the very first sentence, unfunded mandates are bad and that I would need some help

Trustee Cavazos:

from our government affairs people to try to put that together. So yes, that point that you brought up about the funding is absolutely correct.

Trustee Guzmán:

Okay, great. Because that was one of the things that I had, so we're together on that. And then I didn't have this, but I have heard about this. President Garcia Morales, the cyber bullying is that the victim of the bullying stays at the school and the bully is sent away. Is that just kind of changing that legislation so that it is more victim friendly? I just want to ensure that that is what you were thinking.

Trustee Garcia Morales:

Thank you for that, Trustee Guzmán. Yes, that it is supportive of individuals. I'm looking actually at Dr. Larsen-Mitchell because I don't want to misinform the board, but it is absolutely shifting NRS to be more supportive of students who have been victims. Oh, trustee, no. Come back. Nope. Dr. Larsen-Mitchell? Did I capture that correctly?

Brenda Larsen-Mitchell:

Madam President, yes, you did.

Trustee Garcia Morales:

Did that help answer your question?

Trustee Guzmán:

Yes, I would be supportive of those two. Thank you. I appreciate it.

Trustee Garcia Morales:

Thank you. All right. Okay, colleagues, I am going to go back here. May I...

Do you want to go, maybe? Okay. May I have your permission Trustee Bustamante Adams to allow members? Yeah. Thank you. Appreciate that. Trustee Watson.

Trustee Watson:

Thank you Madam President. I just want to say thank you to both Mr. Keating and Mr Story. I think that first and foremost, you do have to get the funding in order to do the other activities, especially regarding in my area of high vacancies, you need to recruit and retain as Trustee Williams and I was discussing, I know that we've been recruiting and according to Dr. Brenda Larsen-Mitchell, we have been recruiting and I think that meeting the students' needs is going to be that optimal funding piece. So you got to start there. So I think that the wraparound services are critical. Mental health services are critical. So I think those two are 1 and 1A. Thank you.

Trustee Garcia Morales:

Thank you. Trustee Watson, you mentioned, I want to clarify, recruitment and retention and prioritizing mental health wraparound support. Is that accurate? Here we go.

Trustee Watson:

Thank you Madam President. That is correct.

Trustee Garcia Morales:

Okay. Great, thank you. All right, wonderful. Thank you. Let's see, colleagues, I'm going to go back into the queue, a regular queue. I'm sorry for creating confusion and appreciate your grace and patience. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you Madam President, I just want to express my gratitude for you guys having to listen to all 11 of us. I am appreciative of that. And for your team as we work through this. I just want to say that in education, there's so many bill drafts, there's already some on there. There's going to be a plethora of more coming. So I don't want to add to the complexity, but for our two, if we like Trustee Johnson said, for us to get the win, I would be willing to support the mental health wraparound support and then also the bullying, because I think that the optimal funding is going to be coming from a recommendation from the commission on funding.

And so I just think we have to be strategic and you guys know the lay of the land, and so I would be open, but we have to be strategic. And I know that there's so many BDRs already going to be focused on education, and if we can find other people to support in the work that we want, that would be easier and an easier lift. So just, thank you. I appreciate your work that you guys do.

Trustee Garcia Morales:

Thank you. Trustee Bustamante Adams. I hear you saying mental health wraparound services along with as your first one in bullying, not bullying obviously, but the discussions around a victim, a changing statute to support victims versus bullies. Okay, got it. Thank you. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

Would a BDR be required to change the statute for the bullying? [inaudible 03:13:34]. So that would be necessary? Okay. So I'm going to make it quick. My two, because I did in my briefing express already, Mr. Keating, you're aware, I believe State Department is already going to be rolling out some social emotional learning standards. So I think we need to really think strategically about how we're going to train our personnel down the road. Not that that's a BDR, that's a simple, not simple. That is a thing we should be doing in the future because that's happening. So student mental health is the tier two support, specifically site-based mental health on campus and or hubs. Not every school maybe can't afford, but if it was something that was provided in funding, then it's something we could look at perhaps in the future to have hubs for other schools to be able to have access to it. Then my second would be the retention and recruitment of highly qualified teachers. We all know the research. It's the teacher in the classroom that is truly the first and most impactful for student achievement. Thank you.

Trustee Garcia Morales:

Thank you. Trustee Esparza-Stoffregan. Trustee Zamora.

Trustee Zamora:

Thank you Madam President-

Trustee Garcia Morales:

Forgive. I'm sorry, Trustee Zamora. That was abrupt, I want to confirm that I heard Trustee Esparza-Stoffregan mention mental health as her first priority and teacher recruitment and retention as her second. That's correct. Okay. Please forgive me. Trustee Zamora, please jump in.

Trustee Zamora:

Thank you, Madam President. I have one question first. If there's a bill in place, do we vote on if we support it during legislative session? Is that something that the board votes or who makes that decision how we support it?

Tod Story:

Madam President, trustees, interim superintendent, Dr. Larsen-Mitchell, Tod Story for the record. We do not come back with lists of bills one way or the other to take a vote on. What we do is we look at whether or not it's aligned to the platform and then if we see that something negative is happening or something positive is happening according to the platform that you all decided on, we can then come back and do lobbying strategies with our stakeholders, partners in the community. Your relationships come into play as well. And so it becomes the strategy of the team to then use all of those resources to either help a bill succeed or fail one way or the other, depending on the nature of the bill. But we don't come back to take a vote. The approach and the strategy is based on the platform that was decided tonight.

Trustee Zamora:

Okay. Trustee Brooks actually brought up a really good point of there's a lot of these issues that a lot of folks will be focusing on, like Trustee Bustamante Adams mentioned, there's already eight education bills as BDRs right now, and we're only in July. And there's one about governing school boards. So there's a lot happening and there's a lot of the same themes. It's about mental health, it's about pre-K, and it's a lot of the things we're already talking about. So I do want to be very strategic about what we decide to do. Choosing two is actually really difficult. It stresses me out a little bit and gives me anxiety, because there's so many issues to tackle on. But one thing I definitely wanted to mention that it's really not common that we hear during session is some of the afterschool programs and funding for that.

I know yesterday there was an event and we were excited that we're having a new building for our east side, but how can we expand that for other districts, programs like that? How can we make sure that students can get there? So I actually want to pitch something around funding afterschool programs with transportation, because I've recently attended early childcare and just children... and summit and they talked about afterschool programs and how there is some afterschool programs here and there. But I think one of the biggest issues that we miss is how are students getting to those places? How are they getting from the school to the rec center, the community center, wherever these programs are happening. So if there's a way we can expand funding for afterschool with transportation, I think would be something interesting that I don't think a lot of folks over a lot of our people right now are paying attention to. And my second would be recruitment and retention for teachers.

