

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

Tuesday, August 19, 2025

5:00 p.m.

Roll Call:	<u>Members Present</u> Irene Bustamante Adams, President Brenda Zamora, Vice President Tameka Henry, Clerk (Virtual) Isaac Barron, Member Lorena Biassotti, Member Linda P. Cavazos, Member Lydia Dominguez, Member Ramona Esparza-Stoffregan, Member Adam Johnson, Member Lisa Satory, Member	<u>Members Absent</u> Emily Stevens, Member
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Jhone Ebert, Superintendent of Schools

Trustee Bustamante Adams:

I would like to welcome everyone here for our business meeting today. I am President Irene Bustamante Adams and call the special board meeting of August 19th, 2025 to order. The time is 5:00 p.m. I would like to remind everyone to silence your electronic devices.

We acknowledge that the land on which we gather is territorial homelands of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

Flag Salute

Trustee Bustamante Adams:

We'll go to item 1.01, our Pledge of Allegiance. Trustee Zamora, please lead us.

Trustee Zamora:

Please stand.

Adoption of the Agenda

Motion to adopt the agenda as presented:

Motion: Barron Second: Biassotti Vote: Unanimous

Motion passed.

Trustee Bustamante Adams:

Before I open item 1.02, is there anyone who did not get a chance to complete a public speaker card? Ms. Lisa, this gentleman right here in the...

And sir, just for my edification, are you here for 2.01 or items not on the agenda?

Matthew Winterhawk:

I'm here for items not on the agenda.

Trustee Bustamante Adams:

Thank you. Then I'm going to go ahead and proceed. I'll go ahead and close this portion of the yellow comment cards. Trustee Barron, will you make a motion to approve the agenda?

Trustee Barron:

Thank you, Madam President. I'd like to make a motion to adopt the...

Trustee Zamora:

Turn on your mic.

Trustee Barron:

Wrong button there. Thank you. I appreciate that. Yes, I'd like to make a motion to adopt the agenda as presented.

Trustee Bustamante Adams:

Thank you. I have a first. Trustee Biassotti?

Trustee Biassotti:

I will second that motion.

Trustee Bustamante Adams:

I have a first and a second. Please cast your votes. Trustee Henry?

Trustee Henry:

Aye.

Trustee Bustamante Adams:

That motion passes six to zero.

2.01 Public Hearing On and Possible Approval of the New 2025-2027 Negotiated Agreement between the Clark County School District and the Clark County Education Association.

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new 2025–2027 Negotiated Agreement between the Clark County School District and the Clark County Education Association. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net at least 8 business hours prior to the scheduled start of the meeting. (For Possible Action)
[Contact Person: Jon Okazaki] (Ref. 2.01)

Motion to adopt item 2.01, New 2025-2027 Negotiated Agreement between the Clark County School District and the Clark County Education Association.

Motion: Barron Second: Satory Vote: Unanimous

This motion passed.

Trustee Bustamante Adams:

Next item is 2.01. This is the time and place to conduct a public hearing on discussion and possible action on the approval of the new 2025-2027 negotiated agreement between the Clark County School District and the Clark County Education Association.

Was there anyone that did not get to complete a public speaker card? OK, that is closed.

I'm going to go ahead and turn it over to our general counsel. Mr. Okazaki, if you could please proceed.

Jon Okazaki:

Thank you. Madam President, members of the board, Superintendent Ebert, for the record, I'm Jon Okazaki, Clark County School District's General Counsel and I am very happy to present to you this afternoon the 2025-2027 negotiated agreement between the Clark County School District and the Clark County Education Association for your consideration and approval. I'm going to give you a summary of all of the proposed changes and I'll try to keep our display here up on the same page.

Articles 12-2, 12-3 and 32-1 include an additional procedure to ensure that CCSD responds appropriately when a licensed employee reports a danger, emergency, assault or battery. The additional procedure requires supervisors to provide all affected teachers by the end of the next day with information about what was done in response to a report. Please understand that this provision in and of itself is not enforceable against supervisors. CCSD will be issuing a directive to supervisors in line with this added procedure. Only then, would supervisors be obligated to adhere to this procedure.

Jon Okazaki:

Article 12-11 confirms the provision of SB460 that provides for immunity from civil and criminal liability for school employees for actions taken in good faith to intervene in physical altercations, fights or other incidents that pose an imminent risk to the safety of pupils or other school employees as long as certain other conditions are met, for example, performed in course and scope consistent with existing law and not done in known violation of individual rights. Article 12-12 simply provides that CCSD shall not tolerate any verbal or physical abuse of a teacher by students, parents or supervisors. Let me get to the article here.

Article 26-2-3 subsection I, provides for a new salary placement for licensed employees who transfer to certain positions that require a master's degree or doctorate. Currently, when this happens, they are only able to advance on the salary table through the PGS system. This provision would allow them to immediately receive a new placement based on the additional educational degrees that they attained for the position. It would only come into play once they take the actual new position. 26-2-7 provides for column advancements in each year for all teachers for the '25-'27 negotiated agreement. Of course, that's only for those who are eligible for an advancement.

Article 26-3-1 provides that the parties agree to revise the Professional Growth System, the PGS Reference Guide, to provide for more stringent requirements to ensure knowledge acquisition and improvements in performance. Article 26-11 provides for a new salary placement in line with the salary of school nurses for licensed employees who teach a CTE business and industry, certified nursing assistant course. Since this position requires the same credentials as a school nurse.

Article 26-19 sets forth the process by which funds from AB398 shall be distributed to provide for more pay for hard to fill, high-vacancy teaching positions pursuant to AB398. Employees in two groups shall be eligible for this differential pay. The first group consists of classroom teachers in Title I schools that have met a required vacancy rate. The second group consists of certain classroom teachers in Title I schools that did not meet the required vacancy rates.

Article 26-20 provides for step advancements for all licensed employees for each year of the '25-'27 Negotiated agreement. 26-21 provides for a new process to place former CCSD administrators on the CCEA professional salary table when a former administrator returns to a classroom teaching position. Article 26-24 imposes a \$2,500 cap on the TESL/ELAD endorsement reimbursement.

