

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

Work Session

Wednesday, September 4, 2024

4:01 p.m.

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

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

Trustee Garcia Morales:

Welcome everyone today. I'm President Garcia Morales, and I call this regular work session of September 4th to order. The time is 4:01 p.m. I'd like to remind everyone to please silence the electronic devices. We acknowledge that the land on which we gather is the territorial homelands of the Nuwu-the Moapa Band of Paiutes, and the Las Vegas Band of Paiutes. Trustee Brooks please lead us in the Pledge of Allegiance.

Flag Salute

Trustee Garcia Morales:

All right, thank you Trustee Brooks. Trustee Guzmán, would you please help us with the agenda?

Adoption of the Agenda

Motion to adopt the agenda with the following changes, reference material and additional reference material has been provided for item 2.02, Superintendent Search.

Motion: Guzmán Second: Brooks Vote: Unanimous

Motion passed.

Trustee Guzmán:

Thank you, Madam President. Members of the Board, I would like to make a motion to adopt the agenda with the following changes. Reference material and additional reference material has been provided for item 2.02. That's have been provided for item 2.02, superintendent search.

Trustee Garcia Morales:

Thank you Trustee Guzmán. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I'd like to second the motion.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Colleagues, we have a motion by Trustee Guzmán, a second by Trustee Brooks to adopt the agenda. Do we have anyone on the phone? Trustee Williams?

Trustee Williams:

Yes, Madam President, Aye.

Trustee Garcia Morales:

Thank you. All right, thank you, colleagues. The motion passes seven to zero. Okay. All right, colleagues, we're going to move on to item 2.01. That's the Nevada Interscholastic Activities Association or otherwise known as NIAA. Incredibly grateful to Trustee Cavazos who is going to be sharing an update on the great work that's taking place on NIAA. Thank you for your service to NIAA, Trustee Cavazos. Colleagues, this is not an action item.

2.01 Nevada Interscholastic Activities Association.

Update regarding the Nevada Interscholastic Activities Association provided by the Trustee Liaison to the Nevada Interscholastic Activities Association. [Contact Person: Linda P. Cavazos]
(According to Governance Policy GP- 15: Board Committees)

Trustee Cavazos:

Thank you, Madam President, so much and I'm so sorry that I was late. I would like to ask of you, Madam President, if you would mind, and I'm so sorry I got here late so I was able to ask you before, would you mind if we had a moment of silence for the two students and the two teachers who were shot and killed today in Georgia? I'd like to ask for a moment of silence for those killed in Georgia today. Thank you.

Thank you so much. All right. Going ahead with this item. Madam President, thank you so much for giving me this opportunity. Just a little bit of background, the NIAA, Nevada Interscholastic Activities Association, just a little background that we are non-profit organization of secondary schools in Nevada. So this is the governing body of the high school athletics and activities, not just including the sports, but also including student council and the cheer groups. A lot of people don't know that. They just think straight sports and they don't know that background. This is also an

Trustee Cavazos:

organization that is responsible for obtaining the revenue streams from corporate partnerships, event ticket sales, and member schools' dues. So we do not receive State funding. I want to make sure I said that because a lot of people think that we do receive State funding. We're responsible for sanctioning activities, conducting postseason tournaments, regulating officials, providing a host of services to the member schools.

I think this needs to be updated. I apologize, I did not go back and look for that. We've had some changes recently having to do with, we have parent representatives and we also have student representatives on the Board now they're voting members. So we, right now, have 123 member schools, and I think that is what needs to be updated. We also do not have just public schools in our organization, but charter and private schools are also able to apply for membership in our organization and to be sanctioned. And then we have the different levels of membership that they can apply for. That's just a little bit about the background.

As far as, I know you had asked me for an update, I wanted to let you know that there is a meeting tomorrow. We have different committees such as the Sportsmanship Committee, the Realignment Committee, various committees centered on specific topics, and we happen to have a Realignment Committee meeting tomorrow on September 5th at 2:30. All of our meetings are live-streamed. Our agendas should make you really feel good about our own personal agendas. Our agendas usually run somewhere between 100 and 200 pages, and so there's a lot of regulations that we deal with. That's about it on the background.

We do have quarterly meetings. So we have a meeting in spring, summer, fall, and winter, and we alternate between the north and the south so that everybody is well represented. The next meeting that we are going to be having is this month, September 24th and 25th, and that's held right here in Las Vegas. People are welcome to go on the NIAA site. We have a YouTube channel and they're able to submit comments, look at past meetings, etc. That's about it. I think you had asked me to make it brief because we have a lot of important work to do tonight.

Trustee Garcia Morales:

Wonderful. Thank you so much, Trustee Cavazos. Colleagues, just for the interest of time, encourage you if you have questions, to please connect with Trustee Cavazos at a later time. She is absolutely the seasoned member who has the most experience with NIAA and I'm really grateful that she continues to serve in that position.

Trustee Cavazos:

Thank you, Madam President. And did you have any questions? I know you had said you might have a question.

Trustee Garcia Morales:

Nope, we're good. Thank you so much.

Trustee Cavazos:

Okay. All right. Thank you very much for the opportunity and I encourage anyone that has questions, as you said, to please contact me. Thank you.

Trustee Garcia Morales:

Wonderful, thank you. All right, colleagues, we are going to move on to item 2.02, the superintendent search. This is an action item, so I do want to ask members of the public if you would like to speak on this item, to please submit your yellow card before presentation begins. Otherwise, once the presentation begins, we will no longer accept public speaker cards.

2.02 Superintendent Search.

Presentation and discussion with Hazard, Young, Attea & Associates, regarding the status of the survey respondent numbers by stakeholder group, an update on the Focus Groups, and possible action on the approval of additional focus group meetings, interview protocols, and workshop materials. **(For Possible Action)** [Contact Person: Evelyn Garcia Morales] (Reference material may be provided.) (*According to Governance Policy GP-3: Board Responsibilities*)

Motion to change the September 17th at six p.m. from Del Sol Academy of Performing Arts to Henderson and to have the staff reach out to Henderson to find a location, the city of Henderson, to find a location.

Motion: Guzmán Second: Garcia Morales

Vote: Yeses – 4 (Guzmán, Garcia Morales, Bustamante Adams, Cavazos); Vote: Noes – 3 (Brooks, Williams, Zamora)

This motion passed.

Motion to adopt the proposal for two additional in-person onsite days with the modification of potential locations and the budget and for staff to have that flexibility to make adjustments to the location.

Motion: Guzmán Second: Cavazos

Vote: Yeses – 4 (Guzmán, Cavazos, Garcia Morales, Zamora); Vote: Noes – 3 (Brooks, Bustamante Adams, Williams)

This motion passed.

Motion to approve the framework of the interviews

Motion: Brooks Second: Guzmán Vote: Unanimous

This motion passed.

Trustee Garcia Morales:

Colleagues, we're here to discuss the superintendent search and presentation discussion, receive a presentation and have a discussion with HYA regarding the status of the survey respondent numbers by stakeholder group, an update on the focus groups, and a possible action on the approval of additional focus group meetings, interview protocols, and workshop materials. It's going to be a full meeting, for sure.

Trustee Garcia Morales:

With us in person is Nanci Perez, Kaweeda Adams, and Shawn Joseph. Welcome HYA team. We're really glad that you're here today. As a reminder, Members, the reference material was provided to you on Thursday, August 29th through your review in preparation for this discussion. Additional reference material regarding the focus group meeting protocol was sent to you on Tuesday, September 3rd, and then you received some reference material today.

Before we turn it over to Ms. Perez, I just want to make a ground us here and knowing that we have several action items by the end of this presentation, we need to walk away with discussion of additional focus group meetings, interview protocols, and workshop materials, approval of format for first and second round interviews, changes, additions to the interview process. Those are the main action items. But Ms. Perez is going to walk us through all those pieces. Incredibly grateful for her leadership.

Nanci Perez:

Thank you all for having us again here tonight. We spent a lot of time as your ambassadors over the last several weeks and we're excited to talk to you a little bit about everything that's been going on with the superintendent search. So today's agenda, we're going to review all of the community engagement work to date, and then we're going to have a workshop to make some decisions regarding interviews. The next slide. Search calendar, just to remind everybody that we are on track and on schedule. Focus groups will run through almost the end of this month. The survey closed just on September the 3rd, and here we are the next day at our interview protocols workshop. And then moving on where there will be the leadership profile draft and final on the 12th and the 26th. Then we have the application deadline on the 30th and then the slate of candidates to be presented to the board with the interviews coming up on the ninth, 16th and 30th.

So survey responses. When we turned this in for the board meeting, it was 13,344. It went up to 13,749 at the close of the survey. And so we are really, really excited about that level of engagement. It's really fantastic. Next slide.

Some of the trends we wanted to put out here. Now again, all of this data is being analyzed. A full report will be in the leadership profile. It will include the survey, but I wanted to just give you an idea of some of the trends that we're seeing so far. And so you can see here some of the top-rated priorities that came out of the survey is the four that are listed there to recruit, employ and retain effective personnel, foster a positive professional climate of mutual trust and respect among faculty, staff, and administrators, effectively plan and manage the long-term financial health of the district, provide transparent communication and establish a culture of high expectations for all students and personnel.

Again, this is just a snapshot. The leadership profile is a much more robust document that triangulates all kinds of different information, but we wanted to at least give you a little insight into where things are at. Next slide.

Nanci Perez:

The focus group updates. So to date, there's been one in-person group. There's been one in-person group meeting. It's actually tomorrow. And then there's 30 virtual breakout groups that have already happened. And all of the different constituent groups are listed below the virtual breakout groups that have already taken place.

A little bit about the focus groups. At the end of the focus groups, we do send a feedback survey. As of today, there were 91 responses to that survey for virtual focus group experience. Now to date it's 88.6% that thought it was a really great experience, 9.1 that said it was okay, would've liked to have had even more time to express themselves. And that little pie there represents two people that did not feel that it was a good use of their time. Next slide.

This really gives just a few, I thought, colorful responses about how people felt about being part of the focus groups. And what I really want to express is that when we do these focus groups, it's a great opportunity for people to be heard. And this is important information not only for the leadership profile and the recruitment and selection of the superintendent, but amazing information for whoever becomes the superintendent day one of employment to get a great feel for where all of the constituents are right now and what are the issues and what do they feel needs to be worked on.

And so we really are excited about the type of conversations that have been going on and the positive nature of those comments. I want to take a minute and let Shawn and Kaweeda also chime in here just about the experiences that we've been having to give a little bit more flavor as your ambassadors. I do want to say that for every focus group, even those that maybe were no shows, we then used those same emails and invited them to other future ones in their group. And we always had about six or eight show up that were on a different one but couldn't make it at the last minute and then came.

And so we are responding to everyone that reaches out to us. If they reach out to us via email, if they reach out to us via the form, however they're reaching out, they are getting a response. And I think I also gave some examples of that as well. So let me turn it over to Shawn and Kaweeda a little bit about the focus group experience.

Shawn Joseph:

Well, good evening, commissioners. I'll say people definitely want to be heard. I mean that is clear and it's clear that you have an extremely diverse community with extremely diverse perspectives. And I think it's clear that people want to focus on the kids and lock in on doing the work of the district. And that's what I'm getting through the groups that I've heard. People just really want to get to the work of the district and just focus like everybody wants, but very diverse perspectives. I mean, people, I'm hearing just a lot of different diverse perspectives and people really know where a very so goes Clark County goes Nevada and people know that. And so they're just craving for strong leadership at this moment.

Kaweeda Adams:

Good evening, Madam President and trustees. The focus groups that I've had have been very insightful and lots of feedback. I've primarily had teachers, the licensed personnel and administrators, and then we had the one with our student representative, which was also very enlightening. One of the things that I'm hearing that's consistent among licensed personnel and the administrators is that they're looking for someone who's a unifier to bring the district together. Also looking at someone who can understand not just the diversity in and of itself with the constituents of Clark County, but the diversity in terms of it being a 24-hour town and understanding what families go through.

And the different needs of families and how it's not a cookie-cutter approach and that they're looking for someone that when, and it is kind of a juxtaposition in that they're looking for someone who can create uniformity, but within that allow for the differences to be unique. And that's a challenging skill because as a district you have policies and procedures that you have to follow and that's consistent, but yet each school is different and there's some diversity that needs to be allowed within the differences of the schools.

So those are some things that I've heard mainly with the licensed personnel as well as with the administrators.

Nanci Perez:

Okay. And it should be noticed. Let's go to the next slide. These are all the upcoming in-person sessions. There are still more virtual sessions as well, and we are going to work with the district staff to send out another blast to parents and students and license and support to remind them of these opportunities that are coming forward and that there's still time to sign up. And so we will continue to have that kind of outreach and see if we can get even more registrants coming to the upcoming in-person sessions.

As you can see, some of them are not highly, there's not a lot of people that are registered for them right now, so we're hoping that if we can put out some more information that might change. Okay. The next slide.

So last time we talked about adding two additional focus groups, this is the first action item for tonight. In addition, in your reference material, there is a third formal request from the city of Henderson that is not included here in these additional two. So this would be a good time for us to talk about adding additional focus groups and what we want to do because we do want to make sure that everything is completed by that September 20th deadline so that we can continue on the schedule, get the leadership profile done, make sure everybody's voice is included in it. So I just kind of open it up at this point to discussion. Yeah.

Trustee Garcia Morales:

Thank you, Nanci. We appreciate that. To colleagues, just to be clear, we have an email from the city of Henderson requesting additional focus group for their specific municipality. And I also want

Trustee Garcia Morales:

to note that the city of North Las Vegas notified the government relations department of their request for a meeting in their municipality. This was submitted as part of their municipality report request and the government relations department informed the city of North Las Vegas at this request would need to be formally submitted for discussion at this meeting.

In addition, as their meeting is at the same time as this meeting, actually, just for your reference, they requested us to have an answer for their city council meeting that's taking place today at this very time. We will notify them as soon as our board makes a decision about where we landed on their request. And so those are separate. I do want to note for the record that every member of each municipality was included in our list that was sent to HYA, that was invited to, already invited to a focus group, so they received invitations.

Maybe we can receive more contact. I'm not sure if our members who represent those municipalities have additional contacts they want to share with us, but I would be open to hearing that in terms of their specific request given that they were already invited to focus groups. And let's see. The other thing that I don't want to miss the opportunity to share colleagues, as you see in this item, we originally, members of the board at the last board meeting requested there be additional focus groups specifically on the east side and in North Las Vegas. And so the cost for these additional site days will be \$5,000 for both?-

Nanci Perez:

Yes.

Trustee Garcia Morales:

... Of those days. Yeah. Nanci, could you also share with us if we choose to do more events in addition to what we currently have, what are the fees associated with additional dates?

Nanci Perez:

Right. So the-

Trustee Garcia Morales:

Per our contract.

Nanci Perez:

Right. Right. So the contract has the rate of \$2,500 a day for the associates to come here, fly here, do the focus groups, etc. So that's how we get to this amount.

Trustee Garcia Morales:

Thank you. Yes. Perfect. I appreciate that. All right, colleagues. At this time, I'm going to turn it over to members. And again, this item requires an action. Trustee Guzmán?

Trustee Guzmán:

Thank you, President Garcia-Morales. I am aware that the city of Henderson wants their own focus group, and I took a look at our schedule and I notice that we have Coronado and Liberty. The issue is that Coronado and Liberty are scheduled for licensed professionals and students. So the city of Henderson truly doesn't have an in-person meeting. Now, if there were a way to tweak it, because if you look at the September 17th at Coronado High School, there are 12 registrants. If we could tweak it and change it a little, we could utilize Coronado High School for more than just what's slated there and have the city of Henderson have their meeting. Instead of adding, we could tweak what's already out there. Does that make sense?

Trustee Garcia Morales:

Yes. Thank you for that, Trustee Guzmán. I would be mindful of the work that's already been done to promote these opportunities. And then what additional adjustments seem to be made for staff.

That's a consideration that we should take into account as we decide what additional groups we may want to mold into one existing group, for example. Is that what I hear you saying?

Trustee Guzmán:

I think so. I'm not sure because I am very mindful of my community and the fact that my community had the petition to break up the district. And I'm also very mindful that they have made requests and this request was made early on and unfortunately didn't get to the right person, and so we weren't able to accommodate. And so I just feel like literally Coronado and Liberty are a mile apart. I mean, seriously, you just drive down St. Rose Parkway and you can get to both. And so it's not like we're having them at two separate ends of Henderson even.

They're very close. It's not like it's at Foothill and then at Liberty. We're talking about two high schools that are very close together. So I want to be mindful of what the city of Henderson has requested, but I also want to be mindful of the cost, if that makes sense.

Trustee Garcia Morales:

Thank you, Trustee Guzmán, for that insight. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. A question about the ask from the city of Henderson. Are they asking for a different structure than the stakeholder groups that you're using for other meetings or is it going to be similar? Would it be similar?

Nanci Perez:

I mean, I think it would be similar to some of the other community groups, but obviously they have their own lens as well as Trustee Guzmán has just pointed out. So I think there is some overlap.

Trustee Brooks:

And then I have some question about the focus groups in general. What's the average participants per focus group currently and what's your average amount of people who are RSVP-ing and not showing up?

Nanci Perez:

I would say that on average, half of the registrants show up. And for in-person, we did have a good turnout for the one in-person that we've had already. There was about 40. Correct, Kaweeda? And yeah, there was two. Yeah. So those were well-attended. But again, when you have a registration numbers of nine, you'll probably get three or four people to show up. Now we will remind them the day of. We will send a reminder email, we'll do all of that, but things come up.

Trustee Brooks:

Thank you. I'd be supportive of supporting Trustee Guzmán's suggestion. I'm not supportive of adding additional expenses or adding additional meetings because I think we're offering plenty of meetings.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. Thank you, Nanci. Because that's really important to remember. When we're organizing, we have to invite a hundred people to get 50 people in the door. So that's something to keep in mind. My first question is can we actually go down this list? Because I know it says region one and then it's locations and then we have participants, but they're all bisection, right? Can we go down to kind of say this is for teachers, these are for support staff, these are for parents and students and so on?-

Nanci Perez:

Yes.

Trustee Zamora:

Okay.

