

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

Thursday, September 26, 2024

5:01 p.m.

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

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

Trustee Garcia Morales:

We'll begin the meeting soon. I'd like to welcome everybody today. I'm President Garcia Morales, and I call this regular board meeting of September 26th, 2024 to order. The time is 5:01 p.m. I'd like to remind everybody to please silence their electronic devices. We acknowledge the land on which we gather today is a territorial homelands of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

Flag Salute

Trustee Garcia Morales:

Before I turn it over to Trustee Johnson to lead the Pledge of Allegiance, I want to acknowledge our students who are coming in from Rancho High School ROTC, Cadet Second Lieutenant Tucker Lile, Cadet Second Lieutenant Ryan White, Cadet Second Lieutenant Marco Suarez, Cadet Senior Airman Nicholas Spindle, Instructor United States Air Force Retired Chief Master Sergeant Lee Beausoleil. Trustee Johnson?

Please have a seat. All right. I'm going to turn it over to Trustee Zamora who will make the motion to approve the agenda.

Adoption of the Agenda

Motion to adopt the agenda and the amended agenda with the following changes: Revised reference material has been provided for item 2.11, AMENDED 2024 Building Bond Resolution; Revised reference material has been provided for item 2.12; AMENDED 2024C Medium-Term Bond Resolution; Reference material has been provided for item 3.01 Superintendent Search; Additional reference material has been provided for item 3.02 Superintendent Search Timeline. Motion: Zamora Second: Bustamante Adams Vote: Unanimous Motion passed.

Trustee Zamora:

Madam President, members of the board, I would like to make a motion to adopt the agenda and the amended agenda with the following changes. Revised reference material has been provided for item 2.11, amended 2024B, building bond oversight. Revised reference material has been provided for item 2.12, amended 2024C, medium term bond resolution. Reference material has been provided for item 3.01, superintendent search. Additional reference material has been provided for item 3.02, superintendent search timeline.

Trustee Garcia Morales:

Thank you, Trustee Zamora. Trustee Barron?

Trustee Barron:

Yes. Before I make a motion to approve this, earlier in this week, I made a... I sent an email to-

Trustee Garcia Morales:

Trustee Barron? Trustee Barron?

Trustee Barron:

Yes?

Trustee Garcia Morales:

Are you going to make the motion? This is... We're not-

Trustee Barron:

I'm not going to make a motion. I had made-

Trustee Garcia Morales:

You're not making the motion? Got it.

Trustee Barron:

You're not going to cut me off. I made a-

Trustee Garcia Morales:

Excuse me, Trustee Barron. Trustee Barron?

Trustee Barron:

This is very much [inaudible 00:18:52].

Trustee Garcia Morales:

Trustee Barron? Trustee Barron?

Trustee Barron:

[inaudible 00:18:56].

Trustee Garcia Morales:

If you have a concern, you're welcome to speak to me later.

Trustee Barron:

[inaudible 00:18:59] this the place as I understand [inaudible 00:19:01] policy [inaudible 00:19:01].

Trustee Garcia Morales:

Thank you. We're going to move on, colleagues, because we have other colleagues in the queue. Trustee Bustamante Adams. Trustee Barron?

Trustee Barron:

Yes. [inaudible 00:19:09]-

Trustee Garcia Morales:

Do we need to take a recess?

Trustee Barron:

I'm not going to take a recess. We should be in front an open meeting. Now I had sent [inaudible 00:19:16] which you deny.

Trustee Garcia Morales:

Colleagues, do we need to take a recess?

Trustee Barron:

We're not going to take a recess. All we need is sentence-

Trustee Garcia Morales:

Okay. Trustee Barron, you have exceeded your time. Colleagues, I'm going to ask you to please ask Trustee Barron to accept that he is not on the mic. This is not your turn to speak anymore. Thank you.

Trustee Barron:

It's my turn. [inaudible 00:20:33] policy it is my right [inaudible 00:20:33].

Trustee Garcia Morales:

Trustee Barron? Colleagues, I'm going to ask for... I'm going to ask for a... Are you going to continue to interrupt the meeting?

Trustee Barron:

I'm asking for [inaudible 00:20:43].

Trustee Garcia Morales:

Trustee Barron, how about we have a recess?

Trustee Barron:

No. I think we should address this in an open meeting.

[Inaudible]

Trustee Garcia Morales:

Colleagues, it is 5:05. We'll take a recess until 5:10. We'll be right back. Trustee Barron?

Recess: 5:05 p.m.

Return: 5:11 p.m.

Trustee Garcia Morales

It is... We're resuming the meeting at 5:11 p.m. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam Chair. I'd like to second Trustee Zamora's motion with the approved amendments.

Trustee Garcia Morales:

Thank you. All right, colleagues. We have a motion by Trustee Zamora and a second by Trustee Bustamante Adams. Please cast your vote. Thank you, colleagues. That motion passes 6-0. We're now going to move on to the consent agenda.

Approve Adoption of Consent Agenda

Motion to pull item 2.13 for separate discussion

Motion: Cavazos Second: Zamora Vote: Yeses – 4 (Bustamante, Gavazos, Guzmán, Zamora); Noes – 2 (Brooks, Garcia Morales)

Motion passed.

Motion to approve the consent agenda as presented.

Motion: Brooks Second: Bustamante Adams Vote: Yeses – 5 (Brooks, Bustamante Adams, Garcia Morales, Guzmán, Zamora); No – 1 (Cavazos)

Motion passed.

2.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes from the special meeting of July 25, 2024, and the work session meeting of August 7, 2024, is recommended. (For Possible Action) (Ref. 2.01)

2.02 Student Expulsions.

Discussion and possible action on approval of student expulsions according to Nevada Revised Statutes 392.467 (Board Policy 5114 and Regulations 5114 and 5141.1), as listed, is recommended. (CONFIDENTIAL) (For Possible Action) [Contact Person: Melissa Gutierrez] (Ref. 2.02)

2.03 Memorandum of Agreement Between the Clark County School District and Acelero Learning Clark County.

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Clark County School District and Acelero Learning Clark County to develop and deliver transition services for Pre-Kindergarten students transitioning from Acelero Learning Clark County to the Clark County School District, including data sharing, family engagement, collaboration with community agencies, and professional learning activities, effective September 27, 2024, through September 26, 2027, at no cost to the Clark County School District or students, 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. 2.03)

2.04 Clark County School District Plan for Test Administration and Test Security 2024–2025.

Discussion and possible action on adoption of the Clark County School District Plan for Test Administration and Test Security 2024–2025 and approval to submit the adopted plan to the Nevada Department of Education, as required by Nevada Revised Statutes 390.275, is recommended. (For Possible Action) [Contact Person: Dustin Mancl] (Ref. 2.04)

2.05 Change of Sponsorship Request: The 100 Academy of Excellence, Inc., Doing Business as FuturEdge Charter Academy.

Discussion and possible action on approval to allow The 100 Academy of Excellence Inc., doing business as FuturEdge Charter Academy, to change sponsorship from the Clark County School District to the Nevada State Public Charter School Authority is recommended. (For Possible Action) [Contact Person: Dustin Mancl] (Ref. 2.05)

2.06 Change of Sponsorship Request: Explore Knowledge Academy.

Discussion and possible action on approval to allow Explore Knowledge Academy to change sponsorship from the Clark County School District to the Nevada State Public Charter School Authority is recommended. (For Possible Action) [Contact Person: Dustin Mancl] (Ref. 2.06)

2.07 Change of Sponsorship Request: Innovations International Charter School of Nevada.

Discussion and possible action on approval to allow Innovations International Charter School of Nevada to change sponsorship from the Clark County School District to the Nevada State Public Charter School Authority is recommended. (For Possible Action) [Contact Person: Dustin Mancl] (Ref. 2.07)

2.08 Change of Sponsorship Request: The Delta Academy.

Discussion and possible action on approval to allow The Delta Academy to change sponsorship from the Clark County School District to the Nevada State Public Charter School Authority or the City of North Las Vegas is recommended. (For Possible Action) [Contact Person: Dustin Mancl] (Ref. 2.08)

2.09 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. 2.09)

2.10 Recap of Budget Appropriation Transfers.

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning August 1, 2024, through August 31, 2024, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 2.10)

2.11 AMENDED 2024B Building Bond Resolution.

Discussion and possible action on adoption of the 2024B Building Bond Resolution, authorizing the issuance of General Obligation (Limited Tax) Building Bonds, Series 2024B, in the maximum aggregate principal amount of \$400,000,000.00, for the Improvement Project; authorization for the Interim Superintendent or the Interim Chief Financial Officer to specify the terms of the bonds; and for the President and Clerk of the Board of School Trustees to sign the necessary documents, is recommended. (For Possible Action) [Contact Person: Diane Bartholomew] (Ref. 2.11)

2.12 AMENDED 2024C Medium-Term Bond Resolution.

Discussion and possible action on adoption of the 2024C Medium-Term Bond Resolution, authorizing the issuance of the General Obligation (Limited Tax) Various Purpose Medium-Term Bonds, Series 2024C, in the aggregate principal amount of \$60,000,000.00 (\$50,000,000.00 for the Improvement Project and \$10,000,000.00 for the Refunding Project), in order to finance and refinance, respectively, all or a portion of the cost of acquiring, improving, and equipping school facilities of the Clark County School District, including transportation vehicles and facilities, and technology equipment and facilities; authorization for the Interim Superintendent or the Interim Chief Financial Officer to specify the terms of the bonds; and for the President and Clerk of the Board of School Trustees to sign the necessary documents, is recommended. (For Possible Action) [Contact Person: Diane Bartholomew] (Ref. 2.11)

2.13 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. 2.13)

2.14 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. 2.14)

2.15 Focus: 2024 Strategic Plan Update Pertaining To Teacher, Recruitment, and Critical Labor Shortage.

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to TPS-1(C). **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 2.15) *(According to Governance Policy B/SE-3: Board Report and Progress Monitoring, B/SE-4: Board Report Content, B/SE-6: Board Report Schedule, and B/SE- 7: Board Response to Board Reports)*

2.16 Focus: 2024 Strategic Plan Update—Competitive Procurement and Catalog Utilization Update.

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to SFMO-1(J): Competitive Procurement Ratio; SFMO-1 (K): Catalog Utilization. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.16) *(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)*

2.17 Focus: 2024 Strategic Plan Update—Out-Of-Service Bus Rate and Driver Absenteeism.

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to SFMO-1(G): Out-of-Service Buses; SFMO-1 (I): Driver Absenteeism. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.17) *(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)*

2.18 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$3,312,093.07 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.18)

2.19 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$9,764,759.67 in compliance with Nevada Revised Statutes (NRS) 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.19)

2.20 Change in Service: Las Vegas Academy of the Arts.

Discussion and possible action on ratification of a change in service to the architectural design services agreement for a net increase of \$33,082.00, for Las Vegas Academy of the Arts to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0015904, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 2.20)

2.21 Contract Award: Replace Domestic Boilers at Wilbur and Theresa Faiss Middle 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 Wilbur and Theresa Faiss Middle School in the amount of \$225,000.00, to be paid from the Governmental Service Tax, Fund 3400000000, Project C0017185; 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. 2.21)

2.22 Contract Award: Remove and Replace Swamp Coolers at Matthew B. Wallace Transportation Center.

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to remove and replace the swamp coolers at Matthew B. Wallace Transportation Center in the amount of \$520,000.00, to be paid from the Governmental Service Tax, Fund 3400000000, Project C0017544; 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. 2.22)

2.23 Professional Services Agreement: Consulting Services for the Facility Master Plan.

Discussion and possible action on approval to enter into a professional services agreement with Cannon Design of Nevada, Inc., to provide consulting services in support of the facility master plan, in the amount of \$5,736,689.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Cost Center 1031514650; and for Steve Staggs, Director of Purchasing, to act as the Clark County School District Board of Trustees' designee to sign the agreement, is recommended. (For Possible Action) [Contact Person: Jason Goudie] (Ref. 2.23)

2.24 Approval of Settlement.

Discussion and possible action on settlement of APCO Construction vs. Clark County School District (AAA Case Number 01-23-0002-6535), in the total amount of Six Hundred Fifty Thousand Dollars (\$650,000.00), and for the Interim Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the settlement agreement and to authorize General Counsel to execute the appropriate settlement agreement, is recommended. (CONFIDENTIAL) (For Possible Action) [Contact Person: Jon M. Okazaki] (Ref. 2.24)

Trustee Garcia Morales:

Before I open the consent agenda, is there anyone who's not had a chance to complete the yellow public speaker card? If not, please do so now. Come on up, please. Oh. Oh, you don't? Okay.

Audience:

I just want to turn it in [inaudible 00:27:39].

Trustee Garcia Morales:

Oh. Yes. Forgive me. Turn in the card to one of our fabulous team members up front, or Mr. Caruso will collect that from you. Thank you. We'll begin with individuals who signed up in advance and then we'll go through the yellow cards. Okay. Great. All right. Chris Giunchigliani, you're up first.

Public Hearing

Chris Giunchigliani:

Good evening. For the record, Chris Giunchigliani. At the Debt Management Committee meeting, they voted for an added intent that the bond covenants had to recognize Lundy or another facility as an asset and that it be included so that Mount Charleston continues to have an asset since we pay the highest tax rate in the state. I don't see any reference to the asset being maintained in your backup information. Also, I was told the minutes would accompany the resolution for the bond covenant and I don't see them attached as well. In addition, we are still asking that Lundy be added to the CIP list, which should have been modernized or rebuilt due to its over 40 years of age. I'll point out the CIP list has 12 schools proposed for construction that are all younger than Lundy. Now on the item delaying the timeline for the superintendent, recommend option one, that you should take a look at that. It'll allow leadership profile on applications to be more focused [inaudible 00:29:01] reasonable time.

Trustee Garcia Morales:

Chris, that's a presentation? Forgive me. Can we pause her time, please? Thank you.

Chris Giunchigliani:

Oh, I'm sorry.

Trustee Garcia Morales:

No. Thank you. You are welcome to speak on that. That is an action item. That's at 3.01. Would you like me to add 3.01 to your... Oh, you are.

Chris Giunchigliani:

Because I called in before they did the amended agendas or what [inaudible 00:29:18].

Trustee Garcia Morales:

Oh, you're good. Yes. So do you want to hold those comments after the presentation?

Chris Giunchigliani:

Okay.

Trustee Garcia Morales:

Thank you.

Chris Giunchigliani:

Thank you.

Trustee Garcia Morales:

Anything else?

Chris Giunchigliani:

Yes. In addition to that, 2.23 is also on consent. There's no backup information justifying the need for this item. Why do you need an outside professional design services business to consult on the facility master plan? Last time, CCSD held eight public input meetings and determined guiding principles for the future program. Why not do that again instead of wasting \$5.7 million on a design firm? Oh, and they don't have a business license in Clark County nor at the state level. So you should not be doing business as a public employee group with unlicensed businesses. Once again, this could be done in-house. After public meetings, it usually goes to the Bond Oversight Committee according to your old process, then to the trustees. The process doesn't appear to be broken, so there's no need for a consulting service. This type of mismanagement expense will cause the legislature to question whether the bond rollover even should be extended. It would force you to go back to the public for bond approvals. So you need to be careful on how you expend your dollars. If you can't ever repair a fully functional school like Lundy yet waste \$5.7 million, your judgment will be questioned.

Then on the settlement, that's on the agenda, I know under the guise of confidentiality, you won't be able to provide anything specific. However, there should be some information regarding what warranted a \$650,000 payout. How does the public know what mistakes or discrimination may have occurred and what training or behavior changes will come about based on what happened and caused the negotiated settlement? I think you did a huge payout last month as well. The public should be provided with a description of the issues, the efforts taken to fix the problem. This won't violate your confidentiality or settlement agreement. And it's time to look back maybe at least a year's worth of these types of settlement payouts to see what type of behaviors were occurring and what was done to make sure that they were implemented. Thank you very much.

Trustee Garcia Morales:

Thank you, Chris. Okay. Vicki Kreidel?

Vicki Kreidel:

Good evening. My name is Vicki Kreidel. I'm a reading teacher in CCSD and the president of NEA of Southern Nevada. I'm speaking about... Yes, I'm speaking on 2.15, the recruitment presentation. I fully support a revision of how we do recruitment, and I especially support doing our best to recruit a more diverse pool of licensed educators. But I want to make it clear, a better recruitment plan is not going to fix the shortage we're facing. You cannot recruit your way out of this. I hope that in the very near future we will see an agenda item specifically addressing retention. Prioritizing how to retain the licensed educators we have now is truly the only way we can reduce our current teacher shortage because if you don't address retention, all these shiny new teachers you recruit will just leave also. Thank you.

Trustee Garcia Morales:

Thank you, Vicki. Abraham Camejo?

Abraham Camejo:

Hello, trustees and committee. I speak in behalf of... Oh, Abraham Camejo for the record. I want to speak on behalf of the parents and the community and the students that attend Von Tobel Middle School. On Saturday, the community lost water in the community affecting school and elementary and homes. And community didn't have water on Saturday, Sunday and Monday. Von Tobel started school on Monday and they had no working water in the facilities. I reached out, spoke with parents, and my office is actually down the street and no porta potties were brought down. School should have been canceled in my opinion. Parents were interviewed on Fox 5 and they were told by the school that if they needed to go number two to hold it. I have an issue with that because on a job site, as a risk manager, I cancel job sites and send people home. So Nevada law requires that a minimum number of toilets and lavatories and drinking fountains in accordance with the Uniform Plumbing Code. These facilities must be accessible at all times, especially for classrooms and vocational education areas. OSHA requires employers to provide all workers with sanitary and immediately available toilet facilities, restrooms, and sanitation standards according to CFR 29 1910.141 and CFR1926.51," these are OSHA regulations, "are intended to ensure that workers do not suffer adverse health and effects that can result if toilets are not sanitized and available." I have a community of students and I went to Von Tobel as a little kid. They do not know their rights. If this school was in Green Valley, Henderson, Summerlin, not on Pecos and Carey, those parents would've contacted and canceled school.

