

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, August 28, 2025

5:00 p.m.

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

Jhone Ebert, Superintendent of Schools

Trustee Bustamante Adams:

Good evening, everyone. I'd like to welcome everyone here today to our business meeting. I'm President Irene Bustamante Adams and call this regular board meeting of August 28th, 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 the territorial homeland of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

**Flag Salute**

We'll start with our flag salute. Trustee Zamora, if you help us to lead in the Pledge of Allegiance and welcome Eldorado High School ROTC.

Trustee Zamora:

Please stand.

### **Adoption of the Agenda**

*Motion to adopt the agenda with the following changes, revised reference material has been provided for Item 2.14, 2025 Architectural and Engineering Selection List; and revised reference material has been provided for Item 7.01, Licensed Personnel Separations.*

*Motion: Satory                      Second: Biassotti                      Vote: Unanimous*  
*Motion passed.*

Trustee Bustamante Adams:

Thank you so much. Before I open up agenda item 1.02, is there anyone who did not get a chance to complete a public speaker card? That's this yellow. You can see this gentleman. And do you have a specific agenda item or just the public comment at the end?

Angelina Garcia:

Yes ma'am, I do.

Trustee Bustamante Adams:

Which? If you could let him know. And then, Ms. Lisa, do you have any more cards? There's another lady here. No more?

Trustee Zamora:

[inaudible 00:03:06] consent. [inaudible 00:03:20].

Trustee Bustamante Adams:

And then Joe, if you could let me know if it's consent or if there's a specific agenda item. And if it's consent, I'll hold. If not, I could move on.

Trustee Zamora:

[inaudible 00:03:33] we're doing adoption of the agenda either way.

Joe Caruso:

[inaudible 00:03:36] it's 4.01.

Trustee Bustamante Adams:

Okay, thank you. All right then, seeing none for 1.02, I'll go ahead. Trustee Satory, I will entertain a motion to approve the agenda.

Trustee Satory:

Madam President, members of the Board, I would like to make a motion to adopt the agenda with the following changes. Revised reference material has been provided for item 2.14 2025 Architectural and Engineering Selection list, and revised reference material has been provided for item 7.01, License Personnel Separations.

Trustee Bustamante Adams:  
Thank you. Trustee Biassotti.

Trustee Biassotti:  
I would like to second that motion.

Trustee Bustamante Adams:  
I have a first and a second. Will you please cast your... Oh well, sorry. Yes, please cast your votes.  
That motion passes 7 to 0.

### **Adoption of Consent Agenda**

*Motion to adopt the consent agenda.*

*Motion: Biassotti      Second: Esparza-Stoffregan      Vote: Unanimous*

*Motion passed.*

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

Discussion and possible action on the approval of the minutes from the special meeting of July 1, 2025, and the work session meeting of July 2, 2025, is recommended. **(For Possible Action)**  
(Ref. 2.01)

### **2.02 Reappointment of Members to the Nevada Interscholastic Activities Association Board of Control.**

Discussion and possible action to reappoint Christina Brockett and Colin McNaught to the Nevada Interscholastic Activities Association Board of Control for a three-year term, effective August 29, 2025, through June 30, 2028, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Irene Bustamante Adams] (Ref. 2.02)

### **2.03 Focus: 2024 Strategic Plan Update - Chronic Absenteeism.**

Presentation and discussion on the acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to SS-4(B): Chronic absenteeism. **(For Possible Action)** [Contact Person: Jesse Welsh] (Ref. 2.03) *(According to Governance Policy BISE-3 : Board Report and Progress Monitoring, BISE-4: Board Report Content, BISE-6 : Board Report Schedule, and BISE-7 : Board Response to Board Reports)*

### **2.04 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: Justin Dayhoff] (Ref. 2.04)

### **2.05 Recap of Budget Appropriation Transfers.**

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning July 1, 2025, through July 31, 2025, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Justin Dayhoff] (Ref. 2.05)

### **2.06 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. 2.06)

### **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 Adopt Clark County School District Policy 4300.**

Discussion and possible action on approval to adopt Clark County School District Policy 4300, is recommended. **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 2.08)

### **2.09 Focus: 2024 CCSD's Five-Year Strategic Plan - Teachers, Recruitment, and Critical Labor Shortage.**

Discussion and possible action on approval of the Focus: 2024 CCSD's Five-Year Strategic Plan - Teachers, Recruitment, and Critical Labor Shortage as listed, is recommended. **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 2.09) *(According to Governance Policy BISE-3: Board Report and Progress Monitoring, BISE-4: Board Report Content, B/ SE-6: Board Report Schedule, and B/ SE-7: Board Response to Board Reports)*

### **2.10 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$3,000,907.75 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 \$6,795,459.00 in compliance with Nevada Revised Statutes (NRS) 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.11)

### **2.12 Capital Improvement Contract Awards.**

Discussion and possible action on approval of Capital Improvement Contract Awards in the total amount of \$2,667,899.80, and for Brandon McLaughlin, Chief of Facilities, to act as the Clark County School District Board of Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Felicia Gonzales] (Ref. 2.12)

### **2.13 Change in Service.**

Discussion and possible action on approval of Change in Service in the estimated total amount of \$7,400.00, and for Brandon McLaughlin, Chief of Facilities, to act as the Clark County School District Board of Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** (Contact Person: Felicia Gonzales] (Ref. 2.13)

### **2.14 2025 Architectural and Engineering Selection List.**

Discussion and possible action on approval of the proposed 2025 Architectural List and Engineering List, is recommended. **(For Possible Action)** [Contact Person: Felicia Gonzales] (Ref. 2.14)

### **2.15 Focus: 2024 Strategic Plan Update - External Partnerships.**

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to PCS-2(A): External partnerships. **(For Possible Action)** [Contact Person: Kirsten Searer] (Ref. 2.15) *(According to Governance Policy B/ SE-3: Board Report and Progress Monitoring, B/ SE-4: Board Report Content, B/ SE-6: Board Report Schedule, and BISE- 7: Board Response to Board Reports)*

### **2.16 Focus: 2024 Strategic Plan Update - University of Family Learning Workshops.**

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to PCS-1(A): University of Family Learning Workshops; PCS- 1(B): Family Engagement training. **(For Possible Action)** (Contact Person: Kirsten Searer] (Ref. 2.16) *(According to Governance Policy B/ SE-3: Board Report and Progress Monitoring, BISE-4: Board Report Content, BISE-6: Board Report Schedule, and BISE-7: Board Response to Board Reports)*

### **2.17 Focus: 2024 Strategic Plan Update - Media Presence and Engagement.**

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to PCS-3(B): Strategic media partnerships; PCS-3(C): National media presence; PCS-3(D): Social media engagement. **(For Possible Action)** [Contact Person: Kirsten Searer] (Ref. 2.17) *(According to Governance Policy BISE-3 : Board Report and Progress Monitoring, BISE-4: Board Report Content, BISE-6: Board Report Schedule, and B/SE-7: Board Response to Board Reports)*

### **2.18 Vegas PBS Annual Programming Production Plan Network Affiliation Agreements and Professional Service Provider Authorizations 2025-2026.**

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 2025-2026, with authorization to execute the production plan by entering into agreements with professional service providers for a total approximate amount of \$245,000.00 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; based on the project with no effect on the General Fund; effective August 29, 2025, through June 30, 2026, is recommended. **(For Possible Action)** [Contact Person: Mary Mazur] (Ref. 2.18)

Trustee Bustamante Adams:

Next, before I do the consent agenda, is there anyone, do we have anybody signed up?

Trustee Zamora:

No. Oh, yes.

Trustee Bustamante Adams:

Oh, yes, we do. All right. I do have two people signed up in advance for... Oh, three people signed up for the consent agenda, so I'll go ahead and take those individuals. Dr. Bemoll and then Mr. Lither. Did I say that right? Yes. Please come on. I have another mic right here on the left, Dr. Bemoll, if you please proceed.

### Public Hearing

Tiffanie Bemoll:

Good evening. Tiffanie Bemoll, for the record. On 2.02, I respectfully urge your support for the reappointment of Mr. Colin McNaught to the Nevada Interscholastic Activities Association Board of Control. Mr. McNaught has consistently demonstrated an unwavering dedication to every Spartan athlete he encounters. He knows every single student's name on our campus. But not only that, he has a deep understanding of athletics as an extension of education and his tireless commitment to equity and opportunity elevate not just individual athletes but the entire Spartan community. What sets Mr. McNaught apart is that he doesn't stop at our campus. His advocacy reaches statewide ensuring that student athletes across Nevada benefit from inclusive, fair and well-structured athletic programs. His leadership promotes balanced competition, sportsmanship and opportunities for students in every district. Reappointing Mr. McNaught ensures that these values continue to guide NIAA decisions. His passion, empathy and experience make him an invaluable asset, not just for our Spartans but for all student athletes across Nevada.

And then, my other comment was on 2.09. I just wanted to finish my last statement from the meeting before when I was here with regard to recruitment. If you implemented a recruitment bonus program for CCSD employees to help recruit teachers into the workforce, not just business cards, that would assist in getting quality candidates to our destination district. The rising cost of living, housing prices and reputation of our previous issues might not move the needle as much as impassioned educators and support staff gloating about the reality of working in this district for excellent administrators. At Disney, we got a \$500 per person bonus we recommended to the job after they passed a probationary period. It was a nice incentive to get quality workers who could be trusted to get the job done. This is one way that you can help to ease teachers into recruitment for your district. Thank you.

Trustee Bustamante Adams:

Thank you. Mr. Lither, and then after you, Mr. Gomez, if you're in the audience. I know I saw you come in. Oh, there you are. The podium on the right. Please proceed.

Leonard Lithier:

Good evening. So I haven't done it this way before trying to speak on multiple topics. First, I wanted to talk about the absenteeism aspect of the consent agenda. And personally, as a parent, sometimes I find the Everyday Matter campaign a little offensive because I feel like it almost tries to guilt trip parent. When you have a sick child at school, do you send them to school or do you keep them home because a child is sick? At times, I wish it was a little bit more focused on that, yes, education matters. It's obviously every day, but education matters. Sending your child to school, we're going to provide a safe, respectful environment for your children to learn skills and that it's harder to impact that when they are not here. And if you need help, we have tools available, we have wraparound services and sometimes I feel that's not addressed enough.

It's like, "Every day matters. Send your child sick." Well, my child has not come down his nose, so where do you draw the line? I wish you'd look into that a little bit. Next, I want to talk about your five-year plan when you talk about recruitment and retention of teachers. I know last time you signed the new teacher contract and there was a lot of praise that night from CCEA. And I'm going to tell you, contract really wasn't actually that good and I want to praise the school board president, which might be the first time I've done this. So, congratulations because I say it as I see it, but in this case, afterwards during the press conference, you said, "Look, there really wasn't money to be had, so we did the best we could." And I appreciate that because it was not a good contract overall. There wasn't cost of living raise wasn't more money for other areas, but you admitted that and I like that.

