

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

September 12, 2024

5:01 p.m.

Roll Call:	<u>Members Present</u>	<u>Members Absent</u>
	Evelyn Garcia Morales, President	Adam Johnson, Member
	Irene Bustamante Adams, Vice President	
	Lisa Guzmán, Clerk	
	Isaac Barron, Member	
	Lola Brooks, Member	
	Linda P. Cavazos, Member	
	Ramona Esparza-Stoffregan, Member	
	Lisa Satory, Member	
	Brenda Zamora, Member	

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

Trustee Garcia Morales:

All right. I believe Trustee Johnson's on the phone? Not yet. Okay, no worries. Thank you. Thank you for working hard on that one. Are you ready to get started? Yeah? Are we good? Thank you.

Hi. I'd like to welcome everybody today. I'm President Garcia Morales, and I call this regular board meeting of September 12th to order. The time is 5:01 p.m. I'd like to remind everybody to please silence electronic devices. We acknowledge that the land on which we gather is a territorial homelands of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

Flag Salute

Trustee Garcia Morales:

We have the Pledge of Allegiance led by Trustee Guzmán, but I want to go ahead and acknowledge the students before they get started and welcome into the room. The presentation of colors will be led by Sunrise Mountain High School ROTC. That's Daniel Hernandez, cadet staff sergeant, Mia Beatriz, cadet staff sergeant, Jorge Medina Gomez, cadet captain, Daisy Morales, cadet staff sergeant, Daniel Lemon, senior aerospace science instructor, colonel retired United States Air Force. Trustee Guzmán?

Adoption of the Agenda

Motion to adopt the agenda with the following changes, revised reference material is provided for item 2.05 Unified Personnel Employment, and reference material for item 3.01, Superintendent Search.

Motion: Brooks Second: Guzmán Vote: Unanimous

Motion Passed

Trustee Garcia Morales:

Please have a seat. Thank you, students. Trustee Brooks, you're ready to make the motion of the agenda?

Trustee Brooks:

Madam President, members of the board, I'd like to make a motion to adopt the agenda with the following changes. Revised reference material for item 2.05, unified personnel employment. Reference material for item 3.01, superintendent search.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Do I have a second? Trustee Guzmán?

Trustee Guzmán:

I second.

Trustee Garcia Morales:

Thank you. Colleagues, we have a motion by Trustee Brooks, a second by Trustee Guzmán. Please cast your vote. Thank you, colleagues. That motion passes five to zero.

All right. Before I move on and open consent, if there's anybody in the audience who has not had a chance to complete a yellow public speaker card, please do so now. Okay. All right, colleagues. Forgive me, for just one second, I want to touch base and check if Trustee Bustamante Adams is on the line.

Trustee Bustamante Adams:

I'm here.

Trustee Garcia Morales:

Thank you. And Trustee Johnson, are you present? Not yet? Okay, thank you. Given that Trustee Bustamante Adams was on the line while we took the last vote for consent. Excuse me, for adoption of the agenda. I'd like to please recount that vote, redo that vote. So we have a motion colleagues by Trustee Brooks, a second Trustee Guzmán, excuse me. First by Trustee Brooks, a second by Trustee Guzmán. Please cast your vote. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Yay.

Trustee Garcia Morales:

Thank you. Okay, colleagues, that motion passes six to zero.

Adoption of Consent Agenda

Motion to accept the consent agenda.

Motion: Guzmán Second: Brooks Vote: Unanimous

Motion Passed

Trustee Garcia Morales:

All right. We're going to now move on to the consent agenda. If anybody who's in the audience that has not completed their yellow speaker card, please do so now. Once we begin public speakers, we will go ahead and no longer take yellow cards. We'll begin with individuals who signed up in advance. Dr. Bemoll?

Public Hearing

Tiffanie Bemoll:

Good evening. Tiffanie Bemoll for the record. 2.19 is a revision, I think an acceptance for site-based decision-making. Section 3, paragraph G addresses equity and diversity. And Section P addresses information tech services.

Teaching for equity allows the differences to transform the way we think, teach, learn, and act, such that all experiences and ways are being handled with fairness and justice.

Teaching for diversity refers to acknowledging a range of differences in the classroom. It's difficult to teach for equity and diversity with the imbalance of unfunded mandates in CCSD, specifically related to technology.

Chromebooks are required for each student. I love it. I am technology-driven teacher. I flipped my classroom over a decade ago. When we started using Google Classroom, I dove in headfirst and took every PD available to learn what I could to be able to maximize the potential of utilizing technology in the 21st century classroom.

I'm 100% all in when it comes to technology. It is, however, difficult to justify the cost to schools when the schools have to pay for unfunded mandate that every student be issued one-to-one technology with no real consequence for breaking or damaging the technology. Sure, if a student breaks the technology the school can find them. But can the school really do anything about said fines? Not really.

At the end of the day, high schools write up hundreds of dollars in senior fines so seniors can walk at graduation. Schools across our district right now are fundraising for technology needs. There are schools requiring students to sell cookie dough and chocolate bars to be able to afford new Chromebooks. Sites have to decide between a licensed teacher or 300 Chromebooks for students because that's the offset cost. And why, you might ask? Unfunded mandates.

The district requires that schools provide one-to-one technology for each student but does not foot the bill. How is this site-based autonomy working if, according to section three, the district responsibility is ensuring equity and diversity and information tech services are being met, if the schools cannot meet the needs of the students because they cannot afford these unfunded mandates?

You all know I am not a fan of site-based autonomy. I do not think the rules should be different based on the zip codes, and they do, whether you want to admit it or not. But if you're going to sit here and vote on a revised regulation to 2130, which clearly states the district is responsible for equity and diversity and tech services, then do it.

Hold yourself accountable for these sections and fund the mandates you require of your schools. Or let site-based autonomy work the way it's supposed to on paper and let the site-based administrators decipher the one-to-one requirements the way they want so equity and access can go out the window. Thank you.

Trustee Garcia Morales:

Dr. Bemoll, you're a regular at board meetings, and I know you know that anyone who has concerns has a superintendent and her team will be addressing them. But I want to be clear that the district purchases one-on-one technology for all students. Dr. Larsen-Mitchell, can you please come on the mic? I think that there may have been misrepresentation of the insight. Thank you.

Brenda Larsen-Mitchell:

Madam President, Members of the... Sorry.

Trustee Guzmán:

Sorry.

Brenda Larsen-Mitchell:

No worries. Madam President, Members of the board, for the record, Brenda Larsen-Mitchell. I would need to look into that. I don't want to misspeak, president.

Trustee Garcia Morales:

Thank you very much, Dr. Larsen-Mitchell. That concludes public comment. For consent agenda items. At this time, colleagues, I'm looking for a motion. Trustee Guzmán?

Trustee Guzmán:

Madam President, I move to accept the consent agenda.

Trustee Garcia Morales:

Thank you. Trustee Brooks?

Trustee Brooks:

Second.

Trustee Garcia Morales:

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

Trustee Bustamante Adams:

Yay.

Trustee Garcia Morales:

Thank you, colleagues. The motion passes six to zero.

2.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes from the regular meeting of July 11, 2024 is recommended. (For Possible Action) (Ref. 2.01)

2.02 Memorandum of Agreement Between the Clark County School District and Special Olympics Nevada for the Special Olympics Program Unified Champion Schools.

Discussion and possible action on authorization to enter into a Memorandum of Agreement with Special Olympics Nevada for the Special Olympics Program Unified Champion Schools for approximately 62 participating schools initiating whole-school involvement for students with and without disabilities, in an amount not to exceed \$43,300.00, effective September 13, 2024, through September 12, 2025, to be paid from the Student Services Division, Unit 0137, Fiscal Year 2025, Fund 0279, with no impact to the general fund, and for the Interim Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the Memorandum of Agreement, is recommended. (For Possible Action) [Contact Person: Monica Cortez] (Ref. 2.02)

2.03 Warrants.

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 2.03)

2.04 Professional Services Agreement: Paraprofessional Pathway Project.

Discussion and possible action on authorization for the Clark County School District, Human Resources Division to enter in a Professional Services Agreement with the Board of Regents of the Nevada System of Higher Education on behalf of the University of Nevada, Las Vegas, to have services performed to cultivate support professional employees of the Clark County School District to pursue teaching licenses in Nevada through the Paraprofessional Pathway Project, at a cost of up to \$5,000,000.00, effective September 13, 2024, through December 30, 2025, and retroactive payments at a cost of up to \$5,000,000.00 effective August 1, 2022, through July 1, 2024, to be paid through the United States Department of Education, Elementary and Secondary School Emergency Relief (ESSER III) Fund, Fund 0280, Grant 6619021, and 6648023, is recommended. (For Possible Action) [Contact Person: RoAnn Triana] (Ref. 2.04)

2.05 Unified Personnel Employment.

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. (For Possible Action) [Contact Person: RoAnn Triana] (Ref. 2.05).

2.06 Licensed Personnel Employment.

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. (For Possible Action) [Contact Person: RoAnn Triana] (Ref. 2.06)

2.07 Focus: 2024 Strategic Plan Update–Technology Effectiveness and Efficiency Update.

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to SFMO-1(D): Network Connectivity; SFMO-1 (E): Help Desk "on-hold" wait time. (For Possible Action) [Contact Person: Mike Casey] (Ref. 2.07) (*According to Governance Policy B/SE-3: Board Report and Progress Monitoring, B/SE-4: Board Report Content, B/SE-6: Board Report Schedule, and B/SE- 7: Board Response to Board Reports*)

2.08 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$5,476,920.30 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.08)

2.09 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$15,809,900.00 in compliance with Nevada Revised Statutes (NRS) 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.09)

2.10 Amendment Contract Award: School Replacement at Walter Bracken Elementary School.

Discussion and possible action on approval of an amended award of contract to the lowest responsive and responsible bidder for the school replacement at Walter Bracken Elementary School in the amount of \$50,128,700.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001646; and for Brandon McLaughlin, Assistant Superintendent, to act as the Clark County School District Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.10)

2.11 Contract Award: Replace Domestic Boilers at Desert Pines High School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to replace the domestic boilers at Desert Pines High School in the amount of \$227,000.00 to be paid from the Governmental Service Tax, Fund 3400000000, Project C0017189; and for Brandon McLaughlin, Assistant Superintendent, to act as the Clark County School District Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.11)

2.12 Contract Award: Refurbish Gymnasium Floor and Replace Bleachers At Mike O'Callaghan Middle School i3 Learn Academy.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to refurbish gymnasium floor and replace bleachers at Mike O'Callaghan Middle School i3 Learn Academy in the amount of \$309,149.33, to be site-funded, Fund 1000000000, Project C0017734; and for Brandon McLaughlin, Assistant Superintendent, to act as the Clark County School District Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.12)

2.13 Contract Award: Replace Theater Seats at Palo Verde High School.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to replace theater seats at Palo Verde High School in the amount of \$230,631.00, to be site-funded, Fund 1000000000, Project C0017787; and for Brandon McLaughlin, Assistant Superintendent, to act as the Clark County School District Board of Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.13)

2.14 Change in Service: Cimarron-Memorial High School.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$79,800.00, to the agreement for Cimarron-Memorial High School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015065, is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 2.14)

2.15 Change in Service: Crestwood Elementary School.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$10,962.50, to the agreement for Crestwood Elementary School to be paid from the Governmental Services Tax, Fund 3400000000, Project C0014604, is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 2.15)

2.16 Change in Service: Laughlin Junior/Senior High School.

Discussion and possible action on ratification of a change in service to the professional services agreement for a net increase of \$119,100.00, to the agreement for Laughlin Junior/Senior High School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015935, is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 2.16)

2.17 Change Order: Global Community High School and Intake Center.

Discussion and possible action on ratification of the change order for a net increase of \$115,701.37, to the construction contract for Global Community High School and Intake Center (\$115,701.37 – Martin Harris Construction Inc.), is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 2.17)

2.18 Professional Services Agreement: Commissioning Services Comprehensive Modernization at Green Valley High School.

Discussion and possible action on approval to enter into a professional services agreement for design commissioning services with BCC Management, Inc., to provide commissioning services in support of the comprehensive modernization at Green Valley High School, in the amount of \$91,900.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project; C0015058 and for Brandon McLaughlin, Assistant Superintendent, to act as the Clark County School District Board of Trustees' designee for all project documents, is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 2.18)

2.19 Amendment of Clark County School District Regulation 2130.

Discussion and possible action on approval of the amendment of Clark County School District Regulation 2130, District Organization, is recommended. (For Possible Action) [Contact Person: Kellie Kowal-Paul] (Ref. 2.19)

2.20 Amendment of Clark County School District Regulation 5150.

Discussion and possible action on approval of the amendment of Clark County School District Regulation 5150, Health and Welfare: Students, is recommended. (For Possible Action) [Contact Person: Monica Cortez] (Ref. 2.20)

2.21 Grant Applications Multiple Recurring Grants Various Funding Agencies.

Discussion and possible action on authorization to submit applications and implement multiple recurring grants with various anticipated performance periods as indicated in the Recurring Grants table, in an estimated amount of \$3,078,000.00, to be paid from Fund 0279 and/or Fund 0280, with no impact to the general fund, is recommended. (For Possible Action) [Contact Person: Kellie Kowal-Paul] (Ref. 2.21)

Trustee Garcia Morales:

We're going to now move on to the warrants. Trustee Guzmán?