And Article 26-26 provides for a salary review and adjustment process for existing licensed employees. This process will begin to address the lower salaries of some of our licensed employees who were impacted by the compaction of the professional salary table in 2022 or who did not receive the benefit of the 2024 salary table. This process will begin this year and continue into next year. CCSD and CCEA will work jointly to determine eligibility and the order in which adjustments will be made will be based upon seniority. Article 26-27 contains a plan for the required '27-'28 differential pay schedule. Sorry, I can't even read. Where was I? Hold on. So, the '27-'28 differential pay schedule is something that is in current law but doesn't go into effect until

Jon Okazaki:

'27-'28, so that we put in provisions on how we plan to do that. Of course, it's all based on funding that we would ask for in '27-'28. Article 28-3 provides that effective July 1st 2025 CCSD will increase its health insurance contribution for licensed employees by \$50.91 per month, and effective July 1st, 2026 increase CCSD's health insurance contribution by \$53.95 per month. This will make the total contribution for health insurance paid by CCSD \$899.21 per month for '25-'26 and \$953.16 per month for '26-'27.

Article 29-2, which provided for payment of PERS contributions through SB231 will be deleted as it's outdated. That's the article regarding safety. Article 40-1 provides that the negotiated agreement becomes effective at the beginning of the '25-'26 school year, shall remain in effect until the beginning of the '27-'28 school year. Article 41-1 recognizes that the funding provided by SB500, SB460 and AB398 is only for this biennium and contains the party's agreement to work jointly to replace those funds in the 2027 legislative session.

Article 42 sets forth requirements for the Nevada Teacher Pipeline Program which is required by law or that has certain requirements if we offer them in our schools. It also contains CCEA's commitment to provide or to contribute \$1 million per year for implementation of this program.

Article 43 sets forth new procedures for the post ratification modification of the negotiated agreement. This agreement contains the party's agreement on the primary fiscal components. The parties have agreed to continue negotiations of the other provisions through September 12th, 2025. Any agreed upon provision will be presented to you for approval in the same manner that we're doing tonight.

The total fiscal impact of these changes is estimated to be 213,922,000 Over the two-year contract, a fiscal impact analysis has been provided which summarizes the expected fiscal effects of each of the negotiated changes. At this time, I'll be happy to answer any questions.

Trustee Bustamante Adams:

Thank you so much. At this time, we'll take questions from trustees. Just want to let the audience know that, as a team, we have spent countless hours with our general counsel and our legal counsel going through these negotiations, so very thorough and very heavy involvement of the trustees. Any trustees have questions? Trustee Dominguez?

Trustee Dominguez:

Thank you, Madam President. Mine is gratitude for Mr. Okazaki for this process not only as a newcomer but I appreciate you dissecting the new parts and nuances of this process. So, I really appreciate that. And I just wanted to state that I wish this process were public so educators could and legislators could see the conversations happening that are shaping our education and our schools. So, thank you.

Trustee Bustamante Adams:
Thank you. Trustee Cavazos.

Trustee Cavazos:
Thank you, Madam President. I'd like to ask a constituent question regarding section 26.2-3. If someone is already a counselor, would they be eligible for a salary adjustment based on their education or does it only apply to newly hired counselors? And I think I got the numbers correct, Mr. Okazaki 26.2-3.

Jon Okazaki:
Thank you. So, the agreement is that the school district in its sole discretion may decide to adjust the salary of current licensed employees who previously transferred to one of these positions. The school district shall determine the effective date of any such adjustment with no retroactive application.

Trustee Cavazos:
All right, thank you so much.

Trustee Bustamante Adams:
Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:
Thank you, Mr. Okazaki. And we do have a full presence today so I just want to acknowledge our educators in the room and actually to get to this process, to this space. My question specifically, because I did receive some input, and you don't need to go to this section but I'm just going to cite it. It is 26-2-7 about the CU description. Can you talk about what is our process for reviewing? Because I think there's some questions about that and who's involved and whether people are union members or non-union members. Can you clarify that for us?

Jon Okazaki:
Is this regarding the salary review adjustment process?

Trustee Esparza-Stoffregan:
That's correct.

Jon Okazaki:
So, the agreement between the parties, and I can't thank CCEA enough for this, they, before negotiations, had put out a survey to members to see what this would look like and they got some responses from some members who said, "I think my salary should be adjusted." They went through certain criteria and analysis, and so they had a good idea of how many people, what percentage of people might be eligible for a salary adjustment. Now, when we went into negotiations, we understood that we have to open this up to all teachers and that's exactly what we're going to do. As soon as this is approved, there'll be a notice to all teachers inviting them to

Jon Okazaki:

request a review if they think that they maybe meet the eligibility requirements. What I'm very thankful for is that CCEA has agreed to do the initial legwork in receiving the requests and analyzing the documentation the same way they have been doing. The actual criteria is listed in the agreement.

Once they have done that and they have come up with a list of people they believe are eligible, CCSD must approve and agree with that list. Once we have a list of eligible employees, we are going to look at the first one. The first group we're going to look at are the ones who were compacted or who were most negatively affected by either the compaction of 2022 or the new salary table of 2024. We are going to take that group in order of seniority. It will have nothing to do with membership or non-membership in CCEA. It is illegal for either CCEA or CCSD to treat an employee differently because of membership or non-membership in a union. So, there will be absolutely no consideration of whether they're a member or not.

I do want everyone to know, though, that we do not have enough money. CCEA has agreed to allow us to dedicate \$10 million toward this program each year, but it's not going to be enough to move everybody all at once. So, this is at the beginning of the process. We are going to roll it out this year. It's going to continue into next year with another \$10 million allocation. But I just want everyone to know it's not going to all happen all at once. But there is a priority. It's based on seniority. Membership has nothing to do with it.

Trustee Esparza-Stoffregan:

Thank you, Mr. Okazaki, because that's the clarification we want to get on record and we don't want misinformation. My follow-up to that is, maybe I'm not clear, even though they'll do the initial review, what is our part of the process, CCSD?

Jon Okazaki:

Just double checking the documentation and making sure that we're applying the criteria that we agreed upon. So, we are going to be looking... The idea here is that should a current employee be given credit for their existing experience in education? So, we need to document or verify their education and there's criteria as to what education counts. Is it from an accredited school? Is it toward the subject that they're teaching in? So, we have certain criteria for the education, certain criteria for the experience and then we'll have an idea of where maybe their adjustment should be.

Trustee Esparza-Stoffregan:

So, we will be a second reviewer in the process?

Jon Okazaki:

Yes.