Unfortunately, one teacher here, Rebecca came and gave a powerful speech, I thought. Well, she was almost on the verge of tears. You could hear it in her voice saying how as a veteran teacher she had worked in the district for 18 years, holds multiple master's degrees, so other endorsements. She does so much for the students that she's been at and yet newly-hired teachers with similar credentials are paid 20 to 30,000 more than her and you could feel the pain in her voice because she wants to continue working here. But afterwards, at the press conference, the leader of CCA basically just didn't care and made a comment about how, "Just because I got two master's I'm owed more money. And that isn't justification." It was not the way to show teachers in this district that the school board, that the union, that people that are supposed to treat them with the level of respect are here for them because she wasn't treated with respect and it's not just about her, it's about all the other teachers in that similar place.

And there's a lot of them. There really is. And then, like the last woman just said, I think that's a good thing. Even if it was just \$100, look, my kids go to Mathnasium. If I recruit another parent for them, I get a \$75 gift card. You guys like, "Here's some business cards." You could do a little something for them when they're able to hire-

Trustee Bustamante Adams:

Thank you so much. Mr. Gomez.

David Gomez:

David Gomez, for the record. Nevada Peace Alliance president, whole bunch of other titles. Anyways. And a parent of seven children. I wanted to talk about the external partnership. Now, when we talk about external partnership, I worry about some of these things. I'm only reading it based on how it's on there. I went to the site and I looked at it and it showed me this wonderful graph of this and that and all these different things. But if we don't have money to build schools, how do we have money for external partnerships at times? Everybody always says, "I want to do something for free," or, "I want to help." Do people really, really want to help or do they want to fill their pockets up some way somehow? And when they run out of resources, do they say, "Do we need more money and how are we going to approach the Board or someone and say, 'Hey, as long as we stay under \$50,000, we can ask for whatever'" whatever partnership that might be in that aspect?

I believe that we have to be very careful with some of these partnerships because these partnerships tend to utilize and use us for their own sole purpose. And I don't like that, because we say, "Oh, we got a group called Dads in Schools," and then they came back and said, "We want money." We had another group that said, "We are doing this and the social worker whatever we're doing, we want more money." That's got to stop. If you really have a passion for education like I have, and I've been doing this as a father and as a community leader and as many other titles and working with the city of Las Vegas with Vision Zero, the facility master plan, different things like... I don't ask you guys for money. I don't come in here and say, "Hey, oh, my team needs money," or, "These guys need money, I need to do this."

Listen, I can grassroots and get money from the ground. It's always not about money, it's about passion. What are we really here for? Are we here for our pockets or are we here to really serve the Clark County School District to make us look good and exactly what we're striving and thriving to be, number one educational system in our state? Can't say the whole world, can't say the whole country, but in our state. And we can do it and I know we can as long as we stop throwing money at things and hoping that partnerships will fix the problems when we need to start asking the real questions: what is it that you're going to do and how much are you going to ask us for later? Thank you.

Trustee Bustamante Adams:

Thank you so much. Seeing no other public comment, I will entertain a motion to adopt the consent agenda. Trustee Biassotti.

Trustee Biassotti:

I would like to make a motion to adopt Consent Agenda 2.18. Sorry, where are we? Wrong one.

Trustee Bustamante Adams:

Can I-



Trustee Biassotti:  
Consent Agenda.

Trustee Bustamante Adams:  
The entire consent agenda. Okay, thank you so much, Trustee Biassotti, do I have a second?  
Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:  
I will second.

Trustee Bustamante Adams:  
Thank you. I have a first and a second. Please cast your votes. That motion passes 7:0. We'll go ahead and ask Trustee Henry, would you please read the warrants?

Trustee Henry:  
Thank you, Madam President. The ratified warrants, as listed in the Bills Payable transmittal and Board Memorandum numbers 03-25-26 in the total amount of \$149,582,621.74.

### **3.01 Revised Annual Board Report Schedule.**

Discussion and possible action on authority for the Superintendent to implement a revised Annual Board Report Schedule, under Clark County School District Board of Trustees' Governance Policy BISE-6: Board Report Schedule, is recommended. **(For Possible Action)** [Contact Person: Kellie Kowal-Paul] (Ref. 3.01)

*Motion to accept the Revised Annual Board Report Schedule*

*Motion: Barron                      Second: Esparza-Stoffregan                      Vote: Unanimous*

*Motion passed.*

Trustee Bustamante Adams:  
Thank you. We're going to move on to our agenda item 3.01. Before I open that up, is there anyone that did not get a chance to complete a public speaker card? And just to verify, Dr. Bemoll, I moved you to 3.02, is that right? Okay. All right, then we're going to go ahead and, for discussion and possible action, Superintendent, would you like to open the item? Should we go straight to Ms. Kowal-Paul? Okay, please proceed.

Kellie Kowal-Paul:

Thank you, Madam President, Superintendent Ebert. Kellie Kowal-Paul, chief strategy officer, for the record, for about 30 more hours. This item on today's agenda is a recommendation to authorize the superintendent to implement a revised annual board report schedule. The policy basis is grounded in your governance policy BSE6, which has also been attached as reference material, and that policy currently dictates the timing of the Focus 2024 updates that you currently receive throughout the year. The reporting requirements and this and other governance policies provide for

Kellie Kowal-Paul:

the Board's ability to monitor progress on the district's goals. And that schedule lays out the specific priority areas, objectives and measures to be reported in each board meeting throughout the year. And those were based directly from the Focus 2024 Strategic Plan. That policy also acknowledges that the board report schedule may need to be revised by the superintendent as circumstances determine.

When Focus 2024 goals expired in January of 2024, which almost two years ago now, we made an intentional decision at that time to continue to report progress in these same priority areas and measures and in comparison, to the same existing though, even then, expired objectives. At that time, we had planned to refresh Focus 2024 in order to respond to the then new post-pandemic context and had not at that time contemplated a new strategic planning cycle. So we did not also anticipate a significant revision necessary to the reporting cycle. So that's why we're still reporting against that schedule. Since then though, a whole lot has changed. We've gone through two complete leadership transitions. Superintendent Ebert has committed to a full strategic planning cycle which will likely result in new priorities, new objectives and new measures. And also, the Board has committed to a revision of governance policies in your work with Dr. Alsbury.

Also you have repeatedly expressed an interest in broadening the information that we provide in monitoring presentations at the board level, and I have observed the rising level of complexity in our conversations in this room during those presentations. And that level of complexity consistently rises above the level of the information provided in those presentations. So what is proposed in this item is a one-year transitional reporting schedule that will serve multiple purposes. Number one, it will continue to provide you the accountability that you require to ensure progress monitoring continues. It'll serve as a more accurate report of current progress to the Board and to the community and more closely reflect the work that is going on under the leadership of our current administration.

And, through the schedule's intentionally broad timelines and subject areas, it will also provide with a little bit of flexibility to allow for a more robust and complex analysis of the work and the results of the work that we're doing and to support the complexity that conversation that the Board has been requesting. This transition will allow us to more appropriately and more accurately inform your policy focus while you and the superintendent align on longer term strategic goals aligned with the next strategic plan over the course of the next school year. With that, I'm happy to answer any questions you may have.

Trustee Bustamante Adams:

Thank you. And I just want to triple check that we have Trustee Johnson on the line. That's correct. Thank you. Any questions from trustees? Trustee Dominguez.

Trustee Dominguez:

Thank you, Madam President. I know we had gone through this in our briefing and I just wanted to maybe elaborate if you could, if this is supposed to replace a strategic plan for 2024 and how... There's operations portions of this not included in here, so like maintenance HVAC, we went through a series of briefings and so I'm just wondering why they're not listed here.

Kellie Kowal-Paul:

Sure. Madam President, superintendent, Kellie Kowal-Paul for the record. Those specific areas are not called out in the schedule. However, I suspect they'll be included as secondary pieces of information. Also, all of those pieces are inputs. We would like to focus conversation on outputs. We recognize that, in order for student achievement outcomes to happen, a lot of things have to happen, including operational pieces. I suspect you will see some of that information in the opening of school item. You'll probably hear about all the things, including operations, that impact the opening of schools when you hear that presentation in September.

Trustee Dominguez:

Got it. And I appreciate all this, because we definitely need to get on track with that. And so my thoughts are just the scheduling types. So the school budgeting, in my thought it should be more into early in the year in February and then maybe... There's just a little shifting that maybe... Because we won't have the data, we won't have the numbers until then. And that's just my thoughts.

Trustee Bustamante Adams:

Thank you. I don't think that was a question, so thank you. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

So I'm looking and it makes sense because it follows what a calendar would be for a typical school implementation. I'm wondering, we don't have December. Was that traditionally just, "Let's not do that month"?

Kellie Kowal-Paul:

Kellie Kowal-Paul, for the record, there's only one meeting in December, so I skipped it intentionally to give us a little bit more flexibility.

Trustee Esparza-Stoffregan:

Then you answered the question, because I was going to ask, because of the fact that January, February has a robust amount of presentations and oftentimes student discipline, student attendance and absenteeism is a pretty robust conversation, I know it's something that we probably will leave alone. But consideration to consider maybe workforce and career readiness and graduation, possibly to move to December as a consideration. And here's my thinking on that, the why of it. Is then, it's a semester that's complete and then when it's reported to us, we can have input and feedback prior to the school year ending. And so, potentially there could be some robust conversations, interaction with our schools to consider what we would have to do mid-year to course correct and consider making some changes. So I guess that was not a question, but just a potential revision.

Kellie Kowal-Paul:

If I may? Kellie Kowal-Paul, for the record. Trustee Esparza-Stoffregan, the only worry is because of some of the information that comes in, graduation rate specifically, there's timing. So when the information gets validated, then we have to respond after that.

Trustee Bustamante Adams:

Thank you. I'm going to go to Trustee Johnson on the phone to see if he has any questions, but I'm going to also ask our superintendent to provide some comments as well on this topic. Trustee Johnson, any questions from you?

Trustee Johnson:

Thank you. Good evening, everyone. I do not have any questions.

Trustee Bustamante Adams:

Superintendent Ebert, do you have any comments?

Jhone Ebert:

Specific to this item, I'm very grateful for the work that has transpired in the past, and as we move forward together into the future, building out the new strategic plan but also still reporting out to the public is very important. With that, as Ms. Kowal-Paul stated earlier, she has 30 hours-ish left on the clock, and someone that grew up in the Clark County School District from her early years to now becoming the chief strategy officer for the Clark County School District is an amazing thing. I've been out and about in our entire community and seeing our graduates everywhere. And today, I visited many of the media stations to open up those lines of transparency and communication and they too have many graduates.

But at this moment in time, I do want to lift up Kellie. I've known her for a very, very long time and have seen her grow, and she will be missed. The timing, we actually talked about the other day of how Focus 2024 was a big piece, the budget, as you know, she helped lead the school district through working collaboratively with the monitor, with no CFO. She stepped up, she has the heart of gold and cares deeply about all children. All children. And I'm very excited to see what she does in her next chapter.