Trustee Guzmán:

Thank you, President Garcia Morales. Ratified warrants as listed in the Bill's payable transmittal and board memorandum number 404/24/25 in the total amount of \$167,686,181.72.

Trustee Garcia Morales:

Thank you for that, Trustee Guzmán.

3.01 Superintendent Search.

Presentation and discussion with Hazard, Young, Attea & Associates, of the draft Leadership Profile which includes the survey report and focus group analysis, and possible action regarding changes to the Leadership Profile. (For Possible Action) [Contact Person: Evelyn Garcia Morales] (Reference material may be provided.) (*According to Governance Policy GP-3: Board Responsibilities*)

No action was taken on this item.

Trustee Garcia Morales:

All right, colleagues, we're going to move on to item 3.01. That's the superintendent search presentation and discussion with HYA Associates of the draft leadership profile, which includes the survey report and focus group analysis and possible action regarding changes to the leadership profile. Okay. I am present that this is an action item. So if anybody would like to provide public comment on it, please submit your yellow cards now. Otherwise, once we begin the presentation, we will no longer be taking yellow cards. Okay. Dr. Joseph, you want to turn on your mic? It is all you.

Shawn Joseph:

Well, good evening, trustees. It's great to see you once again. We have been busy at work preparing for this evening and in the future process that we have tonight. What we wanted to do is just share with you a draft of our leadership profile. And we're communicating it as simply a draft. Remember on the 26th you will actually vote on it. So this is an opportunity to give you an idea of what we're thinking and where we're

Shawn Joseph:

going. The board has the opportunity to give us additional feedback, and then we'll bring it back to you on the 26th.

The profile has been developed by collecting multiple sources of data to develop the leadership profile. And we've arrived at a set of desired characteristics for recruitment and selection of the next superintendent through looking at your strategic plan, interviewing all board members, having individual interviews with individual focus groups, having CCSD meetings, and then the stakeholder survey.

The focus group protocols, again, we've been facilitating focus groups throughout Clark County, and we've asked these three essential questions. What do stakeholders value regarding your schools? What strengths do they arise to retain and build upon? What strengths, I'm sorry, do they desire to retain and build upon? What are the issues this district currently faces? What will you face in the next three to five years? And what personal and professional characteristics are expected in the next superintendent?

And then of course individuals have provided other insights that they felt they wanted to share as well, and we've captured all of those. And when you get the final leadership profile, you'll have a summary from each focus group just to... We kind of summarize what happened there so you can have a high level of what was communicated.

We will have, by the 26th, 51 focus groups offered to constituents to provide input into the development of this draft. We've also had the survey that had 13,749 individuals take it, 48.6% of the people who completed the survey were parents. And you could see the breakdown of all the different stakeholder groups that provided feedback. And so that really helps us to triangulate between the survey data as well as the focus group data that we've gotten as we're going through. And again, knowing we haven't finished focus groups that we do expect this may change, may not, but know that it's just a draft because we've not finished gathering the data from the focus groups, but we will.

The priorities for the future section of the survey illustrates the common desires of respondent groups. Extremely rare are there statements that are the top-rated for every respondent group. Yet here in Clark County, the results show the same top two priorities for every constituent group that we interviewed including students. And the two top priorities that came up were, one, recruit, employ, and retain effective personnel throughout Clark County and its schools. And two, foster a unifying positive professional climate of mutual respect and trust amongst faculty, staff and students.

Additional consensus is seen for the following priorities that were in the survey, to have an effectively plan and manage the long-term financial health of Clark County schools, to provide transparent communication, to establish a culture of high expectations for all students and personnel, and to demonstrate a deep understanding of educational research and emerging best practices.

So as we develop the characteristics, Hazard, Young, and Attea triangulated data from multiple sources to arrive at a set of desired characteristics for the recruitment and selection of the next superintendent for Clark County public schools. But even when there's conflicting, contrasting, inconsistent or contradictory desires are reported, which is normal when you're surveying so many different groups, common themes do emerge that are important to most constituents. It was our job to find the consensus that existed between those disparate groups.

We have five characteristics or themes that emerged from all of this data. And those themes were, one, a superintendent that was relational and who was a transformational leader. Two, a superintendent that was data-driven. Three, a superintendent who would be a strong financial steward. Four, a superintendent who would be an effective communicator. And five, a superintendent who was knowledgeable of Clark County and Nevada proper.

Shawn Joseph:

I'll just briefly go through some of the highlights there. And there's more detail in the actual written profile that I'll be sharing tonight. So I'm not going to read everything to you. I'll just pull some highlights for the public to hear who do not have this at this time.

So as we talk about a relational transformational leader, stakeholders shared that they wanted a leader who could unify the district, who could drive change, restore trust, and rebuild the district's reputation. The person should be accessible, approachable and inclusive. And there were concerns consistently expressed about a culture that was micromanaging, and there seemed to be a lack of trust between district leadership, school-level faculty and staff.

Parents wanted to feel as though they were actual partners and involved in decision-making. Students wanted their voices heard at all levels throughout the organization. And the number one sentiment was to employ a superintendent that knows how to encourage, inspire, and motivate employees and the community to support schools to perform in ways that were meaningful and sustainable for student success.

Across constituent groups, there was an express need for a superintendent that could rebuild morale, prioritize student and teacher well-being, support building-level administrators, and reduce bureaucratic burdens. It was shared that the next leader should be intentional about creating both internal and external infrastructure to effectively collaborate with a multitude of stakeholders. There was also a call for a superintendent who would respect the diversity of the workforce and build strong internal and powerful partnerships within the organization and within community organizations.

So that was what we talked about when we talked about a relational transformational leader. And then as we moved into decision-making, lack of alignment, constant changes in programming, vague reasoning, and unstructured use of resources were words that were used to describe the current reality within Clark County.

Staff in particular shared that they were unclear on how decisions are made, and they're unclear about how curricular resources are selected and implemented within the district. 25% of survey respondents strongly agreed or agreed that Clark County makes decisions based on information from data and research, which means 75% of the community did not feel that in terms of teachers. So that's why we pointed that out.

There was a desire for a clear data-focused plan that all constituents could rally around and understand. And there was a desire for organizational focus by reducing the number of initiatives employed at one time at the school level to focus on execution. Key performance indicators, utilizing data to make decisions, creating an evidence-based culture and a focus on student outcomes were descriptors that were used by stakeholders. And one of the four most important priorities for students and parents was that the next superintendent demonstrate a deep understanding of educational research and emerging best practices and implement strategies.

As we went into financial stewardship, I think a lot of this centered really around multiple stakeholders communicating that the next superintendent really needs to prioritize compensation for teachers and support professionals to remain competitive regionally and nationally within Clark County.

All 11 board members shared that it's important for the next superintendent to have an understanding of finances, but it's more important for the superintendent to ensure that there is an exceptional chief financial officer ensuring that finances are appropriately spent and monitored and support classroom acceleration. And 20% of survey respondents agreed or strongly agreed that Clark County was financially responsible.

And in the stakeholder survey, effectively plan and manage the long-term. Financial health of the district was the third-highest rated priority.

Shawn Joseph:

And then moving into knowledge of Clark County School District, most stakeholders understood that there are a few districts as large as Clark County public schools. So there was an acknowledgment that it's okay if the superintendent came from a mid-sized or a large district. I think what was important to people as they communicated was the person had demonstrated results. And it was also important that the next superintendent understands the complexities of Nevada's legislature and their funding structures. And if they're not from Nevada, they must demonstrate an ability to have strong political acumen and an ability to study and navigate the political structure of Nevada.

Some argued that an internal candidate would have the necessary experience, the connections to the community, and the nuanced understandings of Clark County's complexities, while others equally shared that it's critical to appoint an external candidate who would give outside perspective and address longstanding issues such as ineffective management and instructional improvement and diversity within leadership positions within the district.

And then, finally, an effective communicator. Stakeholders expressed a desire for a leader who is clear and a transparent communicator. 27% of survey respondents agree or strongly agree that there is transparent communication from Clark County. And 26% agree or strongly agree that Clark County provides a clear, compelling vision for the future. Constituents wanted a strong, visionary chief communicator who could speak with sincerity, clarity, and be inspirational, and constituents want to understand why policies and procedures exist and want frequent and transparent communications.

So in summary, these five areas, again, relational transformational, data-driven, someone who would be a strong financial steward and effective communicator, and knowledgeable of Clark County and Nevada proper were the desired characteristics that emerged from the data that we had. And then also included in your packet is information that's connected to the surveys.

In terms of next steps, we will continue with our focus groups. The full report of the focus groups will be provided as an attachment when we complete all of the focus groups. The board can further review this draft and discuss it with me, and I'm happy to make edits. I'll pull my computer out and start capturing notes if you want to share now. And of course you can communicate offline as well. And the revised profile will come to the board on September 26th of this month. And I can open it up for question there.

Trustee Garcia Morales:

Thank you very much, Dr. Joseph. I want to just touch base and see if any of your colleagues are on the phone. Is there anyone else?

Shawn Joseph:

Yes. Yes, we have. We have Dr. Perez and we have Dr. Adams.

Nanci Perez:

Hello. Hi.

Trustee Garcia Morales:

Hi. And-

Shawn Joseph:

Yes, Dr. Perez and Dr. Adams, anything else you'd like to share?

Kaweeda Adams:

Good evening. I'll go ahead and start. Madam President, Members of the board, and for the record, my name is Kaweeda Adams with HYA Associates. It has been outstanding to be able to work and hear from the different focus groups. The elected officials had very good input. While it was a small group, they really expressed that one of the things that they were concerned about was to have someone who had a background in business administration, ethical leadership, and the ability to build deep community relationships. And we've heard that.

The other piece, I have the honor and privilege of hosting and conducting the rural schools focus group. And I think one of the things that was very prominent in their discussion was to have someone who has an understanding of the rural community, and looking for a superintendent who can balance the district-wide policies and the standards with the flexibility needed in the rural areas. So I just wanted to share that, and thank you so very much.

Nanci Perez:

And I'm here tonight to take any questions. I really don't have anything more to add to the comments already made by Ms. Adams and Dr. Joseph. Nanci Perez for the record.

Trustee Garcia Morales:

Thank you very much. I really appreciate that. Thank you all. Before we get started with Q&A or ask questions, I'd love to open it up to public comment. Colleagues, are you good with that? Yeah, thank you for that. I'm going to go ahead and start with individuals signed up in advance. And then that is Kenny Belknap. Are you here, Kenny? Followed by Dr. Bemoll. And then after Dr... Oh, thank you. Go ahead, Kenny. After Dr. Bemoll, Chris Giunchigliani, please.

Public Hearing

Kenny Belknap:

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

The decisions you're making on the search and eventual selection of our next superintendent are by far the most important ones this board will make. The choices will have ripple effects for years to come for the education of our student, this process must be done in a way to build back trust between the community we all serve and CCSD. Former Trustee Williams resigning yesterday was just a first step in building back that trust.

CCEA is calling for a full investigation into the role of President Garcia Morales played in the protection and covering up the fact that Katie Williams did not live in her district. Allegations that she did not live in her district were brought to President Morales' attention back in March and every month since, either she knew and covered for Katie or was negligent in her duties as board president. CCEA is also calling on the board to go back and review all votes and motions that were decided on a 4-3 vote where Williams was in the majority. The students, educators, and communities that you all serve are owed this at least. Trustees can do this. There is no law that prevents trustees from reconsidering previous votes. It is unethical to allow decisions made by someone who couldn't even bother to live in our community, to stand, especially around a decision as important as the one you're making. The students, educators and community you all serve deserve better.

Kenny Belknap:

Last, with the superintendent's search. We believe the cover-up of Katie Williams's residency was part of a bigger inside game being played to see Brenda Larsen-Mitchell named permanent superintendent. Williams has been a part of a voting block on this board, as well as Trustee Brooks and Garcia Morales that have been adamant in seeing Brenda Larsen-Mitchell named the new superintendent. We strongly believe that dragging this out and covering it up was to ensure that there were enough votes to make Brenda Larsen-Mitchell the permanent superintendent.

If this process is to be trusted by the public, we must do the hard work now. And that starts with all of you doing the right thing. Get to the bottom of why a trustee was able to get away with living outside of our state for months, making decisions for our community for months, and go back and revisit all the decisions she made and help make sure that we have a fair process in the selection of our next superintendent. Thank you for your time.

Trustee Garcia Morales:

Dr. Bemoll?

Tiffanie Bemoll:

Tiffanie Bemoll for the record. I participated in the licensed educator focus group. That should not be a shock to anyone. I just want to say Kaweeda was our moderator. She was wonderful. I thought there was an excellent discourse amongst our group and we got some great ideas on the table.