Trustee Esparza-Stoffregan:

And is there a process for them to appeal if there is a determination that they're not satisfied with?

Jon Okazaki:

We did not build appeal process in for the employees. There is an absolute requirement that both CCEA and CCSD agree, but we provided that that determination is final.

Trustee Bustamante Adams:

Thank you. Trustee Barron.

Trustee Barron:

Thank you very much, Madam President. Actually, I think the trustee... No, come on now. I think I can speak for myself. This ain't math. Math I can't do. Speak I can. Yes, I think the trustee actually articulated most of my questions and part of it just had to do I think more than anything else with the vetting, which I think you already covered. So, in that case, besides this, with these negotiations, it doesn't make a difference whether the negotiation is with our bargaining groups at the city or over here at CCSD, there's always a give-and-take that we have to have when we come to a good relationship. There's a song I think that's very applicable to this and the lyrics go, that you can always get what you want, but if you try really hard, you can get what you need.

And I believe that this is something that brings the needs of the district to the needs of our largest group here, which of course are our teachers. As a former teacher who I remember sitting back there sometimes months into our calendar school year wondering where we were going to be on the salary schedule, whether we would be getting enough money to cover costs. I know what it's like to be there and I definitely want to thank you and the rest of the negotiating team and, of course, our friends here at CCEA for coming together relatively quickly on this. Because I think we have other things like teaching the children that we are charged with and getting their needs met and getting our members' needs met. What I mean members, I mean all of our employees, whether they be teachers, support staff, administrators and so on and so forth. Thank you so very much.

Trustee Bustamante Adams:

Thank you. Trustee Satory.

Trustee Satory:

Yes, thank you so much. And I also want to thank you as well for all of the hard work, and it's just really great for our teachers to have this as was said, also to have this so early in the school year to be able to come to agreement on this. Had a couple questions. My first one you did address as far as that process. I think the only questions I had remaining on that. Oh, I had a lot of teacher questions. I know that form had gone out previously as you had mentioned and I had a lot that were asking where it's located. You had said something about resending it out. Is that where people can look for it, that it'll be resent out or is it on our website or how do they access that form for that adjustment?

Jon Okazaki:

Yes, after the agreement is approved, if it is approved, we'll be sending out notice to all of our licensed employees with specific instructions how they can submit a request for a salary review.

Trustee Satory:

And then so you said that would be two basically 10 million and 10 million. So, they would apply and then it would roll over. If they weren't accepted in that first year, we would be continuing to look at them in that second year for that next round of 10 million. Correct?

Jon Okazaki:

Yes. The provisions say that we get the eligibility list. We take care of as many as we can. We're not able to take care of all of them. At the beginning of the process next year, those people are first in line to get the adjustment.

Trustee Satory:

And since it's a salary adjustment, how are we accounting for that in our budget for that ongoing expense and how those are going up?

Jon Okazaki:

So that's where the 10 million comes in. So, depending on how much... Because this process will show, it's possible to show that teachers deserve one column advancement, two column advancement, three column advancements. So, we are going to decide the best way to roll it out. So maybe if we want to give everybody the three columns that they deserve, we won't have enough money to handle as many people. So maybe if we roll out first two columns, we can address more people immediately. So, there's some discretion there as to how we're going to roll it out. And we've written it in a way that CCSD and CCEA will agree on it, but the most important thing is that it is based on seniority after eligibility is determined and anybody who doesn't get picked up stays in the queue and in the order.

Trustee Satory:

And we don't have a gauge currently of how many numbers, of how many employees that is a possibility of impacting?

Jon Okazaki:

No, we have a general idea based on what CCEA had done. They got a certain percentage of teachers responding, and then from there, there was a percentage that qualified. So, if we were to use those percentages and extrapolate to the entire district, we could potentially estimate, but I wouldn't want to say anything here.

Trustee Satory:

And then I think my final question is regarding the safety. Can you speak a little bit more to the accountability of that, how that will be rolled out and how those administrators will be held accountable to that? What does and what that... I was trying to find the exact verbiage. I'm sorry. That they would be notified, what does that entail? So just to make sure that there's consistency and what that looks like for staff so that they do get that information that they feel safe coming back to work under certain when things have happened.

Jon Okazaki:

So, if I understand your question... I'm not sure if I understand your question. So, the provision requires... In the negotiated agreement right now, there's a process for which teachers can report concerns, dangerous situations, emergencies, assaults, batteries. And there's already something in negotiated agreement as to what CCSD, through its administrative supervisors, have to do when that happens. What CCEA asked for this go around was, "Can CCSD report back to the licensed personnel by the end of next day to let them know what we have done to address the concern, so, the provision lays it out, but it's basically saying, so if a teacher on Wednesday reports that she was facing a dangerous situation in her classroom and reports it to an administrator, that administrator has to take certain steps. And then by the end of the next day, we have to go back to that employee and any of the other licensed employees who are affected by that situation and tell them what we've done to address the concern. And if it's remediated, then we tell them that. But if it's not and we're still more things to do, we tell them what we're going to do. It's all to make sure that our employees feel safe, the teachers feel safe when they're facing these kind of situations.

Trustee Satory:

So, a big component of that as the timeline part of it.

Jon Okazaki:

Yes.

Trustee Satory:

They're getting it in a timely manner. So, they're not waiting.

Jon Okazaki:

Yes. So, they don't have to return the next day and spend a couple days wondering, "What's happening?" The one thing that I heard about this was this idea that there was a little bit of a concern about us putting the idea that a supervisor has to do something in CCEA's agreement. And the way that I've interpreted this is, CCSD is obligated to bargain with CCEA in regard to teacher safety and that's what they were doing. They're just arguing for procedures to make sure that their membership feels safe. We agreed to it. We think it's reasonable. But again, like I was saying in the introduction, us putting it in CCEA's agreement does not bind administrators. They don't have to follow the CCEA agreement. So, what will happen, what has to happen is we have to either have a separate policy regulation or procedure that we give to-

Trustee Satory:

That was essentially my question of how are-

Jon Okazaki:

That we give to the administrators.

Trustee Satory:

We then enforcing that.

Jon Okazaki:

Yes, the administrator has to receive the direction before they're obligated to follow it, and so they will. We will be rolling out information about here is what we require when a teacher reports one of these situations.

Trustee Satory:

Thank you very much.

Trustee Bustamante Adams:

Thank you. Vice President Zamora.