Trustee Bustamante Adams:

Thank you. And we wish you well at your new journey at HomeGoods. Is that how you say it? As you remodel. Any other questions from trustees? I just want to make sure that the audience understands and the public, we are on this new journey as a team, as an organization to develop our strategic plan. So we are not hindering or laying back anything. It is actually putting the steps forward, but it is a massive transformation that is going to be happening. And so, it has been a pain point for us as trustees because we wanted to see a dashboard. We needed to see what are we responsible for? How are we going to hold ourselves accountable? But this is the beginning of that journey to be able to develop it.

Trustee Bustamante Adams:

I thought it happened in 30 days. That's not how it works. It is several entities coming together to be able to develop, and our superintendent is leading that charge. And so, on September 3rd you will hear her 100-day plan, which that'll start the formation of things that we're going to be measuring moving forward. So we take our accountability and our transparency very seriously. And thank you, Ms. Kellie for all the work that you've done since I've been here, and thank you for carrying the heavy lift during the time when we didn't have a CFO. So thank you very much. Seeing no other questions then, I would entertain a motion to-

Trustee Zamora:

There's no public comment.

Trustee Bustamante Adams:

Oh, there is no public comment. Thank you for that, trustee. Seeing no public comment, then I will entertain a motion to go ahead and accept the revised annual report schedule. Trustee Barron.

Trustee Barron:

I think the Trustee Cavazos, she's noticing that there is someone signed up, Dr. Tiffanie Bemoll.

Trustee Bustamante Adams:

Thank you for that. In the beginning, I was notified that Dr. Bemoll had changed her mind and did not want to speak on this one. She wanted to speak on 3.02. So I made the switch, but thank you for catching that.

Trustee Barron:

Thank you. In that case, I stand by ready to accept the report.

Trustee Bustamante Adams:

I have a motion from Trustee Barron. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

Super thank you, Kellie, for your dedication and service. You will definitely leave a legacy behind. I know that's not what Dr. Alsbury would want me to say, but I will second it.

Trustee Bustamante Adams:

Thank you. I have a first and a second. Please cast your votes. That motion passes 7:0.

### 3.02 2026-2027 and 2027-2028 Proposed School Calendars for Staff.

Discussion and possible action on approval to adopt the 2026-2027 and the 2027-2028 Proposed School Calendars for Staff, is recommended. **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 3.02)

*Motion to modify Option 1 to move the staff development day to the first Monday in January and approve Option 1 with that modification.*

*Motion: Biassotti                      Second: Cavazos                      Vote: Yeses - 6 (Biassotti, Cavazos, Dominguez, Henry, Stevens and Zamora); Noes - 1 (Bustamante Adams)*  
*Motion passed.*

Trustee Bustamante Adams:

We'll go ahead and go to item 3.02. Is there any other individuals? I have two people, Mr. Lither and Dr. Bemoll who have signed up. Any other... Oh, yeah, Joe or Lisa, can you grab that one? Ms. Triana, I'll go ahead and turn it over to you.

RoAnn Triana:

Good evening, Madam President, members of the Board, Superintendent Ebert. My name is RoAnn Triana, chief human resources officer. This evening I'm joined by members of our human resources team to present the 2026-2027 and 2027-2028 staff calendars. As you know, these calendars came before you on April 10th, 2025. At that time, the Board requested that we delay the approval of these calendars to allow our new superintendent to provide input. These calendars reflect the work of various groups and committees, including the calendar committee, the Superintendent's Student Advisory Council, the Teaching and Learning Leadership Team, Executive Leadership team, and the new support professional calendar committee. Joining me tonight, our Assistant Human Resources Officer, Jason Ginoza, and Director of Human Resources, Brian Redmond. Together, we're going to share some recommendations and feedback related to our future calendars. And with your permission, Madam President, I'd like to now hand it over to Jason Ginoza.

Jason Ginoza:

Good evening, Madam President, members of the Board, Superintendent Ebert. For the record, my name is Jason Ginoza, assistant human resources officer. The Human Resources Unit will present three calendars for you today. These calendars include the original calendar submitted in April and two additional calendars that reflect the superintendent's recommendations. All of the calendars were shaped through a feedback process that included a comprehensive list of stakeholders, and these calendars align with all regulations and policies set forth by the Nevada Department of Education and the Clark County School District. This evening, we are presenting the three calendar options for the Board's consideration. And at this time, I'd like to turn it over to Dr. Brian Redmond for the overview of the calendar process and feedback.

Brian Redmond:

Thank you. Good evening, Madam President, members of the Board, Superintendent Ebert. For the record, my name is Brian Redmond, Director of human resources. This evening, the board has before it three proposed staff calendars. My purpose is to present the key changes and share feedback received in order to support the Board in making an informed decision on the calendar that best serves the district. These calendars include the original calendar submitted in April 2025, as well as the two versions that reflect recommended changes from the superintendent's office. These calendars have been named in the board docs as follows. The original calendar submitted in April 2025 are items 3.02 B and C. The revised version one, items 3.02D and E and revised version two items, 3.02F and G. The calendar has been reviewed and discussed across multiple committees, soliciting feedback from school and department administrators, transportation, food services, RC, the curriculum instruction division, student services, athletics and activities.

In addition, feedback was collected from the Superintendent's Student Advisory Council, Government Relations, and the Teaching and Learning Leadership Team and the support professionals calendar committee and our bargaining groups. I'll now highlight the key differences between the calendars. The first day of school in the original calendars, items B and C, falls on a Monday. In the two new versions items, D, E, F and G, the start of school would fall on a Thursday. Under this model, the teachers would start their work year on a Monday and the students would begin school on a Thursday. The last day of school in the original calendars falls on either a Thursday or a Friday. Under version one, items D and E of the new calendars, the last day of school falls on a Thursday in 2027 and a Monday in 2028. Under version two, items F and G of the new calendars, the last day of school falls on a Tuesday in 2027 and a Thursday in 2028.

The original calendar allotted a three-day break for Thanksgiving, but revised versions now provide a full week off. The original calendar items B and C and the revised version one, items D and E, both include a traditional two-week winter break totaling 10 days off. Revised version two, items F and G, however shortens the winter break to eight days. This adjustment allows for two additional instructional days in December, which compensates for the two instructional days removed from Thanksgiving break and addresses the adjusted nine-month support staff pay. I'll now present an overview of the feedback received from our various committees and bargaining groups. The calendar committee leaned towards version one because it resolves the issue of chronic absenteeism during the abbreviated Thanksgiving week. However, they did express concern about the impact of nine-month support staff pay for that week. The committee was concerned that version two's shortened winter break might lead to attendance issues, especially for high school students during final exams.

The Superintendent's Student Advisory Council voiced concern that future AP exams could potentially overlap with finals. Although this is typically not an issue, we will continue to monitor this as the official 2027 AP exam dates are released next summer. The teaching and learning leadership team expressed a concern that a non-Monday start date might affect attendance. However, preliminary data from other districts shows no significant difference in attendance for school years beginning on a day other than Monday. For example, Los Angeles Unified School District reported an increase in first day attendance after moving to a Thursday start. In the '24-'25 school year, when school began on a Monday, their first day attendance rate was 90%. This year,

Brian Redmond:

with a Thursday start, attendance rose to 92%. Similarly, Miami Dade County Public Schools, which also begins on a Thursday, has reported no significant change in first day attendance compared to when the district last started on a Monday in 2021.

The support professionals calendar committee also supported version one, noting that it would help alleviate staff call-outs and substitute shortages during Thanksgiving week. They were concerned that the additional instructional days in December under version two might simply shift the same issue to a different time of the year. The committee did request early notification regarding the week of Thanksgiving so that they could plan for the two additional non-paid, unassigned days. Finally, we received feedback from two of our unions. The administrator's union, CCASAP, had no concerns with any of the proposed calendars. Our teacher's union, CCA, stated they preferred version one. In summary, each calendar version offers distinct advantages and trade-offs, particularly concerning the Thanksgiving, winter and winter break schedules and the start dates. It's important to also note that the previous justification for moving the start date up in the month of August was to ensure that the first semester ended prior to students going on a winter break. Previous calendars that included a later start date requiring semester one to end in January mandated students take their first semester exams after returning from the two-week winter break.

Also, other school districts that start prior to Labor Day include L.A. Unified, which starts on Thursday, August 14th; Miami-Dade, which starts on Thursday, August 14th; Chicago Public Schools starts on Monday, August 18th; New York City Public Schools, they start after Labor Day on September 4th, but their first semester ends in January. Phoenix starts on Monday, August 4th and Austin starts on Tuesday, August 19th. It's also important to note that the negotiated agreement CCA identifies that the work year shall end no later than the second Friday in June, which is Article 21-4-2. Our goal this evening is to provide the Board with necessary information to make an informed decision on the calendar that best serves the needs of our students, staff and families. At this time, we'll be happy to take any questions.

Trustee Bustamante Adams:

Thank you so much. Are there any questions from the trustees? Before I take that, I want to go ahead and close the public comment. I know I asked if there was any additional cards and I didn't see any. Oh, there are some. After this, I will not accept any. Thank you so much. Trustee Dominguez, please.

Trustee Dominguez:

Thank you, Madam President. I know if we could just quickly run through the... I had struggled with this when we did our briefing. If you could run through the letters with the versions, that would be really helpful.

Brian Redmond:

Absolutely. The original calendars that were submitted in April 2025, they would be items 3.02 B and C. Revised version one is items 3.02 D and E and revised version two items, 3.02 F and G.



Trustee Dominguez:

Cool. And then, I know I was struggling with that when we were talking on our briefing, but hopefully I get this right. There is a timeframe here I'm looking at for reference E for August. If you can take me the thought process for why it starts so early and why didn't we shift May down so August would be later, so it would be the 12th instead of the fifth?

Brian Redmond:

So the start date for that one, for August 5th, is really dictated by having Thanksgiving off. Because in the original calendars, the start date would be August 9th, which would be that Monday. And taking those two days and Thanksgiving and making it a full week off, essentially that has to shift those two days somewhere. So the easiest place to put them would be at the beginning of the school year. So that's why you start on Thursday, August 5th instead of on Monday, August 9th.

Trustee Dominguez:

Got it. And I'm trying to understand what the thought process was to not shift it to May instead of August.

Brian Redmond:

It's possible, but the only issue you have there is, under our current system for the semester days for... And it's essentially because of our high schools, because they're on a block schedule, so they can't drop below 88 days in a school semester. And so, if you start pushing it towards the end of the year, you're adding days to the second semester. And so that becomes an issue when you start taking away additional days like for Thanksgiving break. You take two of those school days away, under the other calendar, that would drop you below that 88 days. And so we would have problems with accreditation and high school students wouldn't get credit because they have to have at least 88 days in that semester because of the Carnegie unit. And it's all tied to instructional hours. So we're really boxed in between, the semesters have to be between 88 and 92 days. So that's why you have to play with the calendars that way at the beginning.