Trustee Garcia Morales:

Trustee Zamora I hear your first being afterschool resources, opportunities with transportation. I want to put a pin on that one as your first one and your second one is teacher recruitment and retention efforts. Got it. I want to make sure I capture that. I want to ask about this after school, the transportation. Under the current legislative platform, where do you see that fitting in? Help us out here so that we can make sure that we



Trustee Garcia Morales:

capture it correctly. Is it under support sustained pre-K to grade 12, the education funding streams under meeting student needs, or yeah, tell me-

Trustee Zamora:

I originally did see it that way because we are focused on the K-12 students and I was thinking elementary students, so that's where my mind went.

Trustee Garcia Morales:

So is your request maybe more focused on ensuring that there is adequate funding that will help us provide services to support students based on the needs of the organization? I'm sorry. I thank you. I have a thought bubble over my head. I appreciate you seeing that. And then do we have, as a district, do we oversee afterschool programs, which I think the answer is no, but maybe support program... I'm not trying to put words in your mouth, but those are some things to consider.

Trustee Zamora:

No, it's good brainstorming and I'm looking over at-

Trustee Garcia Morales:

Dr. Larsen-Mitchell.

Trustee Zamora:

Yes.

Trustee Garcia Morales:

All right, thank you for catching that.

Brenda Larsen-Mitchell:

Madam President, members of the board for the record, Brenda Larsen-Mitchell. Some of our afterschool programs are community-based, but some of them are run and operated directly by the school. So it's mixed.

Trustee Garcia Morales:

When I hear you saying that maybe that there are [inaudible 03:20:36] in order for there to be afterschool programs, there needs to be resources funding for it. There's not a lot of people in here, so we can hear all this. All right. Forgive me, Trustee Zamora, you had some thoughts around that, around the ensuring that there's equitable support funding, excuse me, equitable funding for students so that the district can offer programmings that are special like afterschool programs. So can I put your number one as what I heard you say is afterschool equitable funding?

Trustee Zamora:

Yes.

Trustee Garcia Morales:

Okay. Got it. Thank you Trustee Zamora, I appreciate you being with me on that.

Trustee Zamora:

Thank you Dr. Larsen-Mitchell.

Trustee Garcia Morales:

All right, perfect. I'm going to move on to Trustee Johnson.

Trustee Johnson:

All right, of the dialogue has been incredibly helpful. So thank you to colleagues. And actually I really appreciate Trustee Brooks' initial framing of thinking about leveraging resources in terms of having others who are already going to do some of the same work. And so why do the work that they're going to do. But it really made me think about what is our core business and what are we supposed to do? And I asked the question, what's going to get us the farthest, the fastest? And one of the things that's on our list is support ongoing implementation of high quality tier one instruction in literacy, math, and science. And that is what we do. That is the core of what we do. And so all the other things I think are really good to have and nice to have and incredibly urgent. And when we have that and when that's done well, student achievement is the bottom line actually increases significantly.

So I think if we could put that as our number, that's my number one priority. And so figuring out a way to create a BDR that encompasses getting that to where we want it, what we need from it. And then the second would be teacher recruitment, development and retention. So those two things combined I think, again, are at the core of our business. Nobody else is going to have that level of concern about that the way we do. And nobody else, in my opinion can describe those things and really bring that to life in the way that we can because that's what we do every day. And so asking somebody else to carry that I think doesn't make as much sense. But if we say the first thing that we want to put our shoulder behind is tier one instruction, because that's what we have to do every day. And then developing, retaining, and recruiting the people who are going to deliver said instruction, it seems to me to paint a good picture.

Trustee Garcia Morales:

Thank you Trustee Johnson. I hear you saying your number one is supporting ongoing implementation of high quality tier one instruction in literacy, mathematics and science. And year number two is teacher retention and recruitment. Correct.

Trustee Johnson:

And development.

Trustee Garcia Morales:

And development. Teacher recruitment and recruitment...

Development Teacher recruitment. And recruitment retention and development.

Trustee Johnson:

Correct.

Trustee Garcia Morales:

I think that's a new one. Not that it's a new one, but that may have not been introduced necessarily. Okay, great. Yet, thank you. Thank you, trustee Johnson. All right. Trustee Satory, I haven't heard from you yet. Thank you.

Trustee Satory:

Yes, and so I've been absorbing, I would say I would agree with Trustee Bustamante-Adams' evaluation there. I agreed with her on the bullying and mental health. I think that a lot of the things, like she had said, are going to be encompassed in some other things. So to me, those were my top two as well. I think teacher recruitment and retention, while very important, I think it is going to be encompassed in a lot of other things that are already being done. So those would be my top two.

Trustee Garcia Morales:

Okay, thank you trustee Satory. So I hear your teacher recruitment and retention being number one, followed by bullying. Mental health-

Trustee Satory:

Mental health and bullying. Teacher recruitment and retention is probably my number three, but I kind of feel like if it's already being addressed in a lot of other ways, then these are some pretty specific items that I think we might be able to get.

Trustee Garcia Morales:

Okay. You said mental health is the first one?

Trustee Satory:

Mental health and the bullying. [inaudible 03:25:13].

Trustee Garcia Morales:

Got it. Okay.

Trustee Satory:

And like I said, also more specific is some of the other ones, although seem important, are a little broad and vague, so I definitely want to try to get some things that maybe we can get a more solid ask.

Trustee Garcia Morales:

Great. Thank you for this. I appreciate that feedback. So, to recap, I have your number one as mental health, number two is bullying and you've added a third one as teacher recruitment and retention. Okay, thank you. Let's see, trustee Brooks, I'm going to go back to you for a second. You mentioned equitable distribution of schools. Does that mean teacher recruitment retention?

Trustee Brooks:

That was the bullet point for making sure that the district could distribute teachers in schools.

Trustee Garcia Morales:

So that's specifically... So that's different from retention and recruitment, although-

Trustee Brooks:

Yeah, I could be supportive of that, though.

Trustee Garcia Morales:

Okay, got it. So that I see as your number one, followed by, you mentioned streamlining of data and accountability as your number two, and bullying, providing more victim-friendly-

Trustee Brooks:

Given the feedback from other people, I think, [inaudible 03:26:31] of the bullying and the teacher recruitment, though I have some hesitation given how teacher recruitment efforts or teacher retention efforts went last session. I'm not sure the board would want to relive that.

Trustee Garcia Morales:

Thank you for that reminder. Actually, I'd like to... Can staff help us refresh our minds because teacher recruitment and retention was an item that we had up as a BDR last session. Mr. Story, can you give us a recap?