Trustee Zamora:

Thank you, Madam President. Thank you, Trustee Esparza-Stoffregan. That was one of my questions. And Trustee Satory. Especially after yesterday, we were at a bill signing of Educate Act and seeing all this included in this contract is I think a really positive way. We're moving forward very positively, so thank you for all the hard work and thank you to everyone who was part of the team.

Trustee Bustamante Adams:

Thank you. Trustee Henry, I'm going to go to you after Trustee Johnson.

Trustee Johnson:

Just wanted to, so Trustee Esparza-Stoffregan actually asked, so we all have the same brain asking some of that question. We wanted to make sure things will clarify and I appreciate you being so clear about the constraints that we have and the way that we're thinking about partnership. What it indicates to me and what I really appreciate is that we are working as partners in this new version of our relationship. And so, partnership always, in my opinion, leads to better outcomes for everybody involved. And so, while it's important that we're talking about how we got to the steps that we got to, I think it's really critical that we can continue to invest in our relationship with each other. And so, I want to make sure that it's just really clear that we are working as a team, and as a team we get to the outcomes that we want for our students.

So, I appreciate the diligence, and while we don't have as many resources as we want to be able to spread that around as well as we would like, I think that's the next step in our partnership is figuring out how do we make sure that we have all the resources that are required so that all of our teammates can be taken care of in the way that they need to because they're giving a lot of themselves to the most valuable resource that we have in our community, our children. So, appreciate this first step and then it just leads to many next steps that will allow for us to be a really strong team.

Trustee Bustamante Adams:

Thank you for that. Trustee Henry, do you have any questions?

Trustee Henry:

Thank you, Madam President. I do not.

Trustee Bustamante Adams:

Thank you. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

So, I want to say thank you to our superintendent and to the team for really acknowledging there's some real fine nuances in this contract that I think need to be highlighted and I would like to point out the 26-11 with the nurse credentialing, really crucial that we have and increase that to retain that talent within a system that normally might pay in industry a higher salary. So, I think that was really a great nuance that that was there. But at the same token, I want our community to understand that we asked a lot of hard questions knowing that the resources were very limited and I want to emphasize that we did put a cap on the endorsement for TESL and we're trying to save money in some ways, but we're trying to make sure that we retain the talent that is here and that we recruit for more to come in. So, I just wanted to put that on record that I appreciate those details. It just shows that educator eye and the needs at our schools that need to be filled. And I have no question. I just wanted to thank you publicly.

Trustee Bustamante Adams:

Thank you so much.

With that, we're going to go to our list of public comment. I have people that have signed up Marie Neisess and then Kristan Nigro. We have two podiums, one on my right and one on my left.

Public Hearing

Marie Neisess:

Good evening, President Bustamante Adams, trustees and Superintendent Ebert. So, my name is Marie Neisess, I'm the president of CCEA. CCEA is the only recognized licensed educator union that bargains on behalf of all 18,000 licensed positions. So, I think part of what Trustee Dominguez brought up made me want to go back and relive how we got here, to Trustee Johnson's point as well. In 2023 when we were in Carson City meeting with legislators' day in and day out, I often heard the mistrust that the legislators had with CCSD based on what they were hearing from their constituents, based on what they were hearing from parents. The parents had lost faith in CCSD. They had lost faith that we were doing the best that we could do to provide the best education for them. So, it made it challenging to go there and ask for more funding for CCSD.

But at the core of what we do, we know that a teacher in every classroom is vital for all of our students and moving the needle on student achievement. So, we were successful working with legislators, working with the governor to get historic funding that went towards CCSD. Now clearly, we all know that we are still below the national level. However, we got those huge wins only to find ourselves with a battle with CCSD, with the then superintendent. And so, some of my members

Marie Neisess:

made comments about the fencing out front and the memories that they had of us having to chant and fight for an agreement. This time around we didn't have that. So, I appreciate the work that we've done in this manner. Now we're here today, and once again, when I went to Carson City fighting for additional funding, first comment was, "If you're here for additional funding, there is no money. There is no money."

But CCEA was vigilant in ensuring that we did get funding that we needed through SB500 to ensure that money went directly to our educators. We saw the data that proved that what we fought for the last legislative session worked. We were able to reduce our vacancies at our most high needs schools as well as our special ed positions. Legislators told me time and time again, "What are you doing to meet the needs of our students who are not being taught by a highly licensed educator? What are you doing to fill those vacancies in special ed?" That was our focus. Our focus was what the legislators requested, to meet the needs of our students, to build back the confidence of our parents so that we are the destination for parents, so we are the number one choice for parents when they're choosing a school for their child.

So, I thank Superintendent Ebert for her team. I thank... I'm sorry. I thank Counsel Okazaki for the different environment that we had this time around. My educators are ecstatic of the fact that they don't have to stress and have this being held over their head, that they can start the school year fresh and they can start the school year understanding that we have our contract. We told our educators time and time again the significant impact that we were going to have economically and the challenges they would face, and overwhelmingly those who stayed informed understand that we did the best that we could. Thank you for your time.

Trustee Bustamante Adams:

Thank you so much. Ms. Nigro and then after-

Kristan Nigro:

Awesome.

Trustee Bustamante Adams:

Her is Georgina, if you're here. Thank you so much. Please proceed.

Kristan Nigro:

Thank you. Good evening. For the record, my name is Kristan Nigro. I'm a strategist at Rex Bell Elementary School and I serve on the CCEA executive board. I'm here today regarding the voting and hopeful approval of the teacher's contract. I want to express how proud I am and excited about the way this round of negotiations went. In my 12 years with the district, this is the very first time I can honestly say that I remember, "Wow, we have a tentative agreement right before school starts." And that's quite an incredible accomplishment between the partnership, between CCSD and CCEA. And I love that I can actually say that that is such an incredible feeling.

Kristan Nigro:

So, I do feel it's important to acknowledge where we've been in the past and the last contract was deeply contentious, and unfortunately political moves were made to embarrass and shame myself and some of my colleagues. And on August 24th, 2023, we were arrested and escorted out of the school board meeting in front of the Southern Nevada community that I deeply respect and I know they deeply respect me. That experience was not only humiliating, but it also caused an immense amount of stress in me and my peers' personal and professional life. To be placed in that position simply for standing up for students and educators was awful to say quite frankly, and it was painful and that night felt like a political stunt and it felt like I was being judged and unfairly judged in that matter, especially with all the work that I do with the students and CCSD.