I reached out to friends within the school district and the facilities and the school district does have a risk management plan for this to be in play, but it was not activated, it did not go forward with it, and our students had no bathrooms to use for the entire day. Teachers did not have bathrooms to use during that day. How do you wash your hands? The emergency plan was not in play. That is a concern I have for my community, and I speak because I speak English and the families that are affected speak Spanish and they don't know the right. Next time this happens, just cancel school. Let the municipality fix the water leak and then reopen the school. Thank you.

Trustee Garcia Morales:
Thank you. Is Traylon ...

Terolyn Thompson:
Terolyn.

Trustee Garcia Morales:
Terolyn. Terolyn.

Terolyn Thompson:
Thompson.

Trustee Garcia Morales:
Thompson. Thank you. Terolyn. Is Terolyn present?

Terolyn Thompson:
Here.

Trustee Garcia Morales:
Oh, great. Thank you.

Terolyn Thompson:

Okay. Sorry, I'm short. I'm Terolyn Thompson for the record. Well, here we are once again. CCSD has unveiled a plan to address the ongoing teacher shortage and once again, the focus seems to be solely on recruiting new teachers. While it's essential to bring fresh faces into our schools, I'm deeply concerned that this approach overlooks a critical issue, retaining the dedicated educators we already have. What I'm about to say is not new information. Many of us have been saying this for years. Many teachers who have left CCSD in the past two years have been with the district for five years or less. Think about that. These are passionate, talented individuals who entered our classrooms with the enthusiasm and dedication, only to feel unsupported and undervalued by the system. They didn't leave because they didn't care. They left because the conditions they face make it impossible to stay. Why aren't we asking ourselves, "What are we doing to keep our experienced educators?" Retention is just as important, if not more so than recruitment. We should be focusing on amazing educators that we already employ in this district that spend their days working tirelessly to ensure that their students learn, even though many have overcrowded classrooms and overflowing plate of responsibilities and work two to three extra jobs just to pay their bills. In case you're wondering, I have three. If we don't start addressing the reasons why teachers leave, we will continue to lose valuable educators at a faster rate than we can recruit new ones. It's time we prioritize retention as much as recruitment. Where is the data presentation on that? Our teachers and our students deserve better.

Trustee Garcia Morales:

Thank you. Okay, colleagues, that concludes public comment. At this time, I am looking for a motion to adopt the consent agenda. Trustee Guzmán. Oh, forgive me. We have one more? What's going on? What's going on? Ah. I see. Got it. Okay. Thank you for that, Joe. It sounds like there was a mix-up on the public comment card submission. Hi, can you please state your name into the record?

Jennifer Dantuono Adams:

Sure. Hi. Hi again, guys. Jennifer Dantuono Adams. How is everyone doing today? I'm sorry I'm back again. I am just reiterating a problem. Oh, sorry. I'm just reiterating a discussion that we've had earlier about recruitment and retention. I just want to start by saying that I retired as a school administrator in December of 2023. I returned February 20th of 2024 as a fifth grade teacher in an elementary school. I was the third teacher to work with these sweet babies. I just want to say a quick story. As a school administrator, I, of course, made lots of mistakes, like everyone usually does their first time out. I actually sent a bullying report out to the whole entire school, so every parent at Garrett Junior High got a message that said their child is being investigated for bullying. Huge mistake. Parents were texting their kids frantically. Kids were all upset. I went on the loudspeaker and I said, "Oh my gosh, guys. This is my fault. I made a mistake. I want to let you guys know I own this mistake. This is all me. I will immediately contact your parents and tell them it was my mistake." Finally, a student came up to me later and she goes, "You didn't have to tell me you made a mistake," and I go, "I did though. I think it's really important that you know adults makes mistakes. And when we do, we better fix it." Going back to my position, I was hired in February. I was given a contract as a new teacher making \$104,000. I worked all year. I have a two master's plus 45 credits above. I've been teaching for the district for 30 years. That was a contract that was offered me in February.

At the very end of May, I was received a phone call from Human Resources that said, "Oops, we made a mistake. There was an addendum added later on that we just signed now that said, 'If you were a prior school administrator, we're not going to give you that teacher salary. We're not going to even give you the old teacher salary you were on. It's called a special salary that places you that we did in 2015.'" Well, in 2015 I could buy my house for \$300,000. I'd love that back again. Can't happen now. But that's what they're going to pay me. They dropped my salary to \$69,000 and they said, "Oops. We can't really do anything about it. CCA and CCSD signed the memorandum in May. I started in February. They're back-dating it until December 20th. Sorry. That's not an oops. That's a devastation. There are other administrators dying to come back into the classroom, me especially. I loved being a teacher. Help me with this, please.

Trustee Garcia Morales:

Thank you. Trustee Cavazos? I think, colleagues, we're ready to make a motion on the consent agenda. I believe that concludes public comment. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. At this time, I would like to make a motion to approve the consent agenda, but I'd like to request my colleagues to pull item 2.23, Professional Services Agreement, Consulting Services, in the amount of \$5,736,689, for separate discussion.

Trustee Garcia Morales:

Okay. Trustee Zamora?

Trustee Zamora:

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

Trustee Garcia Morales:

Okay, colleagues, we have a motion on the floor to adopt the consent agenda. Excuse me, I think the motion is to pull item 2.23 for separate discussion, not exactly to approve the consent. Trustee Cavazos?

Trustee Cavazos:

Yes.

Trustee Garcia Morales:

All right. Trustee Zamora, do you continue to accept that motion?

Trustee Zamora:

Yes.

Trustee Garcia Morales:

That's a yes. Can you please go into the mic? Let's see. I will turn. Yep, go ahead.

Trustee Zamora:

Yes.

Trustee Garcia Morales:

All right, colleagues. So we have a motion to pull 2.23 for separate discussion. We have a motion by Trustee Cavazos and a second by Trustee Zamora. Please cast your vote. Me too. All right, colleagues, so that motion passes. So we are discussing 2.23. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President, and thank you, colleagues. I just wanted to bring to everybody's attention, first of all in fairness to staff, that this was not one of the items that we were briefed on. And then if we have questions after briefing, we are allowed to do follow-up questions to staff so

Trustee Cavazos:

that we are not ambushing them. And I did not know that Cannon Design of Nevada, Inc. I did go ahead and do some follow-up checking, but it was at the last minute so again, that's on me ... that they do not have a business license. What I'd like to broach right now, briefly, is to find out what exactly would be the consulting services in support of the Facility Master Plan and do we not have anybody internally that could do this? Because it is a lot of money, I did read the file attachments, but I wonder if we could get some clarification on that.

Trustee Garcia Morales:

Allow us one second while we have Dr. Larsen-Mitchell and her team settle in. Mr. McLaughlin? Welcome.

Brandon McLaughlin:

Welcome. Madam President, Members of the Board. Brandon McLaughlin, Assistant Superintendent, for the record. Trustee Cavazos, great question. So some of the services they are going to be providing is a robust community input process. They'll also be taking a third-party verification of a lot of the qualitative and quantitative data that is already housed within the Facility Services Unit. They'll also then be continuing to iterate upon that based upon the sentiments heard, because I think our Facility Master Plan has been very quantitatively driven, which evidently has led to, I'd say, less than desirable outcomes maybe of long-term endeavors of what we want to see of our facility.

So we want to hear that feedback. We want to be able to incorporate it in a meaningful way in a long-term facility framework that allows us to be very proactively reactive to all the things we hear of the desires of our community. I will attest that Cannon Design is. I'd have to verify their ability as a licensed business here. We can certainly look into some of those items. I will say they just led a very similar effort for Washoe County up north, so they are doing business in Nevada, and it was a very successful and well-received output from Washoe County that their board and community also accepted.

Trustee Garcia Morales:

Okay. Are there other questions, colleagues? Trustee Cavazos, I'm going to return to you.

Trustee Cavazos:

[inaudible 00:45:27].

Trustee Garcia Morales:

Oh, forgive me. Forgive me.

Trustee Cavazos:

I did have an additional question, but I wanted to let other colleagues weigh in first since I've already talked.

Trustee Garcia Morales:

Okay. Trustee Bustamante Adams, do you have any questions at this time?

Trustee Bustamante Adams:

No.

Trustee Garcia Morales:

Thank you.

Trustee Bustamante Adams:

Madam President, I was ready to make a motion.

Trustee Garcia Morales:

Got it, thank you. All right, and we'll come back to you in a second. I don't see any other questions in the queue. Trustee Cavazos?

Trustee Cavazos:

Yes.

Trustee Garcia Morales:

I see Trustee Brooks. I'm going to turn it over to her. All right, Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I just wanted to let you know that I looked up the company and they do have a business license and that they did work with Washoe County previously.

Trustee Garcia Morales:

Thank you. Trustee Barron?

Trustee Barron:

Yes. Thank you, Madam President. I think that during my briefing, I did ask this contract, if it got approved as it is developing, if we could have timely updates as to the progress that they're making. I think that might go a long way. If this board does choose to approve this contract, it might be a form of keeping everybody, how to say, responsive to the contract. So I don't think that's a motion, but if it's already not in the contract that the Board will receive timely updates to progress and the conduct of this contract, perhaps someone can make ... Well, perhaps I'd be making a motion to accept the contract with that condition, which of course is an amendment to this, but it is acceptable.

Trustee Garcia Morales:

Trustee Barron, just for clarity, especially for new members who have been on the Board for less than several months or less than a year, inevitably the report comes back to the Board. So just know that that exists already as a process. Okay. Trustee Cavazos? I see. Do you mind if I go to Trustee Esparza-Stoffregan first?

Trustee Cavazos:

Not at all.

Trustee Garcia Morales:

All right, let's go ahead.

Trustee Esparza-Stoffregan:

Test, is it working? Brandon, so I guess I just have two questions. You're verifying that they're licensing. Are they contractors in the state of Nevada? I'll let you answer that first. Just curious.

Brandon McLaughlin:

I guess I want to clarify the question. So are you asking are they general contractors in the state of Nevada?

Trustee Esparza-Stoffregan:

Correct.

Brandon McLaughlin:

So they're a professional service provider. They're a licensed, I believe, limited liability professional services firm. They wouldn't qualify under the general contracting provisions, but I'd have to verify if they're a 623 professionally licensed architect, though they will not be performing, by definition, architectural services. But their skill set lends itself to this planning effort.

Trustee Esparza-Stoffregan:

So is that a follow-up that we could definitely get from you to find out if they are?

Trustee Garcia Morales:

It is not specifically from Brandon. We would need to talk to Dr. Larsen-Mitchell. And I believe is there already a process? Do we have additional information on what the presentation would look like for us, for the Board of Trustees, in the future?

Brandon McLaughlin:

I guess I'm trying to parse two questions. So I don't believe they're a general contractor. I can verify that. If we hear anything differently, I will convey that with the superintendent to share with the Board. I think the second question related to what Trustee Barron was asking about board touch bases. There are several touch bases that we will have throughout the effort with the Board, very much mimicking the process Washoe County went with. They did their effort, they utilized their capital protection funding committee as a filter for some of those community output or engagement series. There's a lot of touch bases that can occur and I don't think the schedule is fully finalized yet, and so one of the things that will get determined between now and their efforts that starts in earnest will be what those presentations to the Board will look like with the advisement of the board president.

Trustee Esparza-Stoffregan:

Just another follow up to that, Brandon. So thank you because I know you have so many contracts and so many projects, so we are grateful for you to be able to compartmentalize. Is this group from out of the state of Nevada?

Brandon McLaughlin:

So they're actually a multidisciplinary firm. There are some that are located outside of Nevada and there are Nevadans based within their firm as well. And so one that is most of note are two public engagement firms, Sumnu Marketing and Eric Avila's marketing group, so they will be the boots on the ground canvassing neighborhoods, leading that effort along with the national expertise that Cannon Design offers with their mastery of educational facility planning.

Trustee Esparza-Stoffregan:

Thank you for that clarification. I'll yield. If I have another question, I'll come back in the queue.

Trustee Garcia Morales:

Trustee Barron?

Trustee Barron:

Yes. Thank you, again, Madam President. So thank you very much about enlightening us about the ... Well, I'm going to call it an update. You call it what you like. I think it's an update though. I think we're on the same page with that. Thank you so very much. I do have a question. There was a question raised about whether we had the in-house expertise to be able to perform this. Could you please explain why we had to go, of course, outside to get this service? I think it's a pretty relevant question.

Brandon McLaughlin:

Absolutely. Great question. Members of the Board, Brandon McLaughlin for the record. Trustee Barron, great question. The team does have, I'd say, the intellectual ability. The thing we struggle with is we are an extremely large district with limited staff availability for robust efforts such as this. I have a comprehensive planning group, which includes our demographic zoning, as well as our real property team that would lead that effort, but they are very focused on the output of our revision five to the Capital Improvement Plan already underway. So to task the level of rigor that I believe this effort needs and warrants to get the outcome we want, which is a very community-driven Capital Improvement Plan to the future, I don't think we have the personnel with the capacity to do it internally.

Trustee Garcia Morales:

Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I am going to make a motion to approve the consent agenda, but I also want to note that the Board did receive a briefing on this item and they also received follow-up after the briefing that included both of the bids for this particular contract. So with that, I'm making a motion to approve the consent agenda as presented.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Trustee Bustamante Adams?

Trustee Bustamante Adams:

I'd like to second that motion.

Trustee Garcia Morales:

Thank you, Trustee Bustamante Adams. Colleagues, we have a motion by Trustee Brooks, seconded by Trustee Bustamante Adams. Please cast your vote. Thank you, colleagues. That motion passes 5-1. All right, we're going to turn it over to Trustee Guzmán, who's going to read the warrants.

Trustee Guzmán:

Thank you, President Garcia-Morales. Ratified warrants as listed in the Bills Payable, Transmittal, and Board Memorandum number 05-24-25, in the total amount of \$276,333,340.18 cents.

Trustee Garcia Morales:

Thank you very much, Trustee Guzmán.

3.01 Superintendent Search.

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

Motion to accept the leadership profile and also include the climate survey and cultural relevance comments.

Motion: Cavazos Second: Guzmán Vote: Unanimous
Motion passed.

Trustee Garcia Morales:

Colleagues, we're going to move on to item 3.01, that's the superintendent search, presentation and discussion with HYA on the draft leadership profile, which includes the survey report and focus group analysis, and possible action regarding the approval of the draft leadership profile. This is an action item, so if members of the public would like to provide public comment on it, I encourage you, I ask you to please, not encourage you. I just encourage you and ask you to please submit your yellow public speaker cards at this time. Otherwise, once we begin the presentation, we will no longer accept yellow cards.

All right. As our team settles in, I want to remind my colleagues that we'll hear the presentation first and then have a public comment and then we'll have a discussion. All right. Welcome HYA.

Kaweeda Adams:

Thank you.

Shawn Joseph:

Thank you, thank you. Great to be back. We get a little closer.

Trustee Garcia Morales:

Do we have Dr. Perez on the phone?

Shawn Joseph:

We do.

Trustee Garcia Morales:

Okay, great. Welcome.

Kaweeda Adams:

We are thrilled to be here to share the information with you.

Shawn Joseph:

Sure. So for the record, again, I'm Shawn Joseph. I'm with Hazard, Young, Attea and Associates. We have with me Dr. Kaweeda Adams, who's also with us, and then Dr. Nanci Perez is online. So what we wanted to do today is two things. One, we wanted to talk to you about the leadership profile, and then we also had a recommendation regarding the selection phase so we'll talk about both and then have a discussion.

So just a review of where we've been. The draft profile was first presented to you on September 12th, 2024 at your board meeting. The profile was published to the Clark County School District website on September 12th. There is a feedback form on the Clark County website, which allowed for individuals to comment on the draft to give us feedback as we were continuing to finish the focus groups that we needed to complete. Comments were incorporated into the final draft and you have an appendix A, which completed the summary of all of the focus groups that we conducted. And there were some minor changes to the original draft. Specifically, when we looked at the changes that were there, it included adding more about climate and culture.

We changed one of the actual title headings to Political Acumen and An Understanding of Clark County because as we went through, there was more of a conversation about the candidate needed to have more political savvy navigating the large complexities of the district, as well as being an understanding Nevada. And then we emphasized the improved academic achievement component as we talked about the data decision making. So those were the tweaks that you saw on the changes that were incorporated within the document, but the majority of the document was the same. We only received, I believe, three comments, and most of the comments were just affirmations to what was there that they felt that it was pretty accurate with some of the tweaks. We wanted to note that.