Trustee Cavazos:

Madam President, trustees, interim superintendent, Brenda Larson-Mitchell, Tod Story for the record. What Trustee Brooks is referring to is the teacher retention and recruitment bill from last session that sought to streamline the application process, knowing that that has been a hurdle for many years in the state. It's our understanding that the Nevada Department of Education is working, we are working with them to help streamline that process. They were given additional funding in the last session to work towards adding additional staff to make that process go faster. So part of it was addressed but then we were also looking at some of the reciprocity questions when it came to licensure from other states around the country. And so those were parts of that Bill.

Trustee Garcia Morales:

Trustee Brooks, did you have anything else to add to that particular piece?

Trustee Brooks:

What I'm really referring to is SB 231, which the intent was to encourage people to be retained and I don't think that that was... I think when you are going to put an idea out there, you should be aware that that idea can morph into something that is not necessarily productive. So while I am supportive of retention, if it looks like SB 231 and we spend all of our time fighting with our union about it, then it's not really very productive.

Trustee Garcia Morales:

Okay. Thank you for that particular piece and that feedback. Colleagues, based off of what I see here and based off of everyone who provided their first and second, I'm going to go down the row here. Out of the 11 of us, seven of us indicated mental health being one of the top two priorities. The following was teacher recruitment and retention and development. It sounded like development was an interest. I actually need to

Trustee Garcia Morales:

check that out, given our discussion or feedback that was just provided to us, does anybody have any objections to including development in the teacher recruitment and retention efforts? No objections. Trustee Guzmán and Brooks?

I don't hear any objections so I will keep carrying that forward. I have a point of clarity actually from my colleagues who did support teacher recruitment and retention. One of the items, as we heard earlier from staff, mentioned that the guaranteed of high quality educators are equitably distributed across schools. Are we incorporating that through AB 469s? Are we incorporating the re-evaluation of AB 469 in teacher recruitment and retention? I guess Trustee Watson and was it Trustee Brooks? You mentioned that it being your number one. Trustee Johnson and Esparza-Stoffregan and Trustee Cavazos, I guess I'd love to hear from you all if there is any objection to including the evaluation of AB 469 to ensure that high quality educators are equitably distributed across schools. Now forgive me, trustee Guzmán had one in two separate places. So is there any objections to the addition of AB 469 language. Trustee Cavazos?

Trustee Cavazos:

Can you clarify? Can you say that again, President? You said, to include the... Did you say the evaluation of?

Trustee Garcia Morales:

Thank you, Trustee Cavazos. When we originally... Let me back up for just a second. The one modification that we made to the legislative platform was to include language under equitable access to high quality educators, the first bullet point, to include work towards retaining high quality, high qualified educators. The intent of this first piece of this item included evaluating AB 469 as the opportunity for us to help support an equal distribution of qualified educators. So I guess, maybe I should have made that point clear earlier, why I'm supportive of teacher recruitment and retention efforts. I think that a huge part of it also has to do with ensuring that there is an equitable distribution of highly qualified educators that's supported by the district and not exclusively only owned by campus administrators. Trustee Cavazos?

Trustee Cavazos:

I am not sure that you answered my question exactly. I did understand what you were talking about on the previous approval. I'm going to defer to my colleagues right now to see if they have any objections. I am going to go ahead and listen. Thank you.

Trustee Garcia Morales:

Sounds good. Thank you, trustee Cavazos. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

So, here's an example. If we were to think and consider about retention and recruitment for teachers, and I don't want to go into the CBA for the union at all, but is there a possibility for Title 1 schools to have that opportunity to provide incentives like in the past, I'm just going to say it because we lived it, when it was creative under Governor Sandoval and he provided funding for Zoom and Victory schools and that was a permissible thing. I know we're doing some of that now, but it's not just about the money, but creatively, those incentives might be an example of how to recruit and retain schools in our most underserving

Trustee Esparza-Stoffregan:

communities that have the highest vacancy rates. So I don't want to touch us changing or challenging anything about AB 469. So I'm just trying to give an example of what's possible.

Trustee Garcia Morales:

I see. Trustee Esparza-Stoffregan, so I hear you saying that the teacher recruitment and retention is more focused on what incentives we can potentially provide to the schools that have the highest need?

Trustee Esparza-Stoffregan:

That is one example, but I don't know that we need to get into the solutions of it right now. I'm talking about, I don't want any kind of language challenging AB 469 because it provides schools in law to have the autonomy to do their best, I would say, with boots on the ground to get the most highly qualified educators on campus.

Trustee Garcia Morales:

Thank you for that. Okay, that may change my, if that is the will of the board, I think I may need to reevaluate my support of the teacher recruitment and retention, especially because while I was reminded just a second ago that we did have that as a priority at the last legislative session and there is work that's happening at the Department of Education, which is incredible to be reminded of again. So some of that work is already advancing. The greatest challenge that I have in my community is that, while I know it is the law and I certainly don't want to mess with something that's good, it actually is not all good because there are elements of it that are making it difficult for my community to have qualified educators.

If schools in your community, for example, or any other community, if the administrator can choose how many qualified educators are in their building, that makes it difficult. And they should, they should absolutely have every right to be able to, and I don't know what this actually looks like, but it looks like the district being able to set parameters or say, instead of having 15 learning strategists for example, you need to have X number of educators to ensure that the classroom sizes are smaller.

That AB 469's ability to provide administrators carte blanche access to hire as many educators as they'd like to or licensed professionals of whatever category, makes it difficult for communities like mine who may have greater needs and it can become problematic as Trustee Watson shared earlier, there is a serious gap in our community and I certainly would want the district to be able to provide additional guidance and support to ensure that these needs are met for students, ultimately, to serve and support students.

So I think, I'm supportive of the teacher recruitment and retention efforts when it's coupled with some sort of additional guidance or evaluation or support from the district to ensure that the qualified educators are placed in schools that have the greatest need to. I think I'm going to ask if there's any objection to that. I heard one objection maybe or like a... Yeah, I heard an objection to that. Is there any other objections or modifications you want to suggest? Trustee Watson.

Trustee Watson:

Thank you, Madam President. I'm just a little confused with the direction you were going. But I think, please hear me out. With the high vacancies in my area of town, our area of town, Madam President, I think that if we can recruit and retain, then AB 469 is not the be-all and end-all. It is a process. It is not the be-all and end-all. Hiring, recruiting and retaining educators is what is going to be needed. And I think there's some discussion I didn't quite grasp regarding 231 and it was only \$10 million. So I'm just not sure how that

Trustee Watson:

played a factor in deciding what is going to be an issue or a priority for this board or this district. It didn't quite gel for me.