But there's always light at the end of the tunnel, right? This time was so much different and again, I want to say thank you, thank you, thank you, thank you from the bottom of my heart, Superintendent Ebert, the Board of Trustees, CCEA, for coming together and working this partnership. Both parties worked so diligently with no hostility, and there was recognition of the work that was done in Carson City, which was huge. We haven't necessarily had that agreement in the past. Now this collaboration not only has direct outcomes to our students, which obviously we know they matter the most and we love them the most, but it's also helping that healing process I think that we desperately, desperately needed because that relationship that was once tarnished is starting to come together and it makes me feel proud of the work that we're doing.

With that being said, I want to highlight that this contract contains a lot of really good stuff in there that's going to be directly beneficial to our students here in Southern Nevada. And at the end of the day, it's always about the students. Yes, educators are a big piece in that, but the students are what matters. And thank you again for your commitment and I look forward to continued collaboration and to building on this positive momentum for the sake of our students as well as our educators. Again, thank you guys.

Trustee Bustamante Adams:

Thank you. After Ms. Georgina, Jessica Jones. Please proceed.

Georgina Zwick:

Good evening, president Bustamante Adams, Trustee and Superintendent Ebert, my name is Georgina Zwick, and I am excited to begin my 13th year as a licensed educator. This is my first time teaching second grade at Robert Lake Elementary, a dual language school. I am here today to express my gratitude to CCEA and Superintendent Ebert and her staff for their efforts to negotiate over the summer for the 2025-2027 school year and the importance of ensuring a smooth and timely start for all staff and students in the Clark County School District. We must make every effort to begin the year with our contracts in place and without any disruptions that might impact our ability to perform our duties effectively. I would also like to emphasize the need for the district to honor the commitments made regarding the step increases and health insurance contributions. These are not only essential for the well-being of the employees, but also for maintaining the morale and dedication of our staff.

Georgina Zwick:

The step increases are a critical element in recognizing the hard work and experience of our educators and staff. Ensuring that these increases are implemented without a delay conveys that the district values its employees and their contributions. The fair contributions to health insurance, a key factor in ensuring that employees can remain focused on their jobs without the added burden of increasing health costs. It is important that the district meets its commitments of these fronts as we prepare to move forward into the new school year. The best part of this contract is that I will have an opportunity to address my salary experience with a master's degree and over 32 credits, and I am grateful to have achieved and received two column advancements, and I'm currently working and have credits towards my third. I urge the board to prioritize these issues and take action to ensure that the start of the school year is not only successful but also reflective of the respect and value we place on our dedicated staff. I want to emphasize that this ratified contract represents collaboration and commitment to students, teachers and the community.

With this improved compensation will increase the help and attract and retain high quality educators, the benefit and support we share any updates on healthcare, retirement or stipends that provide security and stability for educators. Classroom support, I want to point out that the contract provisions are needed to improve students' learning conditions such as class size caps, prep time or additional resources. Thank you, and I appreciate your time and I appreciate you and I thank you for everything you've done. And Mr. Okazaki, I didn't have a chance to meet you, but thank you.

Trustee Bustamante Adams:

Thank you. After Ms. Jessica, Angie Joye, did I say that right? Ms. Jessica, please proceed.

Jessica Jones:

Thank you, Madam President, members of the board, Superintendent Ebert, for the record, my name is Jessica Jones. I teach kindergarten at Hickey Elementary School. I'm a mother of a child in the district and I also serve as a secretary of the Clark County Education Association. I wanted to start off tonight by thanking this board because this board does deserve to be recognized for how far it's come, not just in the outcome for this recent negotiation and contract, but in how we finally reached this point. I think it's important to point out that how this contract was reached is just as important as what was reached. In my years CCSD, I've seen a lot. Just today, I was reminiscing with some of my colleagues about protesting about arbitration before school hours in 2018, holding up signs long into the school year, long before we disaffiliated with NSEA educators, were at times frozen and our negotiations often led to arbitrations or court battles. Just two years ago, things hit a really low point, like my colleague pointed out earlier, when the previous board president had the school police escort three of my colleagues out in handcuffs.

Superintendent Ebert, your leadership, along with this board, marks a real turning point in this district and I sincerely believe that we are entering an era of mutual respect and cooperation, not just at the bargaining table like we've been discussing, but across day-to-day operations for the district as well. You're shifting the culture of CCSD and as both an employee and a parent of a

Jessica Jones:

child that attends CCSD schools, I am very, very grateful. There's a lot of things to be thankful for in this new contract. We've touched on them a little bit. Columns for both your steps, health insurance contributions, just to name a few, but I'm very proud of this contract and I'm proud of the work that the CCEA negotiations committee, our chief negotiator and your negotiations team put into this contract.

But more than that, I'm really proud of the new partnership that it also represents. I'm going to reiterate again that how this contract was reached is just as important as what was reached. I see the dedication in it all, because it's for the first time in a very long time, CCSD and CCEA are working together with our shared mission, which is supporting our educators and improving the education for all students in the Clark County School District. So once more, thank you. I really sincerely mean it. Thank you, and I look forward to what's to come with you all. Thank you.

Trustee Bustamante Adams:

Thank you so much. After Ms. Angie, Jim, please proceed.

Angie Joye:

Good afternoon, Superintendent Ebert, trustees and President Bustamante Adams. My name is Angie Joye, and I'm a first-grade teacher at Mountain View Elementary School and an executive board member of CCEA. I am asking you to approve this contract that was thoughtfully negotiated between CCSD and CCEA. This is the first negotiations and contract agreement that has been completed by the beginning of the school year. To me, that is momentous and it shows the promise and pledge of a new superintendent dedicated to working together in order to move the district forward. I was a part of the last contracts negotiations and also this current negotiation process. I can personally tell you that I witnessed CCSD and CCEA working together in a way that I was unsure was possible. I know for some that were on the outside of the process, the silence left you feeling unsure. I know for some there is still uncertainty and perhaps mistrust in getting a fair and timely contract.