Trustee Dominguez:

I see. And I guess I'm struggling with, you have, one, now, the kids are coming in... Or, at end of the year, May, the last day would be Monday, so we're likely not going to see those kids back until summer ends. So I was just concerned that it would've been better if we had a half a week on that end and then starting the kids later in August, then the balance. But you're saying we're limited by all sorts of protocols and stuff. So thank you.

Trustee Bustamante Adams:

Trustee Satory.

Trustee Satory:

Thank you. Well first, I do have a question but also was just going to give my thoughts as well. First, and I want to thank you guys because I'm really impressed with just the amount of thought that went into it, really taking all factors into account considering how it impacts elementary, secondary, chronic absenteeism, trying to do what's best for the teachers and the students and getting stakeholder input. So I really thought it was really well thought out. As an educator and having looked at calendars for many, many years, I do really like draft one, particularly for the start date of... I actually have always liked a midweek start, just because that's time to get the routines together, get those things down, they come back then and it's not as exhausting. A full week start is quite exhausting. So for those reasons, I like that midweek start.

I also have never seen that the chronic absenteeism like you spoke of is really impacted back to school. Everyone comes for those first few days, because they want to get back and see everyone. Thanksgiving, I do think that full week is valuable just for that reset. The chronic absenteeism is huge. And even if, in addition to the chronic absenteeism of those two days, it's also lost instruction. You have half the kids there, it's the week for two days before Thanksgiving. There's just not a lot that goes on. So putting those somewhere else can be more valuable. Winter break, I definitely think the full break is needed. That reset that comes with that is just so important for both our teachers and our students. Exams must be in December. I think that's, like you said, just trying to come back and take exams just does not work.

And so my question, like you said, there's always give and take. You can't get everything quite perfect. Really, the main feedback I've gotten is just the concern of the heat and some of those things starting so early. I know we have things in place to try to make sure that we're... But we also have AC issues and some of those. So can you address just what the conversations was to maybe just be mindful of that and do everything we can proactively to try to best tackle the heat and the things when we come back a little bit earlier?

Jhone Ebert:

I'd like to jump in here. One of the things that the prior school board and public in the past had wanted was that the semester ends prior to winter break. And so, when you have that construct of we need to end the full semester prior to winter break, we want a week off at Thanksgiving and you start adding in all of those guardrails that does get that earlier start. If the Board and the public in general didn't have that guardrail and said, we're fine with the second or first semester going after winter break, then we can move the schedule there. But with the guardrail of having a semester ending prior to winter break, that pushes it up into August.

Trustee Bustamante Adams:

Thank you. Trustee Zamora, Vice President Zamora.

Trustee Zamora:

Thank you Madam President. Trustee Satory hit some, and I appreciated the presentation because there was a lot of questions, I had that you all covered, especially with comparing to other school

Trustee Zamora:

districts. I want to talk a little bit about the collaboration you all did with... You all have school organizing teams. Do we have a number of how many SOTs we talked to?

Brian Redmond:

So the SOTs for the original calendars, they went out to anybody who was a site administrator. So we have one high school administrator, we have two middle school administrators and we have three elementary administrators. So their job was to take those two, the SOTs. So I can comment on that. So the original calendars went out back in April. They took those to the SOTs. We didn't receive any feedback. And then the new calendars, they were received by the principals, but most of the work was done over the summer and they are just now getting with their SOTs. So I reached out to them to see if they've given them to the SOTs yet. And the answer was, "No, not yet," because I think this week and then the next coming weeks is when they're first meeting with their SOTs for the revised calendar. So they did review the original, but they haven't been able to review the revised yet.

Trustee Zamora:

Follow-up question on partnerships. Community members, who did that include?

Brian Redmond:

So we give it to Government Relations and typically they take it out and we ask them to provide any community feedback if there's any suggestions on anything with the calendars.

Trustee Zamora:

And I'm only asking these questions because it seems to be a lack of parent voices in this, and parents are the ones that are going to be directly impacted by this. So I am concerned about that and I hope this is a learning lesson how we target parents and having them in this. Because you all just gave us the data, but there was some concerns of other parents, "Why don't we start later?" Well, the reasoning makes sense. We want to finish before we go into winter break, but there's that gap of education that we possibly need to do and work on to let them know why. Because I would prefer my child end the semester before they go into winter break and not coming back and doing testing and they forget everything. But that's just I think where we can communicate a little bit better. And then, just the part with LAUSD and Miami-Dade, you said they all start also first week, second week of August. Correct. That was it. Thank you.

Trustee Bustamante Adams:

Thank you. Trustee Stevens.

Trustee Stevens:

Hi. You guys did a phenomenal job in trying to... Calendars aren't easy for like a household, let alone a school district. And you're having to think about kids, parents, educators, community. It's a

Trustee Stevens:

lot, so kudos to you guys for preparing this. I loved that you researched other large districts. When you did that, some of these districts that you were looking at, did they also have a week off at Thanksgiving? Have you seen that in any of your research?

Jason Ginoza:

When we reviewed the other school districts, we weren't looking for that. We were really trying to address the concerns that were being brought to us about start dates. So that's really why we brought that for you today for context in relationship to our calendars. But we can take a look at that information if that's what you're requesting.

Trustee Stevens:

So just a couple comments. I would say that the second revision I think is always going to be difficult. You try to take days away from winter break, people are going to be upset. Revision one people seem to like, because you're addressing what people have been asking for, like, "Can we get a week?" But then it starts a little early, but then you provide great data on why a Thursday is not bad and all of these things. I actually heard from a few educators that same thing that Trustee Satory said. It's nice when you're an educator to start there.

I will say what's interesting, though, about the original versus revision one is that I've also heard just as a thought, is that if you're a single parent with little ones, having that full week off on Thanksgiving actually then becomes almost a hardship if you can't get time off. So I like the original and I like revision one, but I just wanted to thank you for preparing so much data for us to look at and to consider. And I appreciate what Trustee Zamora said about we do need to educate our parents and our communities a little bit more on why we have to do some of the things that we do to try to make people happy. So I really appreciate all the data and information you provided tonight. Thank you.

Trustee Bustamante Adams:

Thank you.

RoAnn Triana:

Trustee Stevens, if I could jump in, one of the things specifically around childcare and working with our community, we're going to make an intentional effort to reach out to them and something that they've expressed is, "Hey, that's fine. Do what you need to do, but make sure you let us know so we can prepare for childcare." And so, we are excited to do that.

Trustee Bustamante Adams:

Thank you. Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President and thank you team for your very detailed and comprehensive evaluation of these. A couple of questions. Some of my colleagues have already covered them. I wanted to circle back on what Trustee Zamora had asked about as far as the community members. Can we get a more specific answer on maybe from government relations as far as the community members that had input?

Brian Redmond:

We did not receive any feedback from... We give it to them for community feedback and they respond to us if there is any feedback. We didn't receive any.

Trustee Cavazos:

So we don't really know who was part of the community members? I'll go on to the next one. There was something that you did mention during your report and I just was taking notes. I didn't catch all of that and it had to do with the Student Advisory Council having to do with exams. And so, I received some concerns about exams and also too about many of our student athletes as far as on the playoffs and where that kind overlaps. Was that considered when we were looking at the different calendars?

Brian Redmond:

Yes, it was. We had one of the administrators on the calendar committee was over that specifically. And so she's the one that would be watching for those dates for playoffs and all of that. So that is considered.

Trustee Cavazos:

Because that would really turn out to be quite a large issue for a number of our students, not just with the athletics, but also with the exams. The other thing I wanted to just basically share is that, back when we decided to go ahead and wait until we had our superintendent to go ahead and get input on this, there was some support for the original version that was presented in April. Something that I was surprised about in just the last few days, and a lot of times people, it's not like everybody is checking board docs every day to see when things post, but we got a lot of last minute input. And what I was surprised about is, I thought there was going to be more support for the five-day Thanksgiving week. But it's actually gone the opposite and been trying to madly tally up the math here. I think it's something like with just the limited number that we got in the last week and then also a lot of messages and text messages today as people on social media publicized the calendars so that people could see them.

There seems to be a great against the five-day Thanksgiving, which surprised me. I thought people would be more in favor of that, but they don't like the winter break being cut down and they don't like the earlier start in August. So that's the feedback that I have received in just the last week. And that was both parents and educators. I would say there was a slight edge on more parents contacting me than staff. So anyway, that's what I have to offer. Thank you for your work.

Trustee Bustamante Adams:  
Thank you. Trustee Biassotti.

Trustee Biassotti:

Thank you, Madam President. I had a question and it's a little late in the game I think so I don't know if it's even possible. But my question was, for staff development day in January, I know it's one of the last Mondays of the month, is there any way that the calendar can be modified to have that Monday be the first Monday of the month and that way it would be part of the winter vacation? I think it gives teachers a chance to set up for the second semester, especially because working with a new roster. Is there a chance that can still be modified?

Brian Redmond:

The answer would be yes. It can always be modified. So we would have to go back and probably go through the process again for any modifications at this point. But it is something that could be addressed. The calendar committee that it went through, they chose that specific day. So that's usually what we go with because they're the ones that choose those staff development days, and so that's why it's there. But the calendars can always be modified based on the needs of the district.

Trustee Biassotti:

And I did want to add just another comment. I am in favor of the, I think B, C, I'm not sure exactly what model you have that on, what number. I lost track. It's a lot, but I would be in favor of that one. I know D, E, the other model, has elementary kids not coming back or coming back for one day and I just don't see them coming back that last day of school. Thank you. That's all I had.

Trustee Bustamante Adams:  
Thank you. Trustee Barron.

Trustee Barron:

I guess the advantage of going here towards the end to ask questions, almost all my colleagues have hit what I'm planning to ask or even comment. I'll tell you what, one thing that sucks as being a classroom teacher is sitting there on the Monday and Tuesday before the Thanksgiving break, and you would have this really cool lesson to do. You only have half the class to teach to, so you want to be reverting to my history videos that, as time goes on, they are less and less popular. I don't know why, but anyhow. So I'm one of those teachers who did have to sit there with not a whole bunch of students there on the Monday and Tuesday before Thanksgiving. And then, I do recall coming back from the Christmas break and it totally sucks to go ahead and review the entire semester's worth of teaching for a few days while you're getting ready for the final exams.

I don't think that's the optimal way to teach. I could be wrong. But I guess one question I have, and someone already alluded to it, did we do much of outreach on TikTok and all the rest of all the... All the kids they love, and the parents, they're always on their Wi-Fi and they get almost all their

Trustee Barron:

information because the parents now, they're mostly these, what do we call them? What's your generation again? Millennials. Yeah, there you go. They're the millennials, right? And so they're constantly on the Wi-Fi and they're on the TikTok and all the other social medias, especially in Latino community. Did we have a chance to canvas them? I wouldn't know how to do it, but I know we have some really smart people working for CCSD who could probably figure out a TikTok or a Wi-Fi, kind of like some sort of a survey for them to respond to.