Nanci Perez:

Yes. So the first one, September 5th, 4:00 p.m. region one is student. September 5th, 6:00 p.m. at Las Vegas Academy is licensed. September 9th, region two at 4:00 p.m. is students again. September 9th at 6:00 p.m. at Mojave is elected officials. September 9th at 6:00 p.m. at Spring Valley is special interest groups. September 10th at 6:00 p.m. region one Moapa Valley is parents. Region two on September 10th at 6:00 p.m. is parents at Ed W. Clark. Region three on September 10th at 6:00 p.m. at Liberty is parents. September 16th at 6:00 p.m. at Las Vegas Academy is administration. September 17th at 4:00 p.m. region three Coronado is students. September 17th at

Nanci Perez:

6:00 p.m. at Del Sol Academy is education collaborators. And finally, September 18th at 6:00 p.m. at Las Vegas Performing Arts is support professionals and school police.

Trustee Zamora:

Thank you for that. Just because I think this gives us an idea of what locations and who are the groups that those locations are for. So as I was looking at this, Mojave has nine registrants and we're asking, in this document, we're asking to add a focus group, but the details, we need the details. Because the second focus group would be for students, parents, families, whatever we decide compared to the first one being an elected officials. So I just wanted my colleagues to be able to kind of put those two together.

The second question I have, if people were just to show up to these in-person focus groups, are they going to be turned away at the door?

Nanci Perez:

No.

Trustee Zamora:

Okay. Thank you. I was just curious because we had the locations up.

Nanci Perez:

Yeah, no, I mean we ask that people register. Please go to the website. There's a form there. We'll send you the information for the correct one. We just want to give an idea of how many people we need to staff it with, what are we expecting. But absolutely, we would not turn anybody away.

Trustee Zamora:

Thank you. Those are all my questions for now.

Trustee Garcia Morales:

Thank you, Trustee Zamora. And to clarify here, we had added these two additional workshops or focus groups, excuse me, based off of the discussion that we had last go round. I believe we wanted a parent workshop, parent/student session. So that's however it could look. That could change if this group desires that to be the case. But to be clear, we do have those Mojave dates and Eldorado dates are clear with the school. They have been vetted and have availability. Trustee Cavazos, you're up.

Trustee Cavazos:

Thank you, Madam President, and thank you to Trustee Zamora for asking two of the questions about asking about the categories and also if people could go ahead and maybe they get free that night and they show up-

Trustee Zamora:
Of course.

Trustee Cavazos:
... And still am encouraging people to RSVP as much as possible. I had a question about material that I believe we received yesterday that was additional protocol material for the focus groups I believe that Nanci presented for us. And so I did have a question from a constituent, a licensed educator who had attended already a virtual meeting and she wanted to know, so with this additional information, how does that impact or does it impact in any way the focus groups that have already been held before this additional information was given?

Nanci Perez:
What additional information? I'm sorry. I'm not following.

Trustee Cavazos:
I believe we received it from Madam President on behalf of you yesterday. Yeah, I don't have-

Nanci Perez:
Are you just referring to this sheet? I think, is this the one?

Trustee Cavazos:
I think so, and I didn't see anything that was radically different.

Nanci Perez:
It's identical.

Trustee Cavazos:
I think it's just that they were looking at that and thinking that there was going to be something different that needed to be-grandfathered in.

Nanci Perez:
No.

Trustee Cavazos:
I just wanted say it publicly, so that is out there.

Nanci Perez:
Yeah. No, their experience was identical. It was the same probes. They also received a feedback form. So no, there's nothing different.

Trustee Cavazos:
So everything was the same?

Nanci Perez:
Correct.

Trustee Cavazos:
Okay.

Nanci Perez:
The only reason why we gave this is because in person, sometimes it's hard for people to follow what are we on, what are we doing. So this is just a visual when they walk in the door to just say, oh, okay. And then instead of having the people who are online, we have their email, we have a chat. This is so they could easily get to the feedback instrument.

Trustee Cavazos:
And thank you for saying that. I find it very helpful instead of trying to respond to everybody individually to just ask the question at the public meeting and hopefully they're listening or that we can give them that. The only other thing that I had, and Trustee Zamora already partially covered that by asking the question about the categories is that when I have been kind of publicizing getting out there and giving them the link to the superintendent search on our site, they were having questions about that. And I said, well, if you fill out the form and you put down what category you're in, we had some folks, not very many, but a few that were asking about more than one category that they belong to. So they didn't know whether they were a teacher and, say, a legislator or they are serving in a capacity and one of our special interest groups, but then they're also an educator. We have a lot of educators serving dual roles and doing a lot of work outside of the classroom. So can you elaborate on that or help me out?

Nanci Perez:
So the community invite had all of the different options on one invite for RSVP. So when in doubt, I gave them the community one because there were so many options, but really anybody can go to one that they best identify with. It's just that people that have a like lens want to talk about like things and we want to use the time wisely and we want them to interact well and really advance the dialogue. And so it's not that anybody is excluded from any group. They can choose whatever group they want to. They can self-identify. It's just that we try to put people with lenses so that the conversation is that much more robust.

Trustee Cavazos:
Right. Completely understand. I agree with you that it's much more productive and constructive that way. So if someone is asking, I already went to my license educator one, but now I'd like to go to this one, they cannot do that?

Nanci Perez:
The absolutely can do that. We've actually-

Trustee Cavazos:
Absolutely can do that. Encourage.

Nanci Perez:
Yeah. In fact, I sent out a reminder and someone replied back and said, "I've already been to one, but I'd really like to go again." I said, "Please, by all means you may go again." So if the individual, if you know that person, if they would just fill out the form, we're answering them in real time. We'll send them the community one, the one that they didn't get before. Whatever they would like is fine. It was just a management way of us to keep things organized.

Trustee Cavazos:
Right. I will give them that information. Thank you so much. That's all that I had, Madam President.

Nanci Perez:
Yep.

Trustee Garcia Morales:
Thank you very much for that. I appreciate it, Trustee Cavazos. Colleagues, I don't want to lose sight of our intention here is to create an action of some sort. So far the closest thing I heard to an action was potentially making a shift that Trustee Guzmán mentioned potentially making a shift of one of these dates to support this city's requests. So I just want to put that out there and certainly we'll give her a chance to get back in the queue. So far we've got other members. Again, our goal here, colleagues, is to take action on this item. Trustee Barron?

Trustee Barron:
Okay. Is this this thing on? Good. It's on. Yes. Thank you, Madam President. I appreciate you calling on me. Yes, I've had some nice conversations, of course, with Professor Abraham Wright. I haven't talked to much to him too much, but in reference to the 19th Mojave High School, the proposed meeting, and then the one of course I can see fine far away, I just can't see up close. Yeah, the 18th out here at Eldorado High School. Are there already any conversations as to what groups are going to be planned to be invited to attend?

Nanci Perez:
No. We were under the impression from last meeting that it would be parents and students, but that final decision I don't think was made. It can be open to all. It can be whatever the trustees want it to be, but I was under the impression it was parents and students.

Trustee Barron:
Parents and students together? Not apart?

Nanci Perez:
They were going to be together, yes, but potentially broken out into different groups if enough came.

Trustee Barron:

Okay. Well that sounds reasonable, but you'll have to, excuse me. I have some doubts as to the understanding of my community. Mojave High School, of course, if you look at it on a map, it doesn't look that too far. But if we're talking about my ward, which is downtown North Las Vegas, Mojave High School is kind of far out there. There's the issue of access yet again. And although I appreciate that we have this idea of inviting the parents and the students and maybe making breakout sessions, I really don't think that's going to be adequate.

I think we have to go to the neighborhoods, Hey, whenever I go to any of my neighborhood schools, whenever the parents groups, whenever they have something like an open house, the parents, they show up in droves. If we're going to go ahead and come out and actually announce that, Hey, we're going to take your opinions into account and make them feel like they're actually validated. That's going to be, we would actually have a lot more people. To my point, I'm just looking here at some of the stats that we have, survey responses here.

And of course I'm not blaming your team because of course you are working with what you're been tasked to do. But looking what we here, just on the student survey responses, 1,471 community parent 6,460. These are really low numbers. I do remember taking an educational statistics class, and I can't see where this can be reconciled that this is even anything approaching a sample of our community. We have almost 300,000 students and oh, please allow me to finish here.

What was clear, crystal clear, I mean, I attended a few past board meetings. And from the people who came out to speak, what was really clear was that overall our community wanted to have a voice. They wanted to have their voice heard. And 390 people from the community, excluding of course, our teachers. And I don't think that we're anywhere close to a representative sample. And at this rate, we're not going to wind up getting anywhere close to a representative sample. And again, I'm not blaming you, not at all. This is just part of it is our society.

You'll have people, they'll know what time the Raiders game is going to be on Sunday, but they may not know when the person who's going to be leading their children's education for the next decade or so. They may not know when that discussion is going to be. With, again, Goldfield, Mojave High School isn't really all that close to my residence. And I know it's not certainly close to Brenda's residence, and I know it's not close to my very good friend in Las Vegas. I know it's not close to their residence and they have Latino residents.

I don't see where there's one of these that's being conducted in Spanish. Now why does that have anything to do with this? Well, I'm happy that I'm kind of like, even though in talking to our mayor and my colleagues on city council, I know would be very happy to open up our doors at City Hall to have people come in for a community conversation. But that's not always the most practical thing. Why? People are intimidated by government buildings, not so much by schools. I get it. But if we don't fundamentally understand our community, they're not going to come out to a meeting that they know it's going to be conducted mostly in English. And again, I'm not faulting you, but I think

Trustee Barron:

this is part and parcel of many things that, and again, I wasn't here earlier on this Board to voice these opinions.

As for the cost, well, hey, 5,000 bucks, I don't have \$5,000 in my pocket. I don't even have it in my bank account right now. But we're talking about a person that right now, we're flying this to be a million, a million-point-2 kind of job. I think that's a pretty big investment on the School Board. And I would just point out that our School Board recently spent a lot more to part ways with the last guy, to the tune of a quarter million dollars.

Trustee Garcia Morales:

Trustee Barron, do you have a question?

Trustee Barron:

Yes.

Trustee Garcia Morales:

Well, then get to it.

Trustee Barron:

I'm getting to it.

Trustee Garcia Morales:

Help us out. Help us out here.

Trustee Barron:

Okay.

Trustee Garcia Morales:

Otherwise, I'm going to our timing members, thank you.

Trustee Barron:

Do we have any plans to actually have in-person focus groups that actually represent the community? Because from what I see here, this is not representative of our community.

Trustee Garcia Morales:

That's up for us to discuss. So are you specifically making a request?

Trustee Barron:

I'm asking them do they have any questions?

Trustee Garcia Morales:

That's actually for us to discuss. So if you have a question specifically for your colleagues, it sounds like you may have one, what do you suggest that looks like, Trustee Barron?

Trustee Barron:

Well, what I suggest is that we actually take a longer look at this. I do not see this Board being able to get a representative sample and representative opinions from our constituency in such a truncated time. It's not happening, the statistics bear it out. And I'm really thinking that this Board should consider lengthening the time that is taken for community input.

The first draft of this profile is being presented to us on the 12th, and that's a couple of weeks before these community conversations are finished. I do not understand how you're going to have a representative sample taken by the 12th, and presented to us, and then when everything's done on the 20th, it'd really be a representative sample and actually takes the entire community's concerns into account. That might have been something that this Board voted on. I think that we're not going to achieve what the community wanted.

Trustee Garcia Morales:

Thank you, Trustee Barron. Do you have anything else, specific questions or anything else? You've made your statements pretty clear. Anything else?

Trustee Barron:

Yeah, I hope that my concerns are actually taken into account here because...

Trustee Garcia Morales:

Thank you.

Trustee Barron:

... apparently they have not been.

Trustee Garcia Morales:

You've been on the Board for, this is, so grateful that this is your first perception.

Trustee Barron:

But the residents have been speaking out for a long, darn time.

Trustee Garcia Morales:

Trustee Barron...

Trustee Barron:

They've been asking for the voice for a long time.

Trustee Garcia Morales:

I'm going to move on to the next member who has been patiently waiting. Thank you. Thank you for your insight. Looking forward to what our members and our colleagues have to share. Trustee Esparza-Stoffregan, you're up.

Trustee Esparza-Stoffregan:

So I am contemplating what council, or excuse me, Trustee Barron, because you are a Councilman too, was saying. And so, it does give me a bit of pause about the process and the timeline. And what I'm seeing with the results, which is amazing and which is really a testament, is people really want to be heard. And so, I want to validate that. And I think I agree with us really thinking about slowing this down. So that's a larger discussion that we need to have as Trustees, as a Board, so that we get this right.

I want to talk about the topic at hand, Henderson. So what the public has privy to, and it is a public document, I want to just share, is that things happen. People are busy. This email was sent from the City of Henderson by their liaison, on August 22nd. And what the comment was, I was referred to you by Trustee Ramona Esparza-Stoffregan.

"I saw that there was a community focus group held in Las Vegas. I would like to request that we work together to create a similar opportunity for the residents of Henderson to participate in the process. And hence, why I went to the first focus group in person in the City of Las Vegas, which was once again, well done."

So, having spoken to the liaison, they want, not only to address the needs, they have a nuance in the community. The community comes to their chambers. That's the nuance of Henderson. And so they would like to do the same thing that the City of Las Vegas has done. And that's why the request is very specific, in making sure, now, and I would recommend that it be later in the month because they need time to advertise to the community so that they show up. And they will show up. So I did mention that I believe President Garcia-Morales at our last meeting that that was a request, as well. But it gets lost. It gets lost.

Trustee Garcia Morales:

Thank you. Thank you Trustee Esparza-Stoffregan. Like I said earlier, Trustee Guzmán mentioned an interest in finding a way to make that work. So thank you for bringing that piece up. And I believe Trustee Guzmán's ready for motion. But I see Trustee Bustamante-Adams in the queue and I'm going to give her a chance to jump, too. Thank you.

Trustee Bustamante Adams:

Thank you Madam President. So, first, the task at hand is on this action item. And I would like to see if we can explore tweaking what Trustee Guzmán said and figure that out. So if that's possible, but I do want to support and honor the City of Henderson's request. So how we do that, I'm not

Trustee Bustamante Adams:

exactly sure just yet, but do like the idea of tweaking, if possible. I do have some other questions regarding the presentation, but I don't know if this is the time. So-

Trustee Garcia Morales:

Thank you. We definitely need to take action on this particular item and then we can come back once we take action. We do have to take public comment, colleagues. So if I can have your permission, please, to jump into that. Do we have any public comment cards on this particular item? No. Okay. Well then, we don't have to take public comment. We do, but there is none. There is none. So thank you, colleagues. Still have to take it.

I would like to add to the piece that Trustee Bustamante Adams just shared, and to amplify some of the content that Trustee Barron shared, if we are going to make some adjustments to the existing calendar for Henderson, we certainly should highly consider that for North Las Vegas, and perhaps making that modification to the Mojave High School in-person focus group that's currently scheduled on the 16th, giving the City of North Las Vegas a chance to have that as their municipality date or a date thereafter. But in lieu of a parent and family date, we suspect that the City will, obviously, have parents, and families, students there. So we can replace that just similarly the way that we're looking for that for Henderson so that we just add those two municipalities' request and honor those through the items that we already have, which means, yeah, I'll let Trustee Guzmán share her piece here and then I've got a couple of other members in the queue. So go ahead Trustee Guzmán?

Trustee Guzmán:

Thank you President Garcia-Morales. On the schedule, it says on September 17th at 6:00 p.m. that it's the Ed Collab, is that correct? Do I have that correct?

Nanci Perez:

September 17th at 6:00 p.m. is Education Collaborators, that's correct.

Trustee Guzmán:

I would like to, if I could, I would like to make a motion of changing that from Del Sol Academy to the City of Henderson. And I'll tell you why. Because that is essentially, what they would like to have is Ed Collab. And I think that that would be a positive. And we would have honored the City of Henderson. We can also give them enough time to find a space and let those nine registrants know that the location has changed. And so my motion is to change the September 17th location to the City of Henderson from Del Sol Academy.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Is there an interest and I see that there's, I want to turn over to Trustee Brooks, do you have a second Trustee Brooks? Not at this time? Okay.

Trustee Garcia Morales:

I am happy to second your motion, Trustee Guzmán. And I'd like to know if we can expand that. Are you open to a modification or adjustment to expand the focus groups that are before us to honor the request of members?

Trustee Guzmán:

Yes, of course. No. And I would have made the motion to state that it would include the two additional on-site days, but I also want to honor the fact that the on-site, the actual sites that are there may not be conducive to the community. So I wanted to ensure that we allowed the Trustees, just as I'm asking to change, that the Trustees be able to ask for that same change.

Trustee Garcia Morales:

So I hear the motion is flexibility to honor the request from the City of North Las Vegas and the City of Henderson, and incorporate those locations in existing dates and/or additional focus groups?

Trustee Guzmán:

That's correct. And I want to make it clear that it includes the \$5,000. Am I doing this right, Joe?

Trustee Garcia Morales:

Joe, come on up please.

Trustee Guzmán:

Please fix me.

Trustee Garcia Morales:

Help a sister out, please.

Trustee Guzmán:

Yeah.

Trustee Garcia Morales:

I'm the sister, too.

Trustee Guzmán:

Please help me out here, Joe, because I want to include the two additional on-site days, but I also want to change a location.

Joe Caruso:

Okay, so Madam President, Members of the Board, Joe Caruso for the record. So I'm thinking this through. So we've already adopted and approved the calendar with the motion made at the last meeting. I'm looking at Nicole. So we're amending a previous motion, no, we're not amending a motion because we've voted to add the additional meeting. The locations were subject to the staff availability. So we're not changing the quantity, we're just changing the location, but then, we're

Joe Caruso:

adding two additional meetings. So I'm wondering, should that be two separate motions because I'm going to have to have direction from the Board to do a budget request-

Nicole Malich:

Yeah. To make it cleaner. Let's do two separate, okay.

Joe Caruso:

Sorry, I had to map that through.

Trustee Guzmán:

I need that guidance. Thank you.

Joe Caruso:

Madam President, Members of the Board, Trustee Guzmán, to your point, if you can do two and just add in that piece of direction for me to do the budget request, at the Board's pleasure, that would be great.

Trustee Guzmán:

So my initial motion will be to change the September 17th location to the City of Henderson.

Trustee Garcia Morales:

Thank you Trustee Guzmán, I'm happy to second your motion. And colleagues, we have a motion on the floor.