So in terms of the process, we collected data from multiple sources to develop the leadership profile and we arrived at a set of desired characteristics for recruitment and the selection of the next superintendent. So we looked at your strategic plan, we interviewed all 11 board members. We had individual interviews, focus groups, we had some meetings, and the stakeholder's survey. And again, in the focus groups, we asked the same questions. So we were able to bring that data together and look for themes. And the questions we asked were: What do stakeholders value regarding your schools? What strengths do they desire to retain and build upon? What are the issues that this district currently faces and will face over the next three to five years? And what were the personal and professional characteristics that you would expect in your next superintendent? And we had 52 different focus groups offered to constituents to provide input representing a comprehensive network of constituents and partners within the Clark County Public School District, and you can see on the slide the multitude of the community that we were able to engage with. Next. And we had an online survey that was completed. The survey began on August 12th and we ended it on September 3rd, and the questions were clustered into the areas of the state of the school district, the leadership profile attributes, priorities of the future, and we had open-ended

Shawn Joseph:

comments. We had 13,749 individuals take the survey, and you can see on the slide the majority of constituents that took the survey were parents, followed by your licensed professionals, and then the other individuals representing the different stakeholder groups that you have.

There were two priorities that were the top priorities for every constituent group, including students, and those two top priorities were the recruitment, employment, and retention of personnel through the Clark County School district and its schools and fostering a unified, positive, professional climate of mutual trust and respect among faculty, staff, and administration. Again, it's powerful that all of those constituent groups had those as the two top priorities in your survey. Additional consensus is seen for the following priorities that were detailed in the survey: Effectively plan and manage the long-term financial health of Clark County School District, provide transparent communication, establish a culture of high expectations for all students and personnel, and demonstrate a deep understanding of educational research and emerging best practices.

We triangulated the data from multiple sources to arrive at a set of desired characteristics for the recruitment and selection of the next superintendent. And we recognize you're going to have conflicting and contrasting and inconsistent information, which is normal in a survey that takes so many groups together, but we look for common themes that were important to most constituents while we work to clarify that to come up with your leadership profile. And so the five main characteristics that emerged from the focus groups, from the interviews, and from the survey were: Clark County is looking for a superintendent who was relational and would be a transformational leader, a superintendent who was data-driven in making decisions and focused on improving academic achievement within the district, a superintendent who would be a strong financial steward, a superintendent who would be an effective communicator, and a superintendent who had political acumen and knowledge of Clark County schools.

So in terms of the next steps, the Board would need to approve the leadership profile and attach it to the job posting, and we would send it to individuals as we are recruiting. And then the Board would decide on the interview schedule, which leads us into the next aspect of the conversation. We are recommending that the timeline for the superintendent search just be moved back a little bit. And really, there are four rationales for that. One, community voice and representation. We heard loudly and clearly from many within the community that there were concerns of the pace and movement, and I know board members brought that up at the September 12th meeting and we answered those questions. And since then, we got more feedback. The fact that District B representation, we have not replaced that seventh board member. You have an upcoming election where there are four seats at play, three that you know will change and one you're not certain with, and then constituent voices to commence interviewing after the new board was seated. Then the second reason why we're making this recommendation relates to ...

Trustee Garcia Morales:

Hold on just one second. Just one second. Everything okay over here? Yeah? Okay. I think we may be running ... Some battery. Okay. That's okay. We're good. Thank you. All is well. Please continue. Thank you.

Shawn Joseph:

Sure. The second consideration was candidate recruitment. Many candidates, particularly veteran candidates, are concerned about board stability and they'd like to know that the Board that selects them would be the Board that they would be working with. Third is timing in the education market. The earlier the selection phase, the better. The start date does not need to be immediately following the appointment, and a start date following the legislative session might be considered. So we recognize that you have a legislative session that starts on February 3rd, I believe. I believe we said the 23rd, but actually the 3rd. So having a candidate, you can go through the process of hiring a candidate, but be cautious and thoughtful about when that candidate is actually in place and transitioning. But knowing the influence of the legislature here in Nevada is a consideration for you as you're thinking about that process.

So we have options for you to consider. Option one would be an interview immediately in January and the selection at the end of February. Option two would be to begin the process in February, so begin interviews in February with the selection ending in March. This would allow for a board governance workshop and working with the new dynamic of your team that's established there. Option three would be interviews in March and a selection at the end of April. This would give you just more time for the Board, for board governance workshops, and team dynamics. And option four would be not to change the timeline at all with October interviews and selection.

We would recommend option two most likely because if you look at the information that we provided to you here, you'll see option one, we had your oath of office of new board members on the 6th of January. So then if we had option one on the 8th, we would have a work session where we would review the process, discuss the leadership profile and the interview protocols. On the 9th, we would present the slate of candidates to you. And then a week later, the Board would have the first round of interviews on the 23rd, deciding which candidates would move forward on the 27th, moving into the semifinalists and the adjudication, moving through the end of February with the hiring.

Option two just gives you a little more time, as you see, because we would actually begin the process of reviewing the process, the leadership profile, and the interview protocols on February 5th. And then on February 23rd, present the slate of candidates to you, and then moving through to have the candidates hired by the end of March. And then of course, option three, you would actually be beginning the review process March 5th at that work session, with a presentation of the slate on March 13th, moving through with the hiring of the superintendent at the end of April. So that's the information we have for your considerations.

Trustee Garcia Morales:

Thank you. Dr. Joseph. I want to bring my colleagues. I want to raise our awareness here for a second. We started on 3.01 on this item. These items are related. We entered into 3.02, which is okay, just want to take a moment to clarify that. The superintendent search leadership profile is one item and the superintendent search timeline is a second item. And I don't want to miss an opportunity to ask the public if they would like to submit yellow public speaker cards to do so now on 3.02. Otherwise, once we ... No. No, we will take ... Joe, do you want to come on up? I see you coming. Joe is giving me the eye. He's like ... Come on up. Come on up. Thank you, Joe.

Joe Caruso:

Madam President, Members of the Board, Joe Caruso for the record. So trustees, just to make sure. The presentation started in 3.01, carried over to 3.02, so we posted it as reference for both. But really, we probably need to stop focus on 3.01 first, make a motion, have public comment, make a decision on the profile. And then if I may suggest, once we're done with that, just for clarity's sake, then move to 3.02 just to keep it clean, if I may. Thank you.

Trustee Garcia Morales:

Great. Thank you, Joe, for that support and clarification. All right, colleagues. We've heard from the presentation already. We're going to go ahead and take public comment on 3.01 first and then we'll open it up to discussion and possible action. Okay. We'll begin with the individuals who signed up in advance. Lots of papers here. All right, Chris Giunchigliani, come on up, please, followed by Rebecca Dirks Garcia and Grace Trujillo.

Public Hearing

Chris Giunchigliani:

Madam Chair, Chris Giunchigliani for the record. I'm confused now. I really wasn't going to speak on the leadership profile, so now it's 3.02. Do you want me to go ahead and put another yellow card in for after your discussion?

Trustee Garcia Morales:

I've got you. You're good.

Chris Giunchigliani:

Okay. Great, thank you.

Trustee Garcia Morales:

We'll call you up when we get to that. Thank you. Ms. Dirks Garcia, followed by Grace Trujillo and Barry Ellsworth.

Rebecca Dirks Garcia:

Rebecca Dirks Garcia. My comments, I always kind of wanted to blend the two, but I have to be into my second of third SOT meeting shortly to review the budget because those are due tomorrow in just a few minutes as well. I think one of the things that's really important in this process is I've been a parent in the district for 19 years and I've seen this process play out repeatedly. We like to pick words that sound good. Nobody's going to argue with the words that are on this page, most likely, and they match one of the focus groups that I attended and a lot of what I hear from people. But at the end of the day, it's less about what we have written on a piece of paper and more about how we're going to ensure that those things come to fruition and how all the adults who are in charge of these decisions conduct themselves in the process because it does become very

Rebecca Dirks Garcia:

problematic to try to recruit and retain not only our educators, but the senior leader of the district when there's constant challenges, whether it's a budget crisis that shows up and then we don't know what's happening and there's no communication and no clarity and we're approving things that we're still not even sure where those numbers have come from to the point of a board that continually struggles with your own ability to conduct yourselves. And while I appreciate the reasons that all of you serve, at the end of the day, a hiring process is two-way. And so just as much as we're looking for a superintendent, anyone who wants to come here already knows that this is a challenging environment to work in. So who they're working for makes a huge difference to them as well. And so as you consider the leadership profile, as you consider the timeline as a parent with three kids still here, my first graduated in 2013. My last will graduate in 2029, so my investment in this district is strong. My frustration though is that it's Groundhog Day and we're seeing the same things again and again because of the adults who are elected or paid well to do certain jobs aren't doing what needs to be done. And that is what we need to focus on more than pretty words on a piece of paper is how are we going to make sure that kids get the education that they need and that the appropriate leadership is in place to make that happen. Thank you.

Trustee Garcia Morales:

Is Grace Trujillo here? Come on up, please, Grace. Followed by Barry Ellsworth.

Grace Trujillo:

I thank you, board members, for letting me speak. I know you guys have specific technicalities how to choose a candidate and for me, as a mother, I just wanted to speak my own opinion regarding my beliefs. I know choosing someone has some hyperbole of looking at the words, but I think it's important to see the actions of that person and the qualification of that person based on their values and experience. So one, for me, is commitment to moral integrity. The individual should have a strong character. Example to that is they put their professional and personal lives with honesty and compassion and respect for all, dedication to educational excellence, which have been speaking here all the time. That means focusing on academic achievement, nurturing the whole child, a candidate who values the development of students' character, critical thinking, spiritual growth, faith, and environment where our children can thrive. Advocacy for parental rights. The person should have a stance, advocate for parental rights. This includes the values and beliefs of working collaboratively with the families and best supports the interests of our students and fostering a safe, nurturing environment, meaning the ideal candidate should prioritize creating, protecting our children's innocence. They should implement policies that prevent bullying, promote kindness, encourage sense of community and belonging. And a vision holder. This person should have a clear vision for the future, who can lead our district with wisdom and foresight, should include a commitment to continuous improvement, innovation in education, not just the same things, and have an ethical and compassionate thinking and leadership in the world. In conclusion, as you evaluate potential candidate's critical role, I hope that you remember the importance of selecting someone who was and embodies the values of each one of audience here in Clark County. By doing so, we can ensure that our schools remain where our children can grow

Grace Trujillo:

academically, morally, and spiritually and may guide us in this crucial decision and I thank you for letting me speak and listen to my opinion.

Trustee Garcia Morales:

Thank you, Grace. Barry? After Barry, we'll have Anthony Pulido, followed by Tamara Pfeffer.

Barry Ellsworth:

Hi, I was told by a girl at the district to come in and fill out the yellow card because it might take me three and a half minutes, so I signed out another one.

Trustee Garcia Morales:

Okay.

Barry Ellsworth:

Are you saying I have to stay under three?

Trustee Garcia Morales:

Three. Yes.

Barry Ellsworth:

And so I only get one chat.

Trustee Garcia Morales:

On this item. Are you signed up for any other items?

Barry Ellsworth:

I signed up for 3.02 also.

Trustee Garcia Morales:

Okay, you'll get three minutes for 3.02.

Barry Ellsworth:

So I get three minutes here and three minutes after? Okay.

Trustee Garcia Morales:

Okay?

Barry Ellsworth:

All right. Good evening. My name is Barry Ellsworth. I've lived in Las Vegas for 25 years. Both of my children attended public schools. My daughter, Alex Ellsworth, graduated from high school at CSN last year, a week after she graduated from college with her associate's degree. She was elected to be the international president of DECA last year and she served, when she entered DECA, there were 220,000 kids. I started crying. When she left, there were 257,000. No one has ever done as good a job as she did. She's fantastic. Never got a B the whole time, all A's. She did a very good job, okay? Respectfully, for 25 years I've watched this. It's the same thing. You hire people with PhDs that come in. They don't understand accounting. They don't see the numbers. Their minds aren't made that way. When my ex-wife got pregnant with Alex, I needed more money, so I went out and started a company called Green Plains Renewable Energy. If you're driving a gas-driven car, you probably have Green Plains ethanol in your tank right now, the 10% blend to meet the Clean Air standards. Because I set the right... I had never done ethanol before. I set the right goal. I want to become the low-cost producer in the United States. How did I do that? Corn was my largest input cost. In four to five months, I taught myself all of this stuff. So I went to find where's the cheapest corn in the United States? Shenandoah, Iowa, home of the Everly Brothers. That's where I built the first plant. I built a second plant. When the economies fell apart, I was paying 26 cents a gallon or a bushel less per corn. Grinding 68,000 bushels a day at each plant, I'm making 13 million more per year than my nearest competitors in Nebraska on the West side of the Missouri who all their corn is irrigated and I knew nothing about it when I started. Green Plains could keep its head above water because of where I put those plants. So when the economy fell apart, Green Plains was able to buy all of these bankrupt plants just by taking over their debt. I can fix your problems and I've known it for 25 years, but I haven't had the time until now. I'm going to run out of time, so should I take the three minutes? The other?

Trustee Garcia Morales:

Sorry, Barry, we can pause your time for just a second and give you an extra couple of seconds, but no, unfortunately, it sounds like you have additional items, something else to share with respect to the superintendent search and the timeline. Is that what you-

Barry Ellsworth:

I'm applying for the superintendent job this year because the problem is always the same. We have an administrative union that they're paying themselves 200 to \$400,000 a year in salary.

Trustee Garcia Morales:

Mr. Barry, we're going to restart your time and... I mean, not restart your time. We're going to continue your time and once the bell, the buzzer rings, then you'll need to take a seat and then wait until we call for 3.02.

Barry Ellsworth:

Okay, so what are you saying?

Trustee Garcia Morales:
I'm saying your time-

Barry Ellsworth:
I've got three more minutes?

Trustee Garcia Morales:
... three more seconds. Two more seconds.

Barry Ellsworth:
Oh, three more seconds?

Trustee Guzmán:
No, your time ran out.

Trustee Garcia Morales:
Barry, Barry, we would love to hear you speak again at 3.02. We will make sure that you're in there. Okay? Thank you.

All right. All right, we will... let's see where are we on public... oh, Anthony? Anthony? Anthony, come on down. Tamara will be next, followed by Tommy Lien.

Anthony Pulido:

Thank you. First, I just want to say that my 3.01 and 3.02 are kind of combined, but I'll do this under three minutes and thank you so much. Trustee Barron, I like it that you were transparent earlier in this meeting and that means a lot to me coming from North Las Vegas, so I appreciate it.

Hello, my name's Anthony Pulido. Ladies and gentlemen, members of the board, I stand before you today with a heartfelt plea for the future of our district and our children. We have a choice, one that will echo through our schools and community for years to come. The decision to delay the superintendent search until new trustees are elected is not merely procedural. It's about trust, integrity, and ensuring that the leadership of the district reflects the will of the people.

As Maya once said, "People will forget what you said. People will forget what you did, but people will never forget how you made them feel." And today, we feel this illusion. We feel as though trust is slipping away and now, we must make a decision that restores that trust. Leadership is more than a title. It's a relationship to build on trust. Right now, that trust is fractured. We are facing financial mismanagement, ethical concerns, and failures in leadership that have left the district vulnerable. To rush into selecting a new superintendent without fully addressing these issues would be irresponsible. The current trustees, many of whom are leaving office, should not be the ones making the decision with such far-reaching consequences. It's the new trustees, those who will lead our district into the future who should have the authority to make these decisions. Rushed

Anthony Pulido:

decisions in the past have cost the district yearly. From budget crisis to technology failures, we're already paying the price for hurried choices.

As the poet Robert said, "Two roads diverged in wood and I, I took the one less traveled by and that has made all the difference." Today, we are similar crossroads. Let's choose the path of patience and reflection, rather than rushing into decisions we may regret. The emotional toll of the district's mismanagement is not just financial, it's personal. Our teachers are overworked, our students are under-resourced, and our community is frustrated. A rushed decision today will lead to a regret tomorrow. As Gandhi said, "The best way to find yourself is to lose yourself in the service of others." By delaying the search, we are choosing service to our community over expedient. We owe it to ourselves and our children to take the time to get this right and to rebuild trust. Let us not rush. Let us choose wisely with clear minds and full hearts. As the saying goes, "We do not inherit the earth from our ancestors. We borrow it from our children." Let's ensure we return it with hope, stability, and leadership they deserve. Thank you. Appreciate it.

Trustee Garcia Morales:

Okay, Tamara?

Tamara Pfeffer:

Good evening. For the record, the pronunciation of my name is Tamara Pfeffer. Regarding the superintendent search, I want you to consider what we are dealing with while we're doing the superintendent search and wait until the new trustees are in place because of the many cover-ups within CCSD, hundreds of thousands of dollars is being paid to contractors, the work done that was previously by administrators or a surplus support professionals. I was one of those surplus. I was a key team member for the \$75 million interactive flat panel project where over 24,000 classrooms had new digital displays installed in their classrooms. But when Jara's cabinet included David Rosario, Marilyn Delmont, Jason Goudie, Mike Casey, Brenda Larsen-Mitchell all decided not to follow the [inaudible 01:22:17] budget and cut 30 positions in technology, they also decided to eliminate the classroom technology support team, the same team that was going to support all that new classroom technology. CCSD spent tens of millions of dollars on new computers for teachers, but with all the cuts in staff, schools are facing delays in services or people are being told some technology is no longer supported centrally. Then they decided to cut more services like Chromebook support and repair and make the schools pay for it.

I spoke about ADA violations or retaliation from Dr. Delmont and David Rosario and they were never investigated. After I spoke about my concerns, Delmont and Rosario cut my position. When I... yup. When is the mismanagement, the cover-ups, and just plain breaking of the law by Jara's cabinet going to be investigated? Are you just going to try to sweep it under the rug? They cannot keep kids safe or staff safe. They cannot be trusted with taxpayers' money. Many, many staff, parents, and educators have brought these concerns up over and over again and each time, nothing is done. Put the superintendent search on hold until every district is represented by an elected board member that can represent them. We need leaders that can trust and who can do their jobs.