Trustee Garcia Morales:

Thanks for providing that feedback, Trustee Watson. And for sharing your piece around the importance of recruiting and retaining educators and how that would maybe if we had more recruitment and retention efforts, the AB 469 would be a non-issue. Is that what I hear you say?

Trustee Watson:

Thank you, Madam President. What I'm saying is that recruitment and retention is a priority for me. AB 469 never entered my mind. Okay?

Trustee Garcia Morales:

Yeah, and thank you for that. And the reason I brought up AB 469 or the language in AB 469 was because that was part of the original bullet point, not the actual language but the spirit of an evaluation of how to ensure that we provide highly qualified educators and they're equally distributed across schools. That's what spoke to me when it came to also ensuring that we work towards retaining highly qualified educators too, because that's what we agreed to just a second ago. Trustee Brooks, earlier you mentioned the connection between teacher recruitment and the \$10 million through SB 231. Can you close the gap for us in terms of knowledge there?

Trustee Brooks:

What I was saying was that that bill was actually pushed under the guise of retention as though it was going to do some good for retaining educators and it didn't really work up spent a lot of time fighting needlessly. But what I wanted to chime in is, I wanted to actually advocate for the students in your district because I know the problem that you're speaking of and I know that schools in North Las Vegas have a lot of vacancies and schools in places like Summerlin don't. And the reason they don't, is because they're able to fundraise or they're able to dedicate more resources and they're able to have more teachers than what the district would normally allocate. So I understand your problem and I want to advocate for you. And that's exactly why I think it's important to look at the language and law to make sure that the students who need high quality teachers and that are in high poverty schools, that they have the teachers that they need. And I don't think it's very fair to not have some mechanism to ensure that happens.

Trustee Garcia Morales:

Thank you, trustee Brooks. Trustee Williams?

Trustee Williams:

Thank you, Madam President. I just want to be careful of us saying retaining high quality teachers for North Las Vegas schools. North Las Vegas is both mine and Trustee Watson's area and we just have a discussion over here where we can't retain a lot of teachers there because we have a lot of behavioral issues in the schools which kind of proceeds back into our safe and secure and then having the funding for these schools. So I don't want to use that as like, "Oh, these schools definitely need people." That's true, but there's a reason why they cannot retain high quality teachers in those schools. You may not have that

Trustee Williams:

in Summerlin and so it's just a fact of the matter. So I just wanted to make that point safe and secure. Also, I'd like to make a motion because I'd like to move on.

Trustee Garcia Morales:

Trustee Williams, thank you for that-

Trustee Williams:

Thanks.

Trustee Garcia Morales:

... Both of those pieces, I will turn to you in a minute when we're ready for the motion. I want to just keep score here for us. It looks like from this conversation, the mental health seems to be a top priority, one or two for seven out of the 11 members. So that seems to have a win and as one of our priorities. The second item that I have listed here, I have teacher recruitment and retention and development. Out of the 11 members, four have listed it as a top one or two priority. And then, when I see 1, 2, 3, 4, 5, 6, when I have out of the next item that we have here that has gained momentum is the bullying item. There is 1, 2, 3, 4, 5, 6, 6 individuals out of the 11 who have demonstrated a desire for that to be a top one or two.

So I hear this based off of the conversations that we've had today, mental health and bullying seems to be the top two items that come out of this conversation. Trustee Esparza-Stoffregan, do you have something you'd like to share?

Trustee Esparza-Stoffregan:

So I saw that you took copious notes, Madam President, so could you do a count? You said again, could you repeat that for the top two please?

Trustee Garcia Morales:

All right, we're going to go through this list. Okay. All right. We'll go down the list here, down the rows because that's how I captured it. So Trustee Cavazos, mental health as number one and teacher recruitment and retention is number two. Trustee Satory has mental health as number one, bullying as number two. Trustee Williams has innovative technology as number one, bullying as number two. Trustee Watson has teacher recruitment and retention and development as number one and mental health as number two. Trustee Zamora has equitable resources, i.e. after-school items as number one and mental health as number two. Trustee Bustamante-Adams has mental health as number one and bullying as number two.

Trustee Zamora:

I'm sorry...

Trustee Garcia Morales:

Trustee myself... Trustee myself, Trustee Garcia Morales, me, me, me, is bullying is number one and then I've moved my number two to the AB 469 conversation around teacher recruitment and retention. That's how I've divided that piece.



Trustee Garcia Morales:

Trustee Esparza-Stoffregan, again, mental health as number one. Teacher recruitment, retention and development as number two. Trustee Johnson, tier one instruction as number one, and then teacher recruitment and retention as number two. Trustee Guzmán, mental health as number one, bullying as number two. And then Trustee Brooks as AB 469 teacher recruitment and retention as number one and bullying as number two. Okay, Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. I apologize if I misheard. Can you repeat my second choice that you have?

Trustee Garcia Morales:

Sure. Yes, absolutely, Trustee Zamora. Number two is your mental health.

Trustee Zamora:

I actually had recruitment and retention as my second.

Trustee Garcia Morales:

Where was the after-school...

Trustee Zamora:

That was was my number one.

Trustee Garcia Morales:

Okay, very good. So let me see if I can correct this. Trustee Zamora, you have your number one as equitable resources and number two is teacher recruitment and retention. Is that right?

Trustee Zamora:

Yes.

Trustee Garcia Morales:

Okay. Thank you very much for that. All right, colleagues. So that makes mental health still remains with seven out of 11. Teacher recruitment is five out of 11 and bullying is six out of 11. So that means the top two issues are mental health and bullying.

Trustee Esparza-Stoffregan:

Thank you.

Trustee Garcia Morales:

Okay, thank you, colleagues. All right, so at this point, Trustee Williams, you're welcome to create a motion. Are you awake? Okay, not wake. Okay. All right, we're looking for a motion to move items, mental health and bullying forward. Mr. Story?

Trustee Brooks:

Yeah, Madam President, trustees, interim superintendent, Dr. Larson, Mitchell, you don't actually... I don't believe you need a motion for this. You've given us direction what we can do. You have the option without a motion for us to come back at a future meeting and present options, language tailored to legislative intent and then you can vote on those specifics, unless somebody wants to craft a motion tonight.

Trustee Garcia Morales:

Thank you, Mr. Story and Dr. Keating. Thank you both for your attention to detail on that end, appreciate that. It sounds like they have a team. It sounds like the staff have direction and are good to go on that end. So there will be no motion. I take back my request for a motion. All right, thank you. Thank you, thank you. Nice work everyone. Bravo, bravo, bravo. All right. All right. More is on our way. We will be coming back for more. All right, colleagues.