Nicole Malich:

And you might want to include some direction for staff to reach out to seats. Since we have no control over the City of Henderson, you guys can't make a motion to hold something there. We need to have staff reach out to see if they'll accommodate us.

Trustee Guzmán:

Thank you. Sorry, I just-

Nicole Malich:

No, you're fine.

Trustee Guzmán:

Since they reached out to us, I just assumed that they would want that.

Nicole Malich:

I don't see any problems with that, but you guys just can't make any direction at them.

Trustee Guzmán:

Okay, so my motion will include directing staff to reach out to the City of Henderson for this.

Trustee Garcia Morales:

Thank you. Thank you Trustee Guzmán. I continue to second that motion. Colleagues, do we have any particular discussion on this live motion?

Trustee Guzmán:

Yes, Trustee Cavazos does.

Trustee Garcia Morales:

Okay, I see. I'm going to go down. Could we help me please take off the vote? We're not ready. We're going to continue discussion, colleagues. Let's see. All right, Trustee Bustamante Adams did you have something? Did I turn on your mic?

Trustee Bustamante Adams:

No.

Trustee Garcia Morales:

Okay, forgive me. Good thing. Good thing. Here we go. I'm going to go down the queue, colleagues. And the last person I have is Trustee Zamora. After Trustee Zamora, I would like us to go for the vote. Trustee Brooks?

Trustee Brooks:

Thank you. Thank you Madam President, I have a clarifying question about the ask from the City of Henderson. Is this something that we specifically did for the City of Las Vegas?

Trustee Guzmán:

Yes, we did.

Trustee Garcia Morales:

No, no, the City of Las Vegas did not explicitly ask us to host a session at their chambers. Instead, it was a group of eager members of the community who had already decided to host an event and they chose the City of Las Vegas Chambers. This is all from my knowledge and documentation and preparation for the actual meetings. And this was presented to the Board when the list of original meetings was provided. The HYA mentioned that this group had been engaged, and proactive, and was seeking to host a meeting, and they just happened to choose the Chambers at the City of Las Vegas.

Trustee Brooks:

So then there was a pre-existing meeting, it was scheduled by someone else, and then the consultants actually went and did this process with a pre-existing meeting, not a meeting that we scheduled, and gave special treatment to the City of Las Vegas. Is that my understanding?

Trustee Garcia Morales:
Correct. Anything else, Trustee Brooks?

Trustee Brooks:
Yes. I have a question. So if we are going to do this for Henderson, are we going to do it for the County? Are we going to do it for North Las Vegas? I don't think it's very fair to give a carve out just for one municipality. So my question is, are we going to do this for others because it's not fair to do it for one and not do it for everyone.

Trustee Garcia Morales:
Yeah. At this point, the City of Las Vegas has not been contacted specifically through, for example, the City of Las Vegas has not sent us an email like Henderson or North Las Vegas, and neither has the County. But we would be absolutely giving them a disservice if we don't engage with them at that same level that we have a desire to with North Las Vegas and Henderson because they reached out.

Trustee Brooks:
I guess my question is, what is the plan for once this passes for us to give considerations for the other people who are then come forward and want the same consideration?

Trustee Garcia Morales:
Well, that's going to require potentially additional, that's a discussion for us to have today. We've already heard that additional meeting dates will be \$5,000. Nanci, can you please, \$2,500?

Nanci Perez:
Correct.

Trustee Garcia Morales:
Correct. Yeah. So an additional \$5,000, in addition to what we currently have. So colleagues, that's just something else to consider, with respect to cost.

Trustee Brooks:
Okay. My final point, is cost is one factor, but you're already up against the wall for when these responses are going to be due. So you're not going to have an opportunity to bring this back to the Board and build in this additional piece that's going to come forward after the other two municipalities feel like they've been excluded.

Trustee Garcia Morales:
Thank you for that insight Trustee Brooks. Trustee Johnson?

Trustee Johnson:

All right. I just wanted to provide some clarity to my colleagues and the community as well just about how all of this started. And I think it's important to have context so that everybody can, I think, make good decisions.

Back in August when we started the process, we got timelines about when we would do all of the community focus groups. Part of our responsibility as Board members wasn't to work with community members to try to figure out how could we make sure that our community had the opportunity to have their voices heard. And so, one of the things that I did, in addition to trying to add names to the list was to help support the Clark County Black Caucus with convening a number of organizations in and around the community, to then meet at a location of their choice. My responsibility was to help to provide the opportunity to connect individuals to one person who would actually then do the driving of it.

So the driver of that was Yvette Williams. And so she and I worked with one another on the setup. And then she asked for support along the way. She said, because I am the appointed member from the City of Las Vegas, could I help to support to secure a location for her? And so I put her in touch with the City, to then allow for her to help convene her group in that space.

So just to be clear, the City didn't ask to have a special meeting. The City didn't ask to be the place that it was going to be convened. Yvette and I worked together and then I effectively allowed for, quarterbacked the situation and allowed for her to be able to be in touch with the people who make decisions at the City to allow for the chambers to be used and then to set that all up. And I can guarantee I didn't have anything to do with the logistics because that's not anywhere that I do well. But she did all of that legwork to be able to get in touch with City employees and then fill out all the paperwork that was required to be able to get that to be done.

So from the seat where I sat, it was not an event that was hosted on behalf of the City of Las Vegas or for the City of Las Vegas, but instead, a community event that was hosted in a City of Las Vegas venue. And they allowed for the community to take that space.

So I hope that's helpful as it relates to how the City of Las Vegas came to be the place where that was done. And I think the thing that's actually most critical is just the opportunity that was given for everybody. And I didn't do anything special. What I'm saying is, I just looked at the timeline that we were given, and I recognized that I actually wasn't going to be able to get anything convened quickly. And so I wanted to honor the timeline that we had. And so I reached out to colleagues and community members who could actually start to make that happen. So they did all the work.

And while I have the opportunity to just share, and I'm trying to be as quick as I can, I just think it's important that we think about the cost always, right? I know Council Member Barron or Trustee Barron, you had said that your bank account doesn't have 5,000. You can't write a \$5,000 check. I think we should all think about these as the monies that are in our own pockets. And if this is an investment that we're making, we've made a calendar. I think we've given ample opportunity. And if

Trustee Johnson:

I can't write a \$5,000 check to cover it, I wouldn't want to spend an additional \$2,500 every time I want to do this, because we've given opportunity and space.

And the surveys opened on a day, people have had the opportunity to fill them out. I don't think we've given less opportunity. I think we've given plenty of opportunity for people to have a voice to be heard. If it was free, then yes, we might want to extend it. None of this is free. Not even the time that they're taking is free. And so we just have to be conscious of the investment that we're making, the fiscal investment that we're making, because we are responsible for that. And I imagine taxpayers don't want to just spend endlessly because they're a presumed non-opportunity. The opportunity seems to be there, and if we've given opportunity fairly to all parties, we have to have a cutoff point because our finances are not limitless.

Trustee Garcia Morales:

Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. And I'll make this short.

First of all, I forgot something on the previous thing and it had to do with what I thought we were voting on here. And thank you for Mr. Caruso because I was just getting ready to ask, wouldn't we be looking at two different motions here? And I just wanted to state that at the last meeting, I believe both myself, Trustee Barron, and Trustee Zamora had talked about the possibility of other venues besides schools, like community centers, and libraries, and basically going to the neighborhoods.

But it looks like what we ended up with was Mojave and Eldorado. So since that's where we're at right now, what I want to clarify was this, and bringing it back to what we're supposed to be doing, as far as the action vote, are we, with the motion that Trustee Guzmán has made, are we going to basically just the tweaking of that locale, moving it from Del Sol to, I think you said, how did you phrase it, Lisa?

Trustee Guzmán:

City of Henderson.

Trustee Cavazos:

Turn it over to the City of Henderson.

Trustee Garcia Morales:

To work with staff, direct staff to-

Trustee Cavazos:

Right. So, are we voting on that and not on this, on these two things? Or are we going to do two different motions?

Trustee Garcia Morales:

Two different motions.

Trustee Cavazos:

Okay.

Trustee Garcia Morales:

You're right.

Trustee Cavazos:

So we're going to do the Henderson tweak first.

Trustee Garcia Morales:

Yep.

Trustee Cavazos:

And I do want to express appreciation to Trustee Johnson because I was going to bring that up. Trustee Johnson, that it was not the City of Henderson that asked for that meeting. It was a community collaborative effort that happened to be held at the City of Las Vegas.

I also wanted to address what Trustee Brooks brought up, that we do have to look at being fair. And if we do have other municipalities that do see that this is an opportunity, I just have to say this out loud, timelines and calendars can be amended. We do it all the time. So again, hearing the voice of the community, I think we need to just take this slowly and see what we have in front of us. And I just wanted to clarify that I knew what I was hearing, that this was going to be two different motions. I just thought we were doing...

Trustee Garcia Morales:

Yes, that's correct.

Trustee Cavazos:

... this one first and then going to the Henderson request.

Trustee Garcia Morales:

Thank you.

Trustee Cavazos:

Thank you very much, Madam President.

Trustee Garcia Morales:

All right, Trustee Zamora and I see two other members who've gone in the queue after Trustee Zamora. I'm going to go ahead and extend the opportunity for them to share their piece and then we will move forward. Thank you for that, Trustee Cavazos. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. My first question is actually for you. So, thank you, Trustee Johnson. You actually gave me a lot of context. I would love to have a bigger discussion of that. So I'm wondering, after this motion and this vote, we can go back to it? We will be able to do that, correct?

Trustee Garcia Morales:

Is it in reference to the Henderson? Does it impact-

Trustee Zamora:

Yes.

Trustee Garcia Morales:

Okay. Then this is your time to discuss anything that has to do with...

Trustee Zamora:

Okay.

Trustee Garcia Morales:

... Henderson. Yeah, go ahead.

Trustee Zamora:

Well, to Lisa's motion, I'm wondering, because, as we were talking about the two other locations being parents and students. And Trustee Guzmán actually brought up that Liberty and Coronado are down the street from each other, liberty's group is parents, Coronado's group is students, so that's very similar. I'm thinking if there's any possibility to see, we can give up one of those locations from Henderson since they already have two, and we're adding the City of Henderson, combining parents and students from one of those locations, and then getting another location, maybe somewhere in East or North Las Vegas, so it's a little bit more equal. North Las Vegas, as of right now, with what we currently have, is just one location. And East Las Vegas, we have LVA, but it's not for parents or students. So I'm wondering if we can maneuver some of those things where it's a little bit more equal for all districts?

Trustee Garcia Morales:

Thank you for that, Trustee Zamora. Is there anything else that you want to share with respect to that particular piece?

Trustee Zamora:

So, I do.

Trustee Garcia Morales:

Okay. Just to be clear that we do have a live motion. And if the motion fails, then there could be another motion with respect to, yeah.

Trustee Zamora:

I just have a question. So, because of that meeting that happened in the City of Las Vegas, that meeting happened before our Board meeting. So who ended up approving that location and for those special interest groups for it to happen?

Trustee Garcia Morales:

Trustee Zamora, I'm not sure I understand your question. I think that, let me see if I can play this back to you, right? Yeah. I'm hearing you say that there was a meeting that took place before our Board meeting where we approved the list of the number of meetings?

Trustee Zamora:

The focus groups.

Trustee Garcia Morales:

That's not my recollection. All the focus groups were brought to the Board. What meeting was that? I'm going to go back. Let's go to the records. Although, I want to be mindful of, I guess I, bluntly just trying to ask, what are you specifically asking for here?

Trustee Zamora:

Just because I'm curious to see who approved it, more than anything. I just remember during one of the presentations, as we were talking about focus groups, you all mentioned, these are the focus groups we want to have, these are the dates. We had an in-person one yesterday. But I don't remember ever voting or having a discussion about that specific meeting.

Trustee Garcia Morales:

We did. We did have a meeting. And I'm sorry, I'm blanking out on... Joe, can you come on up please? Yeah.

Trustee Zamora:

Dates? I can get dates. It was August 2nd.

Trustee Garcia Morales:

To go back to the record for a moment, and share the timeline, and how we decided this came before the Board?

Joe Caruso:

Madam President, members of the Board, Trustee Zamora, to your point, this was a request that was submitted to me on Thursday, August 1st, stating that the arrangements for focus group on

Joe Caruso:

August 22nd, 5:30 to 7:30 at Las Vegas City Hall were advised. There was a conflict because we had a Board meeting that night.

So the actual request was on the Board meeting of August 7th. It was a Board work session, we posted that as reference material for discussion because that's the night we brought the list of focus groups to you. And that was the night where the Board had to make that decision as to, "Are going to go with," hold up, I think it's, "reference 2.01C, are we going to do the bucket of 32? Bucket of 50? Remember that whole conversation?"

Trustee Zamora:

Yes. So that was after.

Joe Caruso:

That's when that email was on that same meeting.

Trustee Zamora:

Okay.

Joe Caruso:

So that was all that night.

Trustee Zamora:

I appreciate you, Joe, because you always have the receipts. And I just wanted to clarify because I just remember when you all were either doing an update or having discussions, it was just the meeting that happened the night before. So thank you for that clarification. Thanks, clarification more than anything.

Trustee Garcia Morales:

Thank you for that, Trustee Zamora. Trustee Barron?

Trustee Barron:

Yes. So, for the record, there will be no in-person focus group in Spanish, correct?

Trustee Garcia Morales:

Trustee Barron?

Trustee Barron:

That's a question.

Trustee Garcia Morales:

No, I was just saying your name.

Trustee Barron:
Yes.

Trustee Garcia Morales:
That's you.

Trustee Barron:
[foreign language 01:32:37].

Trustee Garcia Morales:
[foreign language 01:32:43].

And this meeting is translated in Spanish, along with the materials that are in here. The materials of presentations also are also translated in Spanish. Anyways, you're asking if there are any specific Spanish meetings?

Trustee Barron:
Mm-hmm.

Trustee Garcia Morales:
Yeah. No, not that we-

Nanci Perez:
We have-

Trustee Garcia Morales:
... meetings? No, not that we-

Nanci Perez:
We have two bilingual associates on the team and they have been doing the parent focus groups. So both Leanne and Carmela are both bilingual Spanish speakers, and so we have tried to put them into the slots for parents, so that that is needed, they can provide that. We have not labeled a specific focus group as Spanish-speaking, to your question.

Trustee Barron:
Well, then how would the residents know to show up then if they're not going to have any notice that it's going to be in Spanish, how would we expect the Spanish-speaking parents to show up? And with all respect, and I know mean when I was doing things on La Pulga during COVID, hey, I'd had 40, 50,000 people tune in just for a few minutes here and there. They got a lot of information from our city, but as far as I can tell, none of these conversations are happening on any of the Latino social media that are popular, and being used, La Pulga. I mean, there's a lots of really great ones, but I don't see any advertising there.

Trustee Barron:

Look, cost is one thing. There's always the concept of being penny wise and so on and so forth. People will accept a cost if they realize that they're getting something for it. If the community feels like they're being heard, they won't have much of a... they won't doubt and they won't... If they think that we're reaching out in full transparency, they won't mind paying a little bit extra. Again, we're talking about a position that's going to pay, and if I remember correctly, the proposal was 350 to \$400,000 a year. That's a lot of cash. They're overseeing a budget between three to \$5 billion depending upon how you parse out the bonds. We're talking on billions of dollars here. It seems that these very tiny investments are almost minuscule in comparison.

We spend a lot more on other things that may or may not have the impact that this decision will have. The question is, so for the record, there's not going to be one. Again, there might be someone who speaks Spanish there, but if people don't know to show up, they're not going to show up. And again, Mojave High School, it's not close to the downtown of North Las Vegas. It's not close to these areas that have... Hey, my district is 65% Latino and them, most of them are Spanish speakers, right? It's not close. And I think the timeline needs to be revised and it's not open for discussion. But if I had a way to do this, I definitely would be making a motion to extend the superintendent search timeline.

Trustee Garcia Morales:

Thank you, Trustee Barron. However, that's not up for discussion at this time. At this time we have action item as we shared, as I shared earlier, there are three action items before the board, and this one is our first one, so I'm going to get back to that section here. Trustee Esparza-Stoffregan, you're up.

Trustee Esparza-Stoffregan:

So I want to go back to why people want to engage. They want to be heard. I would say that that is a perception is people's reality. So even if the location at the city of Las Vegas was for a specific group, which it was, it was still open to the public. Anyone in the city of Las Vegas could attend the meeting and it was well advertised. So my recommendation is if municipalities are reaching out and they want to do a hosting, why are we not doing that? Let's do that. Yes, it's going to cost us, but I have a solution. I would support Trustee Guzmán's recommendation, making the tweak for Henderson and so that it would open it up the form to include the municipality and accommodate. But I would also like to recommend Trustee Zamora. You want a location for the east side. A place that is well engaged and very highly sought out is the Family Engagement Center right on the east side, which belongs to CCSD.

So I just want to be a solution person and say that I could support your motion, although you already have a second Trustee Guzmán, but I also want to provide a solution for the east side. Consider the Family Support Center who has personnel that can translate on site.

Trustee Garcia Morales:

Trustee Johnson?

Trustee Johnson:

One, I appreciate the dialogue and I think when we're thinking about the timeline, we already agreed upon, we agreed upon it. And so these were... I think we're getting down the path and then we're trying to determine, oh, we have different feedback during the course of the process, so now let's change the process. I think that in and of itself to me feels unfair. We thought this was right at the start. We looked at the number of meetings we were going to have. We discussed that at length on the seventh or whatever day that was. We discussed it. I mean, it was not a short discussion at that point, and I get we don't always get to have the benefit of perfect information. However, I don't think any of our judgments were cloudy at that point when we were making a decision about when, where, and how.

And at this point now we want to change course and it is going to be more costly. It's going to be more time-consuming. Not that we shouldn't do it right, and this is an important position for certain. And the other part of it is candidates drop out as we extend a process, right? When you hire for a quality candidate, quality candidates look at the way that you do all parts of your business and they'll determine whether or not that's a place where they want to engage. So your hiring process, if you want to hire talented people, they're not going to stay around forever because a talented person is going to get snapped up very quickly. So whoever is the person who is... who's going to sit in this seat at some point, I'm sure they're being courted by other people. We are not the only place that has an open position at this point in time. And so for us to drag it out because we are changing course doesn't bode well for us. It doesn't put us in the best position to find the most talented person.