There's lots of social media types that would love to go ahead and host this. And I'm thinking that it is really similar. I cannot fault our superintendent look promised our superintendent promised change on and she had delivered. That's what you brought here to us. But I'm thinking maybe in the future, and I don't think we're built for it right now, but just by your looks, I'm getting the idea that maybe we weren't on TikTok and all the Instagram and I'm not sure how else to pronounce. So maybe you could comment to possibly switching up in the future to make it more relevant and getting out there to the parents because again, they're the ones that we're doing this for. And I do have one more question. Again, as a teacher, I'll tell you what, sometimes I swear that, and I'm not banging on my former administrators, some of them were fantastic, but it seemed like sometimes as a teacher you get the idea that our administrators, they're kind of scraping the bottom of the barrel for ideas, for breaks, not for the breaks, but for the staff development days.

Anything we could push those to the beginning of the semester or the beginning of the first semester if the kids are not going to be there. I mean, I had a tough time switching to some of the new technologies that are, as you can tell, I'm not a TikTok and a Wi-Fi kind of expert, but those would be fantastic opportunities to again, get our teaching staff ready for the new year, get caught up to speed. Anything that we can do. I think to push, as Trustee Biassotti mentioned, pushing the staff development days the beginning of the semester to get us on track even if the kids are not there, if we're caught put on track, as I'm still referring to myself as an educator, as a teacher, if our teaching staff is put early on, it gives a much more fresh start, I think, to the school year. So I'll let you maybe comment regarding social media presence. And again, there's not a whack because I realize we're not set up like that yet.

RoAnn Triana:

Trustee Barron, thank you for that yet. I love yet. And in working with Superintendent Ebert, I love the Tiki-Taki and I'm very, very open to doing that. And we want to do it well when we do it. I know that that gets a lot of traction and a lot of interest and I know that I'm on it at night after 11:00.

Trustee Biassotti:

So she doesn't sleep.

Trustee Bustamante Adams:

Trustee Biassotti, did you put yourself back in?

Trustee Biassotti:

I did, but I'm not sure if I'm on the queue. Am I in the right order?

Trustee Bustamante Adams:

Yes.

Trustee Biassotti:

Oh, well, with this new information, I wanted to make a motion to table the item for-

Trustee Bustamante Adams:

I won't entertain them yet. I still have a lot of questions, but-

Trustee Biassotti:

Okay, got it.

Trustee Bustamante Adams:

I can come back to you.

Trustee Biassotti:

Thank you.

Trustee Bustamante Adams:

Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

You answered my questions at the briefing, so thank you. It's a lift. This is a huge lift to get to this space and the community wanted this, so I want to go back to the support staff because there was that concern with them not being able to have that additional income. I want to hear what was their feedback and what was their preference?

Brian Redmond:

Brian Redmond for the record. So we did hold a support staff calendar committee, and this is the first time we've done something like that. And it was specifically because of what you brought up. That by taking those two days away during Thanksgiving, it does affect their pay. All the administrators and licensed employees are all salaried, so they get paid the same amount every month no matter what. But our support professionals is a little bit different, especially our nine-month. And so if they lose those two days, they get a smaller paycheck. And so, that's always been our big concern about going to the full week of Thanksgiving. So we formed that calendar committee and we met with nine-month support staff as well as 10-month, 11-month and 12-month. And their overall recommendation was they preferred to have the week of Thanksgiving off. They



Brian Redmond:

just wanted us to let them know ahead of time so they could plan for it. But they were fine having that full week off during Thanksgiving.

Trustee Esparza-Stoffregan:

Did you want?

RoAnn Triana:

No.

Trustee Esparza-Stoffregan:

No? So I want to make just a comment about LA Unified and this is not going to be popular. LA Unified has done some interesting things with the option one. It's pretty similar, correct? I think, maybe.

Jason Ginoza:

We didn't compare the options. We were looking for the-

Trustee Esparza-Stoffregan:

The early start.

Jason Ginoza:

Official start dates based on concerns that were brought to us.

Trustee Esparza-Stoffregan:

So I'm going to think about outcomes because LA Unified does have a break during winter. This is not going to be a popular statement, but they do sometimes have intersession where they will ask those voluntarily that might want to make additional money to come and do an intersession for students. And I'm not proposing that, but LA Unified chooses to do that. It's voluntary. It would give us an option to provide additional tutoring, some high dosage intervention for kids and they are getting results. So I just wanted to hear boots on the ground, what the support staff and then overall option one seems to be what people are wanting. Thank you.

Trustee Bustamante Adams:

Thank you. Trustee Satory.

Trustee Satory:

Oh, I just wanted to share, I was looking up over here when we were talking about what some other large districts, what their Thanksgiving break was. LA Unified, New York City, two days for Thanksgiving break. Houston and Chicago are a full week. Just for some reference there. Thank you.

Trustee Bustamante Adams:

Thank you. Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President, and my colleague, Trustee Esparza-Stoffregan, asked my question about the support. So you've already answered that. So looking at the timeline here, if we wanted to make some tweaks as was brought up by another trustee, what would we be looking at as far as... Because my understanding is, if we make any changes to what is presented here and what's [inaudible 01:00:48] is we do have to go back and then bring it back. Is that correct? And so, what would be the timeline on that? Because we did postpone this once before for the reasons that we've already stipulated. So what would that look like if we were to make what sounds like some minor tweaks and then to bring it back?

Jason Ginoza:

Trustee Cavazos, thank you for your question. I think it would depend on the nature of the adjustments being requested. We were discussing the movement of a staff development day, but if it's a larger overhaul that would need to go back to committees, we would take obviously direction from you and from the superintendent as to whether or not the wish is to go back to all the committees. Now, if we have to go back to all the committees, we're going to need some time to do that, to bring the committees together.

Trustee Cavazos:

Thank you.

Trustee Bustamante Adams:

Thank you. Trustee Dominguez. No. And I just want to make sure because I'm saving you for the motion, is that right? Yeah.

Trustee Dominguez:

I'm sorry. Our superintendent had [inaudible 01:01:57].

Trustee Bustamante Adams:

Oh, were you in... I'm sorry I didn't see your thing. Go ahead.

Jhone Ebert:

Thank you, Madam President. And I do not mind going back out. Whatever the determination is made, though, I would like to make sure that the staff has clear guardrails. If the Board wishes for us to look at not... New York was mentioned, and you all know that I was in New York for four years. It's in the law that you cannot start school prior to Labor Day. And so, that's why that's there. If you don't want us to start school prior to Labor Day, we can do that. And it's a construct, but we do have certain guardrails that we do need to have the number of instructional days in each semester. So we're very flexible. We want to accommodate and make sure that we can accommodate as many staff members and community families, parents as possible. We know that we're not going to make everyone happy, but we do want to make sure that we do the best work that we can for our public.

Trustee Bustamante Adams:

Thank you. Trustee Dominguez.

Trustee Dominguez:

Thank you, Madam President. And thank, you Superintendent Ebert for those comments. So if you could give us some more context. Going back to this committee, I know this is not a board of trustees committee, this is superintendent committee. Can you describe to us how many members who it's made of? The calendar committee.

Brian Redmond:

So the calendar committee? Okay. Just wanted to make sure.

Trustee Dominguez:

Yes.

Brian Redmond:

So the calendar committee, and I don't have the exact numbers in front of me, it was probably around 20 administrators and they are from... In my notes here I have it for you. They are from school administrators, department administrators from transportation, food services, RC that handles all the data for the school district, curriculum instruction, student services, athletics and activities. And those are the main ones.

Trustee Dominguez:

And then, if we were to do something like a survey, what would that look like? How long would we leave it open? A survey for parents to be involved in the conversation. I truly appreciate Trustee Zamora's comments about involving parents into this conversation, and I was just curious what it would look like if we had a survey?

Brian Redmond:

We can add that to the agenda come up and I think we would probably work with RC on that as well to form that survey and get it out.

Trustee Dominguez:

Got it. I'm looking for more the timeline. Would it be open for a week, two weeks, one month to do the survey?

RoAnn Triana:

Trustee Dominguez, we are going to lean on the experts with survey methodology to find out what's the best strategy and a psychometrician to make sure that it's a credible effort to get that input.

Trustee Dominguez:

Thank you. And I guess what I'm trying to understand is the timeline. So if we did do a survey plus going back through the committee process, what would the committee timeline process look like?

Brian Redmond:

I can speak on the committee timeline. If you're looking at going through all the committees again, it would depend on people's schedules, but we could probably get through it in maybe a month if it had to go through all the committees.

Jhone Ebert:

I want to dive in here. If the board would like us to go back and do this work, more than happy to. But what the request is, is to be very involved, and so, I wouldn't promise you coming back until before October. And I'm not sure if that's the first meeting or second meeting. As you know, we have many other components transpiring in our human resources department right now and our RC department. So again, more than happy to do the work, but don't want to promise you a specific date here at the dais right now.

Trustee Dominguez:

Perfect, thank you. I was looking for more a two-month, four-month general timeline for my own mind. And so, I know I would support holding this until we get more parental involvement. I think we need to have more parental voices here. And the other thing that was mentioned that I wanted to dive in a little bit into was the childcare services that were offered. If you could go into more what that would entail.

Jhone Ebert:

Superintendent Ebert, for the record. So I did have a conversation with the County, Clark County themselves. They said the last time that the Clark County School district moved the calendar to have the week off at Thanksgiving, we as a district did not notify the county so they could not have

Jhone Ebert:

services available. I have promised all the mayors and the County they will receive a personal phone call from me as well as many memos prior to the fall of 2027, 2028. And so that communication is there so they can have their services ready and they were more than happy to do that.

Trustee Dominguez:

That's a really great thing we're doing that partnership. We're coming back with the city, so I really appreciate that. And that's something that parents can depend on and lean on, so I really appreciate that with the city. And those are all my comments. I do support holding this.

Trustee Bustamante Adams:

Thank you. Trustee Barron.

Trustee Barron:

Thank you, Madam President. Just real fast. Do we have actually a hard deadline on this? Something to where we had to do it by this day or it's going to cost us this?

Jhone Ebert:

Superintendent Ebert, for the record. Because I had the job of state superintendent, I know the answer. May. May of 2026. So we actually are ahead of the game. There was just a survey made by my colleagues across the entire state and many of our other colleagues aren't doing their calendar until the spring.

Trustee Barron:

Wow [inaudible 01:08:04]-

Jhone Ebert:

So we're ahead of the game.

Trustee Barron:

That's fantastic. I'm really happy that we're ahead of the game. Again, I love that you are using data, Madam Superintendent. It sounds to me like we can take just a little bit more time to weigh this. Hey, measure several times, cut once and then we'll have less people throwing eggs at it. I mean expressing their opinions in a very untoward manner. Just saying.

Trustee Bustamante Adams:

Thank you. I'm going to go to Trustee Johnson and then come back to Vice President Zamora. Trustee Johnson, do you have any questions for the group?