As I have been speaking to my colleagues who also participated in their focus groups, and my students and parents who participated, there is some concern that this might be an in one ear and out the other exercise in futility. I just want to note that a lot of people took a lot of time out of their lives because they have an investment in this district and making the necessary changes to move the needle in the right direction.

We have an investment in true transparency, in honest accountability, in honoring and securing high quality educators, and in making sure our students are getting 21st century skills that will make them viable members of society. We need to make sure these are not just applications to silence the masses. I truly hope the board will take what is being said and really digest it.

The people are speaking have the guts to listen and let them be heard. It's not just about the few of us who show up here. I know you're tired of hearing us. I get it. I'm tired of hearing me too. They showed up at these focus groups though because they wanted to be heard, so let their voices be heard. Your stakeholders deserve that much of you. Thank you.

Trustee Garcia Morales:

Thank you. Chris?

Chris Giunchigliani:

Good evening. Chris Giunchigliani. Asking again, it's time to slow it down a bit. There's no rush. Your calendars are a guideline for you, you can always change your dates. In the long run, this is about doing it right so that you're focusing on the public and the public input that the doctor just shared with us, and I think the public's spot-on as far as we're concerned.

Last meeting, I think Trustee Brooks and Ms. Perez mentioned something about, "Oh, we need to act swiftly." No, we don't. It's about openness, consistency, and fairness. Why is an application out for them before you finish the leadership profile? That's nonsensical to me.

Chris Giunchigliani:

What do you think, they're going to come out loud around and be amended again? Why not do it right in the first place? There's no longer a rush.

I was not surprised. I was thrilled to see that fostering a unified, positive professional climate of mutual respect among faculty, staff, and administration was the second top. I submit that it's at the top because all of those involved with the horror in current administration haven't led by creating a unified, positive professional climate. It's been based on loyalty, retribution, micromanagement, and secrecy. Take the time to find the right person to meet the needs of this district. Thank you.

Trustee Garcia Morales:

I believe that concludes public comment. Thank you. All right. Colleagues, we're going to go ahead, and please jump in the queue if you have questions. And thank you again for adhering to time guidelines so that everyone has equitable time. All right. Trustee Guzmán, you're up first.

Trustee Guzmán:

Okay, I am just setting my time. Okay. I have a couple of questions. I really like this profile. But I'm wondering, because our focus groups are going until later on in September, are you going to have enough time to compile all that data? I'm just curious about this because I've had to compile data for my degrees, and it takes a while.

Nanci Perez:

Thank you for the question. We have been working on this leadership profile since the first focus groups and survey started. As you said, it's an enormous amount of data. And so as you'll notice on this draft, we do not have the summaries for the focus groups complete because the focus groups are not complete. And so we want to make sure that we encompass everybody's voice.

Those may alter slightly the descriptions underneath the key profile areas. It perhaps could even change one of them. But given the enormity of the data that we have from the survey and the focus groups and interviews so far, I think it might add some more dimension, but I don't see the key five areas changing drastically from the rest of the focus groups.

Again, I want to emphasize that those write-ups have not been done yet because they are not complete. And I also wanted to just emphasize that although the application has been live, people go into that application and are modifying it through the deadline date. And that's because just like doing this survey, there's lots of information for people to compile in order to get their application together. And so they absolutely have time from tonight in seeing the first draft through the final draft to make changes before they submit their application.

Trustee Guzmán:

Thank you. I also want to know, because there is so much data and there might be some changes, is there a need for us to extend our timeline? I keep hearing it over and over and over again in our community that there's a need to extend the timeline. I want to know from the people who are actually compiling the data, is there a need?

Shawn Joseph:

I don't believe there's-

Nanci Perez:

Please, go ahead.

Shawn Joseph:

I'm sorry. I would say I don't believe there's a need to slow that down in terms of we have... On this particular team. I mean, you have myself and you have Dr. Montoya who are qualitative researchers, so we deal with large data sets all the time. So actually pulling the data and figuring what's there, that's not very difficult for this particular team.

Trustee Guzmán:

Okay.

Shawn Joseph:

Also, there are I think a number of very strong candidates who are interested and involved, we've been talking to, engaged with. As things come out, they're understanding the process and timeline as we've been talking. So they're right along cue to see things, make the adjustments. They know how to make the adjustments.

No one's feeling pressured or last minute in terms of the process that's involved as we're going through. So I don't think extending would get you any better candidates. I think in fact it could deter some candidates that were in the process and that are actively paying attention to every detail of the process as we're moving through because our timelines have been published. So those who have been involved that we know of.

Because there are people now that don't say anything until the last minute, and we are prepared for that as well. We are clear at the calendar to know once it closes, to really go through that evaluate based upon the profile that will be finalized on the 26th, to be able to come back appropriately on October 2nd. I believe we have it to present an initial slate, or to say to you we don't think that there are enough people here to present a slate.

Trustee Guzmán:

Okay, thank you. Sorry, my time's up.

Trustee Garcia Morales:

Thank you, Trustee Guzmán.

Nanci Perez:

And I just want to further that in terms of the responses for developing the desired characteristics, this leadership profile, it has been extraordinary. I mean, the response rate and the representative nature of those responses have been fantastic.

In fact, I made a little of an analogy in my comments at the last board meeting how we see, especially at the time that we're in right now, all kinds of polls being done about where Americans are leaning on issues. And they're based off of 1,500 to 2,000 respondents, and that's for 300 million Americans. We're making statements about this district, and we have 10 times the number of respondents where we really feel comfortable about making these statements and about bringing you tonight these desired characteristics.

Nanci Perez:

When you look at the number of respondents from the survey, in addition to 1,579 people responded to all of the signup requests to be a part of the different focus groups. Some of them may not have shown up, but then another 103 gave feedback on a evaluation instrument. And so there's plenty of data, no more time is needed. I feel very, very good and confident about how we have triangulated this data and brought together a desired characteristics, a leadership profile for you tonight that is very representative of your community.

As Shawn said, that timeline has been published, people are looking at it, and I do think that that matters. But ultimately the work that we are doing can be and can successfully stay on this timeline through the next month, which is still another six weeks away by the way.

Trustee Garcia Morales:

Thank you. All right, I'm going to move on to the queue. Trustee Barron?

Trustee Barron:

Yes. Thank you, Madam President. I have a question. I actually was able to attend the focus group in North Las Vegas with the elected officials. And after one senator showed up, there was a grand total of seven. In talking to a few of the elected officials that was in contact with, some of them complained that they didn't get any notice about this actually happening until the day before.

And yes, I know life happens. And the elected officials, whether they're a city councilmen, commissioner, state leaders, including some which are going to be probably on the education committee as elected officials here, they want to be heard. They're part of this overall block of the community who their own constituents have questions. They're not just representing themselves, they're representing their community as well.

So my first question is, are we sure that we're actually getting their information out to them? Because apparently many of them are complaining to me that this is just not happening. And number two, we still have a little bit of time left, do you have any suggestions as how we could actually still get their input? Because it looked like, again, we do have a deadline, but this is a constructed deadline.

It's not like when you begin to build a house, sometimes plans change as you're building the house, as realities emerge. And the reality is here. With all respect to the amount of responses here, they're very small compared to the entire amount of people here in the district. We're talking about very small percentages. Sometimes some of them are even less than 1%. And so could you please talk a little bit about that?

Shawn Joseph:

Sure. Well, two things I would say. One, if you have a group of leaders that you know that has not had the opportunity to speak with us that want to speak with us, simply give me their names and I'll make sure that we facilitate a group with them to address their concerns, their important constituents. And that's an easy fix on that one.

The second component, I would say, is you see the draft. Now that you have a draft of the, I forget the number, the over 10,000 people that contributed, I would say ask yourself as you read it, is there something missing? If you think so, share what that is and we'll work towards it. If you feel that the sentiment here is accurate, that it feels right, and you have an opportunity now because you're putting this out to the public for the public to respond and react to it. Maybe we can set something up for the public to get feedback on the actual profile where we can capture data from people as they look at it.

Shawn Joseph:

That could be a second way to help us refine it.

Trustee Garcia Morales:

Thank you. I'm going to put you back in the queue, Trustee Barron, if you have any additional follow up. Trustee Esparza-Stoffegan?

Trustee Esparza-Stoffegan:

Thank you, Dr. Joseph and team. So I am grateful because you, I want to say, upfront have been very responsive to some of the nuances of us having to pivot with the needs of the communities. And for example, I want the public to be aware that there are translators that have been provided by CCSD. So that when they go to a session, that if they need translation services that that will be offered.

What I want to get to is I went to a parent session, and our parents are amazing, so engaged. And so I will tell you a parent made a really, really powerful consideration that I think we are missing. You just talked about something's missing. When would we have an opportunity to take all of what they're saying and actually give it back to the community to have them verify and validate what they're expressing to us? And that was that parent's concern.

Because it's not just about the leadership profile, which is the goal to find the best leader for the district, but are we listening and validating the process that we're doing with the community? So that's a question directly from a parent, and then I do have a technical follow up.

Shawn Joseph:

Yes. So for that, at each focus group, once we're done, we collect and create a paragraph or two describing the themes, what we heard, what we gathered. And we do that immediately after, and then we send that to Nanci. She's the keeper of the piece. On the 26th, what you'll see is the full appendix for each of the groups. You'll be able to see the summary. So for example, I facilitated a workshop with some teachers who are part of Clark County's Educational Association. They'll see my paragraph summary there of what the issues were going through to do that. So that will be provided so people will have all of that data to be able to look and see there.

Trustee Esparza-Stoffegan:

Thank you for that answer. That provides feedback because then the community can go back and verify and say, is this really what we said?

Shawn Joseph:

Yes.

Trustee Esparza-Stoffegan:

So technically, I want to support Trustee Guzmán that I am getting the same questions about the timeline. And I just want to put that out. For example, people that join virtually, they're getting the link the day of and not everyone is checking their emails. We have some of us four emails, so we don't check all of them. So I think that's something with the remaining groups, can we change that process? Can they receive the link ahead of time? Because then they can feel validated and be able to show up and have advanced notice and not just be given a link that day.

Shawn Joseph:

I'll defer to Dr. Perez on that one as she's been-

Nanci Perez:

Yeah, thank you so much. I'm going to step back and answer a bunch of the questions just about the technicalities of setting all these groups up. So we did start sending out announcements back in August with the first group that actually met on the 20th. We also then worked with CCSD where the last were done through your parent link, and that's how students also got the information. They also sent out all the emails to all the employees.

We sent out, for example, elected officials were brought out. We sent emails to them, links to the registrations. We had 105 on our list of elected officials, and they've all received that multiple times. Then what we also do is right before or the day of the different meetings we'll send out reminders. And then people who didn't show up for previous ones that maybe had a last minute conflict or couldn't show up, we'll just include them on the next one to see if maybe we can pick up a few more that maybe had a last minute conflict. We'll also send reminders out to those that signed up for another session but didn't come. We'll include them then in future sessions.

Today, for example, all of the reminders went out for next week's sessions including the links for the virtual sessions. But those will also be sent out again on the day of and right before. We also do highlight on the signup sheets what sessions will be available with translation or a bilingual facilitator, so that's also on the signup sheets.

And then finally, when somebody does go to the website and says, "Hey, I just didn't get a link. I want to participate, but I didn't get an invitation." Those are being monitored in real time. And so as soon as we get anyone that puts forward that they wanted an invite, we then send them the appropriate invite and we document that. There have been 71 individuals that have sent information to HYA saying, "Hey, could I please get more information?" And then we have given them the proper invitation.

Also, I have to say that we do monitor the email that these things are coming from, and so I've gotten some great replies to people who said, "Wow, I can't believe there's somebody that's actually responding to this. We thought it was a bot." And it's like, "No, here I am. What can I do to help you?" And there's just different questions. I think I missed my session. I missed it. Can I go to another one? All of those are also being replied to make sure that we can get as many people as we can involve.

Thank you to the board who did request that the last meeting that those URLs be sent out earlier, and as an example today, they went out for next week. So thank you for that direction, and I just want to say that we did follow through and have changed that. And by the way, there's still nine more opportunities, so it's not over. If there's somebody that still wants to participate, those are out. There's still two more virtual, and then there's still 1, 2, 3, 4, 5, 6, 7 more in-person opportunities to participate next week and the following week.

Shawn Joseph:

I would also add, you have an opportunity now that you have this draft out. If you put it on your website, I would encourage you to put a feedback piece so we can collect that feedback from anyone who reads it, and they can react and know that we'll take the time to read it. This is the opportunity for us to adjust and look. And if someone thinks we got something wrong, tell us and let us take another crack at it. If you think we got it right, tell us and that'll affirm what we saw was there.

Trustee Garcia Morales:

HYA, could you share with us where members of our community can access the list of available focus groups can be found? Where is that? On the website?

Shawn Joseph:

It should be on your website, yes.

Nanci Perez:

Yeah, so on the website is all the information about the search. After tonight, the draft profile will be put there. We can provide that feedback link as well. And then there also is the link to get information invitations to go to any of the additional focus groups.