And to say that money is not an object, even if it's \$5,000 to that adds up pretty quickly if we're always going to capitulate to, "Well, it's just a little bit of money. We have a big budget. It's just a little bit of money. We have a big budget." To me, again, we are stewards of taxpayer dollars and every time we spend a dollar, you should think as, "Am I going to open my own wallet and spend that \$5,000?" Well, if you spent the dime for every time, because you make \$75,000, you eventually run out of dimes. So the proportion of that just we cannot just say because it's a little bit of money down and the investment is small compared to our overall budget. That overall budget has to go to people like teachers who consistently say we don't pay them enough.

And so if we are spending not frivolously, but we just continue to spend and say, "Well, it's okay, we have a lot of money," then the largest part of our revenue or large part of our expense line, they'll say, "Well wait. That money should go to us if you have so much of it to spend in every other place." And we never have enough to spend in every other place. Sorry to opine, but it just... again, we agreed upon this three weeks ago now because we have a little bit more information, we want to spend more money to change our mind. It just feels like we aren't going to be able to move forward in the most effective way.

Trustee Garcia Morales:

Let's move forward. We want to repeat the motion. Thank you, Trustee Cavazos. Trustee Guzmán, you want to get back on the queue please?

Trustee Guzmán:

Sure. So my motion is to change the September 17th at 6:00 p.m. from Del Sol Academy of Performing Arts to Henderson and to have the staff reach out to Henderson to find a location, the city of Henderson, to find a location.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. I continue to second that motion. Colleagues, we have a motion on the floor by Trustee Guzmán, second by yours truly. Please cast your vote. Trustee Williams?

Trustee Williams:

Nay.

Trustee Garcia Morales:

Okay, colleagues, that motion passes. Four to three. Okay. All right. What next? All right, colleagues, we have one more. Do we have any desire... Are there any other motions on the floor at this time? Trustee Guzmán?

Trustee Guzmán:

I would like to make a motion to... Okay, now I need Joe again. I'd like to make a motion to accept the two locations. Is that correct? I would like to give flexibility to the locations if that's possible, but I would like to direct you to get the budget, the 5,000. How do I do that?

Joe Caruso:

Madam President, members of the board, Trustee Guzmán, to your point. So the ask is to approve two additional onsite days. We have confirmed the location both on the 16th and 18th for those. So your question is can we approve the two additional days?

Trustee Guzmán:

Days. But does it have to be those locations? Because I would like to give flexibility to the locations.

Joe Caruso:

Madam President, if I may. To clarify, so the ask was to do a school in North Las Vegas?

Trustee Guzmán:

Yes.

Joe Caruso:

So the high school wise, the challenge we ran into in North Las Vegas is we have some of our facilities are going under comprehensive modernization like Cheyenne. So I was limited on the number of high schools we have in North Las Vegas. So Mojave is Cheyenne's not an option. So then we have Mojave, Canyon Springs, Legacy and North East CTA. So we're trying to find schools. So Mojave was the next step. When we looked at the east side, same thing, trying to find

Joe Caruso:

facilities that were spread out. Eldorado was one that's further enough down in the community. We were kind of trying to cover all the corner points. So if we were to look at other locations, we would need to go back and try to figure out other schools where we were not close to overlapping again, and that's the challenge we would have.

The other piece that we looked at is we were concerned with size of the campus, so we tried not to do middle schools because middle schools are smaller. We also definitely did not want to do elementary schools because of parking. And as you all know, cafeterias are extremely small, so we were limited on that. The reason we stuck with our property is because we own the building versus reaching out to a community center. And then we would be questioned, "Well, how come you did it at this community center in the county and didn't do community center in the city?" So we were trying to say, "We own the property, let's just stay with CCSD." So it's actually quite a challenge to sit with the map and trying to figure out locations. And not to mention, our principals have been phenomenal to work with. We just opened school a few weeks ago and they're getting calls from me saying, "Hey, I need your building." I give a huge shout-out to our colleagues in the field and the trenches saying, "Yes, come in and hope."

I think if the pleasure of the board is to adopt the two additional meetings and pay the additional fee, then I guess just some clarity as to where to look for those two additional meetings. Just so I had some direction and I'll start making calls tomorrow to see what we can help with.

Trustee Guzmán:

Okay, so I see that my colleague, Trustee Cavazos is in the queues, but just let me put the motion forward that we... my motion is to accept the two locations and the additional on-site days of \$5,000. Is that correct, Joe?

Joe Caruso:

Madam President, members of the board, Trustee Guzmán, and then directing me to do a budget request.

Trustee Guzmán:

Yes, directing you to find the suitable locations according to the trustee. No?

Joe Caruso:

Budget request.

Trustee Guzmán:

Oh, according to the budget request. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. I'm going to go down the line here. Trustee Cavazos?

Trustee Cavazos:

Thank you. I was understanding everything until Trustee Guzmán's last statement, but I will see. I wanted to make a motion to second, I want to do the second, but I want to understand you are accepting the two additional locations with the additional fee, but with... I don't think you used flexibility the second time, but the first time you did. But directing our staff to possibly find two alternative locations other than Mojave and Eldorado?

Trustee Guzmán:

That is correct. I mean, if you wanted to accept the location Trustee Cavazos of Eldorado, you can, but what I have requested is for us to accept the two additional days and the fee and then directing staff to find additional locations that are different from these. And I figured you would give your input.

Trustee Cavazos:

You figured right. Madam President, then I will second the motion. Just adding on that. I do think that do that Mr. Caruso made a valid point with that. It's easier to just have CCSD locations, but we have East Las Vegas library, we have other libraries and community centers in those areas where people would feel more comfortable and would probably... and they have capacity. It wouldn't be like a middle school theater, which you're correct is very small. That's just my input and I will second the motion.

Trustee Garcia Morales:

Thank you. All right, Trustee Zamora. Colleagues, we have a motion on the floor and I'm mindful to members currently in the queue, so I'm going to go to them next. Okay and finish the discussion here. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. I think I just want to share something with my colleagues. I think more of a comment, not to the team. You all are doing wonderful and I thank you all for being patient with us, but we're just putting a lot of energy to making sure we're covering all the communities. And it's really heartbreaking to see that one city is actually getting more locations than others and they're separate groups. And then we're talking about adding one in North Las, Vegas and East Side, which I'm thankful of, but you're combining the parent and student groups together as one. So I just hope that moving forward, this is definitely a learning lesson for me to speak up at the beginning too and think about all these steps and then hopefully for all of us too, if wherever doing something similar, not this, but something similar where we include all the communities. Thank you.

Trustee Garcia Morales:

Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I would like to know how much money we've actually spent and what our initial cost of this consultant contract was.

Trustee Garcia Morales:

Joe, can you please come up? I have a feeling that you already have these numbers on hand ready.

Joe Caruso:

Madam President, members of the board, Trustee Brooks, to your point. On June 13th, the board approved the request for proposal at the cost of \$79,000. On July 25th, the board approved the cost for professional services, background checks, translation, advertising services in the amount of \$16,410. On July 25th, the board approved the travel candidates, the firm, etc, in the amount of \$50,000. On August 22nd, the board approved an additional focus group virtual meetings, which was a total of 17 meetings at a cost of \$5,100. So the total as of August 30th was \$150,510. The board is committed to the search.

Trustee Brooks:

Thank you. And then when did we actually start this process? Do you have the timeline for how long we've been in this process? The RFP was June. Prior to that though, we started having meetings for probably two months, right?

Joe Caruso:

Madam President, members of the board, Trustee Brooks, to your point. So the special board meeting for the superintendent's selection, the motion was made to select Hazard, Young, Attea & Associates, on May 29th, 2024. The board then had the purchasing award, came back at the regular board meeting on June 13th, 2024. And then we began our first conversation shortly thereafter, and I believe our first agenda item was on the July 11th, 2024. My colleague Nanci Perez is nodding yes. So that first item was July 11th, 2024 at the regular board meeting.

Trustee Brooks:

Thank you for that. I just want to go on the record that this is going to be the most involved, probably the most expensive and probably the longest superintendent search in the history of this district. So the suggestion that we just keep adding expenses and that we keep recalibrating so that we can slow down. Trustee Johnson is absolutely correct. People watch these meetings and the longer you drag this out, and the less you're able to make a decision, you're demonstrating how this person is going to engage in work alongside you. So I just want us to be mindful of that as we move through this process. I am not going to be supporting additional expenses. I am not going to be supporting additional time. The board made a decision and I am going to stick with the plan that the board has decided was the path forward. And it's not because I don't think that these extra meetings are important, it's that the board should have had foresight to include that and they should stop deviating from the plans that they agreed on.

Trustee Garcia Morales:
Trustee Satory?

Trustee Satory:

Thank you. I have a question. Oh, so regarding these two additional meetings, to piggyback on what Trustee Barron was requesting, is it possible then when we send out the information for these two additional meetings that it also be included, that Spanish translators are present and to also do a Spanish flyer in Spanish or marketing in Spanish for these additional meetings and for any of the reminders that go out of the upcoming existing ones to add that inclusion of there as well?

Trustee Garcia Morales:

I want to let the record reflect that we have spent a significant amount of money translating our survey into various languages. So that was an additional cost. I guess to add to Trustee Satory's piece is that if we do add content that's in Spanish, what additional costs are associated with the translation efforts?

Nanci Perez:

We have two associates that speak Spanish, so we can make sure that we assign them to... we have more than two, but two that are on the Clark County search, so we can make sure that we assign them to the dates. Although we don't have the locations yet, correct?

Trustee Garcia Morales:

No, that's as of now, no. I mean, yes, but the motion on the floor at least is to make that change. Okay, so Trustee Satory, that satisfies your question?

Trustee Satory:

Yes.

Trustee Garcia Morales:

Okay, thank you. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President and thank you to our trustees from the east side and North Las Vegas. I will not be supporting the motion, but I just want you to know it's not because I don't want to honor that. I think that from August 22nd when we added those additional 17 meetings, that we can work it out with what we have. And so I think there's another solution without us putting additional costs, that is possible. So I will not support the motion because I think we can work with our existing timeline and dates that we have and combine them. In one, there's three registrants, so that doesn't make sense to me. So I think we can make it work, especially when Nanci said that they can support or separate the students from the parents and still have it in one location. So that's my rationale for myself.

Trustee Garcia Morales:

Thank you, Trustee Bustamante Adams. Before I go, I'd like to check in with Trustee Williams to see if she would like to add anything at this time or have any questions.

Trustee Williams:

Thank you, Madam President. I don't have any questions. I agree with my colleagues that there's 2.3 million people in Clark County. We're never going to get a good enough concept of what we should do or how many meetings. We could drive this out for decades. So I too am not going to support continuously adding more meetings and driving this out.

Trustee Garcia Morales:

Thank you. Colleagues, what I am incredibly present to is that the board has made various agreements to... we've been working on this process since really the end of April, March. And the board has received a timeline guidance, direction. We absolutely have a really unique opportunity to make sure that we get this right. And the notion that... just this moment that we're actually in right now that I'm fully present to is that there are outside parties that are seeking our individual support. It is seeking us to pull us away from our focus in moving this work forward. We've spent an hour and a half talking about this item and I am again just truly, truly fully present to the fact that we will be continued to be pulled by municipalities or other special interest groups who have a specific desire to share their opinion or ask us to have their attention.

I am also very present to the fact that our colleagues asked specifically for these two items or asked for meetings earlier on. And yes, as a board we get to be proactive and think creatively about how we want to guide the process with the support of the search firm, which we've selected to help us get through. And I'm not in favor of continuing to add more additional resources. So I guess what I'm saying is that I am supporting my colleagues who have made these specific requests. And yes, I'm taking this absolutely as a moment of reflection to ensure that in the future we have more thoughtful conversations about what engagement looks like. And I actually hope and invite my colleagues who have those desires to partner with me and our other colleagues for us to frame more broadly once we have a full term... a superintendent in place that's permanent, to look at a process that helps us be more thoughtful about our engagement beyond this particular moment.

But colleagues, we have an important job to do here and I am really grateful for our desire to move forward so that we can find compromise and support ultimately the students of our school district. Trustee Cavazos, did you have a question or no?

Trustee Cavazos:

No.

Trustee Garcia Morales:

Okay. Thank you, Trustee Cavazos. The motion stands, colleagues. Motion by Trustee Guzmán, second by Trustee Cavazos to adopt the proposal for two additional in-person focus groups with the modification of potential locations and the budget. What was the term, Trustee Guzmán?

Trustee Guzmán:

Two additional onsite days.

Trustee Garcia Morales:

Two additional onsite days and for staff to have that flexibility to make adjustments to the location. Thank you. Trustee Williams?

Trustee Williams:

Nay.

Trustee Garcia Morales:

Thank you. Okay, colleagues, that motion passes four to three. All right, we're now going to move on to the next item.

Nanci Perez:

Thank you. Okay, so we were on the end of the community engagement phase and I just want to... As your consultants here and as your experts, I just want to say that I was listening to all this conversation and the goal is really the leadership profile so that we can get to the right individual. And as President Morales says, there's so much opportunity for more community engagement with the next superintendent. The survey is the opportunity for everyone to be able to participate. And in survey research, it's not about response rate, it's about the total number of responses and the representative nature of those responses. So I want you to think for a minute about all the national polls that are going on right now, where Americans are... where they're leaning on issues. And those are based off of many times 1500 to 2000 respondents based on 300 million Americans. In this case, we're not making statements about 300 million, we're making statements about 300,000.

And we're already at 10 times the number of respondents where we feel really good about making, really comfortable about making statements about where this community is in terms of what they want to see in the next leader of this district. And so the focus groups add even more validation to that and more color. But the survey was the instrument available in I think eight different languages, if I'm not mistaken, to get this kind of information. I want you to feel good about that because we feel really good about the statements that we're going to be able to make regarding where the trends are and what people want to see. I want you to feel really good about that and know that community engagement is so important to your point, Trustee Barron. And it doesn't have to stop with this search. In fact, we've had experience where we've done focus groups in church basements and in community centers and wherever it needs to be. And so that can continue.

Nanci Perez:

But I want you to know we feel really good about where the voices are and where they're coalescing to be able to bring you a really good leadership profile.

Trustee Garcia Morales:

Thank you.

Nanci Perez:

Okay, so we are on to the interview protocols workshop. So the interview is the critical, critical tool in the hiring process. It's going to reveal all kinds of interpersonal and professional skills that are often very difficult to glean just from an application. Obviously you need to be familiar with the candidates' application when we bring forward the slate, which the slate will come forward to the board on October the 2nd. Such preparation was brought up a little bit tonight too, that the candidates are interviewing you as much as you are interviewing the candidates, very true statement. And candidates are being advised that in Nevada that their candidacy will not be confidential. Next slide.

As I just stated, the slate will come to the board on October 2nd, they'll... stated the slate will come to the board on October 2nd. Those will be candidates that are a best matched with the approved leadership profile. So you'll see the leadership profile twice before you approve it, and then we will bring forward the candidates that are a best match to that profile. There'll be application materials, there'll be the background check, and you'll have a presentation from us on each candidate and why they are a match with that leadership profile. Next slide.

So the first round of interviews, we are suggesting to you that we recommend a performance-based interview on the first round. This has worked extremely well, particularly in public settings where they are not confidential searches. It gives the candidate an opportunity to prepare a presentation for the board that is about the analysis of the district, highlighting what they know about the district and how they're a match with the leadership profile.

And it's a performance interview in the sense that this is what superintendents do. This is the work. And so it gives the board the opportunity to have a deep dive into the candidate's ability to show how they understand the strengths, the weaknesses, the opportunities, the threats that this district faces and how they can provide leadership to move the district forward. It also allows the board to see the candidate's communication style, presentation style, analysis, and persuasive skills. We think it's a really great use of interview time, and it's successful in sixty-minute slots. Board members usually ask questions throughout those interviews and presentations, so we like that for the first round of interview. We'd like you to consider that.

Now, knowing that however many of the candidates you choose to interview, you have to allot for an hour of time, and that's on the October the ninth. So let's say there's five or six, five or six hours plus some time in between each one, you get the idea of the length of the day.

Nanci Perez:

Do you guys want to say anything? You've done this so many other times, anything else I want to say or just move on to the second round, and we'll talk? Let's move on, and then we'll talk about all the whole process and just open up to questions.

The second round of interviews we recommend that's a little bit more traditional because now you've had a chance to see all of the original candidates in the slate. They provided this presentation. You've asked questions. The second interview will provide for more in-depth examination of the candidate's views, their practices, their styles, their competencies. It's a time to discuss with the candidate any questions that they might have, and it also provides the opportunity to raise topics and issues that are relevant to your district to discover how they might respond, to have more follow-up questions from what you saw the first time around. So that would look a little more traditional than the first round, which is more performance-based. Next slide.

With the second round, if you choose to go in this direction, the second round, we would recommend that the initial questions be decided so that there is some continuity of the questions that are being asked of each candidate. Usually board members can submit those to the district and then we can kind of bring those together around which questions are really aligned also to the leadership profile. It's really productive when those questions are planned ahead of time. Knowing though, of course there's follow-up questions that come up as a result of responses. And so that also is something to think about with regard to the process in the second round.

So this is a good opportunity just to take a pause here. What we brought before you in the interview protocols workshop is that on October the, well, we would present the slate on October the second, you would decide who to interview, on the ninth, those individuals would come forward and do a performance-based interview, which would be a SWOT analysis, specifically alignment to the leadership profile, questions throughout, and then moving on from there, adjudicate down to semi-finalists, which would come before you on the October 16th special board meeting. That meeting would be more traditional with interviews with questions that you have decided beforehand and then there would be another adjudication after that round of interviews.

How does that sound to everyone? And again, I know it was detailed more in depth in the protocols workshop materials, but I gave it a good overview and summary.

Trustee Garcia Morales:

Thank you very much for that, Nanci. And before this piece, so colleagues, I see some members in the queue. Before I go to members in the queue, it is my understanding that Trustee Zamora has a particular request. Trustee Zamora would like to share a piece around our last motion, and council, it's okay if she shares that.

Trustee Zamora:

Thank you, Madam President. Thank you, council. I actually wanted to make a motion about, do I just go on with my motion? Yes. I wanted to make a motion about combining the September 10th

Trustee Zamora:

meeting from Liberty High School with the people from the September 17th meeting from Coronado, so the Liberty High School would be parents and students, and letting us free up the September 17th to a location in the east side.