I want to assure you that this cycle has been a change. This contract was thoughtful and proactive by CCEA and CCSD to secure the best conditions for our teachers. It has been made clear that Superintendent Ebert wants us to move forward to address educator concerns and bring our district together. At school, teachers are approaching me asking if we really have a contract. Hopeful but cautious, I was happy to say, "Yes, there really is." To share positive news that we have a contract, that there is not a freeze, that vacancies are filling has been profound. My colleagues feel hope for the first time in a long time. They understand that this budget is different in this contract than the last negotiating season and they are thankful that we have steps and columns coming as well as the PGS system. The safety measures also go a long way. Thank you to all the negotiating teams, our superintendent and to you, trustees, for listening in our superintendent selection search. You are working together to give us the best so we can be the best. And for that, I thank you.

Trustee Bustamante Adams:
Thank you so much. After Mr. Frazee, Jeremy.

Jim Frazee:
[inaudible 00:51:44].

Trustee Bustamante Adams:
You're there. Please proceed.

Jim Frazee:
Thank you. Thank you, Madam President, Superintendent Ebert, distinguished trustees, for the record, my name is Jim Frazee. I have the pleasure of being a teacher in Clark County and I also am a very, very proud CCEA member. I'm sitting back earlier reminiscing not in a pleasant way of the last time I was in this room during a contract negotiation and I was escorted out by the police and two of my colleagues were handcuffed and escorted out. And I can just say, what a difference and what a breath of fresh air that we've experienced this time, and I want to thank you sincerely for that. The occupation of an educator is not easy under any conditions, and understanding that our families will have some stability goes a big way in easing our minds and easing the problems. I really do want to thank Superintendent Ebert and her incredible team for the partnership that they have shown.

I cannot address it any more eloquently than Mr. Johnson did, Trustee Johnson about the power of a partnership, whether that was going up to Carson City together and getting very limited funds, but getting them for our kids and for our educators. I drill into my son that Las Vegas has the second-highest unemployment rate in the country and it's getting worse. And the struggle our parents feel, we also feel. The commitment you have made to educators is a big deal. I always say that, after an engaged parent, the most significant factor in a child's success is the person in front of the room, a quality educator. You've made that commitment in hard times and we thank you.

Now, this is going to surprise you, but I'm a little older than I look. Next month will be the 34th anniversary of my 30th birthday, so I understand the struggles of older educators. I understand the frustrations of the compaction issue more than most, and I want to thank CCEA and I want to thank CCSD for addressing it, not complaining about it and not doing anything about it, but actually fighting for educators and addressing that issue. We have some of the most qualified and educated individuals in the western half of the United States working for this district, and you have helped the process of making them feel appreciated and valued. We have work to do, and I know tomorrow 16,000 plus educators are going to show up to work and demonstrate a commitment to our kids and their families, licensed educators that charter schools don't have to have in their rooms. So, thank you. Thank you. Thank you for the process. Thank you for the commitment and I know we're going to do good things together this year. I thank you for your time.

Trustee Bustamante Adams:
Thank you. After Jeremy, Tyler. Please proceed.

Jeremy Heckler:

And follow all that by a Heckler. It's kind of odd. For the record, Jeremy Heckler. I am a teacher-librarian serving as the president of NEA of Southern Nevada. Now, I want to thank my colleagues in blue back here for a lot of what they've done for us. While my community of educators feel as though they're out of place with them, we have many similar goals to support education.

Trustee Bustamante Adams:

Mr. Heckler, can I pause you for a second? Can you lift the microphone up so we could-

Jeremy Heckler:

Sure.

Trustee Bustamante Adams:

Oh, there. It's better. Thank you so much. We stopped your time, but we'll proceed. Keep going.

Jeremy Heckler:

So, while my community of educators feel as though they're out of place with them, we have similar goals to support education here in Clark County. As an educator, I am disappointed that CCSD is not paying for the increased contributions to PERS and that the result is a pay decrease instead of the status quo. Many teacher families struggle with the increase to the cost of living here in Clark County, threatens to kind of swallow us whole. I have also concerns for a member of my community and other educator communities to be treated fairly with regards to this contract. My hope is that we will not be discriminated against by the negotiating parties of this contract because of our differences of opinion. Like I tell my students you may not always like each other, but try to show respect for each other. Thank you.

Trustee Bustamante Adams:

Thank you so much. After Tyler, Elizabeth. Please proceed.

Tyler Sutton:

Good evening, trustees, Superintendent Ebert, for the record, my name is Tyler Sutton. I have been a teacher in the CCSD for 21 years and I am a member of the executive board of CCEA. As a proud CCEA member, I'm excited to see the cooperation and communication that went into producing this teaching contract. I understand that the real negotiations begin in Carson City. During this last legislative session, our state faced a serious crisis with over \$60 million intended for Nevada being cut at the federal level, leaving our schools facing an uncertain economic situation. Despite this challenge, Governor Lombardo, Senator Cannizzaro, Speaker Yeager and CCEA remained committed to improving our education in Nevada. They worked closely with CCEA to help us secure the passage of multiple bills, SB500, SB460, Assembly Bill 398, still bringing \$184 million to the table for negotiations. This collaboration ensured that our fight to put a licensed teacher in every classroom was going to continue.

Tyler Sutton:

Superintendent Ebert immediately communicated openly with all parties and began negotiations as soon as possible. For the first time in my career, CCSD managed to come to an agreement before the school year started. This is a remarkable feat, and, for all of us that have had to fight, a huge relief. In my prior experience, our superintendent has felt more like an adversary than an ally. So, thank you very much, Superintendent Ebert.

This contract seeks to address many concerns the teachers have expressed, though we had limited funds to work with in comparison to prior negotiations, I believe that we've reached a fair and reasonable agreement that benefits students and teachers alike. Lastly, I hope that we can count on our board of trustees to pass this agreement. Having witnessed prior boards in action, I get a sense that this board truly represents the diverse and incredible city that we live in. I feel that you have also openly communicated with all parties involved in the creation of this contract. I believe that we have entered a new era and a hopeful era in CCSD where cooperation and communication are going to be the new normal. Thank you all for your service.

Trustee Bustamante Adams:

Thank you. Elizabeth, please proceed.

Elizabeth Adler:

Good evening, Madam President, trustees and Superintendent Ebert, my name is Elizabeth Adler. I am a language learning strategist at Sunrise Mountain High School, an executive board member of CCEA, and this is my 27th year in CCSD. Since 1998, I've been through 15 contract cycles. My first in CCSD was actually a one year into the contract, but I arrived in Las Vegas with a letter of intent and no idea what to expect moving from another state with no contract. Gratefully, a week into my first year an agreement was reached and I was relieved to have a contract with a modest pay increase, which, at the time, was the first time I had ever received a check over \$1,000. Times have changed, but one thing that hasn't is educators starting a new school year with a contract in place. Let's be honest, educators are hard to please.