Trustee Garcia Morales:

Perfect. Thank you very much. I'm going to turn it over to Trustee Satory.

Trustee Satory:

Hi, thank you for the presentation. I have three questions if I may. My first one I did ask before, but I want to circle back to it after attending. I'd ask about previously if we would be able to access the raw data rather than just the summary, and it was to explain that's a large amount of data that we would not be receiving that. However, once I attended the Moapa session with parents, which was for the size of the community, quite pretty well-attended, probably 40 or 50, it was great. It was fantastic. Great feedback, really enjoyed it. So after hearing that, I mean you just gained so much more from actually hearing the conversation and hearing more than just a summary of bullet points. So would it be possible for us to access the raw data or listen to the recordings of those to really be able to get more of a sense of what was stated?

Shawn Joseph:

I'll defer to Dr. Perez.

Nanci Perez:

Yeah. I think we would need to discuss that with also council because there's over 390 pages of raw data, and some of that would need to be redacted given that personal names are in those comments. And so it really would be a pretty heavy lift on council's part. But we serve at the pleasure of the district and of the board. I can tell you I feel very confidently that the sentiments have been included in the desired characteristics and descriptions. If raw data is desired, certainly we have that. It would need to be looked at by council before it is made public as there are personal items that are in those comments.

Trustee Satory:

Okay. Well, again, actually I would say probably not any of the staff ones, administrator staff ones, but maybe the community ones as well. I want them to have their confidentiality for sure. My second question was, it's been discussed about the possibility of extending the timeline. And I understand that HYA, that you guys can get the job done in that amount of time, that I understand that. But based on the circumstances that are taking place with our board, if we were to extend or pause the timeline, would there be any additional cost associated with that?

Shawn Joseph:

No, there's no additional cost.

Trustee Satory:

Okay. Okay, just for clarification. Thank you.

Nanci Perez:

And one of the things that I would say also is the interviews and all of that are being done transparently and openly and in public. Any changes to the timeline could be just on the actual appointment. The actual interviews and people coming forward, that's open to everyone to see there's nothing being done behind closed doors. So I think it's really about what the board decides in terms of when you guys are going to take action. The rest of it I think is all transparent out in the open and can continue.

Trustee Satory:

Mm-hmm. Okay, thank you. Which just kind of lead into my third question. We had talked before about being able to, and this one actually we had discussed, but I wanted to bring up kind of what I had heard in my conversations as well, about the community then being able to give feedback once they hear the interviews and actually see who the applicants are. And we talked about maybe a QR code or something like that or some means for the community to be able to do that. But I did hear that quite repeatedly of are we going to be able to give more feedback once we know who our candidates are?

Shawn Joseph:

The answer is yes.

Trustee Satory:

Okay.

Shawn Joseph:

And we'll work with you on the best method for your community to do that, but there are a number of different ways that could be done.

Trustee Satory:

Okay, thank you.

Trustee Garcia Morales:

Thank you, Trustee Satory. I'm going to turn-

Nanci Perez:

And we have been using QR codes as a result of the sessions where people can give feedback after the focus groups as well, and that's been working well.

Trustee Garcia Morales:

Thank you. I'm going to turn it over to Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President. And again, my colleagues have helped me out by asking some of the questions beforehand. Dr. Joseph and the entire team, thank you so much for this. Very happy with the two top priorities that came out, very much aligned with what I'm hearing.

A couple of questions here. When we are talking about the unified, positive professional climate of mutual trust and respect among faculty, staff and administration, we're not talking about just school sites. We're talking about central and district leadership also?

Shawn Joseph:

Yes.

Trustee Cavazos:

Okay, that was an easy one. Give you that one. Okay. So on the preference for-

Shawn Joseph:

Thank you for starting easy.

Trustee Cavazos:

Throw you one here. So when we are talking about sharp divisions, preference for in a school, let's just say an educational leader as opposed to say somebody may be coming from the corporate background, talking about business acumen, and basically we want the whole package here. Can you give a little bit of information on what the numbers were, the percentage? I've been trying to go through this. We just got this information yesterday. It was a lot to unpack, but I tried. Because that's what I'm hearing from the public also. Can you give me a little bit of elaboration on that, on the preference?

Shawn Joseph:

I don't know how specific I can be. The individuals, the focus groups and the data that I gathered, and I interviewed all 11 board members, so I can give you all 11 board members. Generally, there was a preference for someone with educational experience with being open to someone with other experiences, like it wasn't a hard no for the majority of the board but for...

Trustee Cavazos:

I'm sorry to interrupt, Dr. Joseph. I was actually talking about what we have back from the-

Shawn Joseph:

Yeah, that was in-

Trustee Cavazos:

... focus groups, not so much the board, but more from the focus groups and what's in this profile.

Shawn Joseph:

Yeah. So we have multiple people participating in the focus groups, so I couldn't comfortably give you a percentage or anything.

Trustee Cavazos:

Okay. Too hard.

Shawn Joseph:

I can do that. I can see maybe if Dr. Adams, who's participated in more focus groups than I, could answer that question.

Trustee Cavazos:

Okay. All right, I appreciate that.

Kaweeda Adams:

I can interject if you would like, Madam President, Members of the board. One of the things that's been a general consensus is that the next superintendent would need to have a balance of the education piece, but also understanding how to run and operate a large business. And so it's looking at having the educational background, which among the teachers and administrators and the parents, that was extremely important. But then the backdrop to that is having that background in business and being able to run a large organization.

Trustee Cavazos:

Thank you so much. I appreciate that. How much time do I have, Trustee Guzmán?

Trustee Guzmán:

None.

Trustee Cavazos:

None?

Trustee Garcia Morales:

That concludes your time, but you're welcome to go back into the queue.

Trustee Guzmán:

Yeah.

Trustee Cavazos:

Okay. I think I talked for three minutes. Does it count for both of us?

Trustee Guzmán:

Yes.

Trustee Cavazos:

Oh, it does.

Trustee Garcia Morales:

Thank you. Mm-hmm.

Trustee Cavazos:

Okay. I thought it was just like I was talking and then his answers.

Trustee Garcia Morales:

You're good. Thank you.

Trustee Cavazos:

Okay, I'll put myself back.

Trustee Garcia Morales:

Trustee Barron, you have already gone. Have you gone? No, you have-

Trustee Barron:

[inaudible 01:21:51].

Trustee Garcia Morales:

Yeah, thank you. Thank you for that. I appreciate it. Trustee Brooks is the next, and then you're back on. Okay? Thank you. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President, and welcome. I appreciate the information in your work. It's not uncommon, and I'm sure if you've studied the Clark County School District, it's not uncommon for the board or community to attempt to slow walk something. I'm sure you've experienced this in other communities. My question is what do you think the potential negative impact for the candidate pool is? And also what are some other behaviors that we should be aware of that reduces or negatively impacts the quality of candidates that apply?

Shawn Joseph:

Great question. I do think there's a potential to lose candidates by slowing down because I think candidates look for boards that are clear in what they're looking for, that can work together to come to, that might not agree but are respectful of one another's opinions, allow one another to share opinions, and have a process to come to a conclusion.

I think when boards are seemingly divided and candidates feel like there's no matter what I say, what I do, there's a fix or there's no way I'm going to win this person because of so-and-so, I think that dissuades a candidate from saying, why bother? Particularly in a public search.

I think the challenge that states that have public searches have are that when someone puts themselves out there, particularly Clark County, look, you're the fifth-largest district in the country. Lots of people are going to know who applied for this position, and lots of people are going to watch outside of Clark County. The politics of even engaging are high. Like a person is really risking a lot, particularly if they're sitting in a superintendency at the moment.

Shawn Joseph:

So they want to know, I think more than anything that the process is just fair. And what I've been encouraging in talking to people about is, look, I actually think one of the fairest processes is one such as this where it is public and open. And everybody sees everything at the same time, everybody hears everything at the same time, everybody sees people participating at the same time, and everybody's going to be giving their input at the same time.

I said, that's a good thing if you're a qualified candidate. Like, look, worst case scenario, if you're strong, if you're competent, the world will know you're strong and competent. And if your current board is willing to lose you because there was an opportunity to do a greater good in a place, then I'm sure you'll be hired somewhere else. I mean, worst case scenario. I hate to say it that way, but that's a reality in these type of high stakes interviews. But I do think when people believe the process is fair, there's clarity, there's focus. People do what they say they're going to do and follow through. People are more confident to go into this type of interview, which is very public.

Trustee Brooks:

Thank you. And I'm out of time?

Trustee Garcia Morales:

You are out of time. Do you mind if we go back into the queue?

Trustee Brooks:

Yeah, you're good.

Trustee Garcia Morales:

Thank you. Trustee Barron?

Trustee Barron:

Yeah. Is there a possibility for making contingency plan if for any reason we have to amend the timeline in this board search? And the reason why I ask, and I'm not sure if it's actually going to affect the quality of the people who are going to be applying for this position. I think that probably most of the people who are going to be applying for this position are already superintendents somewhere. They just barely started a school year.

I mean, if we had to go a little bit later, it would kind of probably fit into their timeline. I don't know if you actually want to hire any superintendent who's willing to go ahead and jump ship in the middle of his or her school year anyhow. That being said, could there be a contingency in which we amend this input while the entire superintendent search focus? And the reason why is because this is totally out of your control.

We just had a situation yesterday in which one of the members of this board resigned. And so now a large portion of my city, a city of 275,000 people... Actually, I'm going to be yelled at by our demographic people. It's actually larger than that. The only city of color, now about a half of our city has not been disenfranchised on this board. And so as far as I know, everyone who is a voting member on this board, all of their opinion has to be included. And now a very important person who's supposed to be representing my community is not going to be here to actually weigh these things out.

Shawn Joseph:

We continue to say this is the board's process. Ultimately the board will decide and we will adjust.

Trustee Barron:

So for the record, yes, it can be amended.

Shawn Joseph:

That's correct.

Trustee Barron:

Okay, thank you.

Trustee Garcia Morales:

Trustee Cavazos?

Trustee Cavazos:

Thank you, madam President. I'm going to talk because I didn't know you took up my time. I didn't know that. I'd like to see... I see climate IN here a lot, Dr. Joseph. Thank you guys. Did a great job on that. I'd like to see culture interwoven more with the climate in the parts with the different categories of what the public wants to see. So that's just a comment. But otherwise, I think that you have climate in there a lot. But I think that culture has to be interwoven with that Also.

Also, too, I have to agree with my colleagues who have brought up what I basically call it the feedback loop. Amazing amount of information. There's a big difference between extending the timeline and then just kind of slowing things down a bit. My colleague Trustee Barron brought up that we have an unusual situation right now, so we will have six trustees right now until we go forward with the process. And so we want to make sure that our entire district is represented, not just six districts.

This is something that maybe we can look at. I mean, basically it's not set in stone. And you guys seem extremely skillful and extremely experienced and talented in being able to kind of roll with the punches as far as what we're going to do here. So we have an unusual situation here. I want to make sure that our entire community is represented, and District B matters to me just as much as my district G. So that's that.

The last thing is if we were to do something like slowing it down or amending or revising the timeline, we need to get the October meetings that are now scheduled for 9:00. We need to get those scheduled if they're going to be changed. The committee wants to know, are they going to be at 9:00? Are they going to be at 4:00? I realized 4 of our 11 board members are going to the council conference on October 16th. So I don't hold much hope that that 9:00 is going to be changed, but maybe the other ones could. This is what I do when I find out that you take part my time. So these are all just comments. The only question would be you can work with us on that, right?

Shawn Joseph:

Yes.

Trustee Garcia Morales:

Thank you, Trustee Cavazos.

Trustee Cavazos:

Okay. It's doable. Thank you.

Trustee Garcia Morales:

All right. Trustee...

Trustee Guzmán:

Trustee Cavazos, you have time. You have more time.

Trustee Garcia Morales:

I think we're good. Thank you.

Trustee Cavazos:

[inaudible 01:30:14], Dr. Joseph?

Shawn Joseph:

No, ma'am.

Trustee Garcia Morales:

Thank you. Thank you for your brevity, Trustee Cavazos. Thank you.

Trustee Cavazos:

I wanted to make sure [inaudible 01:30:27].

Trustee Garcia Morales:

You're good, you're good. Thank you. [foreign language 01:30:31]. Trustee Brooks?

Trustee Brooks:

Did Brenda go?

Trustee Garcia Morales:

Trustee Brooks? Did I leapfrog you? I'm sorry. Trustee Zamora, I'm going to turn on your mic.

Trustee Zamora:

Thank you, Madam President. I do have a question as I was reading the leadership profile report, and this is something that I've been pushing for and asking for, the PCG climate culture study that was done. Was that PCG report included in this profile report that was created?

Shawn Joseph:

Not to my knowledge, but I'll defer to-

Nanci Perez:

No.

Shawn Joseph:

Yes.

Brenda Larsen-Mitchell:

Okay.

Nanci Perez:

No.

Trustee Garcia Morales:

Definitively no. However, it was included in the profile when we did the search firm process.

Trustee Zamora:

So if we want to include it this time around-

Shawn Joseph:

Yes.