Trustee Garcia Morales:

Okay, Trustee Zamora, so I am hearing you specifically, you are asking for an additional modification to the upcoming in-person sessions. Please state those dates again.

Trustee Zamora:

September 10th, Liberty High School will be for parents and students. And then the September 17th, we will remove Coronado High School, and it be in a location on the east side.

Trustee Garcia Morales:

How is that different from the existing East Las Vegas session at Eldorado? Didn't we approve potentially, sorry, forgive me. Forgive me. We approved two additional meetings, correct? And we said that there's flexibility in the locations.

Trustee Zamora:

We did.

Trustee Garcia Morales:

So that exists already. Am I hearing you specifically ask for, right here I hear you. Let's just talk through this. I hear you. There's two things. There's two things I hear you saying. You have a desire for an additional meeting in the east side in addition to what already exists possibly. So yeah. Council, could you turn on your mic please? No, you're good.

Nicole Malich:

You want to add an additional on top of the one that we just added? Correct?

Trustee Zamora:

Okay. I'm going to need a second.

Trustee Garcia Morales:

Yeah, no problem. We can take a second. Go ahead and take your mic off Trustee Zamora, and then we will just, colleagues give us a second while we get this clarity. Thank you for your patience, colleagues. Okay. Nope, nope, nope, nope. Let's go back. Trustee Zamora, go ahead. You're good. Okay.

Trustee Zamora:

That was on me. I apologize. Thank you.

Trustee Garcia Morales:

That was on me. You said that was on me, man. Oh boy. No. No. No. So just to clarify, Trustee Zamora, you are good?

Trustee Zamora:

Yes.

Trustee Garcia Morales:

You're good for now. All right. Get back in the queue later for more discussion. Thank you colleagues for that. Appreciate the support. Trustee Barron, you're up first.

Trustee Barron:

Yes, thank you very much. And by the way, actually, Trustee Zamora, I think your instincts were great to have yet another conversation in that area just because of the amount of people who live in that area and the need, again, the city of North Las Vegas is still the city that is least likely to have a fully licensed teacher in front of its children, so I'm just speaking out on their behalf. So I imagine that East Las Vegas is probably pretty close to North Las Vegas in that respect as well. So I think your instincts were still very good, and I applaud you for that.

In regards to the calendar for search, is there any particular reason why the special board meetings are conducted? There's several of them, but they're all conducted at 9 a.m. Is there any particular reason why? And I'm asking the board or the search firm, and it does say time subject to change. Are we still, is there a wiggle room to change those to a time that would be conducive for parents, community leaders to actually see it in person?

Trustee Garcia Morales:

At the last board meeting we discussed this, and we had some members who had questions about the time and then the meeting, three meetings before that, when we approved the meeting dates, the board gave the president the flexibility to work with HYA and board liaison and our council to adjust the time based off of what Nancy just presented. She shared up our first round of interviews. There may be five to six just depending on how many we select. That will be contingent and will determine the timeframe that we begin the meeting.

There was also another discussion about the Council of Great City Schools. There's various factors that go into play. This is, what am I trying to say? So we've discussed this at previous meetings, and I'm happy to provide you additional context offline if you need information about how we came about to that decision. And another thing to consider when it comes to the times is that they will be solidified once we have the candidates, the amount of candidates, to help us determine what the agenda looks like for that particular meeting.

Trustee Barron:

But you still haven't answered the question. And the question is, are we still, again, there's still flexibility, but what I'm asking is we're still not necessarily stuck at 9 a.m. right?

Trustee Garcia Morales:

I don't think I understand your question because I've answered it.

Trustee Barron:

We still are not necessarily going to conduct those special board meetings for the board initial interviews and adjudication. Are we still fixated that it's going to be 9 a.m., or is there still a possibility that we can change it to 4 p.m. so people who work for a living can actually show up and see this in person?

Trustee Garcia Morales:

Yeah, we've discussed this on several meetings prior to this one, and the discussion came to we have come back to the idea that the president is going to work with staff and HYA to adjust the time based off of how many candidates we have. These meetings will be recorded as well, and this is why we have several rounds. Happy to discuss this with you further offline, Trustee Barron, to catch you up on the discussions that we've had. Okay? Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President, and thank you Nanci for the overview. And the way that I'm hearing it, Trustee Barron is that it is still open-ended until we figure out if we have 5, 6, 10. I don't know. So it may start at 9, it may not start at 9. It depends. That's what I heard, but I don't want to get in the middle of that. I want to be able to ask the question, Nanci, is in that board profile or in the leadership profile, my question is how will the community see that? So when we receive the profile from you, they will also have an opportunity so that they will receive that information, right? Is that how it works?

Nanci Perez:

It'll be part of the actual board book, so it'll be posted like any other material. It'll come before the board first on the 12th of September. There's still focus groups after that, so we'll still be adding those to that if the trends change, but we have a really good solid feeling of where things are at. So then you will give us direction of things to change. It'll still be out there for a couple of weeks before the final approval is on the September the 26. And on the September the 26, you can tell us to make more changes again before it's actually posted and given to candidates. So there is of course time to react to that and make changes.

Trustee Bustamante Adams:

And then my question is then also with the data compilation that you were talking about, that gives you enough time to calculate the data in order to give us the information that you have gathered. Is that what you're saying?

Nanci Perez:

Right. So like I said, the survey is now closed, so we're working on that right now. It is a really good representation. We feel really good about the trends that we're seeing. They're very solid across constituent groups. So we're already working on that right now. The focus groups, every time there

Nanci Perez:

is one, there is a write-up done for that focus group as well, and so we're looking at how that information supports or changes what we're seeing in terms of that survey. There will be a few that come in after that first draft, but we are already working on this. I mean this is a big heavy lift. Anyone else want to comment on that? No?

Trustee Bustamante Adams:

Thank you. That provides me confidence that it's not a, we're going to wait until everything happens at the end, it's throughout the process so that you're already seeing the trends of the feedback that we're getting from the focus groups and the survey.

Nanci Perez:

Correct.

Trustee Bustamante Adams:

So thank you.

Nanci Perez:

And we're monitoring it, and like I said, this is a work in progress. This is not something that we are going to pull an all-nighter on the night before. This is something that we are working on consistently as more information comes in to see how things are lining up.

Trustee Garcia Morales:

Thank you for your work. Trustee Brooks.

Trustee Brooks:

Thank you, Madam President. Previously during a different presentation, I suggested the board have a conversation about contract length prior to the interview process. Is that still something that we're planning to do and when?

Nanci Perez:

Yeah. Thank you for that. So there's a lot of information for us to talk about relative to the actual contractual expectations. If you look on page seven of the workshop protocol, we talk a little bit about how important it is to have those expectations solidified because we have to be able to post that salary range, but we have not spent, and we've talked about also all the benefits because they have to be in line. So we're in actually pretty good shape in terms of knowing what that package is going to look like, but the only piece that we haven't spent time with is talking about the length of the contract. And so we can definitely have that conversation as part of the adjudications when we get down to the semifinalists, which is usually when we start talking about moving forward to that next step. But there is some information here about really making sure that the contractual expectations are discussed with the finalists so that there are no surprises.

Trustee Brooks:

My intent of having that conversation sooner is that there is going to be board turnover, so it may benefit the board to have that conversation prior to candidates being announced and being made public. If the board decides that there's going to be a turnover in January, and they don't want to give a very lengthy contract, that person probably wants to know that prior to their name being out there.

Nanci Perez:

Well, that would affect the candidate pool greatly.

Trustee Brooks:

I agree.

Nanci Perez:

I mean if this is going to be a short contract, that will be a totally different candidate pool.

Trustee Brooks:

That is why I'm mentioning it. I want to make sure that the board is aware that that does change the candidate pool and that if somebody's going to put their name on the record that the board has to have a certain level of commitment and a certain length of time because it's a disservice to people who apply, and we have different expectations. So I think it's important that we know what those expectations are going into this, and we're not blindsiding anybody that's putting their name out there in public.

Nanci Perez:

So I would like to suggest that on September the 12th when we present the draft leadership profile, that that discussion happened, we can put it on the agenda because that's very critical for us when we're talking to and recruiting candidates.

Trustee Brooks:

Thank you, I appreciate that. And then my other question is with the second round of interviews, is the expectation that the board has consistent questions that they're asking of the candidates in the interview process?

Nanci Perez:

Yes. Best practice would be that the candidates are asked the same questions that you guys have decided upon. However, there are follow-up questions that happen as a result of their answers, and that can change then and look a little different from candidate to candidate. But the board should come to a consensus about what are the key questions that they want to ask each candidate, knowing that there will be ones that are follow up or specific based on what a candidate says, based on what you saw in the first round of interviews. Of course those can be different, but there should be some standard questions that you want to ask of every candidate.

Trustee Brooks:

Okay. I have a question that requires a little bit of nuance. So how would you address a situation where the candidate is walking into could be vastly different if it is an external or an internal hire? So for instance, how would you phrase a question like you may have a large amount of senior level staff leave? That's not a question that you can really ask for an external person or an internal person, but it's very relevant for, how would you ask that question in a nuanced manner?

Nanci Perez:

Yeah, the question would be about transition planning, would be about how do you plan for the future? How do you develop people on your team? Those are the kind of transition questions and succession planning that you would expect any leader to be able to talk about.

Trustee Brooks:

Okay. Yeah, I definitely want to build those questions in, and we'll probably need some help on how to make sure that it's asked in a very fair manner. We do have a lot of senior level people who may transition out, and if that's the case, then we want to make sure that whoever we hire is able to do transition planning adequately.

Nanci Perez:

And I think we certainly will help you with that, but I think that's also a fair question of an internal candidate too because every leader should be thinking about transition and succession planning. So I think you'll get a different answer, much different, but I think it's a fair question for all the candidates, whether they're internal or external.

Trustee Brooks:

Thank you.

Trustee Garcia Morales:

Great. Thank you. Trustee Esparza-Stroffregan?

Trustee Esparza-Stroffregan:

Thank you for being patient with us. I want to address the first round of the interviews. So the SWOT analysis, and we can't assume that people understand well what does that even mean? Strengths, weaknesses, opportunities, and threats. But what I would like to recommend, because you're making a recommendation for us, and I would like to say recommendation back, is I want to hear also in the first round, what is their proven leadership? What is their data showing us? You've transformed a system. I really think that is necessary. It's not just aligning their leadership to a profile to meet the needs of our community, but we really want to see what is their ability and capacity to come into a big system and really shift it transformationally. So can we add that element of consideration for proven leadership?

The thing that I also want to bring up to the search firm is there's a perception also with the fact that with the SWOT analysis, if we have internal candidates, and we have no idea until we see the list,

Trustee Esparza-Stroffregan:

could have an advantage over external candidates. So I just want us to be mindful of the perception of doing that process. And yes, I agree with you, people need to do their homework. So I want us to really consider adding the element of what is your proven leadership in addition to the SWOT analysis. Thank you.

Shawn Joseph:

Just thinking, and I'll say as we've been speaking with people and talking about possibilities and what we've done in the past, beyond the SWOT analysis, it's one, so what are you going to do about it? Make sure you include that. And then also align your experiences, your background. This is an opportunity for you to highlight what you've done in your results in context because we speak to candidates about, people don't want to hear what you're going to do, they want to know what you did, and that's important.

Trustee Esparza-Stroffregan:

So the second point, and this is to all of our, my fellow trustees, is I was under the understanding we would have a conversation tonight about the calendar. We've also brought up the fact that we were considering Saturdays. So I think we need to really have a conversation of a weekend. We are a very 24-hour city. You guys mentioned it, and people said it. A Saturday would be very accommodating. However, that may look for people on different shifts or consideration for an evening. That is something I think we should have a conversation now about and so that people have that awareness and that the calendar can be set up. I know that some trustees are going to a conference. I personally chose not to assign any of my calendar to a conference because of the importance of these decisions and also because of your recommendation in your recommendation that we should all be present, fully present, to be a part of the process. So I would like my fellow colleagues to consider a weekend as an option.

Trustee Garcia Morales:

Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. And as always, my colleagues saved me a lot of trouble as Ramona just did. So I was also going to ask about that because I believe that our very skilled team here had recommended that all of the trustees be present. I also am not going to the Council of Great City Schools conference, but what I'm looking at here on this calendar, do we want to wait until I think they're conversing on something? I wanted to wait until you guys were done. Okay.

I'm looking at the calendar here, so I just want to make sure that I'm correct here. And I don't want to belabor the point that our president has already explained to us, but what I'm looking at is the board work session, the slate presented to the board, board decides candidates to interview. That's October 2nd, and so that's fine. That's at 4 o'clock, a work session. I would assume that that would be the time that we'd be looking at maybe possibly changing. That would only give, that would

Trustee Cavazos:

basically only give one week for the community to know what time that the initial interviews would be taking place.

And then when we go to October 16th, I'm not sure I would have to ask Joe or the president about this because I don't know, is the Council of Great City schools, is that not from the 16th to the 20th? So I don't know. I don't have the information on how many of my colleagues are going to this conference, so I don't know how we would work that out and have them still be able to manage their travel plans.

As far as the October 30th, that I think with considering what Trustee Esparza-Stoffregan said, that would be an excellent one, when we're all the way getting to the end of our projected timeline, to possibly consider a Saturday. But that kind of, I guess I want to get some kind of, not a guarantee, but I don't know if this would be to you, President Garcia Morales, would it be likely, I guess not a guarantee, but it would be likely that at the board work session on October 2nd, would that then be the day that we would get an answer and be discussing what time we're going to make these meetings? Because it's still only going to be a week for the community.

Trustee Garcia Morales:

For us to make a decision.

Trustee Cavazos:

Absolutely.

Trustee Garcia Morales:

A thoughtful decision.

Trustee Cavazos:

Do we know how many of us are going to Council of Great City Schools? You are going.

Trustee Garcia Morales:

I'd prefer not to take a poll. Thank you, Trustee Bustamante Adams. You're ready. Appreciate that. But I think it's important to, I'd like to go back to your original question. What was your question again?

Trustee Cavazos:

My question was since you had said that you were going to be conferring with HYA about deciding about the October meetings, I see educators in the room tonight. I would be most concerned about all of the groups, any of the groups that would be excluded because of the nine o'clock. But the two that have been communicating with me the most are definitely educators and parents. Educators and parents. And they have pointed out, because we have been transparent about our timeline on our website, so they are saying, "So when is that going to change from time subject to change to us being told when we're going to have that?" And I think you make a very good point, President,

Trustee Cavazos:

that it affects us also. I personally have been running into a lot of problems with work conflicts and trying to figure out things, so we need to get some kind of an answer on when we're going to know this information.

Trustee Garcia Morales:

Thank you. And I want to go back to the item that's up here for discussion, which is the format for first and second round interviews. This is an approval item that HYA has asked us to review and discuss. And I want to get back to that. We've already, as you said, Trustee Cavazos have discussed the date and time.

Trustee Cavazos:

But we haven't gotten any answers.

Trustee Garcia Morales:

Right. Because-

Trustee Cavazos:

We don't have the slate yet.

Trustee Garcia Morales:

Right. That's the problem.

Trustee Cavazos:

So I'm just asking, I guess, let me make myself clear here. I'm not doing a very good job here. Long day. Would it be likely, not guaranteed, but likely that on October on the board work session on October 2nd, that we would be able to get an answer? Because then the October 9th with the initial interviews is only seven days later. And that's not only giving us notice, but also giving our community notice.

Trustee Garcia Morales:

That is an expectation we have that we will know how many candidates we will decide to move forward to the interview. The expectation is that we will publicly post the agenda and the time after that meeting. Thank you. Trustee Guzmán?

Trustee Guzmán:

Thank you, President Garcia Morales. I actually do want to go back to the second round of interviews, questions, and development if we could because I want to know if there's, in your homework that you gave us, you mentioned a rubric for us to have. And will there be a rubric for us to utilize on best questions to ask? Or best questions to ask or something like that so that we have guidance to go on. Not just the leadership profile, but what would be best questions to go along with it. I'm trying to formulate in my head what it would look like. Obviously when I've gone through the interview process, I have 25 questions I have to ask every candidate, and you ask that

Trustee Guzmán:

candidate. But of course you have follow-ups, right? But those are based on what we call leadership competencies, so we're looking at a leadership profile. Will you have a rubric or something for us to look at to pick questions that go along with that leadership profile?

Nanci Perez:

So the leadership profile is the list of leadership competencies, and we do have sample questions that we can help with each of those areas. In terms of rubrics, we have lots of different techniques to help the board come to consensus. The only thing that we would advise against is a rubric that has points that you're somehow adding up to get a winner.

Trustee Guzmán:

No, no, no.

Nanci Perez:

That's what we would advise against.

Trustee Guzmán:

Yeah. Right, I read that.

Nanci Perez:

Yeah.

Trustee Guzmán:

You had lists to five ...

Nanci Perez:

Right, so different feedback forms or the Delphi technique.

Trustee Guzmán:

The Delphi technique.

Nanci Perez:

Yes.

Trustee Guzmán:

And so I was just trying to figure out if that's something that we would have at maybe the next meeting so that we could take a look at it when you bring forward the leadership profile.

Nanci Perez:

Yes. So we can bring you some sample questions that would align with the competencies of the leadership profile. Sometimes we even include them as an appendices in the workshop, but given that the leadership profile is not done yet, we didn't want to do that. Of all of the different decision

Nanci Perez:

matrices, which is different than development of the questions, I understand what you're saying in terms of the alignment. We can walk through these different ones, but I do think the use of a feedback form. But also, we really do like the Delphi technique too so we can talk about that when we get there. But it also may be that the board is really able to eliminate candidates that are least likely to achieve a consensus, and you may not have that much of a problem.

There may be someone that emerges that really is of great fit and that the whole board can coalesce around. So I don't want to prematurely say we're going to be doing all these different techniques because we will help you get through that. And we'll say, "You know what? At this point, we're hearing what you're saying. Why don't we try this?" and we'll kind of help shepherd that process along. But absolutely, on the 12th for the leadership profile, we can bring, based on the draft leadership profile, what are some questions that align with the competencies that we're bringing forward in the draft.

Trustee Guzmán:

Okay. So I haven't been through this before. I've just watched it. But my curiosity is it has to do with the fact that it's a board meeting. So maybe my question is more to Nicole who's not here, but I can ask you. Are we going to take public comment? And if we take public comment, will that also be something that we can incorporate into our questions?