Trustee Garcia Morales:

Thank you. Is Tommy present? After Tommy, we'll have Alicia Yvette Barnes and Jose Solorio.

Tommy Lien:

Tommy Lien for the record. I want you to consider this when choosing the option for the next superintendent. As a dedicated professional with nine years of experience, deeply affected by the leadership failure of CCSD, the district which should prioritize the well-being of its students, staff and has fostered an environment where speaking up about efficiency leads to retaliations.

I began my journey on the web team contributing to key projects under technical resources under director Troy Miller. I was declared surplus six months ago and reassigned to a role in facilities under Jessica Kreiter and without the necessary training and facing complete radio silence from my trainee, Ricardo Torres. Despite my effort to learn and adapt, I now find myself again surplus as of today, once again encountering the same lack of transparency and fairness that has plagued my experience. My situation is just not about me. It reflects a broader issue with CCSD. The system I work on are now outdated and this district continue to use insecure system that endanger personal information. When employee like me speak out, we become targets.

The culture of silence those advocate for improving and must end. [inaudible 01:25:15] as a crucial [inaudible 01:25:16] leader can either build trust and accountability or continue down a path of dysfunctions. I urge you to pause the search for a new superintendent. We need to time to ensure we bring trustworthy leadership commitment to addressing the toxic environment created under Jesus Jara and continue under Brenda Lake-Mitchell. The issue of retaliation on transparency, decision-making, and reflective security measure are too serious to ignore. I implore the board to take a step back, allow an independent audit, and establish leadership we can trust. The future of CCSD depends on you. Thank you.

Trustee Garcia Morales:

Thank you. Okay, Alicia, followed by Jose Solorio.

Alicia Yvette Barnes:

Hello. Good evening. I'm new to doing this. I drive really early in the morning, so I'm sorry. Everything that I wrote is going to be less than three minutes. My name is Alicia Yvette Burns. I am a Cheyenne yard school bus driver. As I said before, good evening. I address acting superintendents, school board trustees and administrators in attendance and everyone else. I'm addressing you tonight at the encouragement of the HYA Associated Focus Group facilitator. To be a participant in a room where it happens, it is our right to have a say. I am employed as part of CCSD support services under the transportation department as a school bus driver. I recently participated in a focus group of support professionals for the superintendent where there were less than 20 people in the room. The lack of internal promotion or fear precluded individuals from participating. This focus group was put on by HYA Associates. Thank you for the opportunity to participate. The facilitator encouraged the few in attendance to participate in the process in its entirety, focus groups, school board meetings, and surveys when they were presented to me or us.

Alicia Yvette Barnes:

My reason for being here tonight, first, is to implore all of you to take the HYA Associates Group recommendation to delay the appointment of a superintendent till later in 2025 and the acting superintendent to remain until the process is complete. Latest news, revelations of the budget, vacancy of the CFO, one of the board members along with news reports. Families want to remove their students, teachers being removed or relocated are concerning. The children and parents whom we are serving will suffer in the aftermath. I know all who were elected to serve, the we at our CCSD on the board. Initial commitment was to serve the fifth largest school district with honor and transparency. I hope you all reconsider the vote to negate the independent oversight committee and put over school board members. In recent months, the United States highest court has been challenged with oversight questions. If you are truly transparent, oversight should be welcome. Thank you for your time and consideration.

Trustee Garcia Morales:

Thank you. Thank you. Jose?

Jose Solorio:

Good evening. My name is Jose Solorio. I'm joined by my youngest granddaughter of five grandkids who live with me and her name is...

Ruby:

Ruby.

Jose Solorio:

... so I come here just to address the timeline issue. I reside in District B, so I currently have no representative, so I'm here to share some of my views. Having served on the school board for a couple years back in the '90s, I believe how the community views the board is important. How prospective superintendents view the board is also important. And our number one, well, your number one job as board members is hire and fire the superintendent. That is your main purpose, okay? So we started the process back in late February when the previous superintendent severed ties, however you want to put that. And so now we're seven months later.

So the best way to get credibility with this community is to do our jobs, do your jobs, which is to hire and to put this any further out and to bring a new board in. You, as a board, have experience. Three or four new board members won't have that experience. So it's the board who does their job. It's not individual board members. So my opinion is you would get a lot more credibility if you were to hire the superintendent in the original timeline and get it going. There is no guarantee that the new board will function or function as you, better or worse. We don't control that. But what we do control is leadership, who we hire, who you hire as superintendent. So get on with the process. I hear a lot of challenges. Go through the process. You'll get to these challenges sooner.

So my opinion is let's stick to the original timeline and let's go forward. Otherwise, we could have visited this at the very beginning and said, "Hey, if we do this November one, what about the new

Jose Solorio:

school board members?" That was an issue back then when you set the deadline. So now, stick to the original timeline and you'll get credibility with the community because you're sticking to your plan. But to delay it, it's going to bring a lot of politics into this and there's no guarantee that the new board is going to be much better, much worse, or the same. Overall, let's just have a better board, better school, better environment for my kindergartner so that she can go through CCSD in excellent schools. Thank you.

Trustee Garcia Morales:

All right, thank you, colleagues. That concludes public comment. I just want to present us to the action that we are taking on 3.01, which is, if you need a reference, we've gone through it. In the presentation, it's actually up on the screen. Thank you for that. Option one, two, three, and four.

Trustee Guzmán:

We're doing 3.01, which is the leadership profile.

Trustee Garcia Morales:

Oh, I'm sorry. Thank you for that.

Trustee Guzmán:

No worry. I can do my job.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. You are always so reliable for guiding, guiding, and gently nudging me in the direction. Appreciate your support tremendously. Thank you. All right, colleagues, 3.01. It is the superintendent leadership profile report. All right, we're going to seeking discussion and inaction. Trustee Guzmán?

Trustee Guzmán:

Thank you and thank you, Dr. Joseph, for our conversation on Sunday and for taking that call. I appreciate you. I have a few questions. I know that in the last meeting on September 12th when I asked about the timeline, I also talked about the fact that my community was going to have a focus group, which was the Henderson community. And I am curious when we talked about that it was so that their voices could be heard in this leadership profile and did you find that they had a different way of looking at things than had already been presented to us on September 12th? Oh, thank you.

Kaweeda Adams:

Good evening, thank you. And thank you so very much, Madam President, members of the board.

Trustee Guzmán:
Oh, thank you.

Kaweeda Adams:

I did facilitate that particular focus group and it was a very lively discussion that was held. We found that there were some things that were consistent with what we had heard before. A couple of things that came out of that focus group that were a little bit different, understanding the ability to improve and close the achievement gap through the delivery of quality instruction. One of the individuals talked about project-based learning and hands-on learning and the magnet school concept that exists here in the district, not just limiting that to the magnet school, but extending some of those concepts into other schools that are non-magnet for best teaching practices. So that was something that was a little different that came up.

Also, the mental health issues. That was a topic of discussion with regard to social-emotional learning and looking at the needs of not only the students but also what are some of the needs that families bring to the table. They did talk about administrative inefficiencies and how the new leader would need to be able to address those inefficiencies through accountability.

Couple of other things, they looked at the curriculum and the utilization of cost-saving measures. And so they wanted to make sure that there was also oversight of the process that the board is going through. So those were some things that were a little different from other groups. And then if you look Reference 3.01B on page 27, you can see the full list and the summary of that particular focus group. The financial management skills did come up for discussion and the commitment to the local community was also something that came up.

Trustee Guzmán:

Thank you. I will go through this. I appreciate it. Unfortunately, we just got it today, so I will ensure that I go through it, but thank you. I appreciate that because that's one of the things that is part of the criticism that we are getting about this process was how long our focus groups were going to take and whether or not we were going to be able to get the data together to do this leadership profile. So I appreciate that. And then my last question, if that's okay, because I have, I think, a minute left. On your presentation on 3.01A, when it talks about the survey, was there a discrepancy between the survey and the focus groups? So did the focus groups have something or show something different than what the survey showed you or were they aligned?

Kaweeda Adams:

One of the things that we look at is where does it intersect? And we saw many intersections from the survey as well as the focus groups. And what we've seen is that the focus groups really helped to amplify and to emphasize what the results from the surveys were.

Trustee Guzmán:

Okay. Okay, great. Thank you. Sorry, we're timing.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Appreciate that. All right, I'm going to turn it over to Trustee Zamora.

Trustee Zamora:

Thank you, Madam President. As Trustee Guzmán shared, we did get this earlier this morning, so I was skimming through it as you were presenting and I don't know if I had missed. I think I heard you say that you were all able to include the climate study that was done. Were you able to implement that in this part of the leadership profile?

Shawn Joseph:

I'm going to turn it over to my colleague, Dr. Perez, who's online.

Trustee Garcia Morales:

We're having some technical details. Just we're having some technical... there we go. Thank you, Mr. French, for working to get Ms. Perez on.

Trustee Guzmán:

I paused your time, by the way.

Trustee Zamora:

Thank you.

Nanci Perez:

Hello? Can you hear me now?

Trustee Garcia Morales:

All right, thank you, everyone. Yes. Hi, Dr. Perez.

Nanci Perez:

Great. Great. Nanci Perez for the record. The climate study was reviewed. It was not particularly incorporated specifically into the leadership profile, but it did inform the overall associate's lens as we were going through all the different focus groups. But it is not specifically referred to nor included in the leadership profile.

Trustee Zamora:

Okay. Thank you for that because I think from the last meeting, we said if it can be included and also added to... I don't think it was the interview process, but making sure that candidates were able to read through it. And I misspoke at the last meeting actually because I thought it did cost 5,000 to get that done and it was not. It was actually \$274,310. So it was a good chunk of money

Trustee Zamora:

that I know the district invested in and I would love to see that kind of just do a follow through all the way to this.

Shawn Joseph:

We can add it as an addendum to the actual document if the board so pleases.

Trustee Zamora:

Perfect. Thank you.

Nanci Perez:

I was just going to suggest the exact same thing, Dr. Joseph that it can also be another attachment to the document, which I think would be appropriate if the board so chooses.

Trustee Zamora:

Perfect. Thank you.

Trustee Garcia Morales:

Great. Thank you. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. Thank you, Dr. [inaudible 01:40:18] and Dr. Joseph again for being here and again for your report. Two of the things that I noticed that were consistent throughout in several different parts of your report from last time and today were the financial acumen that we would like to have our superintendent, our new superintendent have and also the priority of transparent communication. Those two priorities were consistent throughout and I look for the commonalities instead of the differences. So I was just wondering in your opinion and in your prior experience with other searches, how does the financial health and the priority of transparent communication with our current budget crisis and a lot of complaints in the community right now about lack of information and lack of transparency, how would that possibly impact our candidates' interests in coming here?

Shawn Joseph:

Well, it's a harder job when they know they need to come in and there's an immediate issue because you're coming in and if you have a financial issue, then that means you have to make some tough decisions to resolve it, which jumps you right into... it can jump you into challenges with the multitude of stakeholders because you've got to come to consensus to figure out how to solve that dilemma that you have. But an experienced person understands that and they'll know up front that that is an issue that needs to be addressed. And so I think as you're going through your process, speaking to candidates to understand their how is going to be important.

Trustee Cavazos:

Thank you Dr. Joseph, I appreciate that. So if I can just reflect on your answer here and repeat it. So an experienced person would basically, that would not be something off-putting, but they would be aware of our current budget, financial situation, and just like they would be looking at if there was a board that was, shall we say, not unified or fractured or whatever, they would also be looking at possibly a fractured budget or a fractured financial situation. But they would know that going in. And it sounds like you are saying it would have an impact, but somebody of the caliber that you guys are recruiting would be able to handle it. Am I saying that correctly?

Shawn Joseph:

Correct.

Trustee Cavazos:

All right. Thank you. That's all I have right now.

Trustee Garcia Morales:

All right. Trustee Johnson.

Trustee Johnson:

Yeah, I wanted to ask, and if I missed this, I apologize. How do we mesh the things that we heard from our community with some of the desires of the board? So I love the characteristics that we've kind of named. They seem reasonable for the role that we need, but if there were things that in our individual interviews that might've come up as themes, how did those get incorporated into the leadership profile? And if I missed it, I apologize for missing how we were going to do that.

Shawn Joseph:

No problem. Again, we had the quantitative data that came from the survey, that gives you the guidepost, those 13,000. And then as you go into the data from the 52 different focus groups, and we wrote the summaries of each one, we look for themes. So we go through seeking out themes. You have the quantitative survey that said human resources was an issue, for example. But then you're going through the themes to look at, well, do we have an explanation of what are they talking about as it relates to human resources?

So then you see people in the focus groups that talked about issues of micromanagement or issues of salary and things of that nature. And so the focus group data gives us the information to the why we see this data came. So we look for patterns such as that. So the survey data allows us to directly go in with some initial themes, but then you start seeing across patterns. What are things that are coming up? So communications came up consistently or the need for better communications or the need to address human resources, the need for compensation came across. So we try to look for multiple... When it's coming up in multiple groups to say that's

Shawn Joseph:

something that we're hearing not just in one locale or with one stakeholder group, but it's coming up in multiple.

Trustee Johnson:

And I remember we had conversations. So you and I had one, and I'm sure you had one with all other... And were there themes that came out of our conversations? So for example, I can't remember the themes that we... And I know that some of the things that we discussed, you and I discussed are showing up here. Were there other things that came up from the board, that from the 10 of us, you said, "You know what? Accountability would've been a high one or high expectations would've been another one." How are those reflected in these or if they're not reflected and we think they are, we get to have the discussion now to add them?

Shawn Joseph:

Yes. You have the discussion to add them now. I mean the board was more similar than dissimilar. I think the board collectively wanted someone who would be present and be out and about, someone who could really focus the district with the achievement work. When it came to financial acumen, it was noted that you would expect them to have solid understanding of budgets, but that they would have a strong CFO to be able to actually get into the weeds of budgeting and work and things of that nature. I mean, you all communicated, you wanted a board...

I mean a superintendent that would work well with the board, understand the differences of the board and work to bring consensus among the board on issues. So those things we go through and highlight the similarities. The differences may have been, would you prefer someone who has teaching experience or someone with business acumen? Some board members are adamant they got to have teaching experience, others said, "I'm open." Look, if they're a strong leader, they can find a strong chief academic officer to do that. So we looked for, again, the consensus that we had around most issues and then looked at what the board said and then verified with what the community said.

Trustee Johnson:

Okay.

Shawn Joseph:

But that's why it's a draft because we give you the opportunity to look and say-

Trustee Johnson:

That's helpful. Thank you so much.

Trustee Garcia Morales:

Thank you Trustee Johnson. All right, I'm going to turn it over to Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

I know you're setting my timer, Trustee Guzmán.

Trustee Garcia Morales:

I am.

Trustee Esparza-Stoffregan:

So I first want to say just a shout-out because your firm has been very responsive and we've been very... We have high expectations. And so I will second what Trustee Guzmán said, and I participated in four of the focus groups purposefully. I was at the Henderson focus group. One of the parents had a very good comment and she said, "All of what people are asking for is we're looking for a unicorn. We are looking for someone to come in that we maybe possibly cannot find." Now I watched things at a national level. We see superintendents that are resigning left and right. So I want to know this profile, how is it different than maybe other districts that you're working with that are unique to Clark County? And then if you can answer that first and then I have another one after.

Shawn Joseph:

Sure. I can say definitely political acumen doesn't come up often and the need for most... I can give you an example. I worked on the Atlanta superintendent search and it was the absolute opposite. They said, "We absolutely do not want a politician. We want somebody to handle the day-to-day and let the board handle the politics." And they were clear. It's very different here. I think it's very different. The financial stewardship is very different. That doesn't come up in many places. But here it was something that was clear that that came up. The relational piece was another big difference. This community and board was adamant that they want someone who had strong EQ and could connect with a broad range of people. There are districts where they're just, we're not into personality, handle your business type a thing.

Kaweeda Adams:

And I'll add one more piece that's a little different. What is a strength here is the diversity. And there are many districts that do not have the diversity that Clark County has and not just the challenges that come with that, but the assets that come with that. And as large as this district is, when you talk about that connection with the business community and building those relationships to help that school to world of work pipeline so that students are prepared to go into the world of work or college or careers, that pipeline here is very different, especially with the hospitality industry. So those are a couple of other things that are unique to Clark County that other districts may not face.

Shawn Joseph:

And many also reference the fact that your legislature meets every other year. It's a different political dynamic and maybe that's where the political piece came into play. And the perceived or real power that the superintendent in Clark County has as it relates to the state was something that was different.

Trustee Garcia Morales:

You're fine.

Shawn Joseph:

Sure.

Trustee Garcia Morales:

Sorry.

Trustee Esparza-Stoffregan:

Do I need to go back in the queue?

Trustee Garcia Morales:

Yes, please. Thank you. Thank you for going back in the queue Trustee Esparza-Stoffregan. I turn it over to Trustee Barron.