Trustee Zamora:

... is that something an ask that we can do? Or is that a motion that has to happen?

Trustee Garcia Morales:

Forgive me, Trustee. Zamora.

Trustee Zamora:

No, you're okay.

Trustee Garcia Morales:

Thank you. Something to consider when it comes to the PCG profiles that was done two and a half years ago. Two years ago. So that information, we may have updated data on the administrators, but I mean the analysis... Something to consider, I wanted to put that in the record for you to consider.

Trustee Zamora:

Okay. Okay. So I don't think I got an answer. Was it a motion that needs to happen or is that an ask that we do?

Trustee Garcia Morales:

I believe that's an ask as part of your motion.

Trustee Zamora:

Okay.

Trustee Garcia Morales:

So far the only feedback that we've received in terms of changes would be the trustee Cavazos mentioned culture and climate being more united and intertwined in the report. So that's the one piece that we've heard. If you have that particular piece, whoever's doing the motion should consider including the feedback that's been reviewed. And I'm happy to... Yeah.

Trustee Zamora:

Okay.

Trustee Garcia Morales:

Something to consider.

Trustee Zamora:

Thank you.

Trustee Garcia Morales:

Council, did you have something to add?

Nicole Malich:

Yeah, we're not taking motions on this. They're just listening and getting your guys' feedback. We've done with the legislation topic, for example. We actually didn't need to take public comment either, but it's okay that we did because we can always take more public comment than required.

Trustee Garcia Morales:

Oh, I see. Okay. You're right. Thank you for that. We're grateful for the public comment that was provided. Excellent. Okay, colleagues, I'm going to keep it going here. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. Could you just remind us what the next steps are? We're doing focus group, and then what does the process look like beyond that?

Shawn Joseph:

Yes, so we will finish the focus groups. We will have the profile up on the website, and we'll have a link for people to provide feedback on the profile. Once we finish the focus groups, we'll collect the feedback that was given to us from the community on the profile. We'll make the revisions based upon that, unless you give us other data you'd like us to look at to incorporate. And then on September 26th, we would bring a new revised profile to you for you to review once again and ultimately approve or give us more feedback before you approve it.

Trustee Brooks:

Thank you. And then one question, is that one we're going to determine the length of service that we're going to be offering for this person? Is that the answer?

Nanci Perez:

I'd like to turn that over to Nicole to answer that question about the contract negotiations. Nicole, that was a question from the trustee on length of contract.

Nicole Malich:

Yeah, we can't discuss that today because it's not part of the item that we noticed, but we can certainly bring that back to have that discussion.

Trustee Brooks:

The question was are we going to do it on the 26th?

Nicole Malich:

I don't know if it's slated for the 26. I don't know what's slated for the 26. No contract length. Yeah, I don't know what's slated for the 26 yet.

Trustee Brooks:

Okay, thank you.

Trustee Garcia Morales:

Thank you. All right. I'm going to move on to Trustee Esparza-Stroffegan.

Trustee Esparza-Stroffegan:

Okay. I know you're putting the clock on, Trustee Guzmán. Here we go. So what I'm worried about is what you said about consensus, and I want to come back to that. I'm hearing that we really want to make sure that we have... Ensuring that we are getting our community's feedback, and I want that feedback loop to we have to revisit that we want to look at evaluating that individual's experience. We want to avoid any kind of turnover with this appointment. And then we want to look at strategic planning and alignment as we go ahead.

My concern, and I want to go back to Trustee Barron, although I represent the entire district and I was appointed by Henderson, I grew up in North Las Vegas. And I want to concur with his sentiment about the lack of representation. I know that there could be potentially, and it's happened, Dr. Joseph, because I did my homework, that you could have a split-vote. And if you have a split vote then it could be that that individual would deny even accepting a consideration. Is that correct?

Shawn Joseph:

That's correct.

Trustee Esparza-Stoffregan:

So I really want your opinion on the fact that should we have every district represented here in place with this decision that we're making in your recommendation?

Shawn Joseph:

That is the best practice.

Trustee Esparza-Stoffregan:

Thank you so much.

Trustee Garcia Morales:

All right. Trustee Guzmán, ready to turn on your mic and count your time?

Trustee Guzmán:

I started my time. Thank you. I have actually a question for my fellow Trustee Zamora about the PGP. My question is, because we had done it so long ago, not long ago but two years ago, would it be something that we would share with the candidates rather than use for the leadership profile? Because, and just track me here, it is how the district was under the last superintendent versus what we want through the leadership profile now. That's just my question.

Trustee Garcia Morales:

Trustee Zamora.

Trustee Zamora:

Thank you, Madam President. Thank you, Trustee Guzmán. For the record, it was actually done in May 2023. So it was a year ago. And I keep bringing it up because they actually, yes, it was with the previous superintendent, but they also brought out solutions. I mean, we paid them a of money for them to do this, right?

Trustee Guzmán:

Yes.

Trustee Zamora:

So they had the overview, they brought up recommendations and some solutions for the Board of Trustees to consider and for the superintendent to do. So I think we could do that, and I think we could do both, not just-

Trustee Guzmán:

I like yes and.

Trustee Zamora:

Okay.

Trustee Guzmán:

Yes, yes and. Okay, thank you very much.

Trustee Garcia Morales:

All right. All right. Trustee Cavazos?

Trustee Cavazos:

Actually, Trustee Zamora took care of that. I just want to make sure that we knew that that was in 2023. Thank you.

Trustee Garcia Morales:

It was like a long time ago. Thank you for that. Trustee Barron?

Trustee Barron:

Yes. Thank you, Madam President. Does anyone recall how much the district paid for this study? And the only reason why I say is because it seems like a couple of things that I asked for, like having the... For instance, on Monday, I just found out a couple of days ago, that it was confirmed that we're actually going to have one, I guess, community meeting. Please mark this down on your calendars, Monday the 16th at 6:00 p.m. at Jim Bridger Middle school, and yours truly will certainly be there. I guess I get to miss out on Monday night football. But since there was such a big issue with their money being the question, and \$5,000 here was a big issue, how much did we pay for this study and wouldn't it be a good idea to actually put it into action?

Trustee Garcia Morales:

I think that was more of a statement than a question.

Trustee Barron:

Both. I think it's a question for everybody to consider.

Trustee Garcia Morales:

Thank you for that. Okay, colleagues, I would like to ask a question given that I haven't had a chance to chime in yet. This is more... Thank you. This is a broad... I want to, let's see, kind of raise a consciousness around funding some of the focus group participants and in the surveys from the executive summary. I see you're talking about the having a superintendent who... One of the qualities that they're seeking is to have a superintendent who will advocate for the school district and certainly can navigate complex political environment, right? And I think one thing that may be missing or is not clear is that the superintendent does not control how much money comes to the school district. Those decisions are made by our legislature, and there should be some general understanding that the legislature is on a path to increase and has increased funding at the last legislative session. They have a commission on school funding that are working towards increasing these funds, but it's not guaranteed.

And yeah, I think it's really important to raise our consciousness around that just simply because it is a point of contention. And maybe there's not enough information about how funding works from the state to the school district to then the schools. But I know that the legislature has done a really great job to try to create equity around funding across the board and yet it is a challenge because we were not funded adequately.

Trustee Garcia Morales:

The school board can influence and can advocate, however, the decision-making power lands strictly in the hands of our legislature.

Yeah. So I just want to raise that up as a point so that there's no confusion about the district being the party who can simply just wave the magic wand and add more resources. I know some school districts around the country can increase their ask for tax increase to help fund schools. There's different models that exist out there across the country. CCSD in the state of Nevada specifically, we don't have that authorization from NRS or the legislature.

Okay, that's all I have and that's all I see in the queue. Colleagues, thank you for this rich discussion. HYA, do you all have any other pieces for us?

Shawn Joseph:

No, thank you for the opportunity to let us share.

Nanci Perez:

No.

Trustee Garcia Morales:

Thank you both. Thank you all three, I appreciate you, Dr. Adams, Dr. Perez, and Dr. Shawn Joseph. Thank you for that, colleagues. Wishing you all a great rest of your day.

3.02 Audit Advisory Committee Appointment.

Discussion and possible action to fill a vacancy and appoint one member to the Audit Advisory Committee for a term of two-years, beginning September 12, 2024, through June 30, 2026, is recommended. (For Possible Action) [Contact Person: Evelyn Garcia Morales] (Ref. 3.02) (According to Governance Policy GP-10: Construction of the Agenda)

Motion to approve Joshua Poirier to serve on the Audit Advisory Committee as they meet the committee bylaws.

Motion: Brooks Second: Garcia Morales Vote: Yeses-3 (Brooks, Bustamante Adams, Garcia Morales); Noes-3 (Cavazos, Guzmán, Zamora)

Motion Failed.

Motion to approve Chris Giunchigliani to service on the Audit Advisory Committee.

Motion: Cavazos Second: Guzmán Vote: Yeses-3 (Cavazos, Guzmán, Zamora); Noes-3 (Brooks, Bustamante Adams, Garcia Morales)

Motion Failed.

Trustee Garcia Morales:

We're going to move on. Move it on up. Okay. All right. We're going to move on to item 3.02. That's the Audit Advisory Committee appointment.

Trustee Garcia Morales:

This is an action item to fill a vacancy and appointment. Appoint one member to the Audit Advisory Committee for a term of two years beginning September 2024 through June 2026. It is recommended. Okay, I'm going to pull up. Again, colleagues, this is an action item and so public comment is a lot on this item. If you would like to provide public comment, please submit your yellow card now. Otherwise, once I finish my presentation, I will no longer take yellow cards. Okay. I'm the point of contact for this item and I'm going to go over a couple of things, two things.

One, colleagues, I take full responsibility for the position where we are at right now. During the last vote of this item, council approached me. Council was out of the office... Off the dais, handling a concern that took place in the public, and when she came back she noticed that we did not have a... Council, I'm going to mess this up. She knows. All right. Council, can you please help a colleague please and add your piece around it? But I just want to note, for the record, that I take accountability and appreciate council for bringing it to my attention shortly after the vote and I just kept going. I dismissed it. I asked her to look into it further, the issue of our vote count, and she did and gave us additional information. So, council?

Nicole Malich:

Absolutely, President. Yes, you guys only had five trustees present that night, and the appointee you selected, you passed with a 3-2 vote. And we need a NRS 386.3. 30 requires a quorum of elected members, not a quorum of those present. You essentially took no action, so it's back before the board today.

Trustee Garcia Morales:

Thank you, council. So I'm going to move on to the Audit Advisory Committee bylaws. The role of the Audit Advisory Committee is to advise the board in the following areas, strengthening accountability for the stewardship and efficient use of public funds, providing communication link between the external and internal auditors and the board, enhancing transparency of the district's financial operations, and improving public trust in the honesty and integrity of its public officials.

The policy states various pieces around membership in staggered terms. It also provides that each committee member shall, in the judgment of the board, meet the following criteria, independence, financial expertise. Each committee member shall be a financial expert who possesses the experience and skills necessary to understand complex and technical financial reporting issues with credentials from one or more of the following areas, business, finance, legal, accounting, auditing, and government, and/or corporate finance. One member must have professional expertise in governmental accounting.

And again, this policy provides a variety of pieces that include the importance of financial experience. All right, I'm going to go ahead and take public comment. Colleagues at this time. Thank you. The individuals who we have cards for are Chris Giunchigliani and Vicki Kreidel. Chris, come on up please.

Chris Giunchigliani:

Thank you, Madam President. First I want to thank my Trustee Zamora who asked me to put an application for this position. I'm surprised that you're redoing the vote, but I understand but it wasn't noticed as such. It's really a reconsideration of what you're looking for, and so therefore the agenda is not accurate in my opinion.

But I'm saying I'm just as experienced as the other two applicants, and they are experienced. But I'm better qualified because I understand how government works. That audits are not just numbers, but verifying

Chris Giunchigliani:

policies are clear and also being followed. For example, your internal audit should have made a corrective finding, because CCSD applied for and accepted an insurance check for Lundy but didn't file the state law that requires the check to be deposited with the county treasurer. They should have reported that to audit and it should have been remedied.

I also think your bylaws could use some strengthening as far as how you and what you review and take a look at. When I was at the county, we did not have a county audit committee so I established one. And I think learning through that process, becoming familiar with GAAS and all the other terminologies that are there, I'm well-qualified to be able to deal with this.

In addition to that, if you're questioning the vote. And maybe the legal can deal with this, when you voted to close Lundy, it was a 3-3 vote. So where is this at? Is it just because it was my application? Are we being petty? Or is it something else that's going on as far as that's concerned?

So again, the other two applicants are quite qualified, but they have private sector and they hop from one job to another job to another job if you take a look at it. I have been consistent and have chaired ways and means for most of my time in the legislature. I served on it for 16 years. I think I know how to do budgets. Thank you very much.

Trustee Garcia Morales:

Thank you. Thank you, Chris. Thank you. Vicki, come on up.