After historical investment in education in the '23-'25 legislative session with groundbreaking pay increases, many people have quickly forgotten the life-changing impact of that investment. This contract was the first time in decades that negotiations were collaborative and a civil process. I don't think there was any question that both parties knew the bucket of money that they were dealing with. Both sides also knew the value and cost of each item that was being negotiated. We have a significant shortfall in revenue in the state of Nevada, which in turn impacts the budget for education. I'm delighted in what has emerged from this legislative session and contract negotiation. We must be responsible with the money we have and the accountability and the expected outcomes from this next cycle.

I respect the feedback from all the comments from the public speakers on this action item, but one thing is clear. The Clark County Education Association is the educator's bargaining unit for this district, and we represent all teachers and educators despite their affiliation in support or disdain for

Elizabeth Adler:

the hardworking volunteers who serve on this committee and have worked so hard for a contract to be agreed upon, and before the start of the school year. If any educator feels they've been let down, keep in mind, membership has its benefits and our members were informed about all the bills that were passed with the partnership of our legislators every step of the way and had input into and prioritization of items in this contract. Thank you CCEA for the negotiation committee and thank you CCSD for being a sincere and respectful relationship for our educators and our district now and moving forward.

Trustee Bustamante Adams:

Thank you so much. I have two others that were presented, submitted their public speaker card after, but I'm going to give you the benefit of the doubt. So, Gabriel and Rebecca. Is Rebecca here? Oh, there. Come on up. There's a podium on my left and one on my right.

Gabriel Lither:

My name is Gabriel Lither. I'm married to a teacher. Teachers work hard. CCSD does many, many things right, but the pay scale and the placement of teachers on that pay scale is not one of them, hasn't been one of them for years, and it's not really the fault of any of you guys. This has mostly happened years ago, but because of the things that have occurred on that pay scale, two teachers, each with similar qualifications, similar education, similar years' experience, can be earning as much as 40, \$45,000 different salary. And that's not fair. Two teachers, one who moves here from New York, one who moves here from Wyoming, the Wyoming can have a PhD, New York, a bachelor's degree, similar years' experience can be receiving now currently vastly different salaries. Again, that's not fair. The bottom line is that veteran teachers currently make much, much less than a newly-hired teacher, and it's not right. And I appreciate that this contract does a little to address that, but unfortunately, I think that 10 million is going to be a drop in the bucket.

It seems like you guys have some information on what that number could be to actually fix it. I wish that that would be shared so we're fully transparent on this going forward, because it's going to take more than 10 million this year and it's going to take more than 10 million next year to fix it. It's not a small subset of teachers. Every veteran teacher should be paid at least as much as they would make as if they were a newly-hired teacher to the district with the same experience and education. Every teacher should earn that same minimum amount. They'll never catch up to the newly-hired teacher because that newly-hired teacher will continue to earn column changes and the veteran teachers have been earning those same column changes just to try to get closer to where they would be properly placed.

My wife, I know she spent hundreds of hours and thousands of dollars pursuing these column changes, just hundreds and hundreds of hours just to get closer to what she deserves as someone with a master's degree, with multiple master's degrees and a bunch of extra hours beyond that. Trustee Esparza-Stoffregan, you asked some great questions, questions about the process that will be in place. I appreciate everything that CCEA did. I am concerned that, as a non CCEA member, we've seen posts from CCEA members on Facebook, other social media talking about

Gabriel Lither:

how they will be addressed first because they respond to the survey first. That survey was only sent out to CCEA members. There was no way that non-CCEA members could respond to that survey at the time. I pray that, as you guys accept this contract, which I know you will, that you make sure that there's a transparent process to make sure that everyone is treated fairly and properly and then work hard with everyone, with CCEA and with us as non-CCEA members to make sure we have adequate funds going forward to address the shortfall. Thank you.

Trustee Bustamante Adams:

Thank you. Ms. Rebecca?

Rebecca Lither:

Madam President, Madam Superintendent and board members, my name is Rebecca Lither. I'm a strategist at Durango High School. This is my 18th year as an educator with CCSD, my 23rd year as an educator counting my time teaching for CCSN and UNLV. Nine years ago, teachers were placed on an entirely unfair pay scale. CCSD was once again trying to woo new teachers to the district or to the state of Nevada, placing prioritized dollars on salaries for brand new teachers and on salaries for teachers who might otherwise retire. The people in the middle were overlooked, particularly those with experience and education. Unlike most every other school district in the nation, and throwing logic, justice and ideals of fair compensation to the wind, CCSD stepped away from paying teachers based on years of experience and level of education attained, experience and education. This is the fair and just way to determine an educator's salary, not which state you move here from, not if you're a member of a union, not based on the column that you are perhaps whimsically and unfairly placed on nine years ago.

I have kept myself informed and followed the district's new plans for earning CUs from day one. I have received the maximum number of column changes through these nine years, which was three because my schools have not always been Title I designation during this time. I have two master's degrees plus a graduate certificate in ELAD in addition to 16 other hours of advanced university coursework for licensing, which I have used here in the district. However, those hired after February 1st of 2024, received nearly \$30,000 more than I do. It should be illegal to pay teachers of equal credentials so differently. I politely request that you wield your powers of persuasion to help educators be compensated for their credentials. Thank you.

Trustee Bustamante Adams:

Thank you. That was our last person. The public hearing is now closed. I will now entertain a motion on item 2.01. Trustee Barron?

Trustee Barron:

Thank you, Madam Superintendent. With this, I'd like to make a motion to approve 2.01, the new 2025 negotiated agreement between the Clark County School District and the Clark County Education Association.

Trustee Bustamante Adams:
Thank you. Trustee Satory.

Trustee Satory:
I will second that motion.

Trustee Bustamante Adams:
I have a first and a second. Please cast your votes. Trustee Henry?

Trustee Henry:
Aye.

Trustee Bustamante Adams:
That motion passes six to zero. Thank you.