Trustee Johnson:

I do have one question and it may be irrelevant now that it appears that we might be leaning towards a direction, but I wanted to understand, we talked about a singular professional development day at the end of January as opposed to having it that first Monday or the first day after coming back in January. And you mentioned that the group indicated they chose that day specifically. Was there a reason why they chose that last Monday in January for a PD day versus taking that Monday after the break?

Brian Redmond:

Brian Redmond, for the record. There wasn't any specific data or anything that they pulled saying we needed to have it on this day. They just had it on that day in the past, so we've presented them and said, "This is the day you've had it in the past, would you like to change it?" And they did not want to change it. So there wasn't any specific discussion about, "This is the reason why this day is best." It was just, "That's where we've done it and we're good with keeping it where it is."

Trustee Johnson:

Got it. That's helpful. And then, I don't know, I guess [inaudible 01:09:46] because we won't come back to me, but I guess it feels like it would be great for us to, if we have more time and there still seems to be this much static, we might be able to get to a marginally better outcome and we still have the time to do it. I guess this question is for Superintendent Ebert. I'm excited for us to be able to get to a better outcome. Is the amount of work that it's going to take for us to get to that better outcome, is that going to hinder us from doing other things that would have even greater impact on students for this year and next year? Meaning, because we're going to start focusing on this calendar again, are we going to have to sacrifice our energy in some other place that would allow for us to focus on student outcomes?

Jhone Ebert:

So every day we focus on student outcomes and I love your question, Trustee Johnson, so thank you. Yes, this is now work that we thought possibly there would be approval tonight. Understand that that might not happen and that's fine. And that's why I didn't want to commit to a specific day of when we'll bring it back, because now I need to go analyze with the team here and work out a whole new schedule for making sure that we gather the input. They did a phenomenal job I need to tell you, because we hadn't gone to the unions before. We went to the unions this time to make sure that they saw it.

And then also too, I just want to be clear, when we meet with those groups and you ask how many people they are... So the high school principals, there may be only two high schools but they're representing all 60 just like you are representing your constituents. So I want to keep that in mind too because they are the representatives of their group and so they take it back out and then bring back. And so, that methodology, we will still continue to follow. We can definitely add groups and then also to add online survey, again, don't mind doing that at all, but I want to analyze our resources prior to committing to a specific time for you.

Trustee Bustamante Adams:

Thank you. Vice President Zamora.

Trustee Zamora:

Thank you, Madam President. The one group of individuals I'm also interested in is student athletics and activities. Because as I've seen graduation season and hanging out between graduations, there's a lot of time and planning that goes ahead and they have shared, it starts right when school starts. They start planning all of the things. How damaging can it be, we're still putting this all on hold, then we push it to a deadline of May?

Brian Redmond:

Brian Redmond, for the record. I think because you're looking at the next school year. So my understanding, I don't have a full understanding of NIAA and exactly when their deadlines are as far as doing that part, but I know when they're planning for graduations, they usually try and book those places about a year out. So if you're looking at the end of the school year 2026, they'd be pushing it. But I know they like to get that stuff done ahead of time so they can book those venues and make sure that our kids are taken care of. So I know for them, the earlier, the better, but again, we just want to make sure that the calendar works for everybody.

Trustee Zamora:

And the only comment I have is, Superintendent put it in beautiful words. This has been a new thing that we've done partnering with other people. I do believe lessons have been learned and we can learn from this, but we're just moving forward. We have a new communications department. My only concern is, I don't think we have the infrastructure now to do that parent involvement in a short amount of time how we want it and envision it. Because I can hear everyone's concern of that, but I don't think we're there yet. And that's nothing personal to anyone, it's just, we're still trying to figure out how we do newsletters with our parents, how they're checking their Infinite Campus, how they're doing this. If this is for 2027, 2028 hypothetically, can we re-look at the following year after that if once we get an infrastructure for the following year?

Brian Redmond:

Yes. So we try and approve these calendars two years at a time for planning purposes. However, they can be adjusted. As Superintendent Ebert already mentioned, May 1st is the deadline for the following year's calendar. So even though these are approved by the Board, we still have to apply to the state every year to make sure they're approved at the state level as well.

Trustee Zamora:

And I did hear a whisper that this is for 2026, 2027 and then 2027, 2028. So it's right around the corner. Thank you.

Trustee Bustamante Adams:  
Thank you. Trustee Esparza-Stoffregan.

Trustee Biassotti:  
Is Trustee Biassotti in the queue? Because she [inaudible 01:14:38].

Trustee Bustamante Adams:  
Are you in the queue for the motion or I'm sorry, I-

Trustee Biassotti:  
[inaudible 01:14:40].

Trustee Bustamante Adams:  
Or for a question?

Trustee Biassotti:  
[inaudible 01:14:42].

Trustee Esparza-Stoffregan:  
Do you want me go?

Trustee Biassotti:  
Go ahead. It's for the motion.

Trustee Bustamante Adams:  
You're still in the motion? Okay. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:  
Having this robust discussion, someone... This is a funny. I'm sorry I'm in a very funny mood today... Called me, what did they say? "You're a solution ologist," so to accommodate everyone on this dais, we know that we want parent involvement, you did all the committees and maybe there was a lack of that input. We know that we're going to be doing listening tours, correct? With Superintendent, you're going to be doing your tours, we already have some of our trustee meetings set up. So I agree. I think we should use that as an opportunity to have that as part of our topic. Not all of it because we're there to listen, but we could get some real feedback at that time.  
But I just don't see us holding up the calendars to be something that we should wait on because I'm more concerned about when we do all of that and we weigh in and get the feedback, we really need to be sticking and focusing on our strategic planning, and that's going to be a big lift as well. I'm trying to give some thought to that of how we get the parents back in. We can take that opportunity to get that feedback then.



Trustee Bustamante Adams:

Thank you. Trustee Satory.

Trustee Satory:

Thank you very much. So the reasons for holding, I guess, one of the ones was more parent feedback. While I do think parent feedback is very important, but typically what I hear from the parents of what they want more of is the advance notice. And I also want to say, so many things go into the calendar from the educators for what's going to work best for students. So, although the parent impact is important, I really think the top priority is what's going to be best for our students and giving families that notice so that they can plan accordingly. And then, my other question was, let's say we held the second one, the second calendar, the '27-'28, that's the one where it ends on a Monday?

Brian Redmond:

Yes.

Trustee Satory:

So that was my question too. If we were looking, I guess, at that, that would be the one maybe that I would say maybe we look at moving that PD day in January because I really do like that Monday, January PD day. And could we move that other PD day in March, which I know that's a valuable one? But not coming back on a Monday to try to move something like that to where we could put that at the end and end on the Friday.

Trustee Bustamante Adams:

Thank you. Trustee Stevens.

Trustee Stevens:

So just a couple comments. One, something that Ramona said about the listening tour that we're going to do, the item before this when we talked about the board report schedule, to me, those items are great feedback items that we should be looking at during those times. Those are the things that we really want to be focusing on strategically. In my opinion, this should be done. I heard this from a very successful woman one time who said, "One of the worst things a leader can do is make no decision versus even making the wrong decision. Because at least you can learn from the wrong decision." If you make no decision, everybody's like, "What do we do? We have no direction."

So I think that, based on all the data that we have here today, it's obvious that we know, like our superintendent said, there's a guardrail here. We don't want to do testing. I know parents, kids, they don't want their kids testing after the break. So we know that. We know that we're hot all the time. It's always hot. We know that. And then we also know that some people really want that extended Thanksgiving break and some people don't. That's what we have to decide on and that's

Trustee Stevens:

literally what's in front of us now. So in my opinion, I don't think this is something to table. We have everything in front of us right now.

Trustee Bustamante Adams:

Thank you. With that, I'm going to go ahead and go to public comment and then I will take a motion. I have Dr. Bemoll, and Leonard, you're up. And then, Eric, you're right after.

Please proceed, Dr. Bemoll.

### Public Hearing

Tiffanie Bemoll:

Good evening. Tiffanie Bemoll for the record. That's a lot of waffling through this last presentation. Calendars are not just dates on paper, they are the rhythm of teaching and learning. And in these proposed calendars, there are serious concerns for both staff and students. First, to completely ignore the request to move this January staff development date to the start of the second semester is a slap in the face. It's the entire reason that Trustee Dominguez asked you guys to pause it in the first place because there are more teachers than me here asking for that. Teachers are expected to teach bell to bell with fidelity, but without that day, we face two unacceptable options. Spend winter break working instead of resting and being with our families or walk into classrooms unprepared on day one of a brand-new semester. This does not honor teachers' professionalism and does not give students the start they deserve.

A single day to reset plan and prepare makes a world of difference in how effectively we serve our kids. Some teachers start their contract day five minutes before the first bell. To expect that they'll be able to prepare their Canvas, have their classroom ready and be able to teach bell-to-bell after a two-week break is disingenuous to teacher time off. On average, it can take up to three hours just to prepare Canvas alone and that does not include preparing the supplemental materials a teacher needs to start up lessons for that last 18 weeks of school. For example, my entire second semester is sitting in my living room right now because I don't have the storage for it in my classroom. I have to cart all of that back and take first semester out in order to efficiently teach my kids.

In November, with having a week off for Thanksgiving, which so many people want, and I get it, but we only have 13 instructional days in the entire month. That is crazy because people already call it No School November and now we want fewer days. It's really hard to build academic momentum when the month is chopped into pieces by holidays, elections and breaks. Students thrive on consistencies and teachers build mastery through daily practice, but these calendar structures undercut learning, right when students need it most. We talk about fidelity, about rigor, about raising expectations, but expectations must be paired with conditions for success. My sister teaches kindergarten. Every year in May, she has to pack up her entire kindergarten classroom for

Tiffanie Bemoll:

cleaning. She has to go in the last week of July to start preparing her classroom for her kindergartners. And it's a magical experience the first day that they walk into that classroom.

I will tell, you every year I'm in awe of what she does for those kids, but there's absolutely no way that she could do it on the Tuesday. If we come back on Monday, we get one teacher work day and those three days before kids come in, and you want us to be able to get our classrooms ready, be ready to go on Thursday when students start. That's not a reasonable request, especially for teachers who have to pack up their entire room and then unpack it every single year. Thank you.

Trustee Bustamante Adams:

Thank you. Leonard, please proceed.

Leonard Lither:

Hello. Well, thank you for this actually important topic and I think somebody mentioned earlier that you're not going to make everybody happy no matter what, because I'm actually one of the... I might be the only parent... Not actually working for the district at all right now in any form. I'm only here as a parent because I think it's important to actually try and get that Thanksgiving break off again. The last couple of years my kids have had two different grandparents pass away and it's time that Thanksgiving is where you get to actually go out and visit family and spend time with family. That's something that a lot of kids don't get.