Trustee Barron:

Yeah, thank you Madam President. Hey, Dr. Abraham, your team came out to North Las Vegas, Jim Bridger Middle School. I think a lot of people in our community have ties to it, whether they went there, taught there or whatever. Anyhow, I really appreciate it and we actually... I think considering it, was kind of short notice, we had 30 individuals and young people spoke out and I was really happy that people came out. Some things that were kind of consistent were, of course that people were asking to build trust and transparency, most definitely. Financial stewardship did come up, if I remember correctly. We had someone also speak out about the relevancy of cultural knowledge that, of course, I kind of would've expected. I was actually very... Fairness to our neighborhood schools that was a theme. I'm sorry to say, of course, there was... They talked about this because there were some doubts about the current leadership being able to manage all those aspects. So I really was happy that we had that and I wasn't able to get out to the East Las Vegas focus group. I meant to go, but I just couldn't make it. But I just think we're just touching a little bit, scratching the surface there. I do have a question, and this question is, it's like we are taking the whole thing a little bit backwards here because of course you're giving us a recommendation that we push the actual search to the next board, and then of course we're being asked to accept the leadership profile. So in this way, if by chance in the next agenda item, if this board does choose to push the selection to a later time, what happens to this leadership profile? Does it change

Trustee Barron:

materially in any way between now and then? Does it get refined more? Will we have an opportunity to have more public input? Which is what I would expect, right? Can you speak to that?

Shawn Joseph:

We can do whatever the board chooses, but we do believe... We don't think it would change much at this point. The question becomes is if you believe the profile communicates what you're looking for as a community, then that locks in. Now what we would do is change the application deadline. So we would move the application deadline probably till December to give people more time. It'd be out there clear that this is what Clark County is looking for, and then it closes in December and then we would bring the slate to you a week before you actually... We would close it, I think a week before the actual slate presentation.

Trustee Barron:

Gotcha.

Trustee Garcia Morales:

Trustee Barron.

Trustee Barron:

And I did speak... Just a continuation-

Trustee Garcia Morales:

Just that your time is up, so if you'd like to get back in the queue, we'd love to have you.

Trustee Barron:

Okay.

Trustee Garcia Morales:

Thank you. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam President. I echo my colleague's comments about the professionalism and just you're sticking with us through this process. I have been impressed and so I just want to express my gratitude. I did feel heard as a trustee. I feel like my one-on-one with your search firm, I felt heard. I also feel like my community was included in several ways and I appreciated the fact that you guys went above and beyond when we had to add additional community focus groups. So my gratitude for that. My question has to do on the profile, and it's something that I believe Dr. Adams said, and it was about the asset of being a diverse community. And so I'm not sure if that fits in with the knowledge of CCSD or where that... Because if you are not culturally adapt to what this

Trustee Bustamante Adams:

community has to offer from that perspective, you're going to have a hard time here. And so that's my question. Does it fit in the knowledge of CCSD? Is that where you would put it?

Kaweeda Adams:

Yes. Thank you so very much, Madam President, members of the board. Kaweeda Adams, for the record. It does fall with the knowledge of CCSD in that that's where this individual would have to come in and make sure that it goes right back to what's been described. Having someone who comes in and appreciates the community, is visible in the community, is an active part of the community. Those are things that we consistently heard in that the person that becomes the new superintendent needs to not just consider it a job. You're talking about the lives of children and you have to be a part of the community and get to know your families and understand their needs in order to be able to serve them in the role of superintendent. And so it absolutely falls under the knowledge of CCSD.

Shawn Joseph:

But if you wanted it more, if you wanted it clearer, I mean you could say a relational, culturally responsive, transformational leader. And if you want to call it out and put it there, I mean that's within your prerogative and we can make that adjustment.

Trustee Bustamante Adams:

Thank you for that recommendation and I would welcome that to be included, to be specifically spelled out. Because I think it is one of our greatest assets. We don't take advantage of it, but we need that kind of leader. So thank you.

Trustee Garcia Morales:

Great. Thank you. All right, Trustee Satory, you're up.

Trustee Satory:

Hi. Yes, thank you for this report. And I will say for the focus groups that I was able to attend, the summary was very reflective of the themes that I heard and the things that I heard, particularly regarding the rural communities. I thought it was very representative of what was being spoken to. My question for clarification, because you had mentioned that this would be on the website and applicants would be able to review it and also make changes to their application. I just want for clarification, is it the entire report that they would be able to see? Obviously they can go back to board reference material or just this summary page at the end?

Shawn Joseph:

They'll see the entire report.

Trustee Satory:
Okay. Thank you.

Trustee Garcia Morales:
Thank you, Trustee Satory. We're going to move on to Trustee Cavazos.

Trustee Cavazos:
Actually, my question has been answered by the question that my colleague, Trustee Bustamante Adams asked, and thank you so much for that and asking for the clarification. So thank you.

Trustee Garcia Morales:
I'm going to turn it over to Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:
Round two. Okay, so I want to support, because we were thinking in the same vein about culturally responsive. And the question that I had as a second follow up was... Thank you Dr. Adams, you mentioned diversity in our community and it's very much why we wanted to have so many languages. So not because I need to know specifically, there's two parts to this. Number one, we did ask for the different languages for the online survey. So I'm curious to see kind of generally, I don't need the data, I don't need the percentages. I want to get into the minutiae, but what was that response? Did we have responses in other languages? And secondly, should we accept this today with whatever the discussion is and approve? Will we provide it in Spanish so that our community has the opportunity to digest and also reflect upon that as well? That was an ask that I actually put in formal writing in an email, I believe a week ago.

Shawn Joseph:
I'll defer to Dr. Perez to respond to those.

Nanci Perez:
Yes, Nanci Perez for the record. For the translation of the leadership profile, we are happy to send that to our professional translators to have that done so that the profile can be available in both English and Spanish. And we can provide you a quote for that after our translators give that to us. It's based on the length obviously and complexity of the document. I don't think that though, given my past experience with this company, that it would be anything exorbitant. So I can certainly provide that. You can also have it translated yourself with your own staff should you choose to go that route. So either way, the profile can be translated with all the current graphics the way it is if the board so chooses.

As for the languages that the survey was taken in, I'm going to get that information for you. I don't have it at my fingertips right at the second, but I will provide that information for you.

Trustee Garcia Morales:

Trustee Barron.

Trustee Barron:

Yes. Thank you, Madam President. Actually, I think my question was more or less answered by you with of course, Trustee Stoffregan. Again in North Las Vegas, although I really applaud the fact that we have less missing teachers, we're still the community that's least likely to have a fully licensed teacher in front of its students. And of course the language thing does come up time and time again. And I was happy that we had La Pulga who actually came and did a live feed regarding this and there was lots of feedback.

So just again, in case in the next item, I'm thinking that if this does get extended, would there be a possibility to do some type of a live feed with one of the Spanish language social media giants? Again, back in the battle days of COVID, when I would do an update regarding testing and where to get vaccinations, did regularly have 30 to 40,000 people tune in. So the outreach can be there if we are able to get there. So the question is, if this does get extended, whether there be additional opportunities to reach out to the Spanish language population?

Shawn Joseph:

We will do whatever you need us to do that you feel is best.

Trustee Barron:

Thank you.

Trustee Garcia Morales:

Trustee Johnson.

Trustee Johnson:

This actually is a question for us to start discussing. I was thinking about one of the things that Dr. Joseph said and how we should think about what we might want to add in. Two of the things that I was hoping that we might try to figure out if we could add to this circle, because I don't know where this language will fit, but if we are looking for an inspirational or a visionary leader, and to some degree that fits in transformational, but also I don't know that that's explicitly called out because visionary and transformational aren't synonymous always.

And so I just wonder how we might... If we'd want to add that in to one of the things we'd like from our next leader. I would love to be inspired by a person who can also do the other five things, and I'd love for them to have a really clear vision. And having a clear vision doesn't necessarily mean you communicate effectively. So splitting them out, in my opinion, is helpful. So I just wanted to see how others felt about adding other adjectives or characteristics that we think would be good for our next leader. And I didn't ask this of Dr. Joseph and Ms. Adams because this is... Dr. Adams as well. Because that's for us to figure out. And I just didn't know if this was the right time to do that.

Trustee Garcia Morales:

Are you in the queue, Ramona? Are you in the queue?

Trustee Esparza-Stoffregan:

No.

Trustee Garcia Morales:

All right, thank you, Trustee Johnson. I believe your time is up. Is that... No, it's not up.

Trustee Johnson:

That's fine. I don't have any more to say.

Trustee Garcia Morales:

No worries. Okay, cool. Thank you. I'm going to go ahead and take your mic off and your question stands with colleagues. Thank you for that. Trustee Brooks.

Trustee Brooks:

Thank you, Madam President. I appreciate your work on this. I think for me, this language is really subjective. So my question is how do you operationalize this in a manner where you get the board to agree on what this language means because we are all going to interpret this completely differently. So what is your advice for that?

Shawn Joseph:

There's the narrative for each section that goes into depth. So as you're looking through that actual narrative, it gets into much more granular detail as you read through it. So I would say being versed in the language of the narrative, because we have the general relational transformational leader, but then when you go into the actual narrative, it gets into much more of the specificity that they want a person who's accessible, approachable, inclusive, that there were concerns consistently expressed about a culture of micromanagement. There seems to be a lack of trust between district leadership, school level faculty and staff. Parents want to be viewed as partners... As you go through that, we hope that that language would be clearer and if there's something that you think is missing there, you can let us know and we will incorporate it at this time.

Trustee Brooks:

Thank you. I think also some of those adjectives are also subjective like that... I guess how do you make this a little more firm? Like you have this much experience, you've demonstrated it in this way. How do you parse that out when it comes to identifying applicants that fit this profile?

Kaweeda Adams:

Madam President, members of the board and Trustee Brooks, Kaweeda Adams for the record. The way in which you start to operationalize it when you're going through applications is you look for something that has been stated time and time again. What is the proven track record of that person? How do they demonstrate in their application the actualization of what it looks like? So when you talk about students want to feel that their voices are heard, you're looking at that application for did they do student forums? Did they go out and meet with students to find out what they're concerned about?

When you have different pieces of curriculum that are coming forward, how many people were engaged in that conversation that this curriculum is what we want to bring to our children? And so you look and comb through that application for the evidence that supports what this is. And then when we bring that to you to look at and we're saying, "Here's the evidence of this, this is how this is actualized and operationalized," then you're going to have to have that discussion to say, "Well, no, not really. I don't think that. Or yes, I do agree with that." Or we come in and you're asking the question, "Can you further explain how this experience actualizes and operationalizes this concept that we're looking at?" And then we would provide that feedback for you.

Shawn Joseph:

And beyond that, we also give a DISC assessment to the candidates that we feel are most viable. So we trust but verify. So they'll have the disc assessment. The DISC assessment gives us a narrative. We take that narrative and it allows us to hone in and focus on, when we do the references, I can have laser-like questions based upon that DISC. And we'll share with you the ratings. We won't give the narrative because it can be subjective. I use it simply as a, here's what it says. Now let me ask somebody, "Have you ever seen this person do this or examples of this? Because I read it somewhere, so I'm just verifying now." So we go through that so that way... Because we spend a few hours with candidates maybe on the phone or talking and going through the process, things of that nature. But we work to know them well through multiple sources. So that helps us know we're bringing you somebody.

Trustee Garcia Morales:

Thank you for that. Thank you. We're having a moment over here about our alarm that's startling us, but incredibly grateful. Thank you Trustee Guzmán for helping us stay focused here. All right, colleagues, I see that everybody who's remaining in the queue has already had a chance to share. I'll go in and share my comments if it's okay, colleagues, so that we can keep this going.

I am also grateful and appreciative of the work that's been done with this profile. This is a reflection of our community's voices, which was, I believe a high priority of the board at the beginning of this process, which is why we had so many community sessions and also added additional community sessions earlier this month. So I am in complete support of this profile and I believe it's a good ground, a stabilizing force for the board and future iterations of the board.

All right, colleagues, I'm going to go through this last round of remarks or questions, I hope, discussion, and then I'm looking for a motion. Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President so much. I think this has been a great discussion. Something that really stands out to me, it's not really Dr. Joseph and Dr. Adams, really a question, but just simply addressing what a couple of my colleagues had asked about the narrative, and I loved your answer that we have to look at what the narrative was and then you are going to do the work for us and then we have to do our work with our interviews to take what you've given us to make that selection. So something that really stood out to me was the listening part, and that was through the entire narrative listening. But as we've heard from our community, when we heard from our parents, they want a voice, our educators, the students, I love the students, listening to them, listening to our community organizations, our business environment, and also our political leaders. We have a lot of rebuilding to do with our legislature. And when we look at all the different entities and we roll all of those together, we have a very long list of the parents, the students, the educators, us, our unions, our different communities that are very diverse. My district G is not the same economically and academically throughout the entire district. So I just want to commend you on that. And I just want to say that we need to take what you are giving us as far as the listening from our focus groups, from our surveys, and we need to make sure that we find a leader that is going to translate that listening into action. And one thing that I just want to shout out is that we need to listen to our educators, especially our veteran educators, when they tell us what we need to do for retention, not just for recruitment. So I just want to give you a heartfelt thank you for listening to us and doing what we asked you to do. And with that, I'd like to make a motion to accept the leadership profile.

Trustee Garcia Morales:

Thank you. Thank you. Thank you, Trustee Cavazos. Trustee Guzmán, are you ready to second?

Trustee Guzmán:

I am. I am ready to second. I also, if you just give me one minute and I actually will time myself, because that's how much Trustee Cavazos had left. I want to answer Trustee Adams question. And if you look on page 5 of 31 of the narrative, under the relational transformational leadership it has superintendent that knows how to encourage, inspire, and motivate and the community to support schools, to perform ways to create meaningful and sustainable student success. In order to do that, you must be a visionary, at least in my mind. And also throughout this narrative, it talks about how the superintendent needs to be a visionary. So I just want you to know that it is in here. I took some time before the board meeting to read this, and so it is there. And I agree with you, our superintendent should be a visionary. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Guzmán for that second. Colleagues, we have a motion on the floor, and so I see some members that are still in the queue. Do you have questions or is there... Yep. Okay. We're going to go ahead and hold a motion until we hear from the two members who are currently in the queue. Trustee Satory.

Trustee Satory:

Thank you. I just had one quick question that Dr. Adams, it kind of struck me as you were talking about some of the questions that should be asked based upon the leadership profile to put these things into action. So I know you, HY does the background checks and you also call the references as well. Correct? Okay. And then so are the questions that are asked of the references, would it be similar to the kinds of questions you were just posing from the profile or is it more of a generic list of references, questions?

Kaweeda Adams:

Madam President, members of the board, Trustee Satory, Kaweeda Adams for the record. It would include the questions that would draw out information from here, but it would also include more than that.

Trustee Satory:

Okay. Thank you.

Shawn Joseph:

Yeah, like I said, we use the DISC assessment in that that gives us a narrative on people's behaviors and driving forces. So as we read and see things, we ask questions about it, particularly things that might be contrary here or things that would support and reinforce it.

Trustee Satory:

Okay. So the questions are very specific and tailored. Excellent. Okay. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Satory. All right, Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam President. I just wanted to make sure in the motion for clarity, that it would include an addendum to add the climate study that was referenced by Trustee Zamora and that we were also adding the culturally responsive to the transformational or wherever it fits, whatever piece of the pie.

Trustee Garcia Morales:

Thank you for bringing up those two items. Trustee Cavazos, do you want to clarify that for us?

Trustee Cavazos:

Yes. I'm sorry, that was an oversight. Thank you for bringing that up. And so yes, I'm ending the motion to include those two items, those two addendums.

Trustee Garcia Morales:

Thank you. And Trustee Zamora, do you still agree with that item?

Trustee Zamora:

Yes.

Trustee Garcia Morales:

All right.

Trustee Guzmán:

Trustee Guzmán.

Trustee Garcia Morales:

Oh, I'm sorry, Trustee Zamora. I'm getting my wires crossed. Thank you for agreeing anyways. I am going to turn it over to Trustee Guzmán.

Trustee Guzmán:

Yes, I agree. Thank you.

Trustee Garcia Morales:

All right, excellent. Thank you, colleagues. We have a motion by Trustee Cavazos, a second by Trustee Guzmán. Please cast your vote. Congratulations colleagues, we have a leadership profile. Congratulations, colleagues, we have a leadership profile. This motion passes 6-0.

3.02 Superintendent Search Timeline.

Discussion and feedback from Hazard, Young, Attea & Associates, on the superintendent search timeline as well as the community feedback received and possible action on revising the timeline for the superintendent search process. **(For Possible Action)** [Contact Person: Evelyn Garcia Morales] (Reference material may be provided.) *(According to Governance Policy GP-3: Board Responsibilities)*

Motion to approve option 1

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

Motion failed.

Motion to approve option 2 without utilizing other services

Motion: Brooks Second: Esparza-Stroffregan Vote: Unanimous

Motion passed.

Trustee Garcia Morales:

Okay, now we can move on. 3.02, 2.02, 3.02. Got 3.02, that is the leader of the superintendent timeline. Now colleagues, we've already heard the presentation, we do need to hear from public comment. There are individuals who signed up in advance and, yeah, submitted yellow cards.

Again, this is the last chance to submit yellow cards. Once we begin the public comment process, we will no longer accept yellow public comment cards, yellow public comment cards. Yellow, yellow public comment cards. YPCC, you know me. All right, we're going to start with Tim Underwood. Is Tim present? Tim? Okay. Followed by Christian Giunchigliani, and then Angie Joyce.

Public Hearing

Chris Giunchigliani:

Thank you again, Madam Chair and members of the trustees. Christian Giunchigliani for the record. I'm here to speak about delaying the timeline, and I do think you should look at option one. The other two options just are too late in the forum as far as that goes. You've laid the groundwork. Option one lets you have a timely application, an interview process, and have a person in place as close to the start of the legislature. It's reasonable to consider option one.

Anyone applying has been watching the antics, the unethical and corrupt debates, the money shortages, so I think any of them would prefer a more stable board of directors to have to complete the final selection. Now, the other important part is that all seven trustee districts should be represented. Those people are entitled to representation, the same as anybody else.