Trustee Garcia Morales:

Good point, Trustee Guzmán. If we're going to take action, yes, we need to take public comment and should account for that in the time allocation of this particular item. Counsel, perfect timing? We are in preparation for the first and the second round of interviews. Given that we will be taking action, we will need to take public comment after each presentation. Can you give us some guidance and insight in terms of when we should be taking public comment for after all the candidates present?

Nicole Malich:

It depends on if you have it listed as one item. I mean, we could build it however you guys desire.

Trustee Guzmán:

So my question had to do with so that we could incorporate it into our questions when we're talking to the candidates. So if they come up and they provide public comment and we're like, "Oh, that's something good we should probably ask," would we do that for every candidate or would we just do it once and utilize it that way?

Nicole Malich:

I think in terms of taking it that way, yes, we should only do it once and get it ...

Trustee Guzmán:

Okay. All right, great. Thank you. Sorry about that.

Nicole Malich:

Because otherwise, each person's interview could potentially be different if you're taking into account what the public is saying, and that would be a problem.

Trustee Guzmán:

Right. Yeah, I didn't want to do that. Okay, thank you. And then as far as the calendar, again, I want us to all remember that weekends are time and a half for our staff. So I just want us to also remember and take that into account when we're thinking about it.

Trustee Garcia Morales:

Okay. Thank you. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. Thank you, Nanci, and your team for framing this. And so I just want to make sure, Madam President, you're asking us for an action item to approve the framework of the interviews, right? And so I do like, especially in the first round, where we not only get the SWOT analysis, but we can also incorporate what Trustee Ramona Esparza-Stroffregan said about the leadership that they can provide to them, so I like that. And I like it that it's only 60 minutes because I think we need to be concise as a team, and so I like that. All my questions are answered, and so I appreciate the thoroughness that you have helped us to frame the two rounds, so thank you.

Trustee Garcia Morales:

Thank you, Trustee Bustamante Adams. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. Can I actually make a motion to approve this framework?

Trustee Garcia Morales:

Yes. Trustee Guzmán?

Trustee Guzmán:

I'll second.

Trustee Garcia Morales:

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

Trustee Williams:

Aye.

Trustee Garcia Morales:

Thank you, colleagues. That motion passes 7-0. I'm going to add a piece here that I really appreciate, the interview protocol workshop, especially the interview guidelines, appendix B questions we should not be asking candidates. Incredibly important given that these will be public. First of all, it's against the law to ask these type of questions, so incredibly grateful for that guidance that you all provided us, and also the guidance around the 60 minutes. I do have one question around that. How much of that time is presentation by the candidate?

Nanci Perez:

So we'd like to keep the actual presentation to about 40 minutes tops, 30 to 40 because we want you to have enough time to ask questions throughout.

Trustee Garcia Morales:

Okay, great. Perfect to Trustee Bustamante Adams' point that being succinct and helping us stay focused as a team will be critical and important, and thank you for preparing us for that as well. All right. We can keep it going.

Nanci Perez:

Yes. So you've already talked about the other useful information. We can flip by that. We've already talked about the decision matrices and that we can help you along the way when we get to that part of the process. Before we even go to identifying the finalists, let's go to the next slide really quick. We'll come back to this one. We have the first two rounds. I just want to talk a little bit about any desire or what your thoughts are on bringing the candidates to kind of do a meet and greet or a town hall or a visit. Or is the public board meetings enough? That was also part of the interview protocols workshop and I just wanted to see if there was any desire there because we would like to know that as we're planning and talking to candidates, whether or not there would be something similar to what we had in Appendix F, which kind of shows a sample of what that looks like.

Trustee Garcia Morales:

Thank you. Thank you Nanci for that. So colleagues, please refer to your interview protocols workshop. Appendix F has an example of what other districts have done to kind of provide the candidates an opportunity to engage at various levels here before coming to the board interview.

Nanci Perez:

And a lot of times, that also is really for the candidate really to get a look at, go into the buildings, see what the staff is like, take a look at the community more closely. That's what that usually looks like and that, I think, should be done maybe with the top two candidates. I'm not suggesting we bring all kinds of candidates in to do that, but that is something that is often included. It doesn't have to be, but I just wanted to at least talk about that and see what your thoughts were on it.

Trustee Garcia Morales:

Thank you for that, Nanci. So one of the things I hear you're recommending is for this to be at the final stage of interviews.

Nanci Perez:

The reason why I like two candidates is because I think that it's important you're going to be getting feedback and then there's actually a final decision. And it also is making sure that one candidate doesn't have some kind of leverage in terms of negotiations. Everything's pretty much out there, but there still is a decision for the board to make. So we usually say two, but a lot of districts say, "No, this is our lone finalist. We're bringing this one person to the district. This is who we want our community to meet before we make an official decision." So I've seen it done successfully both ways. I tend to sway more on bringing two, but it does not have to be that way.

Trustee Garcia Morales:

I'm going to go ahead and be in the queue first, colleagues, please. Thank you for that. I know. Gasp. Thank you for that since I didn't jump in earlier and missed my chance. Specifically, this is potentially for the final round of interviews and Nanci ...

Nanci Perez:

Between the 16th and the 23rd is when it would have to happen.

Trustee Garcia Morales:

Okay. For example, with the candidate reception, if we chose two candidates, for example, would both be in the reception or would we hold separate ...

Nanci Perez:

Separate.

Trustee Garcia Morales:

Okay. Receptions. The one thing I am really present to here, colleagues, is that we already saw it with some groups who have specifically asked for our engagement. This process, to me, seems like such a great opportunity for us to continue to unify and strengthen our focus, and our focus and our task at hand is to find the best fit superintendent for our district that will serve our students and our employees. And one area, one curiosity that I have is really around the community's desire to already have these types of activities or events for candidates separate from us.

And the reason I mention unity is because it is so critical for all of us to make sure that if we do agree to something like this, that we, as a board and a unit, stay the course on the things that we agree on. I think the only way that I would agree to having additional activities for any final candidates is if the board made the commitment as a group to do that only and not any external groups or activities that may be coordinated by external parties or special interest groups. Okay, thank you for that. Trustee Cavazos, you're first.

Trustee Cavazos:

Thank you. I just had one question here. I might have some other ones later on, but on this one particular part here on page 20 of 22 on identifying a finalist, just a clarification question. Where it says, "It is also important to be vigilant at keeping board differences on other matters from intruding upon the selection process," I completely agree. I just wanted some clarification. Is this where we're talking about differences on other matters not pertaining to the superintendent search, but that if we do have some questions where maybe there is a difference of opinion, but it does pertain directly to the superintendent search, we can ask that?

Nanci Perez:

Yes. I mean, of course.

Trustee Cavazos:

Okay.

Nanci Perez:

This is really about coming together as a board ...

Trustee Cavazos:

Right.

Nanci Perez:

Finding your common ground, finding your consensus, building relationships, and making sure that what's driving this decision is everything that you just said that's important about the next leader for this school district. And we all have other things that we bring to the table, but trying our best to really focus on the task at hand and focus on consensus rather than on championing a certain candidate, right?

Trustee Cavazos:

Right.

Nanci Perez:

And I think you'll see that thread and that kind of language throughout because it's really what starts the relationship with your new superintendent off on the right foot. It's what all your community wants is longevity. I mean, everybody wants to see someone who can come here and stay and actually make a difference. And so that relationship part begins with the decision of the board, and I don't take that lightly. It's really, really important for not the day you make the decision, but for the years after that.

Trustee Cavazos:

Of course. Thank you, and you brought up another question. I only had one before you start talking, but I do agree. My personal opinion, I do agree with what you said about the two candidates. I know you were saying that was your personal outlook, and I did look over the

Trustee Cavazos:

workshop and I'm trying to remember everything now. So do most districts, do they decide, the board decides, ahead of time who is going to show the finalists around, who's going to host them, how that's going to work? If there are internal people that are running for the position, are they not a part of the process of showing people around? What has been your best experience from other large, urban districts?

Nanci Perez:

Yeah. So everything you said is correct. I mean, it should be decided beforehand what's it going to look like. And if there is an internal finalist, yes, they should be treated the same way. I mean, just because there's the internal finalist doesn't mean that they've had some of the experiences that a day in the district or a town hall meeting would provide.

Trustee Cavazos:

Oh, yeah. I assumed that. I didn't explain myself. I'm not doing well tonight. I meant more would there be deciding on which staff or which people within our internal framework, how that would work. Who would be showing them around? Who would be hosting them? I assumed that, of course, an internal candidate would be treated exactly the same.

Nanci Perez:

Yeah. I'm sorry. I'm just trying to understand. Is the question would the internal candidate be showing people around?

Trustee Cavazos:

No, no.

Nanci Perez:

I'm so confused.

Trustee Cavazos:

If there are internal candidates that are acquainted very well with members of the staff of CCSD, how is that handled as far as presenting to the community that there is no favoritism? I hesitate to use that word. No advantage. In other words, I'm just asking from other urban districts. I guess I could just basically condense this to who normally takes care of hosting and showing the finalists around, finalist or finalists? I'm with you, Nanci, on the two.

Nanci Perez:

Yeah, yeah. So the board, but yes, there's going to be an advantage of an internal candidate knowing people and knowing people around. That's part of what you'll weigh as to whether or not that that's important and how important that is to an outsider.

Trustee Cavazos:

Right, right.

Nanci Perez:

So I mean, wouldn't put a lot of focus on that piece because there's going to be obvious differences there. But who normally shows the people around? I mean, the board has a role in it, definitely. Do you want to jump in?

Shawn Joseph:

Yeah, it varies. I mean, it could be the board. Sometimes there's a chief of staff. Sometimes there's a board liaison that would walk people around. Sometimes there's a family community engagement group that goes. I mean, there's a structured day that they go through. Typically, they start off they might meet with the board or have breakfast or something like that, and then they might go meet with a group of principals. They might meet with a group of community members. They might meet with a group of council people or elected officials. It's a day that's kind of filled, and then it usually culminates in some type of question-and-answer opportunity with the community to come out and then they gather information until then.

Nanci Perez:

Sometimes it's even included like a realtor showing a person around. "Here's the community. You're going to be moving here."

Shawn Joseph:

In one of my superintendencies, while I went one way, my wife went another way with the realtor and then the other places just to go around. So they took us both around and then we came together for dinner and had an opportunity. It depends on the experience you want to give to candidates to help them understand the district and feel the richness of your district. Because again, that is a huge factor, as you're coming, in how that happened. There definitely needs to be thought and intention in that. So they should walk away with a really strong understanding of the complexities of the district, the opportunities within the district.

Trustee Cavazos:

Okay. Thank you so much. And I was having trouble with expressing that question because it was a constituent question and it wasn't my particular question, so I was trying to get across what they were asking. And I appreciate the time and the effort and the patience that you're putting into this and recognizing the voices of the community from all different aspects. I really do appreciate that.

Nanci Perez:

Thank you. And if this is something that you want to entertain, we can come back with a very specific outline and format of what you're thinking and something to react to. We just kind of wanted to get a feel for that so we can start to get it in the timeline. This is not meant for you to be like, "How are we going to organize this?" We will do that. We'll work with staff. But we can certainly bring that back if that's something you think you want to have part of the process.

Shawn Joseph:

And it doesn't have to be as complex either.

Nanci Perez:
It doesn't.

Shawn Joseph:
We've had situations in large, urban districts where it's just been a forum where they had two or three candidates and each candidate came in and spoke to the community just for one hour, and that was the session itself.

Nanci Perez:
Like a town hall meeting.

Shawn Joseph:
Yeah, so we coordinated people coming in so they wouldn't bump into one another. They had designated places where they were waiting, in essence, but then each person kind of came, gave a presentation. The community saw. It was live-streamed. People gave feedback immediately to the board with technology.

Nanci Perez:
Yeah, we can do QR codes and feedback forms and stuff like that for town halls.

Shawn Joseph:
It can be as elaborate or as simple as you'd like.

Nanci Perez:
Or as simple as you want it to be.

Shawn Joseph:
That's what we want to share.

Trustee Cavazos:
I do appreciate Dr. Joseph ...

Trustee Garcia Morales:
Trustee Cavazos, give me one second while I turn on your mic.

Trustee Cavazos:
I thought it was still on. I just want to close with, again, expressing appreciation. I do like Dr. Joseph's idea about that you came for the consensus over food, over dinner. I always think that's a good idea, so thank you.

Trustee Garcia Morales:
All right, thank you. Thank you, Trustee Cavazos. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. Trustee Cavazos, I think I'm having one of those nights with you today. So I really like this idea of taking them out, seeing just everything. I'm even thinking we can take them to the rural schools as well to get a really good grasp of CCSD and how we're just so unique. I know, Nanci, you mentioned the dates, October 16th to the 23rd, so I think that's just a really good flag for us, Board President, because I know we have some members traveling. And I have a question about the selected community members for the candidate reception. How have those usually been chosen?

Nanci Perez:

Very different ways, depending on the district. Sometimes there's obvious structures in place where it's easy for them to do that. And then other times, it's just like a town hall. Anybody can come, right? I mean, that's the range of very specific, one person from each region or one type of constituent from each group, or just open.

Trustee Zamora:

And I really like the idea of one constituent from each group. I'm wondering if that's something you all can do and provide of those names because you are on the ground, and I feel like you will probably have the best idea of the right candidate to be in this meeting. So I don't know if that's a thought, President, for us to do. Go ahead.

Kaweeda Adams:

But we would also want to make sure that we have guidance from the board as to what that framework would be. Because there may be, and I'm just using a random example, you may want to have city officials. You may want to have union representation. You may want to have licensed personnel, administrative representation there in that format. So depending on the format that you select, we would need to know the framework that you would like for us to operate in.

Trustee Zamora:

I agree. But we're not voting on the format now, correct?

Nanci Perez:

No.

Kaweeda Adams:

No.

Trustee Zamora:

No. So that's just for us to have in our thoughts, and I just wanted to share my thought before I forgot.

Kaweeda Adams:

Absolutely.

Nanci Perez:
We have some time for that.

Trustee Zamora:
Perfect. And then lower down on the schedule, I see dinner, interview, and breakfast, and I know it says "board." Does that usually include the whole board?

Nanci Perez:
Usually ... I shouldn't say usually. It always looks different. Sometimes it's the whole board. Sometimes it's just the board president and one other member. Right? You have to take into consideration the Open Meetings Act. And Nicole, maybe you can weigh in a little bit on this because I don't think it would be possible for them, the whole board, to be at a dinner or a breakfast with a candidate.

Nicole Malich:
It wouldn't necessarily be impossible, but it would be difficult to maneuver.

Nanci Perez:
So that should be taken into consideration too.

Trustee Zamora:
Thank you. I just wanted to ask those as we prepare.

Nanci Perez:
And we'd want Counsel to weigh in on those issues.

Trustee Zamora:
Thank you.

Trustee Garcia Morales:
If there's an appetite on the board, if there's a desire of board to have potentially multiple, you just got it. Right here. Right here, did you feel it in here? Okay. Thanks. If there is a desire of the board, we could potentially, if this is of an interest, have different meals. Counsel, could we have different meals? Not at the same time, of course, but separate meal times if there's, again, a desire of the board to have a comprehensive setup. But this would be the time to talk about what we hope and desire this opportunity would look like for the candidates. Trustee Guzmán?

Trustee Guzmán:
Thank you. One of the things that I wanted to ask was about this, and I feel like we've beat it to death so I'm going to pass. But I do want the escorted tours and selected school and community. I think that's really important that we highlight where every one of the trustees are from because that will help them make a connection. My district runs from Henderson all the way down to Laughlin. So if I'm driving down to see one of my schools, it's going to take me at least an hour and a half to

Trustee Guzmán:

two hours to see my Laughlin schools, right? So I just kind of want that perspective. And so that kind of thought process is something that, I think, we just need to keep in the front of our mind how large we are.

Trustee Garcia Morales:

Now Trustee Guzmán, thank you for sharing that. And I wonder what it would look like for us to share a school that's in the rural part of our community and maybe a school in the urban portion of our district, and maybe something in-between, keeping in mind that there may be some time to travel to all of those places that would require, and different meals possibly. Thank you for that. And then one thing to consider maybe since we have representation from Moapa already from a focus group, maybe we look at another part of our community that maybe hasn't had a touch point and that's where we go. Something to consider for the group. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

Again, thank you for your patience. So all I want to say really shortly is recommendations because I want us to start planning now. I'm a planner. Could we align the ambassadors with the groups that you already have for listening? I would love to see a student ambassador, a licensed teacher ... Like you had the administrators represented more than once here, a parent ambassador to shepherd them around with whatever schedule is done. And then of course, because there are 11 of us and I was thinking of that, not violating the OMLs, just splitting us up in the day. And I don't have to have a meal with the candidates, whatever needs be. I feel like we would all be flexible for that so that we are giving them the opportunity.

So let's talk about what does that look like now and making sure we have. And then the ask, I guess, and I know this is extreme, is there a way to do a survey with those ambassadors that take the candidates around? I'd love to hear their feedback. It may be a small interaction, but I think we want to garner what is their feel, what is their experience.

Nanci Perez:

I have a feedback form.

Trustee Esparza-Stoffregan:

You have a feedback form?

Nanci Perez:

Yep. Yep, yep.

Trustee Esparza-Stoffregan:

Perfect. That would be just the two things I would love to see as well. Thank you.

Trustee Garcia Morales:

Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. I just appreciate you guys bringing the best practice forward. It's piqued my interest. My question is ...to pique my interest. My question is Trustee Zamora said October 16 to the 23rd and then I might be confused because on the reference 2.02B document, page three, is that something different where it says October 21st through the 25th?

Nanci Perez:

Where are we at now? I'm sorry.

Trustee Bustamante Adams:

It says the superintendent's search planning meeting agenda.

Nanci Perez:

Okay, I know where you're at.

Trustee Bustamante Adams:

And then on three page.

Nanci Perez:

Yes, page three. Thank you.

Yeah, I mean anytime after the 16th where you're adjudicating after the semi-finalists to the time that you're going to have the board meeting to make the finalist selection. So I had the 21 to the 21st. Tonight I think I said 16 to 23, somewhere in that period of time. And I'm sorry that that I said two different things. I was looking at just the calendar and not what I actually had written here. So somewhere between after the 16th, but obviously before the 30th.