And then also, I will admit, I was disappointed when I was hearing about going out to all these different groups, and you did such a great job. And then the parent group was like, "Well, yeah, we forgot that group." And somebody brought up about the calendar committee and said, "Well, 20 admin were on that committee." Okay, great. How many parents? "Well, they might be parents, but they're not only parents." And obviously, somebody else commented about how what's best for students is what matters most. I'm the parent. For my two kids, I get to decide that. And there's going to be a time that I know, one of the calendars had only a week and a half for Christmas break, for winter break, and my wife and I were planning to go back to China to her home country to visit her ailing father. And it's going to be during that Christmas break and if I have to take additional days off from school for my kids, well then that's what I'm going to do because that's what they need. So parents definitely need to be incorporated.

The whole starting on Thursday or not, originally I thought, "Oh, that's kind of yucky. I've been a teacher before. I don't think I'd want that." Then I thought, "Well, actually the first couple of days I just have to go over patterns, expectations, what I want the students to do." As a parent, I know my child goes there, they don't have the Chromebooks, they don't have anything set up. The very first day for my son's middle school, they visit all the classrooms and it's not really much about learning, it's more about understanding what's expected. So coming on Thursday, Friday might be a good thing because then that following Monday, "Now the ballgame's starting, now we're here to actually do what we've talked about." So I could see that as an advantage, honestly.

Leonard Lither:

Somebody was talking about hardship, about some people need to find childcare during Thanksgiving week or about support staff not having pay during that week, and I understand there's hardships both ways. No matter what, everybody's going to have some disadvantage to it. I actually looked at one school district a couple of years ago that actually had support staff on a salary contract where they were paid no matter what. So if you missed a day here or there, it didn't necessarily impact them. I think there's going to be ways. Somebody was already looking at getting the community involved to provide additional childcare.

Trustee Bustamante Adams:

Thank you so much.

Eric Bemoll:

Hi, good evening, Eric Bemoll, for the record. As it's showing right now, you guys are probably going to postpone or you're going to table it, which I hope you guys do, because I do believe that you guys need more input. Twenty people on a committee for this whole valley I think is kind of ridiculous and having a general consensus saying that "parents have been involved", I think there should be a survey or something else to the staff and parents so that we get firsthand input for these ideas versus somebody sitting around doing the calendar saying that they received input. We don't know how many, we don't know who did, there's no solid answer to it. It's just beating around the bush for the answers that you want to hear.

January staff development day would be perfect for first day for us teachers to help get us started so our students aren't sitting around waiting for us to get Canvas up and running. Because I don't want to work on my time off on the winter break. My wife has to bring in all her stuff from the house to get her day started. So as long as we fall within the guidelines, the rails would be perfect. Ending our semester before Christmas break. Starting school two days early, heat factors, doesn't matter because it's two more days. Weather's not going to change in two days. I just believe we need more consensus from the community and teachers and staff besides one or two principals from certain locations. My understanding, some principals didn't even look at the calendar, they just said, "Yeah, go ahead." Especially for that staff development day that we've been asking for. So that's all I got. Thank you.

Trustee Bustamante Adams:

Thank you so much. Trustee Biassotti, I'll entertain your motion.

Trustee Biassotti:

Thank you, Madam President. I know it's difficult to suit everyone's needs and the reality is that our options are limited. For that reason, without having to table this item and having to go back to the drawing board, I would like to make a motion to modify option one only to move staff development day to the first Monday of January and approving it with that modification.

Trustee Bustamante Adams:

Thank you, Trustee Biassotti. Trustee Cavazos.

Trustee Cavazos:

I just want to check in with... I would be willing to second that motion, but I want a clarification from counsel as to whether we can actually do the motion like that.

Trustee Bustamante Adams:

Thank you. Mr. Parker?

Theodore Parker:

Yes, good afternoon trustees. Can you hear me?

Trustee Bustamante Adams:

Yeah.

Trustee Satory:

[inaudible 01:28:40]. Go close.

Trustee Bustamante Adams:

Yeah. Go ahead.

Theodore Parker:

Great. Certainly, that motion is acceptable. You have the authority to do so.

Trustee Cavazos:

And could I have Trustee Biassotti repeat her motion again please?

Trustee Biassotti:

I would like to make a motion to modify option one to move staff development day to the first Monday of January and approve option one with that new modification.

Trustee Cavazos:

I will second that motion.

Trustee Bustamante Adams:

So I have a first and a second. First by Trustee Biassotti. Second by Trustee Cavazos. Please cast your votes. That motion passes 6:1. That's it.

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

Trustee Bustamante Adams:

I will now go to... Where am I now? We'll go to public comment item 4.01. These are for items that are not listed as action items on the agenda. Did anyone not get a chance to complete a public comment card? With that, I'll close public comment. I have Ms. Garcia, Ms. Ashley. Angelina Garcia, and then Ms. Michelle Ashley, are you still here? Michelle? No? How about Dr. Bemoll you'll be...

Michelle Ashley:

I'm here.

Trustee Bustamante Adams:

Oh, you're there?

Michelle Ashley:

Yes.

Trustee Bustamante Adams:

Okay. There's another microphone over here on this side. You could come to that side and be ready. Ms. Garcia, please proceed.

### Public Hearing

Angelina Garcia:

As a parent of students, I recently was involved in a DUI crash where I had to take a victim impact class. Taking that class has changed me as an adult and as a parent. I feel that we should involve a victim impact education class into all the high schools. I feel that it would bring education into our students learning the effects and consequences of what drinking and driving or doing drugs causes while driving. I feel that we should have that involved with the high schools. I have talked to Chip Peterson, he's a coordinator of the PE Health and Driver's Education, trying to get that within the schools as well. And I have reached out to MADD, which is Mothers Against Drunk Driving to see if we could also get that in. They have a curriculum already set up for the high schools. It's already made so they can get it into the high schools, but I'm trying to reach out to you guys as well to see what we can do further to get it into the high schools.

Due to our high schoolers, they had trauma, they're going to parties, they have prom, they have just different things going on in life where they're involved around drinking and other things that involve driving. So I just wanted to reach out to you guys to see if we can get these into the schools, maybe with PE education. I know sex education is involved where you have to have a parent sign. If we can get parents' signatures to have them take a victim impact education program, I think it would save lives, save our children's lives, save our families' lives. I feel like this would be

Angelina Garcia:

a great thing to bring into the high schools. So it's something that I wanted to bring to your guys' attention if we can go forward to see what we can do to involve that.

I have been speaking with the superintendent at Desert Pines High School. She said that she's going to try to talk to the principal as well to see if we could push it in there. But I would like to get it across the whole Clark County School district to see if we can save lives, save our children's lives, save their friends' lives, their families lives. Because I feel like drinking and driving, it has changed me as a mother, as a parent, as an individual, it made me look at things differently. So I feel like we should include this in our school. It's something that our kids need to learn what alcohol does to their body. Might it be one beer or one shot, it's going to save lives. So I feel like we should involve this in our high schools.

Trustee Bustamante Adams:

Thank you, Ms. Garcia.

Angelina Garcia:

Thank you.

Trustee Bustamante Adams:

Ms. Ashley, if you please proceed.

Michelle Ashley:

Right here?

Trustee Bustamante Adams:

Yes.

Michelle Ashley:

Hi Madam President, Superintendent and board members. My name is Michelle Ashley. This is off-topic, but I'm talking about the teacher certification test. I went to UNLV and got my bachelor's degree in communications and I could not get licensure, so I went on to the University of Phoenix to get a graduate degree. I did get 46 credits. I did complete all my hours. But student teaching, the problem was, I could not pass the Praxis Math 5003. And the problem is, when I went to school, the test changed and it changed into the four sector test and I passed the other three. But the math, they want you to know linear equations, algebra, and I just want to teach first or second grade, basic arithmetic. And I think that students need caring souls and warm bodies and people that care and make the room nice.

I was a substitute teacher for CCSD for four years and I loved my job. It was the one job that I didn't mind waking up to an alarm because I knew my students depended on me, especially vacancy positions. But I'm just asking you guys, I'm pleading with you, 46% of people fail the math portion. Tutoring is very expensive and I'm not trying to teach high school math. I'm trying to teach

Michelle Ashley:

elementary school education. And I know algebra is included in that, but I think these teacher certification tests are really hard. And I understand to a degree why, but I think you are losing valuable community members and valuable people that want to teach in the classroom. And there's a teacher shortage and I've attempted the math portion five times. I've failed it, so I have given up and gone on to another profession.

But I still love... I have a son that's five years old, he has autism. I need to provide for him. I have 46 graduate credits. I wish you guys would make an exemption or some type of other test for me to measure my skills as an educator than the Praxis 5003. And I just want to thank you guys for giving me the time to talk, and I really hope you take it into consideration because I've met other people that are in the same position I am. Thank you.

Trustee Bustamante Adams:

Thank you, Ms. Ashley. Dr. Bemoll, and then I think it's Chandler. Do I have that right? You'll be next. You could come over here on the left.

Tiffanie Bemoll:

Good. Tiffanie Bemoll, for the record. There's some confusion still with regard to the contract and how it's all going to play out. One of the aspects is how to figure out where you actually were in the years that they're requiring. So that might be something that district leadership can push down to help teachers rather than the over a thousand emails that the poor people in HR have received already according to my colleague at work who said there are over thousands of emails. It's just really super confusing and it's all paperwork you guys should have because we have to submit it anyway, so it's weird. I don't know, that's just an... I was asked to talk about that, so there you go.

With regard to safety, I just wanted to shout out the city of Las Vegas for giving us our crossing guards back. Watching my principal dart out into the street to try to stop speeding cars down Tenaya so our students could safely leave school was an absolute nightmare. And he did it himself every day until we got our amazing crossing guards back. Student safety is important and this was a great move by the city to ensure that our students are safe. Lastly, I wanted to thank Trustees Esparza-Stoffregan and Cavazos for at least acknowledging that I took time to email my comments for the last meeting. Though they were largely ignored, it was a tad comforting to at least feel heard, which most people do not when they are completely discounted and ignored. Thank you.

Trustee Bustamante Adams:

Thank you. Please proceed.



Chandler Caudillo:

Hi, good evening, members of the board. My name is Chandler Caudillo and I am here today because God gave me a second chance and I want to make sure that our children today do not need one. I'm here to advocate for a DUI and substance education in schools. But not just that, but mentorship as well. Every 39 minutes a life is lost to drunk driving. Behind every statistic is a family torn apart and a future stolen. Our students are facing peer pressure earlier than ever. They deserve more warnings. They deserve more tools like critical thinking that we receive as adults, but our children do not one-on-one in schools.

I know this because I've lived this. I was hit by a drunk driver, not once, but twice. My back was broken so badly, I was paralyzed for a whole month. I was not just paralyzed, but I suffered a stroke and a brain injury as well where I had to relearn everything that I am doing right now today. I have three children and I have three little boys, and I want them to have more support in these schools. One reckless choice nearly cost me my life and it changed everything for me and my family. It got to the point where me and my ex-husband, my husband at the time, we had to move all the way back to Florida from Hilton Head Island because my family had to come take care of me because I couldn't walk anymore. I don't believe that any student should have to ever live in that kind of pain, not as the victim and not as the driver to carry that guilt.