### 3.05 Request for an Appeal.

Discussion and possible action to direct Board Counsel to file an Appeal of the Findings of Fact, Conclusions of Law, and Order Granting a Petition for a Writ of Mandamus / Declaratory and Injunctive Relief in District Court Case Number A-24-889325-W. **(For Possible Action)** [Contact Person: Nicole R. Malich] (Ref. 3.05)

*Motion to reject.*

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

*This motion passed.*

Trustee Garcia Morales:

All right, colleagues, we're going to move on to item 3.05. That is the request for appeal, discussion and possible action to direct board counsel to file an appeal on the findings of fact, conclusions and law and order, granting a petition for a [inaudible 03:48:55] declaratory and injunctive relief in the district court case number A24A-24-889325W.

This is an action item, colleagues, and want to provide anybody in the public who would like to provide public comment on this particular item to please submit a yellow card. If you have not done so, please do so now. Otherwise, once we begin, we will no longer be taking public comment cards. Thank you. All right, colleagues, from a process perspective, I will turn it over to counsel and after we turn it over to counsel, we'll go into public comment and we've got a couple of folks who have signed up for that.

Okay, counsel?

Nicole Malich:

Thank you, Madam President. This item's on before you today, because on June 25th, 2024, the district court issued an order finding that the cities of North Las Vegas and Henderson have standing to challenge board governance policies and that the governance policy granting the right to make motions to voting members only was in violation of a B 175 from the 2023 legislative session. This item comes before you today for the board's consideration of whether or not to appeal that decision. Appeals must be filed within

30 days of the filing of the notice of entry of order, which was on the same date as the order of June 25th, 2024.

Trustee Garcia Morales:

Okay, thank you counsel. I'd like to hear from public comment. First, Mr. Gomez, followed by Mr. Gonzalez.

### Public Hearing

David Gomez:

David Gomez for the record, Nevada Peace Alliance President. I believe that you guys should follow through with the appeals because there's so many disadvantages here. It's an unfair advantage and I see it. Now, the FTC Chairwoman Ms. Khan and November 10th, 2022 says that she doesn't like the Sherman Act where there's unfair methods of competition. Now, I understand this applies to business, but a lot of case laws we have in different ways and different measures, we can do different things with it and prove our points. If any of these appointed trustees, I didn't appoint them, I didn't vote for them, I didn't give them my vote and nobody I know have. So because they're appointed, they still sit on the four-year term and they can go up to 12 years, they have term limits.

Okay, so let's say one of the trustees that live in my area that's appointed decide to say, "I'm going to quit being appointed and I'm going to run for actual voted position trustee. I want to have the voted position versus the appointed position." Now, after that happens, everybody that's competing against that person, it gives it an unfair advantage. There's an unfair advantage because that person is appointed and now they can say, "I'm a trustee, or I was a trustee for Clark County School District appointed by the city of Las Vegas, Clark County, City of Henderson," or wherever, "North Las Vegas." And now that gives them an unfair advantage, which is not okay because we cannot do that.

If the FTC is saying that I'm a consumer, I'm consuming your abilities to do something, I'm consuming. I'm consuming in a different capacity, it doesn't mean that I'm consuming it at a consumer's right of food or items or things I need for my household, this is different. So this is argumentative because the advantage is on their favor. When somebody from our community that has been serving... I don't want to be a trustee, don't get me wrong. I don't ever want to be a trustee, but somebody in our community is running and they're running against a person, but they have done everything from A to Z to volunteer, be in schools, help with dads in schools, help with all these other things that are there without being appointed, without being having these positions.

Now I'm appointed in a different position, which I'm not going to talk about, but I am appointed. But that doesn't give me the right to override my executive person. I have to listen. I have to obey. And I'm not going to use that appointment to have an unfair advantage over anybody in here that runs for something with a similar name or similar position, which is not okay. So if you guys want to appeal it, use the FTC, use your laws, use Mrs. Kahn's law. They just passed it. It's an unfair advantage and you can do that. Thank you.

Trustee Garcia Morales:

Mr. Gonzalez?

Ed Gonzalez:

Thank you, Madam President, members of the board, Dr. Brenda Larsen-Mitchell. For the record, my name is Ed Gonzalez. I ask you not to appeal this decision. I think this is silly. I think this is a waste of resources. We just had a conversation, talked about legislative priorities, about how precious education dollars are.

Ed Gonzalez:

This isn't even worth the filing fee. Now, when I say that, if the district had won on this lawsuit, I would be in the city of Henderson where I live and in North Las Vegas, asking them not to appeal as well cause I would just think it's just as silly because it would force this district to spend funds on it. The right to make a motion or not, I don't think most people really care. I have sat on multiple boards and been in the same position as a non-voting member and in-state laws said I could not have a vote, but I was allowed to make motions and second.

Regardless if this body can or can't, whatever the district court decided, I'm okay with because you have more important things to consider. This district is in crisis. You've had the conversations about that today. I really do appreciate that, you guys had a deep conversation about many of those issues. But when it comes to this, I think this is rather silly. So I would ask you to let this go, work with each other as a team like you just did on the legislative priorities and the bill draft. It was very fascinating, the conversations, but it was a good healthy conversation. So once again, I would ask you not to appeal this ruling. Thank you.

Trustee Garcia Morales:

Thank you. I believe that concludes public comment. Mr. Cowles.

Robert Cowles:

Madam President, Interim Superintendent Larsen-Mitchell, trustees. For the record, my name is Robert Cowles. I'd actually like to second what Mr. Gonzales said about your... I'm sorry, Gomez. Talking to the wrong people. About your discussion up here. I really do appreciate how considerate and thoughtful and engaging you all were. As a longtime observer of this board, it's not what I'm used to seeing, not at all. So it's been quite refreshing. I appreciate it very much.

I also would like you to not appeal this decision. I spoke against, or wrote against limiting the ability of appointed trustees, limiting their ability to make motions and second, because the law is really clear, Nevada's a plain language law state, and it's really plainly stated that the appointed members of this board have all of the rights and privileges except the right to vote. It doesn't get simpler than so that you limited them and then had to go to court. And that was a waste of time and money. And we don't have either one. We've got a whole bunch of other things that need our attention, your attention and the money is a limited resource. Thank you.

Trustee Garcia Morales:

Great. Thank you. I believe that concludes public comment. We're going to go into the queue. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. Thank you, Board council for that introduction to the item. I would like to ask you if you could expand a bit on the original counsel advice to the board on when we originally voted on this as far as depriving and excluding the four appointed trustees from having the ability to make a motion or to second a motion. Could you expand on that a little bit? Because the public does not have access to our closed sessions or our attorney-client sessions.