Vicki Kreidel:

My name is Vicki Kreidel. I am reading this on behalf of Anna Binder who had an emergency. And she sent this to me. Madam President, members of the board, Interim Superintendent Larsen-Mitchell, I apologize for not being in attendance but did not want to the opportunity. Tonight, you'll be considering the Audit Advisory Committee appointment to fill the vacancy I left.

Of the three candidates, Chris G is the only one comparable to the role that I failed for the community on that committee. She's fierce. She asked the right questions. She wants transparency, accountability. And most importantly, she wants the best for our children, educators, staff, and community.

Chris has dedicated her entire life to public service and is revered with great respect. We understand why you're voting again, but I'd like to state that I believe that Chris deserves the support that I received in my last reappointment. There's a swing vote that could sway to her that was swung to me. If said swing vote isn't had I believe you're going to be a tie vote and nothing will happen. That would be acceptable to leave the seat empty until the new board takes over.

Regardless, I hope the swing voter sees this and applies her thoughts and consideration, supporting Chris G serving you and our district on the Audit Advisory Committee. Thank you.

Trustee Garcia Morales:

Thank you. That concludes public comment. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. When reviewing the applications, there are a couple of questions that were asked. One of them is, do you have professional expertise in government accounting? The other one is, do you have children currently enrolled? The purpose of those is to prioritize people who have this, and also

Trustee Brooks:

the bylaws specifically say that you must be credentialed. So I only see a single applicant available for the board to consider. And I'd like to make a motion to approve Joshua Poirier to serve on the Audit Advisory Committee since he falls in line with the committee bylaws. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Brooks. I am happy to second your motion. I do not see... Forgive me. Yes, thank you. Thank you. I do see members in the queue, and I'll turn it over to them. We have a live motion. So we will turn it over to colleagues first and then call for the vote. Trustee Barron?

Trustee Barron:

Yeah, I took a look at it earlier and I didn't see where there was actually something where it said you had to be actually a credential or license. Or did I miss something?

Trustee Garcia Morales:

Yes.

Trustee Barron:

I did miss it?

Trustee Garcia Morales:

Yes.

Trustee Barron:

Really?

Trustee Garcia Morales:

It is. Yes. It may be because of... I know some of our new members are still kind of getting the hang of it, but we have an Audit Advisory Committee Bylaws and Calendar. We recently passed this, recently adopted in, actually in middle of... A year ago. I know this wasn't attached to it, but it is part of our policies on the website. So the Audit Advisory Committee Bylaws and Calendars, a three-page document details membership, communications, education that's needed for all candidates and responsibilities.

Trustee Barron:

Is it shall or may?

Trustee Garcia Morales:

I'm sorry?

Trustee Barron:

Is it a shall or a may?

Trustee Garcia Morales:

I see, in education? Trustee Brooks, can you please reference what you... Want to make sure we don't cross paths here. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. The sentence reads, they shall have credentials from one or more of the following areas.

Trustee Barron:

One or more. So that doesn't exclude someone like Chris Giunchigliani. It says one or more. And obviously she has, just speaking out for Chris Giunchigliani and probably for the other applicant, one or more. So it's not excluding her, but it would include her. It would not include her in this, but overall she's still included because it's one or more.

Trustee Garcia Morales:

Thank you. Okay.

Trustee Barron:

Unless I don't have any sort of command of the English language.

Trustee Garcia Morales:

Thank you, Trustee Barron. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. Please allow me to read the rest of the sentence. I'll start from the beginning. Each committee member shall be a financial expert who possesses the experience and skills necessary to understand complex and technical financial reporting issues with credentials from one or more of the following areas, business, finance, legal, accounting, auditing, and government and/or corporate finance.

Trustee Garcia Morales:

Thank you. Trustee Cavazos, you're in the queue.

Trustee Cavazos:

Sure am. Okay. So when was this? Can we go over that just a little bit again? First of all, have we maintained that same credentialing requirement over the last few folks that were appointed? When was this changed and is there a definition of credentialing? State, federal, local, what is it?

Trustee Garcia Morales:

Which one do you want to start with first?

Trustee Cavazos:

Any of them.

Trustee Garcia Morales:

Can you repeat your questions?

Trustee Cavazos:

Sure. When was this stated or changed? I think you said January or December of '23 or January of '24. So the credentialing part that Trustee Brooks is speaking of. The last one that we appointed I believe was Anna Binder, which is why we have the vacancy now because she resigned. Was she credentialed?

Trustee Garcia Morales:

I can't speak to what specific changed and when it changed, and whether this was included in that. That's not part of the agenda item here today.

Trustee Cavazos:

That's fine, we can move on.

Trustee Garcia Morales:

Okay.

Trustee Cavazos:

So can we define the specific credentials? Because we just finished listening to Nanci Perez on HYA, a very accomplished woman who is helping basically spearhead our search. And one of the things she talked about was having a balanced individual and having a balanced experience, not only for our superintendent but just in all respects.

What I'm looking at here and all three individuals appear to have very good qualifications. I believe Chris is retired. I believe is retired. I'm looking at the motion that was made for Joshua, and no disrespect to him, amazing experience. He is Formula 1 Las Vegas Grand Prix vice President and Controller. I think they're doing a little bit of preparation for that right now, don't you think? And also having a question about whether there could possibly be some kind of conflicts of interest.

So I am not going to support that motion. I'm still supporting the person I voted for before when we were not informed that the 3-2 vote was not going to stand until six days after the vote. And I just think that if we are going to state that they need to be credentialed, and that is the reason that we need to have a very clear definition of the credentials. Thank you. Like to have that now.

Trustee Garcia Morales:

Trustee Satory?

Trustee Satory:

Yes, thank you. Well, my request would be that if candidates do not qualify based on the credentials, that they should not be brought before the board because I don't think it's reasonable that we are putting candidates through this if we're not going to consider them.

With that being said though, and looking at the candidates, I do think they all three have great resumes and qualifications. I would put my support behind Chris G, because I think this position, the amount of decision making required, requires not only financial knowledge but an understanding of our community, someone

Trustee Satory:

that has been in education. I just think she is very well-rounded in what is required for this position. So I would advocate for her to be appointed for this role.

Trustee Barron:

Interesting.

Trustee Garcia Morales:

Thank you, Trustee Satory.

Trustee Satory:

Sure, I will second. Oh, no sounds what the vote was.

Trustee Barron:

Oh, you're seconding her.

Trustee Satory:

Did you-

Trustee Garcia Morales:

There is a live motion. So until that live motion action takes place, then we can have another motion. Trustee Satory and for the rest of our colleagues, best practice of our board is to bring everyone before the board who applies to all committees.

Trustee Satory:

Okay.

Trustee Garcia Morales:

Thank you. And we can revisit that practice in the future. Thank you. Maybe there's scenario for us to clean up there so that only qualified candidates apply. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. Question for Trustee Brooks. What is the policy or the bylaw number that you were reading from?

Trustee Garcia Morales:

Trustee Brooks?

Trustee Brooks:

It's the bylaws of the Audit Advisory Committee. Each committee has bylaws that govern their behavior including how membership is appointed. And then those bylaws are approved by the board through a public vote.

Trustee Zamora:

Okay. And then President Garcia Morales, you said that we just updated the bylaws to include the credentials last year, no?

Trustee Garcia Morales:

Forgive me, I said I could not reference specifically what was changed. I don't have it at the top of my mind, but those of us who were on the board on June 7th, 2023 passed and approved the bylaw updates.

Trustee Zamora:

So when that was passed, did we go back and audit the Audit Advisory Committee to figure out if they had credentials for the members that are there now?

Trustee Garcia Morales:

The committee members that have a term that's based off of the committee bylaws? So no, we did not go back and audit the audit committee.

Trustee Zamora:

Okay. That was all my questions.

Trustee Garcia Morales:

Thank you. Trustee Esparza-Stroffegan?

Trustee Esparza-Stroffegan:

Thank you, Madam President. So I will say just I did a little bit of homework, and I looked at the existing members of the committee. One is a staff accountant, one has an internal audit experience, CIA, the other one was very comprehensively experienced, does forensic internal audits fraud. Fraud, I'll say that again. Security management, cybersecurity and risk management.

I want to stick with my original support because, Chris Giunchigliani, you're here tonight, and I don't see any of the other candidates that are applying for this. And I've seen you here more than once for the community. You have extensive government experience, which I don't see anyone else on this potential audit group has your experience.

So in order for it to be balanced, I think we should have that perspective of having someone that has created an audit committee, has served as a past legislator, has served as a past commissioner, and has been a former educator. I mean, in this case, I feel that, Chris Giunchigliani, you are overqualified for this committee. So I would say to you that I would put my full support and change, and I did make the motion I believe last time. And I would put my full support behind you.

Trustee Garcia Morales:

Trustee Cavazos, you're in the queue but you've already shared. And it looks like everyone else has shared in the queue. Colleagues, what substantial questions do we have? Thank you, Trustee Cavazos. Trustee Brooks, did you have one more thing before we call for the vote? Trustee Brooks or Trustee Barron.

Trustee Brooks:

Thank you, Madam President. We may very well find ourselves in a position where we don't fill this position, but I do want to remind the board what the definition of credential is. It's a piece of any document that details a qualification, competence, or authority issued to an individual by a third party with a relevant or de facto authority or assumed competence to do so. So there is a definition of what is a credential. I don't think we have to invent a definition, one exists. And the members that are currently serving are credentialed on the Audit Advisory Committee, and the last appointee that left was the only remaining member that did not have a credential.

Trustee Garcia Morales:

Trustee Barron?

Trustee Barron:

Yes. Thank you, again, Madam President. Yes, I don't think that the last member who left, I don't think she left because she was not credentialed. We're talking about qualifications again by the definition. Chris Giunchigliani is not excluded. She actually is included because it says or, and of course she's included because she actually wrote the book about a very similar committee at the county level. So I think if you are entrusted of actually forming a group that does this very same thing, you can't get any more credentialed than that. Thank you.

Trustee Garcia Morales:

Cool. Trustee Esparza-Stoffegan?

Trustee Esparza-Stoffegan:

So I just want to talk about language, because in a previous position I was a commissioner on the state board of education for professional standards, language matters. And just because the word says shall, it does not say must. So I think we need to look at that. And my question would be just because this credentialing changed after the fact, we offer provisionals to teachers. So maybe this candidate could get credentialed after the fact. So that's just me being the problem solver. Thank you.

Trustee Garcia Morales:

Thank you. Trustee Cavazos? And then we're going to call... I'm calling the vote. Please, I don't want to have to do that because... Trustee Cavazos.

Trustee Cavazos:

Thank you. Language does matter. Yes, I am a former English professor, so yeah. I'm going to call your attention to page two of seven on the Audit Advisory Committee appointment. It says highlight your experience or credentials in one or more of the following areas, government or corporate finance, accounting, auditing and/or legal. Your narrative should indicate key parts of your resume or other important aspects of your background that may not be readily apparent. Please attach additional sheets if necessary.

We've already gone over Chris G's application, we know her qualifications, but language does matter. So we may have that on the bylaws, what does it say on the application? On the application it says, "Highlight your experiences or credentials in one or more of the following areas." I would ask my colleagues to please

Trustee Cavazos:

pay attention to that. She's followed the rules, she's filled it out. She has the experience, and she's the type of balanced individual that Nanci Perez just finished telling us about. Thank you.

Trustee Garcia Morales:

All right, colleagues. We have a motion on the floor by Trustee Brooks, a second by yours truly. Please cast your vote. All right, colleagues, we have a motion. Excuse me, a 3-3. So that motion does not pass. And at this time I'll entertain another motion or we can take no action. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. I'd like to take this opportunity with honor to nominate Chris Giunchigliani for our vacant position on the Audit Advisory Committee.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. Trustee Guzmán?

Trustee Guzmán:

I second.

Trustee Garcia Morales:

Okay. Thank you, Trustee Guzmán. Colleagues, we have a motion by Trustee Cavazos, a second by Trustee Guzmán to move to accept Chris Giunchigliani for the Audit Advisory Committee. Please cast your vote. Okay. All right, colleagues, we again have a 3 yay, a 3 no. And at this time we have again another option to take no action or take another motion. I don't see any colleagues in the queue. That is a queue to me that we can move on.

3.03 Public Hearing On and Possible Approval of the Memorandum of Agreement between the Clark County School District and the Clark County Education Association Regarding Extra Pay for Extra Duty Schedule.

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the Memorandum of Agreement between the Clark County School District and the Clark County Education Association regarding extra pay for extra duty schedule. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net at least 8 business hours prior to the scheduled start of the meeting. (For Possible Action) [Contact Person: Jon Okazaki] (Ref. 3.03)

Motion to Approve the Memorandum of Agreement between the Clark County School District and the Clark County Education Association Regarding Extra Pay for Extra Duty Schedule.

Motion: Esparza-Stoffregan Second: Cavazos Vote: Unanimous

Motion passed

Trustee Garcia Morales:

All right, colleagues, we are moving on to item 3.03, public hearing on and possible approval of the memorandum of understanding between the Clark County School District and the Clark County Education Association regarding extra pay for extra duty schedule. Okay. This is an action item, colleagues, so we will be taking public comment. Individuals who have not submitted the yellow public speaker card, please do so now. Otherwise, once we begin the presentation we will no longer accept public comment cards. Say that three times, public comment cards. Mr. Okazaki, welcome.