I believe that we can stop this before it starts and I'm asking you to consider adding a structured DUI and substance awareness program. This program would include victim impact panels where students hear real stories, build critical thinking skills so students can say no, provide access to positive activities for all students regardless of income. This is not about punishment, this is about prevention, empowerment and saving lives. One choice can change everything and let's give our students the knowledge and the tools to protect their futures and the futures of everyone around them. Thank you for your time.

Trustee Bustamante Adams:

Thank you so much.

Chandler Caudillo:

I have also made packets for each and every one of you.

Trustee Bustamante Adams:

Thank you. You can give them to our team members over here on my right. Mr. Lither and then Daniel Jensen. Are you still in the audience, Daniel? How about Jeremy Heckler? Yes, please proceed.

Leonard Lither:

Thank you. Unfortunately, I'm getting to the age where I have to take off my glasses. So lately the news has been several articles regarding a recent hire that happened on the July 10th meeting. I wanted to touch a little bit about that because it's important. School safety is important and it's often ignored. And little behaviors progress into bigger behaviors. And in fact, most high schools

Leonard Lithier:

don't use one of my favorite tools, the MBI, Minor Behavior Incident, reporting in Infinite Campus, which is a great way to track behavior. And it's not a tool to use to punish students, it's a tool to track behavior to see who needs additional wraparound services or when they do start to do more aggressive behaviors to see what's going on.

But I want to admit, I was really disappointed at the meeting on July 10th because one trustee went in to praise that former administrator's record and then another trustee was told, "Well, no, you can't criticize it, you can't comment on it." You can't have a double-edged sword. You have to actually allow open conversation, open dialogue, or you're just not really doing your job. And I will admit, I was disappointed in the school board saying that, school board attorney counsel, I should say. It's not your role to determine the questions. It's your role to determine whether this resume and this contract is approvable or not. But if you can't have discussion on the resume, if you can't question what's behind the piece of paper, then again, you're not doing your job as trustees.

And lately, I also want to comment, my two children right now go to two amazing schools, Victoria Fertitta Middle School, which the superintendent, who's not here now, was recently there, because that principal has done great job with the math and improving math proficiency rates. And my other child goes to West Tech. And again, that school just got a national award. So you have admin that has stayed here that didn't just retire to unretire shortly after. They stayed here. They're doing the hard work, they're doing great things, and yet, a woman that left under questionable circumstances was then rehired with a promotion, while the district is still facing lawsuits over that?

And unfortunately, sometimes I get into arguments online. I know it's a bad habit of mine, but there's something called the school nexus. And yes, I believe, if you know that there's a park across the street or an alleyway connected to the school and you know students are going there to fight or to do other inappropriate actions and it's connected to the school, yes, that's a school nexus. To me, that's almost a classic definition, in which case, again, the school district is responsible. There are ways to go about that responsibility, but just saying, "Hey, it didn't happen on school grounds," not good enough. I worry about my kids and I don't think anything's going to change from this, but hopefully we can start recognizing the great work that admin is doing.

Trustee Bustamante Adams:

Thank you so much. After Jeremy, David Gomez, are you still... Oh, there you are. Mr. Heckler, please proceed.

Jeremy Heckler:

For the record, Jeremy Heckler, and I am the teacher librarian at J.T. McWilliams Elementary School. I have taught in this district since 2006. I've been a school librarian at both the elementary and middle school level, and I'm concerned about what I've seen. As a librarian, I'm at the service of my patrons, my students. I have shelves of books. Some of them are even older than me sitting on the shelves, but they're lonely friends as students take books, but will often shove them in their desks and never let them come out to see the light of day until the next library day. As we start every year, I ask students why they should love to read and they often respond with academic reasons. As a teacher, I understand and expect their responses, but I often find something

Jeremy Heckler:

concerning. Reading as a means to an end as opposed to reading because they are curious, because they love to find out more.

Our academic policies with regards to curriculum makes this problem worse because, with everything that is required in the curriculum, where is the encouragement to read outside of class? Who has time for Dog Man when everything is spelled out in HMH and must be completed at a certain pace? We have deviated from learning to read to reading to learn principle, to "Listen to what I read and you will be a reader." I have worked at a school with the Accelerated Reader Program and I have started working with Apple Corps at McWilliams where I have the pleasure to be their librarian. While AR does not always motivate students, I've seen many students who love pursuing those awards. With Apple Corps it's often about time spent before and after school. It becomes so easy to go find a device to go hang out with friends, then focus on a small collection of pages that are often hard to read and understand.

Superintendent Ebert, trustees, I ask you to think how we approach reading to our kids. We force them to read like my parents wanted me to eat vegetables. You don't have to worry about what kids are reading when they don't want to read unless they have to. Give teachers more flexibility to let students develop a love of reading, do more to encourage them to find magic books that open the world to the possible. Let them see that they can be heroes like Dog Man or make spectacular machines that change the world because they read about a time machine or a flying car. When inspired to read, we find the next Abraham Lincoln or Frederick Douglass. I'm reminded of George Washington who, for most of his adult life, would have a new book delivered Mount Vernon every day. I'm asking you to look for ways to encourage our students to feel the same way about books and reading by letting them explore for fun rather than being forced to read because they need that test score or grade. Thank you.

Trustee Bustamante Adams:

Thank you. Mr. Gomez, and then our last person, Ms. Attebery. Are you still here, Tanya? You could be over here on my left. Thank you so much. Mr. Gomez, please proceed.

David Gomez:

David Gomez, for the record. Nevada Peace Alliance president, former LULAC deputy of education, former president of Wake Up with Marzette Lewis, former ASAC chairman and a member, bridge commissioner, business owner, Ward 3 advisor committee, Vision Zero committee, and a whole bunch of other things. And also, of course, a father of seven. Every time I come here, I am who I am. [inaudible 01:47:16]. And if some of you don't know who that is, I'm sorry. You must need to go get born again, but if you need to know what that is, go pick up the book. He only left you basic instructions before leaving Earth. I came to talk about when we're on the FMP and DPG, we're going to have some challenges and I want to make sure that in these challenges that if a school is available, I would like for you guys to really take into a high consideration of giving it to the police department.

They are way too far out in Henderson. We own that property. We can sell that property. We can recover from that. Also, I've been having help from some people about Rancho's Kitchen because I

David Gomez:

serve on the SOT there. Oh yeah, I forgot to mention that. But I serve on the SOT there as a member, as a parent member, and sometimes some of these contractors take their sweet time to find a line I can go to Home Depot and get in five minutes and make every excuse on why they don't want to show up, but they don't make an excuse on why they want to be paid. So we do have someone working on it from what I understand so far, and I want people in the public and in the community to understand this. I'm speaking from experience. They need to stop attacking Joan. They really do because she has extended herself on so many levels and it's more than any other superintendent has really done since Walt Ruffles.

So I heard a story from some parents and they said, "We asked Joan to come back up to the mountain. She said she couldn't meet with us and we thought, 'well, she forgot about us. It's okay'" And she drove all the way back over to where they were to meet with these people to make sure that she was there, to make sure she kept and fulfilled her promise. So if you're going to attack somebody that's there doing the job, I don't expect everybody to love me. I don't expect everybody to like me. I don't expect everybody to walk with me, but I expect you to respect our superintendent. Even if we don't agree, we have to have those conversations. And if you cannot have those conversations, find somebody that will. Thank you.

Trustee Bustamante Adams:

Thank you, Mr. Gomez. And Ms. Attebery, please proceed.

Tanya Attebery:

My name is Tanya Attebery, for the record. Quickly, I would like to thank Superintendent Ebert for listening to my request to repeal Regulation 6150 and moving forward with the open source county school library system that I've been asking for months. I look forward to seeing it on the board agenda hopefully soon. I did watch the board interviews today for the state board superintendent, and ironically, it was about curriculum. As I was watching them, they were talking about implementing strategies for kids to read by third grade. The interesting thing is, while they were talking, I went in and looked at the standards for second grade just to see what language arts was about, and I did see phonics in there. But here's the interesting thing. I'm just curious, when the module begins, and it's the first two weeks of school and the writing prompt for these kids the first week of school is to write a story about something you have done to make the world a better place.

I'm just thinking to myself that might be a little bit higher level, especially when you look at the rubric. So if you look at the rubric for second-graders, it's asking them to use effective use of sensory concrete and figurative language, clearly advancing the purpose of the writing. They're second-graders. This is the first two weeks of school. It's the first module. You wonder why kids hate school. It's because you test them to death because we've already started map testing for the last two weeks. Then you bore them to death with these kinds of topics and you don't make education fun anymore. And no wonder kids don't want to come back. I just want you guys to look at the curriculum and look at the modules and look at the rubrics and the expectations of these elementary school kids, because when they get to me, by the time they're in high school, they hate

Tanya Attebery:

coming. They hate it. And we got to fix the fact that these kids don't want to come. They don't like any of us. They don't want to be part of anything we do because we torture them.

So maybe we can fix that part and then maybe they can enjoy education, maybe they'll keep coming back. Maybe attendance rates will go up. I don't know. I'm just saying that we might want to look at the kids and the fact that they're little, teeny tiny people and that they need to feel like they can have a little bit of fun, and it's ridiculous to have math testing starting the first day of school and then throw this on top of them instead of having... I had some kind of fun thing like, "Get to know your neighbor. Ha, ha, ha." You know what I mean? I was looking at these rubrics and I was thinking to myself, "These second-graders, I feel horrible for them because by the time they get to third grade, they're not going to want to come back."

So that was really my whole entire spiel, because today I was irritated while I was watching the interviews thinking about what is it that we're doing that we are not letting these kids be kids and have fun and learn. I've been a teacher forever. I've been an educator. It's my 30th year. I know that we can ignite that imagination back. But this topic, I'm sorry.

Trustee Bustamante Adams:

Thank you, Ms. Attebery. With that, that completes our public comment.

### **Upcoming Meeting of the Board of Trustees**

Trustee Bustamante Adams:

We'll move to 5.01. The next meeting of the Board of Trustees is on September 3rd, 2025 at 4:00 p.m. in this boardroom.

**Adjourn:** 6:53 p.m.

*Motion to Adjourn*

*Motion: Esparza-Stoffregan*

*Second: Barron*

*Vote: Unanimous*

*Motion passed.*

Trustee Bustamante Adams:

I will now entertain a motion to adjourn the meeting. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

I will make a motion to adjourn.

Trustee Bustamante Adams:

I have a first. Trustee Barron.

Trustee Barron:

Second.

Trustee Bustamante Adams:

I have a first and a second. Please cast your vote.

[inaudible 01:53:33].

Unknown Speaker:

He is but he doesn't get a vote.

Trustee Bustamante Adams:

That motion passes 7:0. Thank you so much. Have a good evening.