And so, by that time, even though you're not sworn in until January, you're elected as of November. That's two months for anybody to get up to speed, to be brought into processes, to get the learning time. Hopefully, they're here in the audiences where we do have several of the trustees that are running for office that can participate. So I think that they can get up to speed.

Anyone running should be attending these meetings and watching, and reading the background information. So to delay it, it makes sense, but to delay it longer than option one, I think, would really hamstring not only you, but any candidate that really wants to apply. That way they at least know what's settled and it helps, I think, them be able to present who they are and where their trust level is, and have a cohesive board to deal with. So I would urge you to select option one. Thank you.

Trustee Garcia Morales:

Thank you. Tim Underwood, I heard you come in, and Angie Joy followed by Angie Joye. Joye.

Tim Underwood:

Thank you. For the record, I'm Tim Underwood. I'm a long-time resident of Clark County since 1965. I attended CCSD schools from kindergarten through 12th grade, except for two years and I'm a grandfather to five children who live in this valley. I'm running for the state board of K-12 education in District 1 in order to stop this body from lording gender and racial ideology over Clark County working-class families.

This body's voting school board members are hyper-credentialed elites, which the conceit of knowledge has conquered, leaving them blind to the foolishness and the dangers of their official actions. This body has lost the confidence of the voting electorate and responsible citizens of southern Nevada by enacting life-changing policies that profoundly affect school children and their families without their consent, things like pornography and libraries, and gender ideology.

Trustee Garcia Morales:

Mr. Tim, Mr. Underwood.

Tim Underwood:

... and Critical Race Theory.

Trustee Garcia Morales:

Pause his time, please. You know, you've been to plenty of board meetings. I know you know this process, so we're right now speaking to item 3.02-

Tim Underwood:

Right.

Trustee Garcia Morales:

Is that what you're on as well?

Tim Underwood:

Yeah. Thank you.

Trustee Garcia Morales:

Please take us there.

Tim Underwood:

These policies are based not on science, logic or medical study. They actually damage the minds and bodies of minor children. They enable bureaucrats, administrators, and trustees to cling to power they should've never received. You guys have created a bureaucratic monster.

This body's also missing a trustee and cannot avoid a 3-3 vote stalemate in what could be crucial votes for our schoolchildren. Your timetable to replace the missing trustee is far too late to address

Tim Underwood:

the school board's and its constituents' needs. This body has been told by the superintendent, by its superintendent recruitment firm, HYA, that they may want to delay the superintendent hiring decision.

Therefore, I urge this body to accept HYA's recommendation to extend the hiring decision deadline to March or beyond, so that the new and hopefully more sound board may choose their sole employee, the school superintendent, for themselves. That is the only way the nearly 300,000 school children and their families entrusted to your care can be assured that the public education swamp in Nevada will have its dank and putrid waters drained. Thank you.

Trustee Garcia Morales:

Is Angie present? Followed by Dr. Bemoll.

Angie Joye:

Greetings board members. My name is Angie Joye, and I'm a first grade teacher at Mountain View Elementary School and I proudly serve on the executive board of CCA. I'm here to let you know that we need to move the timeline for a new superintendent search, because at this time, we are not showing the stability and togetherness that a quality superintendent candidate would find attractive enough to come to our district.

Qualified applicants are not going to apply with the current instability that this board is showing, with Williams forced to vacate her seat and the fiscal mismanagement by the BLM administration. For over a year, for several years, we've been making the headlines in the news for all the wrong things. I see it here, my relatives across the country see it, and you best believe candidates are looking for it and see it as well.

It is imperative that we get things right. The dysfunction, the disorganization, the pettiness that oozes between the lines must stop. Poor leadership is damaging our credibility with the community, legislators, and the governor. All the wonderful things that make up CCSD, like strong families, determined students, diverse teachers, helpful admin, hardworking support staff, dedicated specialists, and so many more, get lost in the gossip, the rumors and the bad press.

This is not what we need and this is definitely not what we want. At the end of the day, at the end of every day I teach, I let my students know that tomorrow is a brand new day to get it right, and it's time for our brand new day. Postponing our superintendent search will give us time to clearly define the qualifications and expected competencies needed in an incumbent, to fulfill the role of an effective superintendent.

I remember it wasn't that long ago that our recently fired CFO was being considered for the role of interim superintendent and now look where he is. We need to establish standards and a rubric, even, to ensure qualifications are met and that the process is fair and clearly outlined for candidates looking to lead the helm of CCSD. We can find a quality leader for CCSD if we take the appropriate time to address issues within our district and create a well-thought-out qualification and competency rubric for incoming candidates at the appropriate time.

Angie Joye:

Please postpone the superintendent search. We need time to fix issues, quell community concerns, and leave the headlines that we seem to extensively be a part of these days. Focus on creating a strong qualification summary. I fear if we do not, we may find ourselves in the same boat, having the same conversation and search a year from now. Thank you.

Trustee Garcia Morales:

Dr. Bemoll?

Tiffanie Bemoll:

Good evening. Tiffanie Bemoll for the record. The firm you researched and hired has done extensive research with the community, and the community has spoken. You were elected to represent the community. Please respect the community's wishes and pause the search. Respect what HYA has proposed on behalf of the community.

There's so much tension right now in the district and the best possible solution is to let the dust settle for a bit. Too much has happened, even in the last two weeks since the last board meeting, to try to push this forward. If candidates have reservations about the dysfunctional processes they are seeing every meeting, what are we even attracting as an applicant? An entire district sits without representation. And on the original timeline, you would have appointed the new board member involved in the process minutes after swearing them in. That's a lot of expectation from someone who just started the job. There's no harm in slowing down and taking a breath. There's nothing wrong with listening to the people who voted you into office to represent them. Consider your sources, listen to the experts you hired, and let all the voices be heard. Thank you.

Trustee Garcia Morales:

Thank you. Moving on to yellow cards. Andrea Aguilar, followed by Vicki Kreidel.

Andrea Aguilar:

Good evening. I'm Andrea Aguilar. I'm going to make it just very quick and simple. Your constituents have, many of them have told you to wait and I agree with the phase 2 and phase 3 that they're recommending. This is not new news that people don't respect this board and don't think you're doing a good job. Even if the four new seats coming in, even if those people are not anybody that I would want on the board, I think you should respect them, because they're the ones who are coming in and dealing with the new superintendent. Thank you.

Trustee Garcia Morales:

Vicki Kreidel, followed by Barry Ellsworth.

Vicki Kreidel:

Good evening. My name is Vicki Kreidel, president of NEA of Southern Nevada and a teacher in Clark County School District. I understand that many of you are anxious to hire a permanent superintendent so that we can move on from the mess that we just went through in CCSD, but after looking through the very thorough presentation, I agree with HYA that it's imperative that the timeline is revised. We need to find a new superintendent that is the best possible fit for CCSD. If the selection is rushed and we do this in the wrong way, we could end up with some of the very same issues we faced with the last superintendent. To be honest, I'm not sure this district would survive another fiasco like the last one. We have an opportunity to repair the damage done this time. Please listen to the experts and do this the right way. There is no other option that makes sense besides the ones they're presenting tonight, and I support option one. Thank you.

Trustee Garcia Morales:

Thank you. Is Barry present? Barry? Oh, Barry, come on back. Thank you. After Barry, we'll have Alicia Yvette Barnes.

Barry Ellsworth:

In the break, I was just invited to Mar-a-Lago. They only want 964,000 to get my picture taken. I ended with, I set the right goal, and because I set the goal, I achieved what I was trying to achieve. Green Plains is GPRE on NASDAQ. It turned into the second-largest ethanol producer in the world in a very short time. There should only be one goal at CCSD and that's how do we become the best, not the 50th or the 48th to the 30th? How do we become the best school district in the United States?

If you ask the right question, you set the right goal. Now you can start to discuss and find out the questions to ask, "What do I have to do to become the best school district in the United States?" We have the brain power here. I think of Cailin Ellis. She makes me cry. She is a wonderful administrator. So many teachers that taught my children. Everything's here, you just need somebody that isn't a money drunk, that's honest, okay, that can't be bought.

CCSD doesn't work because of plain and simple greed. Everyone in town knows that. The administrative union pays themselves outrageously high salaries between 200,000 and 400, so there's never enough for more teachers. Then the superintendent and the CFO get blamed or fired. The answer is unions don't work unless they're run by mature adults. Okay? The answer is stop it. Stop it. Everybody needs to grow up and quit being greedy.

If you're making \$200,000 a year, if you're making 250, you don't need a three-point raise. Be mature enough to cap your own salary if you're making that kind of money, so that money can be taken down to higher new teachers. This is a school district, not a Fortune 500 company. If it were, everybody in the administration of CCSD, they would've been fired. They couldn't replace those salaries in the thing, and I'm not being critical, I'm trying to offer solutions. If you set the goal to become the best school district in the United States, you ask the right questions. Accounting's easy. You just have to hire the right CFO. Everybody knows in town that there's all kinds of different ways to do it. I'm going to put myself up. I will do it for half of the salary.

Trustee Garcia Morales:

Thank you. Thank you, Barry.

Barry Ellsworth:

I'll do it for half of the salary that your last [inaudible 02:31:33]-

Trustee Garcia Morales:

Alicia, come on up. Alicia's not present? Jose has stepped away, I believe. John Johnson, come on up.

John Johnson:

John Johnson for the record. John actually made a good point, you guys rehashed this when you guys first talked about it, when it came to you guys were going to pick a superintendent before the election. But unfortunately a lot happened since then and Katie no longer sits on this board, which once again means that you have a whole swath of voters who are not being represented right now, and they should have a voice in who they representative choose for the superintendent search.

I mean, it's that simple. It has nothing to do with everything else. All your other problem has nothing to do with this. This is pretty much you guys lost a board of trustee, a voting board of trustee member who can no longer, now there's nobody to represent them and make that vote. So for that one reason and that one reason only, you guys should pause it. But like Chris G. said, you shouldn't pause it for too long. Two and three is way too long.

You guys have already started the process. Had Katie not been, whatever happened to Katie, but had she not been on here, you guys probably wouldn't be having this discussion. Because once again, y'all talked about this when y'all set this timeline the first time. Y'all knew that y'all were going to be hiring a superintendent before the new people were elected. You guys already knew that.

But what you didn't know was that Katie was going to be removed, or excuse me, Katie resigned and she's no longer a board of trustee, and that's why I've heard a lot of praises for this company out of you guys' mouth. And this company that you guys are praising is telling you to hold on. They're telling you, you asked about cause and effect. They're telling you that you might not get the cream of the crop, because people are watching.

And if I'm the cream of the crop, do I really want to do an interview with this dysfunctional half-whatever board? So you may not get the cream of the crop. And I think that's what they're trying to explain to you, that hey, situations change, life change, things happen, and at this time, something happened to your board and you guys need to slow down, readjust, and move forward. And I say move forward with option one. Thank you.

Trustee Garcia Morales:

Thank you. Eileen Eady? Eileen, followed by Lorena.

Eileen Eady:

Good evening, Eileen Eady for the record, I'm a resident in District B and I just would like to urge the board to go with option one. We did not really execute this timeline, I think with fidelity as far as getting parents involved. I didn't even know about the meeting in District B until the day of. So we can remedy that by moving forward with a better timeline, right? We can't go back and get more input, but we can move forward with a better timeline, keeping in mind that we can do this with fidelity.

We need to wait. We can't bring somebody in amid this chaos. Who's going to want to come to our school district, first of all? But second of all, we can't bring in a new leader if we don't have everything in row. We can't expect them to do what we need them to do if we have not taken care of the budget deficit, for example. So let's go with option one.

Trustee Garcia Morales:

Okay, thank you. Lorena?

Lorena Biassotti:

Hello, good evening. This is Lorena Biassotti, candidate for school board District E. I understand the concerns surrounding the hiring of a new superintendent, concerns that led to the decision to involve a search firm. After all, Jara's tenure left us all frustrated, particularly when the board, at the time, overlooked clear red flags. However, this should not erode the board's confidence in taking control of this process to thoroughly vet and hire a qualified leader. This is, after all, your primary job. This time, follow a comprehensive hiring procedure, screen candidates properly, check employment references, review any complaints, take them seriously. Essentially do what you didn't do before. I urge you to wait for the new trustees to be elected. This change in leadership is happening for a reason. Parents and stakeholders alike have expressed dissatisfaction with the district's management and they've taken action to elect new representative, such as me.

Allow those voices to be considered. When evaluating candidates, it's important to discern whether their commitment to children's welfare is genuine. Examine their personal and professional backgrounds closely. Have they consistently advocated for children or have they used the system, as Jara did, for personal career advancement?

Finally, our primary focus, hiring focus, should be on merit. We must hire based on qualifications and proven ability, without compromising for other considerations, such as inclusivity of gender or race. The ideal candidate must demonstrate strong business skills and, most importantly, an unwavering commitment to ethics. These qualities, paired with the solid moral compass, will guide us to the leader our district needs. Thank you.

Trustee Garcia Morales:

Thank you, colleagues. That concludes public comment at this time. I do want to jump in here and share my appreciation also for HYA in lifting up this issue and raising it up after our last meeting, where several members shared their concerns, and after HYA also noticed a trend, given the various aspects of our current state on the board.

Trustee Garcia Morales:

And I want to share with my colleagues that I am incredibly supportive of delaying this process as well. I think a couple of things to consider is where, consider the impacts on staff, primarily staff member, staff of the board office who will be working diligently in the month of January to onboard new members. Those of you who just went through it, onboarding process, know how rigorous it can be and that is something worth considering.

I think another thing I noticed about option one is that there are less special board meetings there in that calendar versus option two where there are several more special board meetings. And option three certainly has the same amount of special board meetings that the month of, than the option one has.

I also appreciate the recommendation from HYA to consider hiring a superintendent. However, being mindful to, during whatever process we choose, however, being mindful that the following superintendent, the superintendent who selected won't start until after the end of legislative session. This district has had a, well... Consistently, there's a pattern of experience that the legislature has always had a... I don't know how to describe this.

But it's, track records exist, that the legislature has always had a special eye towards CCSD, and that always hasn't always benefited our kids and our school system. And I ask us to weigh that heavily in our decision-making. Whatever option exists for my colleagues, whatever option we end up having, that the legislature isn't always, maybe it'll be different this year. Maybe I should be optimistic and it will be different this year and the legislature won't be as challenging.

Regardless, we need stability during that time and the board would benefit tremendously from it. The other item that's important to consider in this process, so it's staff bandwidth, your bandwidth as colleagues, your bandwidth, our bandwidth will be critical and essential too. And then, again, the legislative process, knowing that that ends in June. All right, I'd love to hear from my colleagues, Trustee Zamora?

Trustee Zamora:

Thank you. I'll be... Thank you, Madam President, HYA team. I think you all are doing a fantastic job. I know my colleagues have shared that, especially with listening to the community. You all have been listening to us of how we include, how we continue including our community in this process. And now they're talking back to us and asking us for something.

Madam President, you used a special eye. But I, being full transparent, we call it a bipartisan target, because that's what we are with CCSD. So as we talk about legislative session, as it starts in February, I do think option one would be the best way to do it, that way we give some hope. Right? We give some hope.

We know during the interim sessions, right now we are the top of the talking points and we, at least going into a session, I truly, truly believe we have an opportunity to have someone in place, have a new superintendent, and give Nevada, Nevada, some hope.

I also want to talk about the other options real quick so my colleagues can... No one has really said it, but the other options bring an option for board governance. I do like that you all are being

Trustee Zamora:

proactive and trying to provide that training. I do believe that it is needed. I do not believe that it should come from HYA.

So I proudly sit on the Nevada School Board of Association, the Nevada School Board Association, and we actually just had a board governance training two weeks ago. Unfortunately, some of my colleagues were not able to attend, because it was in Elko, Nevada. But I do believe that the new president, vice president, that will be in January can make it a priority to do those trainings outside of this process.

Just how we talked about putting things aside from the other community meetings, because everything was getting mixed together, same thing for this. So let's just stick to the superintendent search. Yes, board governance should be a priority for the upcoming board, but I actually want to make a motion to move forward with option one.

Trustee Garcia Morales:

Thank you Trustee Zamora. We're going to continue down the queue here and check in with other members, continue the discussion, and look for a second. Trustee Barron?

Trustee Barron:

Yes, thank you, Madam President. To begin with, I just want to put out there, our legislature is not the enemy. They're residents of this valley, of the state, and they're taking phone calls and they're hearing the doubts that are out there in our community. They reflect and they have a vested interest, like anybody else does here, in our community.

And I think that one thing that was talked about in my, again, in my focus group, when there are doubts about the way our district is being managed, those calls are going to go to the legislature. And we have an opportunity, of course, to now move ahead in an entirely different way. I, myself, I entirely support option number one. I think this definitely has to get moved out to the new board.

I'd just like to point out that, again, the next item here is our trustee vacancy process. And I think the draft, if we were to look at this, we're talking about appointing a trustee that's going to coincide, if nothing changes here, will coincide with the same date. We will be picking a replacement trustee on the same day that the superintendent is going to be picked. That's preposterous.

Already, the District B residents have already been frozen out, they are disenfranchised, and I don't think that there's any room for a person to come in, get interviewed here, be appointed to District B, then, "Oh, by the way, sit up here, now you've got to vote for the new superintendent." That's impractical. That's not going to work.