Nicole Malich:

Are you asking me to elaborate on attorney advice that I gave you? Because I can't do that.

Trustee Cavazos:

No, on the rationale of how this came about in the first place, because this was talked about, I believe at, I think it was Northeast Tech when we first had the vote. You gave a little introduction. I'm sorry. I tried to find it on the meeting minutes, but I couldn't find it. That's the look we have on our faces most of the time.

Nicole Malich:

I don't know that I can do that without going outside of. I mean, that would be explaining attorney of the advice.

Trustee Cavazos:

I withdraw that. I was trying to word it in such a way. Okay, I'm just going to state that, right now, I am against this appeal. We just went through a lengthy process, not only on the bill drafts and on the legislative platform, but we also had the kickoff today to the superintendent search process. I have many times brought up things that I thought were extremely important. I was told, "That's a distraction. Nope, we can't do that. We need to do this, we need to do that." This is our priority right now, and our priority right now that our community is waiting for is for us to conduct a very thorough and, should we say, inclusive superintendent search, and not for us to spend time, money, and resources on something that has already been decided in court.

I have the mandate right here in front of me, and it's very clear. And so, I understand the board council cannot go into specific details, and I was trying to ask in such a way, but I did not do that well. So at this time, I would like to make a motion to reject the, let's see the right number, 3.05 to file and appeal. I'm sorry, I'm very tired. I'm full of candy, and so I'm not saying this correctly. But the motion is to reject the request to appeal.

Trustee Garcia Morales:

Thank you, Trustee Cavazos.

Nicole Malich:

I just want to be clear, there's no request to appeal. You're making a decision as to whether or not you want to appeal. Board counsels didn't give a recommendation or a request to appeal.

Trustee Garcia Morales:

Trustee Cavazos, would you like to modify your motion?

Trustee Cavazos:

Yes. I'm looking up something else right now. Just a moment.

Trustee Garcia Morales:

Okay.

Trustee Cavazos:

Mm-hmm. Okay, so I would like to make a motion to reject 3.05, request for an appeal. I'm reading it right off the agenda.

Trustee Garcia Morales:

Okay, very good. Thank you, Trustee Cavazos. I see a couple members in the queue, so we'll go to them and then ... Yeah, we'll go to them. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you Madam President. Actually, I want to provide that second, but if there's still discussion, I will hold off.

Trustee Garcia Morales:

Is there a discussion?

Trustee Cavazos:

I'm fine with that.

Trustee Garcia Morales:

Trustee Zamora, is there a discussion? Trustee Zamora? Trustee Williams? Yes, there is discussion. Okay, so Trustee Bustamante Adams, your second is noted, and there is a motion on the floor, and we will turn it over to members to finish deliberating before we go for vote. Trustee Zamora?

Trustee Zamora:

Well, I was trying to second but they beat me to it. But I do have just a comment, and I think it's really important. The timeline, as we talk about resources and funding, like the timeline is also really important to think about for my colleagues. As we think about this process is going to take, we know at least ... It's going to take over six months. And at that point, we're going to be in a legislative session. And at that point, there's going to be other bills. There's already a BDR now about governing school boards. So just as a reminder of keeping that in mind, there can be something that happens during session that will completely just change everything, and all this process will be for nothing.

Trustee Garcia Morales:

Thank you, Trustee Zamora. Trustee Williams?

Trustee Williams:

Thank you Madam President. I'd just like to make a couple points. This does not cost the district money unless we as a board decide to hire outside counsel, maybe a filing fee. This does not cost the board itself time because we have our attorneys, and the office that does this stuff for us. They work full-time for us for that reason. I'm going to state again, like I've stated many times, that I don't look at this board as the problem, I look at future boards as a potential chaotic problem and our job as trustees is to manage a budget, direct the superintendent, and advocate for students and parents. And the worst thing that we could ever do is create chaos in a board for the future because it's not our problem right now. And then other than that, I think more so, if you were looking at a timeline for court, if you were to file initially or immediately, six

Trustee Williams:

months from now is not the legislative session. It would actually be wrapped up probably before new trustees get sworn in. That's all my comments.

Trustee Garcia Morales:

Thank you, Trustee Williams. Trustee Cavazos, with your permission, I'm going to go ahead and move on to colleagues who have not had a chance to share their thoughts. Trustee Esparza-Stoffegan?

Trustee Esparza-Stoffegan:

Okay, so the reason we are here as appointed trustees is because the communities felt that they had no presence and there was no voice. I feel, and speaking with the voting trustees that I have tried to bridge relationships with and with my fellow appointees in conversation, we have been a value add for this board to bring a different perspective, to bring in new ideas, to think differently, to try to have community have a presence again. And it's something I'm observing, it's been a new journey for me because this is a totally new role.

And I would disagree with the idea of us pursuing this because then it's just going to create the greater divide between the bridges that we've already built and the relationships that were formed. And we will have potentially some new members. I mean, that's the given. So I'm looking forward to us getting past this waste of resources and energy and effort. We have made a lot of progress as a board as a whole, and I think it's time for us to focus on the work, improving the district and the students. And serving this community. And serving the people that are working in our schools every day. So I absolute could not support this. No, I don't have a vote, but I will continue to try to be an advocate, not just for the municipality of Henderson, but for the entire district, rural, urban, all settings.

Trustee Garcia Morales:

Thank you, Trustee Esparza-Stoffegan. Trustee Watson?

Trustee Watson:

Thank you, Madam President. Just to follow along with trustee Esparza-Stoffegan, I think we want to move forward. I don't think we need to continue to waste time and energy and effort in this decision that was rendered. The law was passed at the legislative session, there was a ruling. Let's just move forward. And because we do have to represent those who appointed us, and I think that's the basis of the municipalities appointing trustees, non-voting trustees. We don't have a right to vote, we just want to be able to make motions or seconds. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Watson. It is my greatest hope that any member who has the privilege of serving on this board has the ability and the right to vote. And it's unfortunate that the bill, as it was written, did not provide members, that while I was absolutely vehemently opposed to it, I acknowledge and recognize that my colleagues are doing all the work. My newest members on the board are doing all the work, but are unable to really ... There is a need for there to be a voice. The voice comes with a vote as well. Otherwise, it can appear empty. And so, it is my greatest hope that with the BDRs that are coming to the legislature this upcoming session, that they are meant to expand the ability for our new members to have an actual vote and not a superficial experience.

Trustee Garcia Morales:

While that still is my highest desire, that actually is not this particular item, the request for an appeal is not for this board per se, but it is for future boards, especially when it comes to ensuring that the reason why this item was approved or why the judge made their decision was ... I'm really concerned about the standing in this particular case. The extension that a municipality has the ability to dictate what a school district does because they have invested resources is actually incredibly problematic for me, again, for our school system and our school district.