Jon Okazaki:

Good evening. Good evening, Madam President, Members of the board, Interim Superintendent Dr. Larsen-Mitchell. For the record, I'm Jon Okazaki, general counsel for the Clark County School District.

I'm here tonight to present to you a memorandum of agreement that has been agreed upon by the Clark County School District and the Clark County Education Association. Nevada Revised Statute 288.153 requires that any new, extended or modified collective bargaining agreement term between local government employer and an employee organization be approved by the governing body of the local government employer at a public hearing. That's what we're here for tonight.

CCEA and CCSD drafted the memorandum of agreement that you have before you, amending the language of the 2023-2025 negotiated agreement regarding Article 37. Both parties have bargained for this and agreed to this new language, which addresses the concerns regarding certain extra duty pay categories and pay rates.

There are additional costs in the amount of approximately 700,000 associated with entering into this memorandum agreement. If you look at the attachment to the memorandum of agreement, what we have done here is we have added some positions which exist and have been not covered in the agreement. So we've added those positions. And then also in Article 37.4, we increase the ticket taker salary or pay to \$20 an hour in an effort to get more help in that area. And at this time I'll just answer any questions you may have.

Trustee Garcia Morales:

Thank you. Okay. Before we go into questions, colleagues, I'm going to go ahead and take public comment on this item. I believe we have... Oh, I'm sorry. 3.03. No public comment on 3.03? Okay, great. Super colleagues move right into questions. Trustee Guzmán.

Trustee Guzmán:

I just wanted to make a quick announcement that I was told to do by council that I am no longer with NSCA, so I will be voting on this.

Trustee Garcia Morales:

Thank you for that. Trustee Esparza-Stoffegan?

Trustee Esparza-Stoffegan:

Thank you. Madam President, I know you might want to address further discussion, but I'd like to make a motion to approve 3.03 public hearing and possible approval of the memorandum of agreement between

Trustee Esparza-Stoffregan:

the Clark County School District and the Clark County Education Association regarding extra pay for extra duty.

Trustee Garcia Morales:

Thank you, Trustee Esparza-Stoffregan. Trustee Cavazos?

Trustee Cavazos:

I'd like to second that motion.

Trustee Garcia Morales:

Thank you. Excellent. Colleagues, we have a motion by Trustee Esparza-Stoffregan, a second by Trustee Cavazos. Please cast your vote. Oh, thank you. Colleagues, the motion passes six to zero. Thank you, Jon.

3.04 Transfer of Appropriations Between Funds.

Discussion and possible action on authorization to include the transfer of appropriations between the General Fund 1000000000, Account 5910000000, Function 1000, Program 5200, to the English Language Learners Fund 2060000000, Account 4520000000, Function 0420, Program 1000, in the amount of \$3,612,569.42; and the transfer of appropriations between the General Fund 1000000000, Account 5910000000, Function 1000, Program 5200, to the Federal Projects Fund 2800000000, Account 4520000000, Function 1000, Program 5200, in the amount of \$558,388.52, as recommended by Jason Goudie, Deputy Superintendent of Business Administration and Chief Financial Officer, and to record the transfer in the official Board minutes as required by Nevada Revised Statutes 354.598005, is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 3.04)

Motion to approve the Transfer of Appropriations Between Funds.

Motion: Brooks Second: Bustamante-Adams Vote: Unanimous

Motion passed

Trustee Garcia Morales:

All right colleagues, we're going to move on to the transfer of appropriation between funds. Fund. All right. This is for possible action. So before we open item 3.04, if there's anyone who's not had a chance to submit their yellow public speaker card, please do so now. I'm going to turn it over to Mr. Goudie.

Jason Goudie:

Thank you, Madam President, Members of the board, Interim Superintendent Dr. Larsen-Mitchell. Jason Goudie for the record. So during the final audit process, we identified a couple of areas for which we needed to make transfers in order to complete our financial statements in compliance with the laws.

The first relates to a transfer of approximately \$3.6 million from the general fund into the English Language Learners Fund, which is a separate weighted funding. And that's in order to bring that into balance and ensure that all general administrative costs from Central are covered with general funds as opposed to the weighted funds. So there were some additional increases related to salaries, supplies, and services that were general administrative that needed to be covered by the general fund. So that is the first one.

Jason Goudie:

The second one is that there was a grant for which we did not receive all of the anticipated funding of right around \$560,000. Therefore, we needed to transfer the \$560,000 to that grant fund to balance out and bring it to zero so that we could properly write that out and close that grant. And so those are the two pieces, and I will open it up to any questions.

Trustee Garcia Morales:

Thank you for that. Colleagues, we do not have public comment on this item. However, I'll entertain discussion and a motion. Trustee Barron?

Trustee Barron:

Yes, thank you very much. Just real quick, there's no federal money that's been allocated through any federal grant or anything that will come in conflict with any necessary stipulations or restrictions that will conflict with other funds?

Jason Goudie:

Jason Goudie for the record. I am not sure I understand the questions of you.

Trustee Barron:

Well, just know sometimes we get money that's allocated to school district. Sometimes it comes from the federal government with certain stipulations that it has to be spent for certain things. We don't have any conflicts, right? That's already been scrubbed?

Trustee Garcia Morales:

Do you have a specific example, Trustee Barron?

Trustee Barron:

Yeah. If you take money that's supposed to come in, for instance, for a parks fund, it has to be spent on parks in a municipality. I think people who would be in an audit to me would probably know that.

Trustee Garcia Morales:

I meant specifically about the school district, if you had something specific?

Trustee Barron:

Well, hey, from my own experience in government, I only ask just to make sure that all the money that's being transferred between these different funds are not in conflict. That's all I'm asking.

Jason Goudie:

Jason Goudie for the record. For these two specific pieces, these are not in conflict. There's no grant rules that preclude us from doing this. This is actually required because we actually didn't receive the grant funds. So therefore, there technically is any stipulations around the specific grant funds. And the other EEL and at risk is a separate... It's not technically a grant, it's the weighted funding that relates to the pupil-centered funding plan. So we also have grants on both the revenue side and the expense side that verify

Jason Goudie:

compliance with the different grant requirements. We also go through an annual audit, which we have that. And we also have a number of different NDE audits that address our grants as well.

Trustee Barron:

For the record, they're all in compliance, so we'll be good.

Jason Goudie:

Jason Goudie for the record. I can't say that everything is compliance because I do not know that. We're a large district.

Trustee Barron:

To the best of your knowledge?

Jason Goudie:

To the best of my knowledge, yes.

Trustee Barron:

That's all I'm looking for. That's an answer to my question. Thank you so much.

Trustee Garcia Morales:

Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. Could you provide some insight on why this is required due to this grant?

Jason Goudie:

Jason Goudie for the record. You talking for a legal requirement or what happened to require this transfer?

Trustee Brooks:

What happened?

Jason Goudie:

Okay. Jason Goudie for the record. Madam President, Member of the board, Superintendent Dr. Larsen-Mitchell. There's specific requirements as it relates to grants, and we work with the Nevada Department of Education. There were some transitions at the Nevada Department of Education in the grants department and some transitions of some of the timing as it relates to what we call the final submissions of grants.

During that process there were some miscommunications between CCSD and NDE as to some of the changes that required, and therefore some of the submissions were later than were required. Under some of the changes, we have been subsequently working very closely with the NDE and their staff to identify challenges that we have. And we believe we have a really good process in place now to ensure this doesn't happen in the future.

Trustee Brooks:

Thank you. With that, I'll make a motion to approve this item.

Trustee Garcia Morales:

Thank you, Trustee Brooks. I'm going to turn it over to colleagues who are in the queue before we... To see if there is seconds and or just a second. Is there a second in the queue?

Trustee Guzmán:

Yes.

Trustee Garcia Morales:

Okay. Go ahead, Trustee Bustamante Adams.

Trustee Bustamante Adams:

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

Trustee Garcia Morales:

Thank you. Okay, colleagues, we have a motion by Trustee Brooks, a second by Trustee Bustamante Adams. Please cast your vote. Sorry, sorry, sorry. All right, colleagues, thank you very much. Thank you. The motion passes six to zero. Thank you, Mr. Goudie.

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

Trustee Garcia Morales:

All right, colleagues, we're going to move on to item 4.01. That's public comment on items not listed as action items on the agenda. Before I open item 4.01, is there anybody who has not had a chance to complete their public speaker card? If not, please do so now. This is not WWE. I don't know what that was, but here we are. All right. Is Mr. Bayless present? Okay, it looks like we've got some cards coming in, so we will allow those cards to come in.

Excellent. Okay, I think that completes yellow public speaker cards. We've got Dr. Bemoll, come on up. After Dr. Bemoll we will have Fernando Romero.

Public Hearing

Tiffanie Bemoll:

Good evening. Tiffanie Bemoll for the record. Having recently moved schools for the first time in my career and getting to see a different side of the coin, it's a bit of a shock to me how different interpretations of these grading guidelines can be for different students, schools, teachers, days of the week, it seems. What are we even doing? Sometimes I don't feel like I know.

I teach high school. There's a big push for career and college readiness. And I've had some amazing principals who've wondered with me, sorry, what the frig happens the day after graduation. Our students must be ready for the rigor of college careers, trade schools, the military. They must be ready for whatever

Tiffanie Bemoll:

the next step is. The minute they step off the stage at the Thomas & Mack or the Orleans, they're entering into the next chapter, the now what?

Our students must understand the relevance of what they're learning in their classes. It should definitely be more than because the adult said so or because the state said so, or because the standardized test said so. Relevance to the how and the why, they need this for the day after graduation. That should be a focus and consideration for these learning intentions and success criteria, right?

What does this have to do with the day after graduation? What are we doing? Have you looked at the standards for kindergarten? Write three sentences by the end of the first month of school. Rate it a first grade Lexile score by the end of the first semester. Do first grade math by the end of kindergarten school year? High expectation, high reward, right?

So let's maintain that momentum throughout middle school and high school. Keep those high expectations and prepare these students for the day after graduation for career in college and trade school in the military and whatever else. Are the grading criteria really preparing our students for career in college and the day after graduation? Is the minimum F helpful or a hindrance? Thank you.

Trustee Garcia Morales:

Thank you. Fernando?

Fernando Romero:

[foreign language 02:20:34], Madam President, Superintendent Brenda Larsen-Mitchell, Board of Trustees. My name is Fernando Romero, 57-year member of this community. A few months ago I contacted District Attorney Steve Wilson regarding a rumor that was floating around, that Trustee Katie Williams, not only not residing in the district but supposedly represented, but that she was not even residing in Las Vegas. She was living and working in a different state. DA Wilson answered that he was aware of it.

Today, September 12, I found out that Trustee Williams had resigned on the board, day late and the dollar short. This is to inform this body that I will formally ask the DA to continue his investigation to include When President Evelyn Garcia Morales was made aware that Ms. Williams was no longer residing in Las Vegas and her district, and why she, Ms. Garcia Morales, continued to refrain from divulging this and why she continued to allow Ms. Williams to vote on certain issues that otherwise would've had different results. I'm sure the students of Lundy will also be glad of this.

I will ask the DA if felony charges can be brought against Garcia Morales and other elected board members who may have been in collusion with Trustee Williams, and in fact also she was not residing in the district. Thank you.

Trustee Garcia Morales:

Thank you. Sandra Tomburo? Present? Sandra, come on up. Followed by Donna. Donna, you're going to have to teach me your last name, Samatulski.

Sandra Tomburo:

Good evening everyone. My name is Sandra Tomburo. As a matter of general public interest, I want to address the critical labor shortage and non-board approved MOA that went into effect on May 21st, 2024. I stand before the board and your Interim Superintendent Larsen-Mitchell once again.

Sandra Tomburo:

Unfortunately, I'm alone this evening because two of my colleagues are addressing serious family concerns. Sadly, one is tending to a very sick father and the other is grieving the death of an immediate family member. But please understand, we as a team will continue to address what we consider to be an inequity within CCSD's Pay Scales.

As previously stated, we, a small group of current teachers, have been isolated and discriminated against the subgroup who I'm referring to are CCSD employees. All who started out as teachers, eventually within their careers became administrators and then retired. Now during this critical labor shortage, we dedicated CCSD employees have all agreed to return to the classroom to help CCSD fill the much-needed vacancy positions.

We are all highly qualified, knowledgeable, and skilled licensed teachers. We all were provided written offers between January of 2024 and May 21st of 2024 using one pay scale. This pay scale is the same pay scale that has been used to pay other administrators who fall into the same category as us for the last 10 or more years.

For what appears to be discriminatory, if not vindictive reasons, a new MOA was signed on May 21st, 2024 to switch the pay scale to that which was used to determine our pay. This new but technically old transitional pay scale was created and used back in 2015, almost 10 years ago. It has not been updated or revised to reflect any of the salary increases that were adopted over the years. It does not even take into consideration the basic cost of living increase for the last 10 years.