Finally, I do believe, though, that by pushing it, pushing this selection into early January actually works to the advantage of the way education actually works. I've been an educator for 30 years and, quite frankly, it's early January to March when all the teachers begin to figure out where they want to teach for the next year. And that's the way to work. Principals begin at taking phone calls, "Hey, do you have a position open at your school?" "Well, a matter of fact, I do. I was going to give you a call." The hiring of a superintendent in the early part of the year actually works to our advantage.

Trustee Barron:

Because think about this, if you're a superintendent, if you're going to have to go here in early October and begin to get interviewed, and then you have to go back to your board and tell them, "Oh hey, by the way, I just interviewed for a much bigger job over here in Clark County," they would actually be crushed. And I have heard that there will be actually superintendents who might be deterred, because they're going to have to go back and face their boards.

Trustee Garcia Morales:

Thank you, Trustee Barron.

Trustee Barron:

Thank you so much.

Trustee Garcia Morales:

Trustee Satory?

Trustee Satory:

Thank you. And I also support option one for, I support delaying the search as well for the same reasons that we have been discussing and we've heard from a lot of the community as well, of the things District B is not represented. It just doesn't like, having that same day, like Trustee Barron said. All of those things, for all of those reasons, I also agree with delaying it. I agree with your recommendation.

I would support option one as well. I think it's a good amount of time, but without it being too long to potentially lose applicants. My question is, are you able to share how many applicants we currently have, and have any of those who have submitted dropped out along the way?

Shawn Joseph:

Yeah. So we've been talking to a few dozen individuals. Individuals have not applied at this point. A few have, a few have. Majority have not. They're watching the process play out and they know the deadline is September 30th. So yes. But we've been speaking to a few dozen individuals-

Trustee Satory:

But only a few that have actually applied?

Shawn Joseph:

Correct.

Trustee Satory:

Okay. Thank you. And may I second the motion or are we getting more comments before for that?

Trustee Garcia Morales:

You can-

Trustee Zamora:

... second.

Trustee Satory:

Okay.

Trustee Garcia Morales:

... You can.

Trustee Satory:

Okay, then I will second the motion as well.

Trustee Garcia Morales:

Thank you. Thank you. We have a second by Trustee Satory. And Trustee Satory and Trustee Zamora, I'm going to continue here with the queue, with colleagues who have already shared, who need to share. Trustee Cavazos?

Trustee Cavazos:

Thank you Madam President, and thank you Trustee Zamora for presenting the rationale for option one so elaborately and presented very well. I also support option one, and I feel here that the legislative session, that we need to be collaborative here. We all have things that have happened in the past, but right now, we're here in the present with our search firm, trying to move forward.

We do have an election coming up and we need to look at mending those relationships. And I also do not consider the legislature an enemy. I consider them people just like us that they're getting rich, just like the trustees are and what we're paid, right? And so, we need to work with them.

We're not always going to agree with them, but we need to be collaborative. So if we look at option one and we see when the superintendent would be appointed, we have time in November and December. Not a lot of time, but when we have other people that go into new jobs, you don't always have a whole year to get ready. When I was first appointed in 2017, Mr. Caruso there did an amazing job. I had one week to get ready. So we can do onboarding in November and December and continue that in January. And so I would support option one also without the governance element. So thank you.

Trustee Garcia Morales:

Hey, Trustee Cavazos, I have a curiosity for you. You mentioned that you were in 2017 onboarded. Did you have to select the next superintendent at the time? I think it may be helpful to have that context come on. Thank you.

Trustee Cavazos:

Oh, yeah. But no, I didn't have to select a new superintendent. I had one week to collect all the information about a possible reduction in force of, I can't remember the exact number, but it was a huge number and it was very demanding and my onboarding did not stop there. It was learning on the job. So a reduction in force of our teachers or support professionals was just as important to me at that time as selecting a new superintendent. So thank you for that question.

Trustee Garcia Morales:

Thank you for that clarity. Definitely a big decision at the time. All right, I think I have Trustee Esparza-Stoffregan again in the queue.

Trustee Esparza-Stoffregan:

How do I frame my question? I'm going to flip it from what Trustee Satory said. So you say and recommend on page 2 of 5 that option one and two are in your recommendation for one of the two. We delay the search, we have the new board. Do you believe in your recommendation we'd have a bigger slate, a cream of the crop slate, that would potentially apply because we would delay to the new year? And then I have a second question.

Shawn Joseph:

Yes.

Trustee Esparza-Stoffregan:

Simple, right? We're going to get more people coming. Okay. So the other question I have is, what is the difference between option one and two in your mind, in your recommendation? Why?

Shawn Joseph:

Yeah. In my recommendation, option two gives the new board an opportunity to build relationship. We said it was governance, but the board needs to begin to trust one another. And you can't do hard work without trust. And I think a lot of boards around the nation are challenged because they don't spend time getting to know one another, understanding one another's strengths, and understanding the blind spots of the board. And option two gives you an opportunity at least. I mean, it's a short one. It's a month, but to plan some activities and some opportunity to engage, understand one another, give this new board an opportunity for you to hear from those individuals their values, what they want, what they're looking for, and build a sense of cohesion.

So there's a book called The Governance Core by Michael Fullan and I teach a course on school boards. And when you see challenges with boards, more often than not, just like with superintendents, it's relational and we haven't spent time to listen to get to know one another, to understand our strengths, our weaknesses, and how to tackle tough problems together. And so it can be done with option one if you chose option one, but I would strongly recommend is that you, as a board come up, with a transition plan. So once you identify who those new individuals are in November and in December, you begin intentional team building planning. They may not be able to

Shawn Joseph:

vote, but I've been in districts and I've seen districts that allow those individuals to be shadow individuals to be a part of that process to begin doing that.

But it's really more about, I mean, we're thinking more give you an opportunity to understand your team's strengths, blind spots, opportunities, lock in on the rubric and opportunities, and to do the work to think about how you're going to move through the process. It's just you're going to need time together. And my fear is when you enter this forum that's highly political, that has eyes and a crucible, it's hard sometimes to make good decisions, particularly in this state environment where you can't talk to one another outside the meetings without being. It's a very different dynamic. And because of that, that time would be beneficial in our estimation.

Trustee Esparza-Stoffregan:

Thank you for that. And I know you want to say something Ms. Adams, but I don't want to give in yield my three minutes. So can I finish my thought? So I want to say this. As a new trustee, we did have onboarding in November and December, so I don't see that being an issue for the newbies. I would explain to you that I agree with you. Option one is the best. Here's why. You just talked about the leadership profile, political acumen, financial stewardship relational, high EQ diversity, and business community. So the key thing for me is we have to get someone in that space so that they can advocate with our elected officials. And that is crucial because in the state of Nevada, we are always concerned about the financial pieces for per pupil funding. So this is why I would go with option one.

Shawn Joseph:

Thank you, Trustee Esparza-Stoffregan. We are going to ask you to get back in the queue.

Kaweeda Adams:

Madam President?

Trustee Garcia Morales:

Yes?

Kaweeda Adams:

May I? Regardless of which option you choose, you've heard from the community and you have to make space for the three things that you've heard from the community with regard to the board. Trust, building trust, stability, demonstrating stability, and also building confidence. So whichever way that you are able to do that as a board, be it part of the process that we're recommending or a separate process, it needs to be public so that you can work with your community and they can see the evolution of those three things that they have clearly said are important to them with regard to the board's operations. And so we know what our recommendation is, however, we serve at the pleasure of the board. But we do want to make sure that it is very clear that those are three things. Regardless of the option that you choose, you have to ensure that that is done and it is done

Kaweeda Adams:

visibly, openly, so that you can build that trust, confidence, and stability among the community members.

Trustee Garcia Morales:

Thank you. Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. I do support that we take an intentional pause. I think that's the right thing given the dynamics that are among us. And I also want to say that at the previous agenda item, I praised you for your work with our group. And so I do trust your advice and I would support option two. And here's why. One, I agree with Trustee Ramona Stoffregan that I want the cream of the crop. And I think that option two, from based on your advice, would give us the cream of the crop. That's who I want because you know the world of being a superintendent search firm, I don't. And so I'm going to trust that. Number two, I think that I agree that we're going to have a new group. I do think that we could rethink onboarding so that we are mindful about the staff's time.

I definitely think that we need team building that it has eroded and so it's caused us a lot of friction. And so I do think that that investment and option two would allow us to do that investment. Not impossible with option one, but it would allow us that space. So that's why I would. And then number three, I agree that the board staff and the bandwidth that they have is a concern for me. It's a yellow flag and I would hate for us to, like I said, lose valuable people in this process by overburning them, by trying to put too much on their plate, especially during December. And so I think there's a lot of noise in the audience, so I would appreciate your respect. Thank you.

My last comments would be, my question is about the transition. I believe that you provide transitional services for the superintendent. We're going to find, so that's my question. But lastly, I would say as a legislator, former legislator, I know that the session starts in February, but we do mostly informational stuff and that as a group, especially with our seasoned members like Trustee Cavazos, that we may have to take a bigger leadership role in the political space because that's the world that we come from. And so even if we took option two, we can have a deeper and greater relationship with our legislature. And so that's why I'm proposing option two. So my question is on the 100-day transition plan that I had read previously. Can you elaborate on that?

Shawn Joseph:

Yeah. So what we do with the 100-day work is support the board and the new superintendent in terms of getting to know one another, identifying short and long-term priorities, supporting the board with the evaluation tool and the evaluation work of the superintendent as you think. There's going to be time when the new superintendent comes where the board and the superintendent will need to clarify what is the focus. Large school districts struggle with focus, and the fastest way to have a superintendent challenged is a board not being clear about what we want to do first, second, and third. And so we work in that first 100 days to help the board and the superintendent

Shawn Joseph:

come up with a collaborative, moral imperative for the short term, and then start thinking about the long term. You have to do both simultaneously because you're coming into an organization that's existed that has a lot of stuff happening, there's a system in place, and you've got to try to get a hold of that while you're starting division towards the future. So we can support the superintendent with the initial 100-day plan, the community outreach thinking that work through working with the board, and the superintendent to lock down on the short-term priorities for the first six months and communicate it across multiple measures, which can be a challenge in a big complex place like this. And then thinking about the evaluation because right up front, one of the board's most important priorities is the evaluation of a superintendent and the feedback loops and putting those systems in place. And then there's some of the basics that you probably already do. Just establishing communication protocols, establishing how to function, and the superintendent will need to get to understand 11 people and figure out what the collective will of the board is. And so we support you with that.

Trustee Garcia Morales:

Great. Thank you. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. So I support delaying this process, but I also support delaying it with enough notice after the swearing-in for applicants for... Sorry, it's late, the swearing-in of whoever takes over the board, but I don't think it's fair for you to do it in January because I think that these applicants should have a very clear sense of what they're walking into. I also don't think that that happens in a closed training room in November and December. That happens in a public board meeting. You don't know how a board's going to act until they're in a boardroom, they're in front of a camera, they have an audience, people applaud. It's a whole different ball of wax. So I think it would be very unrealistic to assume that you can hire somebody before you're adequately trained and before you actually understand the dynamics in a board setting.

I think that making that decision now, whoever this new board is, they're very likely to undermine whoever you select. That's just the reality. I've actually seen it. I think at the board's current rates, I think it's unfair to even the interim superintendent to not know who this new board is because it's very likely she may not want to work for them. I think the new board makeup, they really actually have to get a better sense of which positions they're going to need to replace and they're not going to be able to figure that out in January. So my advice for incoming board members is before you make a decision, find out what the consequences of those decisions will be when multiple chiefs leave and how are you going to go about replacing those. So I think you have to have a full understanding of the system before you make these assumptions.

I support option three. I understand there's a lot of talk about the legislative session. What about the school year? We are here to educate children. Do I think January is the best time to pick a person in the middle of the school year? I think a natural timeline would be March. Whoever

Trustee Brooks:

transitions out at the end of the school year, it's a natural transition point. It doesn't make a ton of sense to rush a decision because you think maybe this is going to work in your favor. There is a very high probability that this board needs some time to stabilize itself. That's just a reality. So I'm not going to support the motion, but I would support option three.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Trustee Zamora, is it okay if I go to colleagues who not had a chance to share remarks?

Trustee Zamora:

Oh, sorry.

Trustee Garcia Morales:

Thank you. Trustee Johnson?

Trustee Johnson:

Yep. One of the things that we talked about was the reason, the special meetings that we were thinking about having. Is there a reason why we can't add special meetings at any point during the process? That was one of the things we said about so I'm asking, is there a reason why we can't add those?

Trustee Garcia Morales:

There isn't a... So let me share a little bit of how this calendar came about. Actually, the calendar was put together based off of our existing board calendar and then took into consideration some key dates, holidays, things of that nature.

Trustee Johnson:

But we could if we needed to.

Trustee Garcia Morales:

Sure, there could be adjustments. Absolutely.

Trustee Johnson:

Okay. And then the other thing I would ask. I think if we think about was the, I guess I'm asking our colleagues to contemplate this. If we think about what it means to get onboarded and to be really immersed in the work that we have to do, is it best for us to try to do that in a condensed amount of time of November, December, when that is traditionally the most busy part of the year for any person, just given all of the holidays that exist? And then trying to plug in new people into a very challenging space, is that going to be the best way to onboard new people and get them

Trustee Johnson:

acclimated to what we want to get accomplished? And so if we're thinking about what's the best way to give ourselves and our new colleagues the best onboarding process, because onboarding is it sets the tone for what somebody's going to be able to do for many months into the future. And so just given the time, the space, the thoughtfulness of a real onboarding before we start to dive into a new process, especially if the process, we don't have to rush through it for any reason. It seems like, from what I heard, we'll get the same quality candidates in option one and option two and maybe even option three. Wouldn't it behoove us to say our new colleagues will perform best if they have a strong onboarding? And maybe we don't need governance training from HYA, but the team building, the bonding, and then the acclimation to what it means to be board member is important and we can provide that if we don't want to rush a decision and get them right in.

So personally, I think either option two or option three would be best just to give us some time to bring our new colleagues in a really intentional manner and then allow for those people to be strong value-added productive members of our board as opposed to just making a decision quickly. And I appreciate Trustee Bustamante Adams saying we still have agency to go and support the district at the legislature. We have colleagues who've been there. We have colleagues who understand that space. And so that doesn't have to be the thing that we think about. We can leverage what we have and really think about our colleagues in the future and how they can make the best choice because we've given them a lot of space to learn and grow.

Trustee Garcia Morales:

All right. Thank you, Trustee Johnson. I believe all the colleagues in the queues have shared already and I'm going to go back to you after we finish this round of sharing. I'm going to share another remarks and then we'll call for the vote. We will go through the vote. I will call the vote. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. Trustee Johnson, to clarify, you're saying, you said in a statement right now that you agree that HYA should not be doing the board governance, but then you support option two and three and that's including HYA doing the board governance.

Trustee Garcia Morales:

Trustee Johnson?

Trustee Johnson:

Yeah. It doesn't have to, is what I'm saying. We could amend that as we need to. So the recommendation is I was recommending the timeframe. Not all of the details, in that, we don't need the governance. We do need the time.

Trustee Zamora:

Perfect. Thank you. I just needed that clarification. Trustee Brooks, you brought up a lot of good points about people just hitting the ground running basically actually makes me give more respect to the folks who came in as appointed members because their first couple weeks, we had the previous superintendent fiasco, I think that's the best word we can say. And they had to just learn

Trustee Zamora:

that way and they went through that. So thank you to our appointed members who joined in January and had to deal with that. I'm a little flabbergasted, I think is the best word, because I'm starting to hear from some colleagues that a couple of months ago, they were saying they wanted a shorter superintendent timeframe and now they want to expand it a little bit more. So it made me have this question. If we go with an option two or three, how much more money will that cost for HYA if it's not amended to do the board governance training?

Shawn Joseph:

Well, I'll defer to Dr. Perez.

Nanci Perez:

As long as the search is indeed paused right now and we do not start up again until whatever calendar we decide and no additional services are added, there is no additional cost. Whether we do the select phase right now or whether we do the select phase in options one, two, or three, that doesn't change the price. We're still going to do that work. It's only if you want additional services or additional transition services, planning, governance, work, board development, then there would be an extra cost. But just changing the timeline, we are not going to charge the district any additional dollars.

Trustee Zamora:

So as of now, to clarify, if option two or three were to pass with no amendments of not including board governance training, you all will be doing those board governance trainings at no cost?

Nanci Perez:

No, not the board governance trainings. We will be doing the select phase, which are the same things we would have done in October. If you want us to work with the board at using some of our programming, that helps boards come together, develop trust, work on behavioral assessments and protocols that would be an additional charge.

Trustee Zamora:

So right now, we would just pass the timeline but not talk about the cost of it just yet. Yes, thank you.

Trustee Garcia Morales:

Thank you, Trustee Zamora. Trustee Cavazos?

Trustee Cavazos:

Thank you. Thank you for asking those questions, Trustee Zamora. I also too am a little surprised by some of my colleagues' comments. It's up to us. When we set a bad role model, then we set a bad role model. It's on us. So if we choose option one, it's doable. I'm looking at some of our candidates right now in the room. They have experience. They have experience and we can onboard them. We have done the November and December onboarding before and it can be done again. I'm going to respectfully disagree with Trustee Johnson. Yeah, November and December are difficult. If we were in a corporation right now and we are running a business, a business of we're trying to get to a better place with student achievement, that's our job. So we have to be more unified here. If we end up, as people are predicting, with 13 to 3 vote time after time after time, then we're just going to prove to people that we cannot do the job.