I recognize and acknowledge that this is not a popular opinion on the board, but it really is a warning for future boards that the current board had a really difficult time making a decision to stand and actually give themselves a chance to be proactive around deciding, and really taking a stand proactively to ensure that future boards would not have any issues with municipalities potentially entering their domain and saying that they have the ability and the privilege to over-supersede our policy because they have "invested resources," because of their municipalities resources have been "invested" in the school district.

So yeah, I hope that the future boards who read these minutes are really fully aware and acknowledge that ... I hope that they don't ever have any issues when it comes to municipalities wanting to continue to extend their authority over the school district and our policies that we have the responsibility over, and not the municipalities. Trustee Cavazos, I see that you're in the queue, I believe for further discussion, or to go back to the vote?

Trustee Cavazos:

I just want to make sure that we were able to check in with the trustees that are in cyberspace. And then, yes, I did have a further comment.

Trustee Garcia Morales:

Thank you for that. Trustee Guzmán?

Trustee Guzmán:

Thank you. I have struggled with this as you know because in Robert's rules of order, unless the people that are appointed to a board hold an office from their appointment, they usually don't get to make a motion and second it. But since it was already determined by the court, I hate to spend any more time on it, I've been thinking about it, and I think what we should do is convince legislators that they should allow the process that they have established to work before tweaking, and respect those of us who walked, and knocked on doors, and actually had to run campaigns to sit on the board, and respect that process also. So that's my thought on it. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I believe this is a bad legal ruling for reasons that I'm not going to elaborate on. I do agree with Trustee Williams that the decision is not about the people who are here right now, but the people that are going to arrive in the future. I also agree that we haven't wasted resources because we didn't hire external counsel. Even so, I'm going to support the motion if this board descends into chaos. I think it's going to prove the point that voting members are trying to explain now. And I think we all agree



Trustee Brooks:

that these members should vote and be on a level playing field, but they can't do that either because then, they would represent an unequal number of voters. So I'm going to support it. I do think that it's about ruling and I do not like the standing, but I think it's going to pass either way.

Trustee Garcia Morales:

Okay, thank you. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. I just wanted to state that this school district has been going through a lot of difficulties. I think the idea that for the future, that giving these four appointed members who, I will say that all 17 school boards, and correct me if I'm wrong, Madam President, but I believe all 17 school boards and districts signed a letter opposing the original bill of AB 175. I was one of the ones that signed that.

And yes, I have been out there walking and talking and running for office, but these four members that are sitting here right now that we have forged relationships with have amazing records of involvement, of doing their homework, and being here of attendance. They have been here, and they have been engaged in all these discussions. So to discount what they have done I think is disrespectful. And the allegation that this would cause chaos on this board is ludicrous to me. Future boards, I don't know what's going to happen, but right now we're here, we're right now. And again, I'm going to make a motion to reject the request for appeal, and I'd like to call for the vote.

Trustee Garcia Morales:

You've got it, Trustee Cavazos. I don't think you have the call. I think we are ready to take a vote. Colleagues, we have a motion on the floor by Trustee Cavazos, a second by Trustee Bustamante Adams. Please cast your vote. Trustee Guzmán?

Trustee Guzmán:

Okay, I'm just clarifying, because I want to make the right vote. So if I vote yay, I'm voting with what Trustee Cavazos has put into the motion, is that correct?

Trustee Garcia Morales:

Correct.

Trustee Guzmán:

Okay, then I'm voting Yay because I don't want an appeal.

Trustee Garcia Morales:

Wait, I'm sorry. Oh, forgive me. I'm sorry. I thought I heard yes. Wait, Trustee ... Forgive me, Trustee Guzmán, can you please clarify your question again, or can you repeat your question for me please?

Trustee Guzmán:

Yeah, I'm just trying to clarify the motion.

Trustee Garcia Morales:

Yes.

Trustee Guzmán:

So Trustee Cavazos motion is to reject the appeal, is that correct?

Trustee Garcia Morales:

Yes, that's correct.

Trustee Guzmán:

Then I vote yay.

Trustee Garcia Morales:

Yeah, that's right. Okay. Scared me over here. Got up in arms. Members got up in arms over here and thought I misspoke. So if you're good, Trustee Guzmán, thank you for indulging me on that particular moment. Trustee Brooks.

Trustee Brooks:

Yay.

Trustee Garcia Morales:

Okay, thank you. Okay, colleagues, that motion passes five to two. Thank you very much for that discussion and for those motions.

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

Trustee Garcia Morales:

All right, colleagues, we are going to move on to public comment on items not listed as action items on the agenda, okay? 4.01, we have Mr. Gomez, who has signed up in advance. Do we have any other public commenter, commenters? After Mr. Gomez, we'll have Abigail Negate, and Adrel Belman.

### **Public Hearing**

David Gomez:

David Gomez for the record, Nevada Peace Alliance president, former president of Wake Up and a lot of other organizations. You guys, like I said before last time, never ceased to amaze me, but you need to start the timer. Thank you. Like I said, I don't like to be unfair as well. So I'm going to share something with you. I like Linda. She's a nice lady. She's really nice. I like her husband.

Trustee Garcia Morales:

Mr. Gomez, please stay away from speaking directly to a member.

David Gomez:

I'm just saying I like her.

Trustee Garcia Morales:

That's great. We all like her. Please-

David Gomez:

So the thing is that during a time of presidency, I've never seen so many arrests in my life in Clark County School District. I have never seen. I've been sitting in this room when it was empty just like this, and a lot of people weren't here. A bunch of administrators. And I'm not talking about the President of the United States, I'm talking about the president of the board. And I'm not talking about you. But at one point, prior to you, there has been nothing but arrest for parents, community members. And that's sad to see, that we're attacking our community, but yet we're claiming we're supporting our community.

I'm going to tell you something, God is not pleased with some of you. And I don't know which one it is. And his destruction is coming. Do not believe that God is blind, nor is he dumb or stupid or deaf. He is going to make you pay for all the actions in which you have created against children. Every single one. And I don't know who that is. And he is going to make sure that that cup of cold water you stole from a child, you are going to find out what his wrath really feels like.

This is my time, and I can speak on these matters as I please. And I see that a lot of people, they disagree with me, and they don't agree with me, but that's okay, because it's not my word, it is His word. It has been written. We've been proven so many times that everything he wrote 2000 years ago has come to pass, and it still is. And everybody can dispute it all they want. You can be an atheist, you can be an agnostic, it doesn't matter.