This swapped out pay scale reduced our salaries from between 35,000 to \$50,000 depending on the individual's experience and education. Each one of us was provided our offer in writing. We signed it as well as the district representative. We made life decisions and commitments based on this agreed-upon salary offer. Now we are receiving salaries that are drastically below what we deserve. They're dramatically lower than our colleagues who work in the same school as us.

I myself left the charter to return to CCSD and brought a fellow colleague with me. I have over 30 years of experience and more than a master's degree. He is a second-year teacher and is making \$10,000 more, yet I am mentoring and supporting him. How is this possible? We, this very small subgroup, are not asking for anything more than our colleagues and peers are earning. We don't want anything more than we were initially offered.

We have been told that the MOA was adopted because of a mistake that was being corrected. This was not a mistake. This was a bait-and-switch. There are employees who are currently working at this very time who are being paid using that original pay scale, which our initial offer was based on. Their salaries were not reduced. It is merely because they signed their contracts before the unfair MOA was signed. We want the salary to-

Trustee Garcia Morales:

Thank you. Vicki Kreidel? I'm sorry. I mentioned Donna. No, that was Donna. Donna, Donna. Yes, thank you. Donna, you're up, followed by Vicki Kreidel and Beatrice Rubio.

Donna Samatulski:

Good evening trustees. My name is Donna Samatulski, and I reside in District B. I thank you for the opportunity to ask questions regarding the actions of Katie Williams. As President Morales and Trustee Brooks were aware that Trustee Williams was not living in District B nor in the state of Nevada when she was allowed to vote on several crucial issues, my questions are do those votes stand? Question two, was

Donna Samatulski:

Katie Williams paid \$750 for each meeting when she voted while not in compliance with residents requirements? And number three, has either trustees mentioned been held accountable for allowing these requirements to be ignored? Katie Williams abused my trust in her as an elected official. I now look for accountability from the board how this was allowed to happen. Thank you.

Trustee Garcia Morales:

Go ahead, Vicki.

Vicki Kreidel:

Good evening. My name is Vicki Kreidel. I'm a reading teacher in Clark County School District, and I'm the president of NEA of Southern Nevada. Tonight I'm here to talk about LETRS training.

I've been getting a lot of members and colleagues who are very concerned about how this is being rolled out. For those of you who don't know, LETRS training is Sanskrit language essentials for teachers of reading and spelling. It's created by Lexia. I believe it has a lot of valuable components, things that, especially if you're inexperienced reading teacher, that you need to know.

The problem is it's a two-year training, requires approximately 300 hours of educators. Some of it on their own time. It's being required of all licensed educators. I even have some friends who are counselors, no longer in the classroom, not teaching anything, and they're having to do this training. Some administrators are paying the teachers for their time outside of the contract day to do the homework, some are not.

It's a directive, the director from the district. So it's being required of everybody including myself, but some people are paying teachers for their time and some are not. I'm asking you to please make sure that everyone is getting paid for their time outside of the contract day. You're going to lose a lot of people if you push everyone to do the training and you don't compensate people for their time outside of the contract day.

The other thing is someone brought up a good point. They said with all the scripted curriculum that we use now, we're directed for instructional minutes. Every moment is accounted for in our instructional day, why is this still necessary? Because we're using a curriculum. We're being told what small groups we're doing, what we're teaching in small group, what we're teaching during our instructional day, what curriculum we have to use. The pacing is all given to us, so why is this still necessary? The educators are asking me this question, and I don't know the answer to it. That's it. Thank you very much.

Trustee Garcia Morales:

Thank you, Vicki. Beatrice?

Beatrice Rubio:

Good evening. My name is Beatrice Rubio, and I am here to express my continued concern regarding the mistreatment I experienced within the TISS division, specifically under the management of Jessica Fry and Marilyn Delman, which I have raised previously.

In February, Jessica Fry informed me that I did not pass my probation due to an alleged incompatibility despite my performance records indicated otherwise. When I questioned this decision, she asserted that it was within her authority to make such decision. I escalated the matter, Marilyn Delman. But despite reviewing my performance documentation, maintain that the decision was final and ultimately hers.

Beatrice Rubio:

She stated that following the chain of command I needed to speak with Brenda Larsen-Mitchell as a next step. But Brenda Larsen-Mitchell, Jessica Fry, and Elva Espinosa are friends. So their friends, nothing's going to happen. However, when discussing this with Brenda Larsen-Mitchell, she stated that it was irrelevant whether they had a friendship or not.

Given the connections between Brenda Larsen-Mitchell, Jessica Fry, and Elva Espinosa, I feel that my case may not given a fair and impartial review. I have followed the chain of command as advised, but the lack of resolution in apparent conflict of interest have left me feeling that my concerns are being systematically ignored. I respectfully request that this matter be reviewed by an independent party to ensure a fair evaluation of the situation and address the procedural issues I have encountered. Thank you.

Trustee Garcia Morales:

Is Mrs. Denise Paxton present? Followed by Kamilah Bywaters.

Denise Paxton:

Good evening, trustees and interim superintendent. My name is Denise Paxton. I am the professional learning director for the Nevada Center for Civic Engagement. Our motto is engaging, empowering civics. We are Nevada's home to civic engagement. We believe in service above self. We practice and promote integrity and civility. We champion student-centered experiences, and we are nonpartisan.

This morning at the NOW of Learning Conference here in Las Vegas, Adriana King, who's associated with Workforce Connections, shared a quote, that we are not judging employees by what they know, but what they can do with what they know. And this is the need now and in the future for our students to have what we now cite durable skills formerly known as soft skills.

The durable skills align with the disciplinary skills in the Nevada State content standards for social studies and should be taught across all content areas. Through inquiry, student-driven, authentic learning experiences that the Nevada Center for Civic engagement supports, these programs build the durable skills within our students, our workforce, and ultimately across our state. Our mission is to open doors to democracy by supporting teachers, empowering students, and engaging the community for a more educated Nevada.

My purpose to be here before you tonight is to share with you some of the programs that we can offer and support teachers and students within Clark County to help build those durable skills. We are the Home to National History Day in Nevada, KidVention and mock election. We the people ask the expert in Law Day.

A couple of the opportunities, I'll go very quickly. This Saturday we are hosting a workshop called Spark Curiosity, which is a training for 4th through 12th grade teachers for National History Day. Teachers will receive stipends, they will receive funding for classroom supplies as well as classroom support from us. September 17th is the kickoff for mock election through KidVention, and it was previously housed by kids in voting supported by former Senator Joyce Woodhouse, who is now on our board. We're really excited about. And the ballots are no longer... Shoot. Nevada ballots they are kid focused to... And I do have more, but I know I don't have time [inaudible 02:35:21].

Trustee Garcia Morales:

Yes, thank you. Thank you. Thank you. Please leave them with Caitlin. We really appreciate your time. Miss Bywaters?

Kamilah Bywaters:

Kamilah Bywaters candidate for the board of school trustees in District E, President of the Las Vegas Alliance of Black School Educators. You all are just absolutely amazing. I continue to get phone calls about the continued madness that continues to be this board. Some of you are going out with the bang.

Here is what the community is asking, President Garcia Morales and Vice President Irene Bustamante, and to the board attorney, that we have a special meeting to get an appointed trustee. Today there were votes made without representation of an entire community. That is unacceptable. Unacceptable. And this has continued to happen. And we're talking about you had a whole HYA is here talking about best practices. Once it was found out that this young lady had left her seat, disregarded and disrespected her community, we should have had special meaning to move forward with a process.

It is clear that some of you, and the community knows who the some of you are, we don't need to say those names. We know. It is clear that you disregard this community, and the community is ready for some of you to resign because you've done us a disservice. We couldn't even make a decision on an individual who would serve this community properly today in Chris G. We could not make that decision. I don't even know if you're going to be able to make a decision about an appointed person.

And then I'm flabbergasted to hear that today we heard that we're not sure if all monies are in compliance. I'm so glad that we have our appointed board members here asking and our seasoned board members holding our elected accountable and asking questions about language. I cannot wait to get on this board so that we can do a review and revision and update of all of the policies. A disservice.

The young lady that just came up has valid concerns. It has been, "Oh, she knows this person. He knows this person. They're not going to serve me appropriately." And if that's how she feels, that's how she feels. The community is tired, and we know that you're going to do what you want to do. We know that.

Last thing. You have candidates who are going to be coming. I am asking that you have a process for them to be able to have a question and answer with the people who are applying to be a superintendent. I heard you mention we care about them for the scheduling, so let's consider that as well.

Trustee Garcia Morales:

Eileen Eady, come on up please. Oh, did I miss Denise Pax... Oh, Denise already spoke. Yep, thank you. Kamilah is already on board. Eileen, come on up. Eady, Eady, teach me. Tell me, tell me.

Eileen Eady:

It's Eady. Just like the letters, E-D. Eileen Eady for the record. When I was teaching, we learned that when we were doing parent-teacher conferences, we need to give two positives before we lead with a negative.

So first of all, I want to say thank you for serving. Thank you for being up there. Thank you for representing our communities and making decisions that affect them every day. I would also like to thank Trustee Cavazos, Trustee Zamora, Trustee Guzmán, Trustee Esparza-Stroffegan. Hope I said that correct. Trustee Satory and Trustee... I'm sorry, I may be forgetting. I wasn't quite ready. The five of you who signed the form asking for an investigation into whether or not Katie Williams is actually living here. Thank you for that.

District B would be without adequate leadership for quite a while now. She missed what? 15 meetings? Why did it take so long for us to look into that? We need some kind of a policy on the books so that this doesn't happen again. In the process of her not being here, we've had parents calling for the resignation of a principal and we have closed a school. This is abominable. It's not okay. This is not how we serve our community, and we certainly are not doing it with fidelity.

Eileen Eady:

You are stewards of these schools. 300,000 kids are counting on us to do the right thing. We have let someone make votes she should not have made. And whether you agree with her or not, it shouldn't have happened. We need to immediately re-examine those votes. We need to seek with council and figure out how we do that. We need to figure out how this doesn't happen again. And we need to also make sure that in the future we are allowed as trustees to be a part of the community, to be present in the schools, and to be someone that our community and our staff looks at as a resource. That is helpful. Thank you.

Trustee Garcia Morales:

Chris Giunchigliani?

Chris Giunchigliani:

Thank you, Madam President, Madam Superintendent. Chris Giunchigliani. The issue of Trustee Williams isn't over. But before I start into that, I wanted to thank you for your kind comments. And for those that voted against me, that's your right to do. I don't have a problem with that, okay? But I don't tweet. I just got a tweet, Katie Williams, "How's that feel, Chris G?" How tacky or petty is that?

All right. Now, so the issue is not over. She was being paid with public tax dollars, so the public should know as of what date, the investigation was determined by Metro that she moved. This issue of collusion and cover-up enabled by your DA, other trustees and staff need to be made public. Some of you knew, and that's wrongful exercise of your official power if you're an elected.

You had it and still have a duty to disclose laws being broken, which include assisting her to deceive, to call in, to decide what meetings to come in person for. All of that is form a collusion, which is illegal. Your DA has to follow the Supreme Court of Code of Conduct as well, and helping to conceal a crime violates that code of conduct. The barb would need to be investigated on that part of it.

The issue comes down to who knew and who did not bother to do the right thing ethically to report it? It's not whether you like somebody or not. If you are a witness to something that's illegal, including somebody moving purposefully out of their own district, let alone out of the state, then that is a crime, and you have an obligation and a moral responsibility to do something about that. It's a sad day when power and control are the reasons of you govern. The public deserves better behavior. The message sent to students, it's okay to lie, cheat or collude if you can get away with it in order to get your own way.

Now most of you don't have that intent, but some of you have allowed that twist in your minds with this culture and climate that's going on within the school district to take away your objectivity. You can like somebody or dislike them and still work with them. It ought to be your obligation, and I don't see that happening. So anybody coming in for interviews for the superintendency is so key this time around. Why did the public, God bless them, said their two top priorities? And the top priority is not only about retaining your employees and this young lady that came up here about the discrimination going on salary wages.

Those are things that need to be taken into consideration because they add to the culture and the climate position. So I just wish you luck. Thank you for-

Upcoming Meeting of the Board of Trustees

Trustee Garcia Morales:

All right, colleagues. We're going to move on to item 5.01. That's the upcoming meeting of the Board of Trustees on Thursday, September 26th at 4:00 p.m. here in the boardroom.

Adjourn: 7:22 p.m.

Motion to adjourn.

Motion: Guzmán Second: Zamora Vote: Unanimous

Motion Passed

I'm seeking a motion for adjournment. Trustee Guzmán?

Trustee Guzmán:

I moved to adjourn.

Trustee Garcia Morales:

Thank you. Trustee Zamora?

Trustee Zamora:

I will second that motion.

Trustee Garcia Morales:

Thank you, Trustee Zamora. Colleagues, we have a motion by Trustee Guzmán, a second by Trustee Zamora. Please cast your vote. Thank you, colleagues. The motion passes six to zero. The meeting time is 7:22 p.m.