Trustee Bustamante Adams:

Before. Okay. That helps me because I am interested in attending the Council of the Great City Schools, so I want to make sure that I can do both and so that's why I was asking. Thank you for the clarity.

Nanci Perez:

And what is the date of the Council of the Great City schools?

Trustee Garcia Morales:

16th through the 20th.

Nanci Perez:

Okay.

Trustee Garcia Morales:

Great. Thank you. I am supportive of select tours of two schools and some sort of forum that exists. I really like that idea because it is come one, come all. It is an invitation to everyone and an opportunity to hear from community at large. Also supportive of meals as well, of some wonderful cuisine locations in our community. I'm thinking pupusas, I'm thinking... Yes. All the delicious food. All right. Okay.

Colleagues, do we need an action on this item if there's a desire? No, it just seems like there is-

Nanci Perez:

Yeah, Trustee Brooks did it.

Trustee Garcia Morales:

... general support for something and then HYA will bring back a template of some sort for us to digest. Right. Super. Perfect.

I do have, before we end this particular section, Nanci, is there anything else from you all? Yeah. Okay. I want to give a moment to... Counsel and Joe, is there anything that you want to add? Yeah, Joe, come on up please. Joe, I take it that you may have some information on potential locations for us. I do want, without us getting fully into the weeds, I just want to remind members that we... Without wanting to have a two-hour discussion on this particular piece, want to turn it over to you so you can give us some guidance or additional insight.

Joe Caruso:

Madam President, members of the board, Trustee Garcia Morales. I appreciate the chance to come back up. So went out and dialed a friend. I appreciate Melissa Gutierrez, our deputy superintendent, she was able to help me identify two options. So we have two middle schools, one in North Las Vegas, Bridger Middle School that we could potentially move the Eldorado site to, and then we have Mac Middle School as a second site we could move also the other site. So instead of doing the two high schools, Mojave and Eldorado, we could do Bridger Middle School, it has the capability of hosting us. And the same with Mac Middle School, those [inaudible 03:10:13]. So then we have one in North Las Vegas, and then we have one, Mac Middle school's right off there Nellis right behind Boulder. [inaudible 03:10:22].

Trustee Garcia Morales:

Thank you.

Joe Caruso:

I think that's a good option. Melissa did confirm with the region that principles are aware and I can formally get that confirmed tomorrow so then we can get that to Nanci's.

Trustee Garcia Morales:

Thank you, Joe. I see Trustee Zamora in the queue. Go ahead, Trustee Zamora.

Trustee Zamora:

I actually really prefer Eldorado High School just because I think it's more in the center of the community and it's just more of the heart of East Side.

Trustee Garcia Morales:

Thank you. Thank you for that clarity, Trustee Zamora. So maybe it's just the North Las Vegas community that Trustee Barron, you had specifically indicated concern over how deep Mojave was in the North Las Vegas region. So would love to have you jump on.

Trustee Barron:

Yeah, Jim Bridger is, I do believe the first middle school in the city of North Vegas and it's probably a pretty good candidate since it's kind of like... Anyhow, it probably needs a makeover anyhow, so it probably a very appropriate place to have a community meeting. I know the principal there, they run a pretty good ship and I'm sure they'll be ready for us.

Trustee Garcia Morales:

Are you good with that? Are you good with the Bridger?

Trustee Barron:

I think it sounds like a good option.

Trustee Garcia Morales:

Cool. Thank you for that. All right, staff, thank you for that Trustee Barron. Thank you Joe for moving so quickly on it and supporting us in consolidating this piece so that members know that it's coming. Appreciate everyone. Super. All right colleagues, thank you HYA, for the support today.

Nanci Perez:

Thank you. Thank you so much.

Trustee Garcia Morales:

Leading up to this moment and moving forward. Looking forward to the next update by HYA later this month on September 12th. Leadership profile report presented to the board. It's coming. Thank you. Okay, thank you colleagues.

We're now going to move on to item 2.03. That's the revision of the 2024/25 calendar of board meetings. Whoa.

2.03 Revision of the 2024 and 2025 Calendar of Board Meetings.

Discussion and possible action on the revision of the calendar of work sessions and regular meetings of the Board of School Trustees for the period September 2024, through December 2024, and January 2025, through December 2025, is requested. **(For Possible Action)** [Contact Person: Evelyn Garcia Morales] (Ref. 2.03) *(According to Governance Policy GP-9: Meeting Planning)*

Motion to allow Joe Caruso to explore additional work session options based on availability and calendaring, and the schedule for board meetings would remain the same in the interim.

Motion: Brooks Second: Zamora Vote: Unanimous

This motion passed.

Trustee Garcia Morales:

Discussion and possible action on the revision of calendar of work sessions and regular meetings with the Board of school trustees for the period of September 4th, 2024 through December 2024 and January 2025 through December 2025. I am your point of contact and I'd love to give you some insights and then take public comment. I do not have anyone for public comment on this particular item. However, if there's anybody in the audience who would like to provide public comment on this item, please do so now. Please submit your card. Otherwise, we'll include you in 3.01.

All right, colleagues, as you're aware, we have a new member of the board and his current responsibilities conflict monthly with serving as a trustee for work sessions. The city of North Las Vegas has their meetings during the same time as our board work sessions, and I stated that I would share this concern with you in an effort to discuss your interest in changing this calendar. Currently, our work sessions are at four p.m. though these were moved a year and a half ago to help accommodate member's schedules given that we work during the day. Also in looking ahead at March 2025, we were informed by the Nevada Association of School Boards, Legislative Day will occur on March 5th, 2025, which is the same day as our work session. So my suggestion is that we cancel that meeting so that we can all be present at the NASB event in Carson City, Nevada. So at this time, I'm willing to entertain discussion and or action to move forward with bringing calendar 2024-2025 forward. Trustee Johnson?

Trustee Johnson:

Yeah, it may be challenging to find times that work for 11 calendars of working professionals, so there will have to be some... I'm happy if you bring forward dates that we can move and we just put them on our calendars and I think some of us will have to make some sacrifices at some points around our work schedules, around ones we can make or cannot make. I don't know if it's going to be reasonable to think that 11 working professionals will find dates even this far in the future that are going to never have conflicts. I'm happy with the one on the fifth. I think it'd be great for us all to go to Carson and I just think we'll have to individually, whether you decide to bring a new calendar forward or this one, there will be conflicts and we'll have to make some sacrifice.

Trustee Garcia Morales:

Thank you. Trustee Cavazos?

Trustee Cavazos:

Thank you Madam President very much for bringing this up. I want to address what my colleague Trustee Johnson just said. This wouldn't be something where it'd be like a special meeting that's

Trustee Cavazos:

just called, this is something where his meeting is Trustee Barron, excuse me, is exactly at the same time as all of our meetings. I do want to say and express public appreciation to Trustee Guzmán because when she came on the board, let's see, I think we had gone from eight o'clock in the morning when I first started I'd have to check with Joe. We used to have first Wednesday of the month at eight o'clock in the morning, and then I think we changed it to what, nine o'clock. And then Trustee Guzmán, very valiantly lobbied to get that changed to another time. And we compromised on four o'clock.

So this would be something where we would have one trustee always having to miss every single work session, not just some of us. He would have to miss it every single time or he'd have to miss the city council meeting, which I assume you had to do today or that you chose to do today because this was very important. So I would be in favor of hearing from my colleagues if they would be good with maybe keeping the first Wednesday of the month, but changing it to a time that we could all have consensus on because this wouldn't be something where it would just be one person missing once in a while. It would be one person missing all the time unless he misses the other thing. So that would be just my suggestion, Madam President.

Trustee Garcia Morales:

Thank you. Trustee Cavazos. Trustee Guzmán?

Trustee Guzmán:

Thank you President. And thank you Trustee Cavazos for recognizing my hard work because it was tough. Not only was it tough to get here at eight a.m. but it was also tough for our community because our community wanted to be involved in our work sessions and they asked us specifically if we could change them and we did. I believe, and I'm sure it was the city of Henderson, but I am sure that it was requested that we go to this later time so that we could accommodate.

I'm concerned changing the time again because it'll look like we're disenfranchising the folks that asked us to go later and to start at four o'clock. But I would like to hear others because the thing is that we were four o'clock as trustees and our meetings when the legislature created the law that added our trustees. So I'm saddened by this, but I know that you guys are going to make me wake up again at an early time and I don't know if I can do it. Just kidding. I'm teasing. But yeah, I get it. I understand the issue. Just know that it'll be hard for me to vote to change the time.

Trustee Garcia Morales:

Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. Was the city of North Las Vegas, aware of our schedule when they made this appointment?

Trustee Garcia Morales:

Every municipality received a letter from the board of Trustees from me that had all of the meeting commitments, including two regular board meetings and a work session and of course, special meetings.

Trustee Brooks:

Thank you. And then what is the ask that we move our meetings to the date or we move them to a different day?

Trustee Garcia Morales:

It could be either or.

Trustee Brooks:

Okay.

Trustee Garcia Morales:

Although we should consider that if we move it to a different date we already have meetings every other week, so there will be weeks where we have double the meetings, meetings back to back like a Thursday, Friday or Wednesday Thursday, for example.

Trustee Brooks:

Thank you. I appreciate the insight. I'm not supportive of shifting to an earlier time because we did that to include the community. I do think that City of North Las Vegas was aware of the challenge that they were creating by appointing one of their members to do double duty. I'm supportive of moving the actual day, but you might run into the same problem. So if you moved it to... I don't know, when does North Las Vegas meet? What is the calendar of North Las Vegas?

Trustee Garcia Morales:

Trustees?

Trustee Brooks:

First Wednesday only?

Trustee Garcia Morales:

First Wednesday.

Trustee Barron:

First and third Wednesday.

Trustee Garcia Morales:

First and third Wednesday.

Trustee Brooks:

Okay. Well, my suggestion would be the first or third Wednesday, because that's the only date that we don't have a meeting, but I'd be supportive of moving it to a different day.

Trustee Garcia Morales:

Okay. Thank you Trustee Barron?

Trustee Barron:

Yeah. What's everybody doing on Thursdays? Our Thursdays full of fun and dance? Thursdays are pretty good, right?

Yeah. First Thursday is probably good. Or hey, [foreign language 03:21:44], right? Tuesdays are probably good for me, first and third. And of course the city knew what they were getting at when they nominated me, but they nominated me because you're not going to find a fiercer defender of the residents of the city of North Las Vegas. Yeah, I get it. I could pull the Star Trek thing. Hey, the needs of the many outweigh the needs of the few, or in this case of the one, but the quintessential part of a democracy is when we actually take in and take in account for those who are in a minority position, and it couldn't be any more democratic to actually include the representative from the one city that time and time again it seems like CCSD kind of left behind. Hey, way back in the day when we only had two so-called Opportunity Schools. Where were they located? Right there in downtown North Las Vegas. What a great place. Kind of like a commentary of the school district back then and what they thought of my community.

Anyhow, I would of course offer to my colleagues here on the school district board of trustees that I think you're going to find that my voice, especially in the long run, is going to add a lot more than what you've had before. And I think that in the long run, I'll add a lot more value to this board than a simple change of date. And I get it. Everyone's got a job, everyone's got lots of things to do, right? But hey, I do believe that a first Tuesday, a first Thursday, is probably a great time. And I do meeting it a little bit later in the afternoon because I do like the idea of the public coming up and showing up after they've had a long day of work and if they could come by and hear us. And of course hear your colleague who represents the city of North Las Vegas, easily about 18% of our city. I think they'd probably appreciate it as well, in my defense.

Trustee Garcia Morales:

Cool. Thank you. You're now part of CCSD. You said CCSD like I just... You are CCSD at the highest level as a board. Perfect. Thank you, Trustee Cavazos?

Trustee Cavazos:

Oh, I was going to let other people who had not spoken yet go in the queue. I already-went.

Trustee Garcia Morales:

Oh, forgive me. Okay. Yep. I just lost track.

Trustee Cavazos:

I just wanted to cycle back after they got done talking.

Trustee Garcia Morales:

All right. Do you want to put yourself back in the queue please? Thank you. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

Thank you, Madam President. So it's been a long work session. I want to go to a solution and I think we can say that without being remiss in not including everybody's voice, I'd like to entertain a motion to shift the calendar to the first Tuesday of every month at four p.m.

Trustee Garcia Morales:

Okay. Thank you. Thank you Trustee Esparza-Stoffregan, I want to take a moment here, willing to support this motion. Joe Caruso, could you come up to the dais for us please? Or to... Yeah, come up. And can you share if there are any specific conflicts that exist at the surface level for Tuesday nights.

Joe Caruso:

Madam President, members of the board, Joe Caruso for the record. So keep in mind, in board policy, we have it set where you have to have your briefing the week prior to your regular board meeting. So traditionally we've done Thursday briefing. If I would remind you that briefings have to be broken up into three sessions because of the number of members. So to avoid that, so pretty much Thursday from 10 until potentially five o'clock are completely blocked out the first and third Thursday of the month because your regular board meetings are the second and fourth Thursday of the month.

Same note, usually the first and third Mondays and Tuesdays in the month, you have your bi-weekly. So keep that in mind that there's 11 of you. So that's 5 hour bi-weekly meetings, so that would have to potentially cause a shift. Also, we have holidays that fall on Mondays, so that pushes things to Tuesdays, we'd have to maneuver the calendar. So just keep those dates in mind. The key thing is agenda review takes place on Tuesday. That's important because you have to have by policy the agenda eight days prior to posting what we've adopted. So we want make sure that you still have that agenda review meeting on Tuesday, time for us to make any changes post on Wednesday, and then do your briefings Thursday and have that agenda out. So just the minutia, devils in the details, but just some things to think about. Okay?

Trustee Garcia Morales:

Thank you for that, Joe. I do want to be present to why we have those bi-weeklies happening, Mondays and Tuesdays, so that members can have information as close as possible together. Because that has been a concern in the past that members are getting multiple different versions of information over a course of time. So I didn't formally put a second, but I just want to note for the record, there is not a second that I am willing to provide at this time given policy and other items

Trustee Garcia Morales:
that are currently conflict with our existing schedule. Trustee Zamora, do you have a second? Not this time. Trustee Cavazos, do you have a second? Is that a yes? You do? Do you have a second?

Trustee Johnson:
You have to turn on her microphone?

Trustee Garcia Morales:
I know, but do you have a... Is it a yes? Got it. Okay. Before I turn it on. Go ahead

Trustee Cavazos:
Madam President, I would like to second that and I would like to thank, I believe that this would still work because I believe on the one-on-ones, I believe that the last one is held at three o'clock I think, three o'clock to four o'clock. The virtual option is also available. So yes, I would like to second this motion. I think that even with it would offer the least invasive changes.

Trustee Garcia Morales:
Okay. Colleagues, we have a motion on the floor and I want to be present to members who are currently in the queue and want to share pieces before we take the vote. Trustee Zamora?

Trustee Zamora:
Thank you, Madam President. My thought was just very much of what Joe mentioned about Thursday specifically. I heard the Thursday being thrown around and just thinking about, we have briefings all day and then sometimes we have to come in, we have... It just wouldn't work on a Thursday, but it's a moot point now because there's a motion.

Trustee Garcia Morales:
Okay. Thank you for stating that into the record anyways. Trustee Brooks?

Trustee Brooks:
Thank you, Madam President. I just want the group to be mindful that three p.m. is not the last time that one-on-ones happen, mine happen at four p.m. and then somebody comes in after me at five p.m. So that is not an option. There also are people who use this meeting space. There's other committees who use this meeting space. So I don't think that it would be wise to make a commitment for any type of scheduling change without actually fully vetting this because you don't know if the space is available. You don't know if the calendar's full. You have to adjust people's work schedules. I understand that we want to be accommodating, but we can't be accommodating to the point where we throw everything into disarray because you need to be a little more methodical about it.

Trustee Garcia Morales:
Okay, thank you for that. There's a couple of members in the queue that I want to turn it over to. Trustee Cavazos?

Trustee Cavazos:

I wasn't sure if the maker of the motion wanted to put her name in there. I don't know if she... You didn't have your name there. All right, so I will ask the maker of the motion and thank you Trustee Brooks for letting me know the additional information. That's why I was looking at Joe Caruso because I thought I had the correct information on those times, but I obviously didn't.

So Thursday's does not sound like a good idea. Tuesday's does not sound like a good idea. Wednesdays we do not want to go to eight o'clock or nine. We want to keep it in the afternoon. How do Mondays sound as far as the one-on-ones? Do we have those at the same times as late on Mondays as we do on Tuesdays, because I honestly don't have that information.

Trustee Garcia Morales:

Joe, can you verify that bi-weeklys take place on Mondays?

Trustee Cavazos:

I know they are Mondays and Tuesday's.

Joe Caruso:

It's a Madam President, members of the board, Trustee Cavazos, to your point. So the challenge is it's 11 schedules. So I know that Carmen does a phenomenal job of trying to work with Katelyn to say, okay, this is the times we could work. And then everything kind of gets backwards mapped for other meetings.

So I think if the ask is to find a date that would work of the week best, I mean it can be challenging Monday afternoon because sometimes you have, for example, with this coming Monday, I think the first one starts at two and goes straight through till five. Normally that goes three until six and then you have two on Tuesday. So it just depends on the day and it depends if there's other conflicts with members. So I think that's something, and that's why traditionally, as you know, when we do the calendar for the board work session and for the regular board meetings, we do it so far in advance so that everyone can kind of plan accordingly to make sure, and it is a challenge. I mean, you're never going to find a date that works perfect. So just things to think about as we go through it.

Trustee Garcia Morales:

Thank you.

Trustee Cavazos:

Thank you. And just a follow-up, it sounds like nothing's left except Friday or Saturday. We're not going there in that... We're not going in that place and we're not going to go on Linda Cavazo's time. Let's have it at 10 o'clock or 12 because that's my favorite time of the day. We're not going there. So I don't know what's left other than maybe to ask the maker of the motion if she would like

Trustee Cavazos:

to rescind that and bring that back. If we could bring that back at a later date and let us do a little bit more research on how we can handle this to as not exclude one of our trustees on a regular basis.

Trustee Garcia Morales:

Thank you. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

I am agreeable. I will rescind my motion.

Trustee Garcia Morales:

Thank you for that. Okay. Trustee Johnson?