Upcoming Meeting of the Board of Trustees – Thursday, August 28, 2025, 5:00 p.m.
Trustee Bustamante Adams:
Item 3.01 upcoming meeting announcements. Our next board meeting is Thursday, August 28th, 2025 at 5:00 p.m. in this boardroom.

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

Trustee Bustamante Adams:
We'll now go to public comment, item 4.01. These are for items not listed as action items on the agenda. I have two people that signed up. Did anybody not complete a public speaker card?

Trustee Zamora:
There is one more.

Trustee Bustamante Adams:
Oh, one more. I do want to let the audience know that we will be having a press conference adjacent to this room as soon as we adjourn our meeting, and we would welcome you to be in attendance. With that, David? David?

Trustee Zamora:
He's coming.

Trustee Bustamante Adams:
David is coming. Stan Lewowski? Did I say that right? No? And then Matthew Winterhawk. Thank you. David, please proceed.

Public Hearing

David Scaringe:

My name is David Scaringe. I am the Las Vegas National Adult Baseball Association President and we play baseball here on Sundays, and we've been using the high school fields. So, I started playing back in the '90s, and we have always used the high school fields. And about four years ago I started running the league and we have an agreement with the high schools. It's called an in-kind agreement where we don't need a custodian because we'll clean up after ourselves. We don't need school police because we don't have any problems and there's umpires there. And so, we don't need a school representative. So, there was a fee called the custodian fee, and they would waive that fee. So, they no longer waive the fee. So, if we were going to play, say for example at Del Sol High School here, we would pay \$270, but now the price has going up to \$980.

So, what we've been doing is we've just been playing on city fields like City of Las Vegas, Henderson, Boulder City. So, we probably spend about \$30 to \$40,000 a year on the fields. So that was going right to the high schools. Well now we don't play there anymore, so that money hasn't been going to the high schools. And we also have tournaments, my local league and the National League in Denver, we have tournaments here in town a couple times a year. And for every high school that hosts our tournament in a weekend, will make another \$1,000. So, it's quite a bit of money. So, I just wanted to see if there's a way that we could get the fee waived so we can start giving that money back to the high schools where it matters instead of just giving it to the cities.

And I think that's about it. I tried to go through the facility on the website and it just gets denied each time. So, I spoke to some principals and head coaches who would love to have us play there again, and they said I need to come speak to you to see if I can get that taken care of. So, if that could be done, we would really appreciate it.

Trustee Bustamante Adams:
Thank you so much.

David Scaringe:
Thank you very much.

Trustee Bustamante Adams:
Matthew, please proceed.

Matthew Winterhawk:

Good evening, board members, parents, and community. My name is Matthew Winterhawk and I'm a proud Nevadan, a dad standing with Moms for Liberty, because when it comes to protect our children and our kids' education and values, I'm not just a father. I'm a fighter for their rights and their future. A voice for families who will not stand by while our children are exploited. Since 2021, CCSD has used federal ESSER funds to pay for Hazel Health. Now that money is gone, the district wants taxpayers to hand over \$4.5 million to keep that alive. Hazel Health is not free healthcare. It's a corporate pipeline, and behind it are Bain Capital, Centene, the Bill and Melinda Gates

Matthew Winterhawk:

Foundation, the Pritzker family and the Walton family. These are not educators, these are profiteers.

Here's the game. CCSD pays hidden per student fees. Hazel bills insurance and Medicaid schools profit by labeling kids with IEPs. Because every new diagnosis means more money, autism and other conditions are being gamed. That money does not go to your child. It plugs a budget hole, including for undocumented students under Plyler vs. Doe. And now kids have direct access to doctors without their parents. Just like California, Nevada schools are now bypassing you, the families. When schools control medical access, what is next? Hormones? Gender-affirming care? Psychiatric labels that will follow your kids throughout their entire life? Parents, you need to wake up right now because these schools are replacing you.

At the same time that our classrooms were saturated with identity politics and activism-based curriculum from Amplify, Edu curious, National Geographic Learning and TCI, children are told to explore who they are before they've even mastered multiplication. They're being trained as global activists, not educated as Americans. This is not education. This is indoctrination. And while parents are cut out, insiders get rewarded. Darlin Delgado retired from Rancho High School and then 18 months later magically reappeared with \$160,000 promotion stacking her pension on top of a salary while kids are in classrooms right now with no AC and 115-degree heat. Superintendent Jhone Ebert pushed that back into power. And when Trustee Lorena Biassotti decided to speak up about that, she was shut down. That's not leadership. That's looting. Board members, let me be clear, Nevada parents will not be replaced.

Trustee Bustamante Adams:

Mr. Matthew, just direct the whole group instead of just calling trustees out by name. So, I stopped your time, but please direct it to the whole group because we're a team.

Matthew Winterhawk:

Thank you.

Trustee Bustamante Adams:

Keep going.

Matthew Winterhawk:

Nevada parents will not be replaced. Schools are not hospitals. Teachers are not doctors and administrators are not the parents. If you don't correct course, we will take this directly to the parents. We will show them how to withdraw their kids, homeschool and build childcare networks. If you won't listen, we will dismantle this system by walking away from it. You can either stand with the parents or you will answer to them tomorrow. The choice is yours today. Schools once again, are not hospitals, teachers are not doctors, and you will never replace parents and Nevada will [inaudible 01:15:09]. While you were doing a photo op [inaudible 01:15:10]-

Trustee Bustamante Adams:

Thank you, Mr. David. I appreciate you being... I mean Mr. Matthew for being here. With that-

Matthew Winterhawk:

Why was a school locked down for a possible school shooter and not mention [inaudible 01:15:19]-

Trustee Bustamante Adams:

Mr. Matthew, thank you so much for being here. Appreciate it.

Adjourn: 6:08 p.m.

Motion to adjourn.

Motion: Esparza-Stoffregan Second: Biassotti Vote: Unanimous

Motion passed.

Trustee Bustamante Adams:

With that, I'll entertain a motion. We'll move to 5.0, a motion to adjourn. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

Motion to adjourn the meeting.

Trustee Bustamante Adams:

Thank you. Trustee Biassotti?

Trustee Biassotti:

I will second the motion.

Trustee Bustamante Adams:

Thank you. I have a first and a second. Please cast your votes. Trustee Henry?

Trustee Henry:

Aye.

Trustee Bustamante Adams:

That motion passes six to zero. The time is 6:08. Again, I'd like to invite you to our press conference, which is right adjacent to this room. Thank you.