But I'm telling you right now, your time of rule even over a dog will end, and you will not like what you're going to see. And I don't have no judgment in that, but I do have a word and you will find out how you will be treated in the last of end of days, when they do get here, because we're getting very, very close. We call it the caught up, some call it rapture, some call it other things, but you will find out when he says, "Ye of iniquity, I do not know you depart from me," and he will cash you into the lake of fire

Trustee Garcia Morales:

Abigail, followed by Ardelle and Ed Gonzalez.

Abigail Negate:

Hello, Madam President, honorable members of the board, and Dr. Brenda Larsen. My name is Abigail Nagate, and I go to Spring Valley High School, and I am here to talk about civics education funding, specifically in regards to extracurricular. I've noticed that throughout the past few years, the number of civics programs, such as Model United Nations, mock trial teams, political clubs, and other civics based initiatives in CCSC has skyrocketed. Many schools have started to travel for competitions, and these programs have been of increasing interest to high schoolers.

However, even with their increase in popularity, or maybe because of their increase in popularity, I find that many schools are lacking the resources in order to properly accommodate their team. My school, Spring Valley High School, hosts one of the oldest and largest MUN programs in CCSD, yet we still struggle to go to out-of-state competition. For our out-of-state trips such as to California, each student pays around \$500,

Abigail Negate:

sometimes more, and that's with the money that we raise for fundraising. And a lot of students cannot afford to go and be a part of these initiatives.

Although we have been invited to participate in competitions in Arizona, DC and New York, most people in our delegation cannot afford to attend them. And even for the local competitions that cost around \$50 each, we have a lot of students who cannot afford to go apart from the operating costs of civics programs, many schools, especially in more underprivileged communities, have a fewer number of civics-based extracurriculars as well as lower-quality extracurriculars. I believe that there should be a fund that civic space extracurriculars can request money from or a set amount of money given to each school to accommodate these clubs. Whether or not that money stems from the county budget or a separate fund altogether, it is vital that some amount of money is set aside for civics programs. Although civics education extracurriculars aren't the only programs that lack equitable funding, they are some of the most impacted with civics education requesting an average of five cents per student in comparison to STEM education, which receives about \$50 per student. The amount of funding that is given to civics programs should be much more than five cents. Thank you.

Trustee Garcia Morales:

Thank you, Abigail. If you have any additional comments, you're welcome to submit them in writing or provide your writing remarks so that we can capture that into the record. Thank you.

Abigail Negate:

Thank you.

Trustee Garcia Morales:

Ardelle? Is Ardelle present? Okay. Ed Gonzalez?

Ed Gonzalez:

Thank you once again, Madam President, members of the board, Dr. Brenda Larsen-Mitchell. For the record, my name is Ed Gonzalez. I wanted to talk about school closures. But before I get started, I don't want to talk about Lundy. I want to talk about school closures in general. I know you guys had an interesting meeting last time. I know I was out of town. But I attended both the Bond Oversight Committee and I watched your meeting last time. And I think the concern that I had was just about the general topic.

The last time we talked about school closures, we had forums in the community, and I felt like the conversation and the frustration from this board is that the decision came here without having a forum in that community. And the reason that I say that is that this board recently passed a policy on school closures. And so, I would ask you to look at that once again and give better direction, and maybe include that in the policy. And the reason is that it was mentioned both at the board meeting and public comment and also at Bond Oversight that our district is shrinking. And so this may come up, if it continues that way.

Current projections have it that this will be the smallest the school district has been since the 2004-5 school year. To give you an idea from the projections, these are projections, I'm trying to do an apple to apples comparison, from the '21-22 school year, coming from your own website, I'm assuming it's Rick Baldwin to the current projections now overall enrollment is down 7.4%. Elementary schools are down 11.3%, pre-K and kindergarten is down 19.2%, while high school is only down 1.6%.

Ed Gonzalez:

To give you an idea, in the '21-22 school year, in the projections, 12th grade and kindergarten were about equal. This projection has kindergarten 74% of 12th graders. And this also we should look at is the fact that municipalities have the ability to authorize charters up to 7%. We could see a continuous shrinking of the school district because of that. And I mentioned that because this may come up as an issue in other areas of the valley in the school district. And so, I'm not an advocate for closing schools in general, and I'm not taking a position here on Lundy, but I'm saying that this may happen in the future if this is the direction the population, the Clark County School District is going.

So I would ask you, one, as you look at this policy again, if you choose to, include the town halls, because to give you an example, having a town hall at Indian Springs is not close to Lundy, as you heard. But to give you an example, imagine a situation at Palo Verde, and you had the town hall at Boulder City. We would find that ridiculous. But oddly enough, Boulder City is closer to Palo Verde than Lundy is to Indian Springs. And so, to have a town hall at Cheyenne or Rancho, that's about of equal distance. And so, you want to have the community to give input because it's important. Plus, if this was a zoning change, we would've probably had a town hall in Lundy because of that. But a school closure, we don't. So I'd ask you to look at it some more. Regardless of what the overall decision is, the community should have a right to be heard and felt, and that's what I felt like it was last time. And with that Madam Chair, I'm done. Thank you.

Trustee Garcia Morales:

Right on time. Thank you, Mr. Gonzalez. All right, colleagues.

## Upcoming Meeting of the Board of Trustees

Trustee Garcia Morales:

We're going to move on to Item 5.01 upcoming meeting of the board of trustees. It's Wednesday, August 7th at 4:00 p.m. Now, that is a regular board meeting. However, I want to make a note that we've just agreed to an approve to a July 25th meeting here at 9:00 a.m. in the boardroom. And then, we have a work session ... Oh, that is the work session on August 7th. Okay, very good. Thank you for that.

Perfect.

*Adjourn: 9:28 p.m.*

*Motion to Adjourn.*

*Motion: Williams    Second: Bustamante Adams    Vote: Unanimous  
Trustee Brooks was not present for the vote.*

Trustee Garcia Morales:

Colleagues, I see some colleagues in the queue already. Trustee Williams? Looking for a motion to adjourn.

Trustee Williams:

Thank you, Madam President. I'm looking for a motion. I'm making the motion to adjourn.

Trustee Garcia Morales:

You are making the to adjourn. Thank you. Trustee Bustamante Adams?

Trustee Bustamante Adams:

We second that motion.

Trustee Garcia Morales:

Thank you. Colleagues, we have a motion by Trustee Williams, second by Trustee Bustamante Adams. Please cast your vote. Trustee Guzmán?

Trustee Guzmán:

Aye.

Trustee Garcia Morales:

Trustee Brooks, are you still present? Okay. All right, colleagues. Trustee Williams, I need your vote.

All right, colleagues, that motion passes six to zero. Thank you very much. Have a great evening. Meeting is adjourned at 9:28 pm.