Trustee Johnson:

I think to the detriment of excluding others when we make an accommodation, I think we looked at this long-range calendar. We've already made commitments. I'm wondering if two things are possible if the City of North Las Vegas could consider moving some of their meetings to accommodate this, I think is equally important. I'm not saying one is more important than the other. I think it's equally important, and I think they may have more flexibility than us given... They may or may not. I don't know the answer. Or if there's a way that our colleague can alternate between, so that we can continue with the continuity, given all of the complexities of trying to do all the scheduling. So that's my open request is can those two things be explored before we explore moving our things.

Trustee Garcia Morales:

Thank you. Trustee Johnson. Trustee Barron?

Trustee Barron:

Mine is a city of 275,000 people. The breakdown at 40% are Latino, 20% black. We are the only minority majority city in the state of Nevada who just recently voted for the very first black mayor in entire history of the state of Nevada. Again, maybe I haven't made myself clear time and time again my city has gone without. Time and time again when you look at the demographics, it's my city that gets left out of various conversations. Again, it's my city, the one that is least likely to have a licensed teacher in front of its children.

Now I get the fact and I can really appreciate it, that everyone else has an alternative that's different to mine. But I think that with all respect this board's decision and how it would approach, again, a minority member of this council, a former teacher 30 years in, who has been picked by his colleagues to represent their needs to simply ask an entire city government to switch when apparently these are board meetings, that in the past the schedules have been, how should I say, somewhat malleable. I am asking very simply one more time for these colleagues to also consider a community's needs and make a genuine effort to meet the needs of that community. Your decision will be, quite frankly, your commentary on my city.

Trustee Garcia Morales:
Trustee Johnson?

Trustee Johnson:

I appreciate the impassioned plea. I don't want it to be a back and forth or to make it seem like it's a binary decision. My request is that alternatives be explored not to the detriment of a city government saying that they're not going to be valued because I think the same number of people have to be considered when you think about the 300 number of people have to be considered when you think about the 300,000+ students who we are supporting across the county. All of those things have to be considered. And again, not saying one is more important than the other, and we have a finite resource time. So if those other things can be explored, I think we do that before we turn everything upside down, especially given the fact that what was malleable was only because we wanted to be able to best support the needs of our community and so that they can be at these meetings. And the hope is that we provide stability in the cadence of our meetings so that people know when to be here. And they're not expecting a change every 18 months.

Trustee Garcia Morales:

Thank you. I have a question for counsel. Counsel, we've already approved the 2024 board meeting, and there are no significant changes that need to take place other than the discussion of making future changes potentially to times or dates that don't conflict already with our existing systems. Could we at this time look at approving only the 2025 board meeting calendar?

Nicole Malich:

We could, yes. You could take action on just one of them depending on what motion you make.

Trustee Garcia Morales:

One thing I want to highlight to our members is on the 2025 board meeting calendar. On that first full week of January, you have the oath of office, a work session, which is where the officers will be elected, and then the 9th, which is a regular board meeting. I would like to ask members to move that work session to the 15th, if we can look at what that would look like and its impact on staff, but that could give the newest members of the board a chance to breathe and not be given three meetings all in one day.

Trustee Zamora:

[inaudible 03:39:18]. January.

Trustee Garcia Morales:

January. Again, the request is to move January 8th work session to the 15th. Joe, do you see any potential conflicts with that shift? It looks like Joe is reviewing that request and will let us know here shortly. So that would be my motion, colleagues, is to approve the 2025 board meeting pending Joe's review here shortly of the 2025 board meeting calendar, to specifically adopt it with the additional change of moving the January 8th meeting to the January 15th meeting. Joe, go ahead.

Joe Caruso:

Madam President, members of the board, Trustee Garcia Morales to your point. So January 6th, you have your oath of office for the newly elected members. Then January 8th, traditionally your work session meeting would be your appointment of your officers [inaudible 03:40:24]. So you would push that back to the 15th, but then you would have a regular board meeting on the 9th, which would be the previous officers, which potentially you could potentially have, well, we know for sure, a shift. So we'll [inaudible 03:40:43] that way.

Trustee Garcia Morales:

Yeah. So could we move the regular meeting of the 9th? Thank you for that. I'm sorry. I said that out loud, and I don't know why I suggested the 8th.

Joe Caruso:

It's okay.

Trustee Garcia Morales:

Could we move the regular board meeting of the 9th to the 16th? I know that may create some [inaudible 03:41:00] so that-

Joe Caruso:

Madam President, I would probably have to refer that back operationally, because I don't know where we are. That could potentially impact if we have purchasing awards or any memorandums of agreement that could be expiring at the end of the calendar year that would need to come back.

Trustee Garcia Morales:

Mm, okay.

Joe Caruso:

I'm not sure. I would have to reach out to the interim superintendent and ask.

Trustee Garcia Morales:

Well, in either case we should approve a calendar, colleagues, so that we have a clear direction. And then as we get closer, if there is a shift or adjustment that needs to take place, that we can do that at a later work session, maybe in November or December. Otherwise, brace ourselves. So, colleagues, I'm going to make a motion to adopt the 2025 calendar as it stands and encourage there to be a further review of the first week of January meetings. Do I have a second at this time?

We have some members in the queue. I'll go down the queue and then see if there is a second.

Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

Joe, thank you, because I was going to ask, can we consider tabling this vote to allow you time to explore what are some of the options that would accommodate, so that we are not silencing a community or excluding a member, and come back to this decision?

Trustee Garcia Morales:

Thank you. It sounds like that is a possible option. I'm currently looking for a second. If this motion fails, then that could be an option too. Thank you. Trustee Cavazos?

Trustee Cavazos:

I wonder-I'm sorry?

Trustee Garcia Morales:

Oh. I'm sorry, I'm not sure what that is. Are we on the... Okay, go ahead. Trustee Cavazos?

Trustee Cavazos:

Okay. Can you clarify that your motion is to approve the calendar as it is? You said all board meetings. Does that include the work sessions also?

Trustee Garcia Morales:

Yes, I meant all of the meetings that are currently in the board-meeting calendar.

Trustee Cavazos:

Okay, then, no, then I would not be seconding the-

Trustee Garcia Morales:

Okay. Thank you. Thank you.

Trustee Cavazos:

I would... No. Unless you would be willing to amend it to approving the calendar as it stands for the regular board meetings, but not the work sessions until we can come back and look at the options with more discussions and let our staff, including especially Mr. Caruso, to be able to look at those.

Trustee Garcia Morales:

That's okay.

Trustee Cavazos:

Because now I'm looking at the calendars, I'm looking at third Wednesday at four o'clock. I'm looking at all kinds of things. Third Wednesday.

Trustee Garcia Morales:

Okay, very good. No, actually, I think that the board can bring the calendar back at any time to make shifts and adjustments. It sounds like there's maybe a desire of the board to make

Trustee Garcia Morales:

adjustments to work sessions, but that doesn't... I'm trying to make sense of something I just... Counsel just reminded me actually that both the 2024 and the 2025 calendar has been already approved and adopted, so we don't need to actually approve it again, and so I'm actually withdrawing my motion, and I'm open to any additional motions that the members may desire to make changes, if they so desire. Forgive me, wait a second. Counsel? Counsel, counsel? The board meeting... Oh yeah, yeah, never mind. Okay, we're good.

Nicole Malich:

[inaudible 03:44:59]

Trustee Garcia Morales:

Yeah, we're good. Trustee Bustamante Adams?

Trustee Bustamante Adams:

I just had a question for 2025, if you can remind me what you said about NASB in March?

Trustee Garcia Morales:

Yeah. The NASB March legislative meeting... Excuse me. The NASB has a legislative day on March 5th that also overlaps with our existing work session. However, the board, at the discretion of the board president, who creates the agenda, in the past has been able to counsel meetings when there are conflicts.

Trustee Bustamante Adams:

Thank you for the clarity.

Trustee Garcia Morales:

Thank you. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I am actually going to make a motion to explore alternative options and task that with Joe Caruso, but in the interim, the board will adhere to the existing calendar.

Trustee Garcia Morales:

Is that a motion?

Trustee Brooks:

Mm-hmm, yeah.

Trustee Garcia Morales:

All right, that is a motion. Who do I have next? Trustee Cavazos, did you have a second? No. Okay. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. Trustee Brooks, can you repeat your motion?

Trustee Brooks:

Thank you, Madam President. The motion is to allow Joe Caruso to explore additional work session options... What is that? I don't know. Based on availability and calendaring, and the schedule for board meetings would remain the same in the interim, which it would do without a motion.

Trustee Zamora:

Thank you. I would like to second that motion.

Trustee Garcia Morales:

Okay. Thank you very much, Trustee Zamora. Colleagues, we have a motion by Trustee Brooks, a second by Trustee Zamora. Do we have... Actually, could we go back to the queue for a second? Thank you. I thought I saw Trustee... There we go. Thank you, Trustee. Barron? Will this be brief?

Trustee Barron:

I was going to add [inaudible 03:47:18].

Trustee Garcia Morales:

Yeah? All right, brief. Go ahead.

Trustee Barron:

Okay. Just looking ahead here on the 2025 calendar, third Wednesdays work for me if they work for you guys. That's it.

Trustee Garcia Morales:

That's actually not the motion, but the motion is a reminder to direct staff to review what options exist and keeping the calendar as-is at this time. So, colleagues, now we'll take the vote. Thank you. We have a motion by Trustee Brooks, a second by Trustee Zamora. Please cast your vote. Trustee Williams?

Trustee Williams:

Aye.

Trustee Garcia Morales:

Thank you, colleagues. That motion passes seven to zero. Okay. Very good.

Nicole Malich:

Just for Joe's purposes, Trustee Barron, can we get some clarification, on 2025, the third Wednesdays do work?

Trustee Garcia Morales:
Give me one second and I'll turn you on.

Trustee Barron:
Yeah. Third Wednesdays or earlier are fine. It's real simple, the city is first and third Wednesdays at 4:00 p.m.. And if you want to do the third Wednesday in the morning, that works fine, but if not, then again, hey, Tuesday and Thursday seem to be pretty good as well.

Trustee Garcia Morales:
All right. Thank you. Moving on to item- Is that clear, counsel? Does that provide guidance?

Nicole Malich:
Yeah.

Trustee Garcia Morales:
I'm grateful to my colleagues' discussion and hope that, just a reminder, that every municipality received information of meetings that were already on the calendar for 2024/2025, or at least the amount of meetings, and I'm grateful and appreciative to everyone considering the continued responsibilities of the board of trustees when appointing members.

I'm going to move on to item 3.01. That's public comment on items not listed as action items on the agenda.

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

Trustee Garcia Morales:
This is a time for the public to submit public comment or to provide public comment. We're going to begin with the individuals who signed up in advance. If anybody else who would like to provide public comment, please do so now. Submit your yellow card. Otherwise, we'll start with Michael Walker. Are you present? Michael Walker? Kris Robinson? Kenny Belknap followed by Anne Liddle Bennett?

Public Hearing

Kenny Belknap:
Thank you, Madam Chair
Oh. Oh, you're ahead of me? Oh.

Trustee Garcia Morales:
Are you Kris?

Kris Robinson:
[inaudible 03:50:03].

Trustee Garcia Morales:
Hi, Kris, thank you.

Kris Robinson:

Thank you. Good evening. I'm here to speak on behalf of my 7-year-old son, Cameron LeBlanc. On August 12th, at approximately 3:30 p.m., my mother, Cameron's grandmother, informed me that Cameron was missing from the school bus. Despite my older son, Michael, alerting a teacher to Cameron's absence, his serious concerns were dismissed. It took me calling 911 to prompt any action. Not only did I learn from an unknown caller Cam was found near Fort Apache Square, over seven blocks from home, lost and distressed, I have yet to have full understanding as to what happened from Cam being issued the wrong bus tag to when my mother reported him missing to the action CCSD took in an attempt to find him.

This incident reveals critical failures that cannot be ignored. First, a bus tag error. Cameron was given the wrong tag, causing confusion about his bus assignment. Negligence by the staff: Michael's warning was ignored; no one checked on Cameron's whereabouts; and delayed response. We weren't informed until a half hour later that Cameron was not on any bus. There was poor communication with the principal and transportation. Emergency response failures: According to CCSD police report, CCSD police was not notified until 35 minutes after Cameron was reported missing. This not only endangered Cameron but violated CCSD regulation 5113.5, which mandates a comprehensive school safety plan with input from parents and staff to be reviewed annually. This plan must also be accessible to the public, specific notification procedures for missing children, parent, police, assistant regional superintendent, and community relation administrators. None of these procedures were followed and the disregard and lack of communication contributed to the delay in finding Cameron.

I demand an immediate and thorough investigation into the actions and inactions of the school staff and teachers, compliance with communication protocols between the school and bus drivers, and the overall effectiveness and timeliness of the emergency response. I also require a detailed review of the current policies of bus safety, student tracking, and emergency responses as well as concrete plans for improvements.

Today, finally, I spoke to Region One's assistant superintendent, and I expect a swift response, not only for my son's safety, but the safety of all students. I strongly urge the board to take decisive action to address these critical issues, and I appreciate your time today and finally being heard.

Trustee Garcia Morales:

Thank you, Kris, and thank you for showing that you've been in touch with staff. Kenny?

Kenny Belknap:

Good evening, trustees. For the record, my name is Kenny Belknap, I'm a social studies teacher at Liberty High School, and I serve as the vice president of the Clark County Education Association.

Kenny Belknap:

We at CCEA have long believed that Trustee Katie Williams had vacated her Nevada residence for months. Today, the district attorney's office has validated that concern with their findings that Trustee Williams has, in fact, not resided in Nevada. Accordingly, she cannot be a trustee and has been directed to resign or face removal.

We think this is a step in the right direction to bring accountability to this board. However, this is just a first step. CCEA is calling on President Garcia Morales to resign for gross negligence when she ignored community and stakeholder concerns about Williams' lack of residency. In fact, we would argue for an investigation into Garcia Morales and any trustee who had knowledge of Williams' lack of residency. If, in fact, any trustee was complicit in covering up or shielding insight into Williams' residency, then those trustees should resign immediately and start building back trust in this community. Furthermore, all votes that were decided on a 4-3 basis with Williams being in the majority should be vacated during that time since Williams was not a resident in the State of Nevada and not representing the community that she, quote, unquote, "lived in".

Current members of the CCSD trustees should be responsible and move this action today. Finally, CCSD trustees should rescind their policy that prevents trustees from speaking to the media and the community. Under President Garcia Morales, CCSD trustees have been kept insulated from the press and the community, and this meeting tonight is just an example of that. You've been insulated so much that you don't care about the community you serve. You show that with the disdain that you show to Isaac Barron and his leadership for the great city of North Las Vegas.

This was the design that's been used to prevent transparency and accountability. Trustee Williams was the fourth vote for such policies like only the president speaking to the media. This must come to an end. You serve the people, so go out and talk to them. CCSD students, educators, and communities deserve accountability and transparency from their trustees. Let this action by the DA's office be the beginning of a new day. Start building back trust and stop locking everybody out. Thank you.

Trustee Garcia Morales:

Is Anne present? Anne? All right, we have one more. Laura McSwain?

Laura McSwain:

Good evening, Madam President and board. So I'm here following up on the meeting that I attended on the 22nd. I failed to get all of my comments on the record. I took too long. But I want to make sure that the information that I did provide, I did provide a stack of information, backup material, to address the concerns that are out there, not just with me but other people throughout the country, on artificial turf replacing natural sod.

You're probably all aware of the injuries that were sustained at Spring Valley High School a few weeks ago. That's just the tip of the iceberg. You've got pending bids, I'm assuming you're going to be seeing those soon, to a spend of about \$43 million. And part of the information that I provided

Laura McSwain:

was a study by an agronomist from Utah State University that she spells out all the details of artificial turf, natural turf, the differences in expenses, because I think that it was expressed that the CCSD decision to go this direction and replace natural sod had to do with maintenance expense. Studies show widely that it is not a savings. And when you consider the health risks, the heat trajectory, the fact that we're taking out oxygen-creating materials is certainly a concern.

So, I had gone to the website. I was told when I submitted the documents that they would be visible and they'd be on the record. Maybe I don't know where to look, but I haven't seen them. I thought that they would be within minutes, but I'm not finding anything. So I can get with staff and they can maybe share with me how to find that, because I did provide quite a lengthy volume of information. I'm going to submit to you another document. It's really kind of a synopsis of some of the things that I provided. The same document was submitted to the president of the NEA, Vicki Kreidel. She was in the paper today for something, and one of my members, I represent the Water Fairness Coalition, he took that, and I just thought I'd give it to you so that you have it for your use.

I do have some cards and I am available for any questions. This is something that I have been widely researching. I have access to expertise beyond whatever expertise you guys are relying on. I think that this requires a broad conversation. I think that we need to protect our kids. We need to protect our environment. We can do both. There's a lot of technology out there about water savings data, new technology, water savings of like 60%. And if we can save 60% water, preserve our grass, preserve our kids, I think that's a win for the community. I appreciate your time.

Trustee Garcia Morales:

Thank you, Laura. Okay, everyone.

Okay, thank you very much, counsel. Colleagues, I'm really present and aware to a card that was submitted after I made the call for public comment. Sir, I know that you submitted your card. I saw your card was submitted after the fact that we began this item, so unfortunately we are not able to take your public comment card. I did make the announcement at the beginning of the item and asked for it to be submitted before we began. So unfortunately, I'm sorry that staff have... I'm sorry, staff. I'm sorry, a team member team that has to share this information, but this is our protocol for public comment. Thank you.

Okay, colleagues, we're going to move on to 4.01.

Upcoming Meeting of the Board of Trustees

Trustee Garcia Morales:

The next meeting of the board of trustees is Thursday, September 12th at 5:00 p.m. in the boardroom.

Adjourn: 7:40 p.m.

Motion to adjourn.

Motion: Guzmán Second: Bustamante Adams

This motion passed.

Trustee Garcia Morales:

I'd like a motion to adjourn? Trustee Guzmán?

Trustee Guzmán:

I move to adjourn.

Trustee Garcia Morales:

Trustee Bustamante Adams?

Trustee Bustamante Adams:

I second that motion.

Trustee Garcia Morales:

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

Trustee Williams:

Aye.

Trustee Garcia Morales:

Thank you, colleagues. That motion passes seven to zero. The time is 7:40 p.m. Have a good night.