We're going to have new people in January. We have to have faith that they are going to be able to do the job. As Trustee Zamora said, the four appointed trustees, they didn't have much time. They had to jump right in there and they have done amazing work. So I think that what we have to look at right here is that if we are willing to do the work. If we're going to sit back and say it's too hard, we're not going to have the special meeting or we're not going to do this training, we can find governance. We can find ways to build the trust. The trust is not good right now because of certain events that most of you know about from the media. We'd like to change that narrative by working with everyone. So I would urge our board right now and our colleagues that have doubts about option one to please reconsider and look at being a unified board for the sake of our children because we're not here for us. We need to think about the kids. And again, the legislative component, although a lot of people like to bash the legislature all the time and sometimes we get bashed in return, but we have to think about, we need to work with them. We need to work with them. They gave us a lot of money. They now want to know what happened to that money. And if they give us more money, what are we going to do with that money? So I would please urge our colleagues to think about unity here so we can move on. We have one more item on the agenda that cannot really be decided until we decide this. So I'd really like to call for the question.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. I think you have my commitment to that. And we have Trustee Satory in the queue and I've already stated that I would like to share a piece. It sounds like there is, I'm happy to force the question. You've got two colleagues who are in the queue still. So if you call the question... All right. We have to take... Thank you. So colleagues, this process for Robert's rules of order requires us to, if the member recalls a question, we have to vote on whether we want to continue pause, stop discussion, and go to the action. So this doesn't actually mean that we're voting on the motion on the floor. It just means whether Trustee Cavazos has called the question, which is an effort to pause discussion, stop discussion. If this motion passes, discussion will stop and we will go straight into the action, the motion. Okay? All right. Oh, Trustee Cavazos, we call the question. I think we need to take the vote for the question.

Trustee Cavazos:

I didn't see. I still have my mic on.

Trustee Garcia Morales:

No, I am trying to honor your request.

Trustee Cavazos:

Yeah?

Trustee Garcia Morales:

No. Okay, no request. We're taking back the request.

Trustee Cavazos:

Yes. I did not see the other people in the queue.

Trustee Garcia Morales:

All that explanation for nothing. Sorry, colleagues. Please disregard. We're going to Trustee Satory come back in the queue so that you can finish your piece and then we will, I'll round out the remarks.

Trustee Satory:

Thank you. Quick question on the, so I do agree with the comment. I believe it was Trustee Zamora stated about the governance training and not mixing that with HYA. I support that as well. My question was about the transition services. So whichever option we pick though, we are not making that selection of utilizing the transition. That can be done at a later time because I would like to know more about, I would be interested in finding out more about that just because of your experience in getting superintendents trained and transitioned. I definitely think your expertise there could be beneficial. So yeah, I just wanted to make sure that wasn't something we needed to decide tonight that we could revisit that and give. Okay. Thank you very much.

Trustee Garcia Morales:

Thank you. Okay. All right. My remarks, colleagues. So I'll make them brief. I feel I really am present to our colleagues indicating the need for us and really HYA indicating that we would benefit tremendously from being unified in this decision. And you've already heard that there, from our discussion, what I've observed from our discussion is that there is a desire for option one and there's a desire for option three. It sounds like the most reasonable item would be to have the most, the item that would allow us to build unity and this decision would be option two.

And so I just ask my colleagues to consider that as we go into this vote. Okay. Let's go ahead and take action on the current motion that exists. Colleagues, who made the motion? Trustee Zamora, you made the motion followed by Trustee Satory. Okay, great. Thank you. Colleagues, we have a

Trustee Garcia Morales:

motion by Trustee Zamora, second by Trustee Satory on option one. Please cast your vote. Okay, colleagues. That motion did not pass. That motion is a three to three. Is there another motion in the queue or another action? Motion, action. Action, motion. I hear you. Trustee Brooks, I see you're in the queue first.

Trustee Brooks:

Thank you, Madam President. I'd like to make a motion to approve option two, noting that the board does not wish to utilize additional services other than pausing the search until this timeline.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Trustee Esparza-Stoffregan?

Trustee Esparza-Stoffregan:

So I will second the motion to look at option two without us having the additional services at this time.

Trustee Garcia Morales:

Thank you, Trustee Esparza-Stoffregan. Trustee Adams, Trustee Bustamante Adams, do you have questions, discussion?

Trustee Bustamante Adams:

No.

Trustee Garcia Morales:

No. Okay. And Trustee Cavazos?

Trustee Cavazos:

Yes. I just wanted to state that you were incorrect. I was the first person in the queue, not Trustee Brooks. But I'm fine with her motion.

Trustee Garcia Morales:

Great. Thank you so much. I am going to see. Then colleagues, we have a motion by Trustee Brooks, a second by Trustee Esparza-Stoffregan. Can we please cast our vote? This is for option two. All right, colleagues. Thank you very much. That motion passes 6 to 0. HYA, thank you again for your diligent work and your support in getting us to these key decision points tonight. All right, colleagues. We are going to shift gears.

3.03 Trustee Vacancy Process.

Discussion on the process, procedure, and timeline for the appointment to fill the vacancy for District B, on the Board of School Trustees. [Contact Person: Evelyn Garcia Morales] (Ref. 3.03) (*According to Governance Policy GP-19: Vacancies on the Board*)

Trustee Garcia Morales:

Okay, colleagues. We are going to move on. Excuse me. We're going to move on to item 3.03. This is not an action item. This is simply a discussion on the process, procedure, and timeline for

Trustee Garcia Morales:

the appointment to fill the vacancy for District B on the board of school trustees. Because this is not an action item, we will not be taking public comment on this item. However, individuals who did submit public comment can be added to the end, 4.01. Thank you, Trustee Bustamante Adams for your support.

Okay, all right. Colleagues, I want to thank you for this. I have some pieces that I want to go over with you. I am the point of contact on this end and I'm going to bring Mr. Caruso up who will support us in any questions and fill up any gaps that I've missed. So pursuant to NRS 386.270, Vacancies and Government Policy, GP19 vacancies of the board, the vacant position will be advertised in the Las Vegas Review Journal on September 29, 2024 and October 6, 2024. Applications will be available on Monday, September 30th, and will be on the trustee page website, ccsd.net/trustees, and available in the Office of the Board of Trustees. The deadline to submit applications will be Friday, October 18th at 4:00 PM. Per policy, this is 10 business days after the last date of publication of the vacancy. Applications must be received via US Mail, email or hand delivered. We will work with the district's communications unit to advertise the applications via social media and the district's website, ccsd.net/trustees. Candidate applications will be reviewed by the board council and board liaison on Monday, October 21st, 2024. Candidates will be contacted and made aware of the date, time, and location of the oral interviews via email on Tuesday, October 22nd. Per policy, they must be made aware of at least five business days in advance of the meeting. Copies of the candidate applications will be provided to trustees and posted on board docs with the personal information redacted on Tuesday, October 22nd. Per policy, trustees must receive at least five business days in advance of the meeting. Special meeting to interview candidates for District B will occur on Wednesday, October 30th at 9:00 AM here in the boardroom. On or before October 18th, each trustee is asked to email board counsel and board liaison three questions that could potentially be asked of the candidates. The board president will select one question from each trustee to ask of the candidate. If there is time, the board president may ask one additional question. Immediately following the interviews, an oath of office will occur to swear in the newly appointed trustee on October 30th. Mr. Caruso, did I miss anything?

Joe Caruso:

Madam President, members of the board, interns, Superintendent Larsen-Mitchell, no, you did a very thorough job and viewed where we're at, so I'm happy to entertain any questions. Kudos for going through the schedule.

Trustee Garcia Morales:

Thank you. I get a gold star.

Joe Caruso:

Gold star.

Trustee Garcia Morales:

I'm giving myself a gold star. Colleagues. We all get gold stars tonight. Here we go Trustee Esparza-Stoffregan, come on in.

Trustee Esparza-Stoffregan:

Mr. Caruso, thank you. I appreciate your institutional knowledge, because this is your second round, I believe, in this process, so we appreciate you sharing that. So I have a question about the NRS. I'm looking at the one for NRS 386.270 in vacancies. That last part of the NRS says and states that the appointee shall serve until the next general election, at which time his or her successor must be elected for the balance of the unexpired term. So, potentially, could we appoint a trustee, but then we have the general election, and then that individual that wins, do they automatically replace the appointed trustee?

Joe Caruso:

Madam President, members of the board, Interim Superintendent Larsen-Mitchell, Trustee Esparza-Stoffregan, great question. My colleague, Nicole Malich, and I spent a lot of time researching this, and that is something that we both questioned. So I will tell you in speaking with Nicole, and I know Nicole is on the line, we did... And she was able to clarify that the appointee would finish the term until the oath of office, and then the elected person would then take the oath and then start the new year. So whoever you appoint would finish theoretically two months by the time the process is done, and then the new person would start in the oath. So, Nicole, if I captured that correctly, if you want to chime in.

Nicole Malich:

Absolutely. Thank you. Mr. Caruso. Yes, that is correct. As the NRS reads, the unexpired term would end at the conclusion of former Trustee Williams' term. So whoever's elected in November would not take that seat, to answer your question, Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

Thank you for that, Counsel. So I'm confused, because I interpret it differently very much, that as soon as the election happens, that person would assume that seat, knowing that we had that same process with Councilman Barron, which is now Trustee Barron, when we had a replacement in that particular seat, and then we had an oath of office. So that's why-

Nicole Malich:

That was a different process that followed 386.165, and that was a resignation of Watson to the appointed term. The appointed term runs a different cycle than the elected term.

Trustee Esparza-Stoffregan:

So I hear what you're saying, but, again, I interpreted as that the new elected would take the seat immediately, so I'll just have to seek some other advice from another individual. Thank you.

Trustee Garcia Morales:

Thank you, Counsel, for providing us that insight. And I'm going to turn it over now to... Not just insight, but also NRS clarity. Trustee Barron?

Trustee Barron:

Yes. Thank you very much, Madam President. Just looking out, I see there are several people here who are probably pretty good candidates for this interim replacement. We have our very good friend, Dane Watson, who I would like to point out. He's already gone through governance training, and he was appointed previously by the City of North Las Vegas, and he's actually a District B resident. Is that correct? That's fantastic. So I guess I think our former city manager, who's, of course, an expert in public policy, I heard that Ryann Juden might actually have some interest in this seat, as well. So I think this might actually attract many competent people. I guess my big question is, is there anything keeping the actual candidates who are running for the position to be appointed to this five days before the election?

Trustee Garcia Morales:

Thank you for that, Trustee Barron. Joe and council, is that a question for counsel? I feel like... Yeah. Counsel, can you chime in for us, please?

Nicole Malich:

Nothing would prevent them from... I mean, well, election laws would prevent them from filing for the next election, because the deadlines already closed. Is that what you were asking, Trustee Barron?

Trustee Barron:

No, of course, we now have the runoff election where we have two people who have cleared the process here, the political process until now. But what I'm asking, if the candidates, and of course

Trustee Barron:

we had actually one of the candidates, Ms. Eady here, and I remembered how to pronounce that correctly. Eady, right? She's actually here in the audience. There's nothing that prevents her or her opponent, quite frankly, from also applying for this appointed interim Trustee B position. Is that correct?

Nicole Malich:

You are correct, Trustee Barron, the only qualifications necessary are in 386.240. Assuming she'd be a qualified elector and have the qualifications of residents within the county, then she is good to go as would be the other candidate.

Trustee Barron:

Thank you so very much.

Trustee Garcia Morales:

Thank you. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President. Interesting discussion here. I also have a different interpretation there from... Similar to Trustee Esparza-Stoffregan, because if you read it right off our reference materials here, the appointee shall serve until the next general election, at which time his or her successor must be elected for the balance of the unexpired term.

Now, yesterday at the second day of my NIAA meeting, we meet for two days, I did have a legislator come up to me and ask me about this, and I said, "Well, you have the reference documents here. I can't comment on it, because it's on the agenda." So I did a little bit of research on my own, and I see that in the legislature that if this happens and there is a general election, that person takes the seat immediately. They take the seat immediately if there is a vacancy, not if it's just like a regular election.

So I want to bring something up. Sorry, losing my voice here. I know people might have hopes on that, but I still have a little bit left here. So let's look at the situation here. As Trustee Barron brought up, if we had somebody like Mr. Watson here, who was here before Trustee Barron came on, he would already be trained so he would be able to hit the ground running. I'm just throwing that in. I'm not endorsing or anything. I'm not stepping outside of the lines here.

But let's say that we appoint somebody that does not have the training, and we have chosen option two. And so are we going to be training a new appointed trustee, and then a new elected trustee for District B at the same time? That would be at the same time as what we had brought up before, like appointing the superintendent and a new trustee at the same time.

So what are we looking at here? October 30th, the sixth days before the general election. And I did hear, I believe, board counsel, and I had communicated with her, and she did answer me. She had communicated that Ms. Eady or her opponent could file for that seat. Now, I don't know what's

Trustee Cavazos:

going to happen. If that happened, and the board chose somebody that is already on the general election ballot, our counsel's telling us that we can do that.

But what if that happened? What would that do? We would then be appointing somebody that then becomes the incumbent by appointee six days before the election. So there are some different factors here. I want to get some more information on this, because this interpretation that is being given to us, with all due respect, Ms. Malich, I'm not sure if this is correct. But I'm not an attorney, and I would like to get some more advisement on this.

Nicole Malich:

And Trustee Cavazos, if I may, you had pointed out a difference in the legislature. Well, 386.270 only applies to school boards, and I'm confident about my position on the balance of the unexpired term being the ending of what former Trustee Williams' term would be.

Trustee Garcia Morales:

Thank you. We're going to move on to Trustee Guzmán.

Trustee Guzmán:

Thank you. I just need to set my time. Thank you. So I just want to make sure that I understand the process. And Joe, thank you for staying. So according to the process, we have an application for the board vacancy, and they turn this application into us. Then what happens? Do we get them? Is this a public meeting? What happens next? Because I don't recall what happened with Trustee Cavazos. So if you could just tell us what happens after the applications are turned into us, I'd appreciate it.

Joe Caruso:

Madam President, members of the board. Interim Superintendent Larsen-Mitchell, Joe Caruso, for the record. Trustee Guzmán, to your point, and you know the devil's in the details.

Trustee Guzmán:

Right.

Joe Caruso:

We are time bound by the NRS. We're also time bound by our own policy, which is the first item in the reference. If you look at GP19, vacancies on the board. So we're required under NRS to advertise the vacancy first. Theoretically, if everyone's on board with it, we would say we're going to advertise on Sunday in the Review Journal and then the following Sunday, which would be October 6th.

Trustee Guzmán:

Well, this is not an action item, so wouldn't that happen anyway? Yes, yes. Okay. Yes. Thank you.

Joe Caruso:

Trustee Guzmán, to your point, yes. So then the ten-day rule takes effect from the sixth, because it's 10 business days. So that's where the 18th comes about. So then the applications are due to us on or before the 18th. We then have a fast turnaround, because we're trying to expedite the process to make sure A, we follow the timeline, but B, make sure that we work efficiently to go through the applications, make sure that they're residing in District B, and then communicate with candidates and say, "Yes, you qualify," or we need to clarify what the issue is.

And then after that point, and it's a great question, that's what we noted here on the timeline is that we want to make sure that we give the candidates, it's five business days in advance of the meeting. So five full business days before we can actually have the meeting, we tell them that they're qualified for it. At that same time, that same date, that's when we're going to post their applications publicly, because we're also required by policy to give them to the board five days.

But as you know with open meeting law, I can't provide anything to you unless it's publicly posted. We will, of course, have to redact all the personal information, which we've done in the past, and then from basically October 22nd through the 30th, you meet that five business days, and then we come forth on the 30th, have the discussion and decision.

Trustee Guzmán:

So all of the applications are discussed on the dais. Okay, that's what I needed to know, and my time is up. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I think it would be unethical to appoint a person that's running for a seat regardless if we have a favorite. I think the people should decide who represents them, and I don't think the board should place their thumb on the scale. I also think it could be really awkward if you pick somebody who doesn't win, and then you have this person who doesn't actually represent the people who are going to be in place until January.

I agree with the opinion of board counsel. I think the clarity that was provided is accurate. I think also that statutes don't exist as standalone items, so I can understand how you're interpreting that one sentence. There's also another sentence, though, in NRS 386.165 that clearly defines what the term of office for a trustee is. It says that it's four years, and it commences on the first Monday of January, thereafter next following the election. So reading just your statute, I could understand how you would interpret that, but the term for a trustee is clearly defined in a different statute, and that statute also applies.

Trustee Garcia Morales:

Thank you, Trustee Brooks. Did Cavazos go already? No? Trustee Cavazos, you've already shared. Do you mind? Oh, it looks like Trustee Zamora, have you shared? I don't believe you've shared yet. Can we jump for a leapfrog over to Trustee Zamora? Thank you. And then I'll come back to you, Trustee Cavazos. Trustee Zamora?

Trustee Zamora:

Thank you. Madam President. I think where I'm also getting stuck is because, usually, for NSHE, for example, there says that appointed member will serve until the end of the term. And I think with the NRS here, it says must be elected for the balance of the unexpired term, so they will kind of step in. So I think that's where the confusion really is, just because I've seen wording in other policies and how they wrote it, but that's just the point of that. I do have a question with the timeline. The October 21st verify candidates are registered voters in District B, who does that verification?

Trustee Garcia Morales:

Go ahead, Mr. Caruso.

Joe Caruso:

Madam President, members of the board, interim Superintendent Larsen-Mitchell, Trustee Zamora, to your question, that'll be board counsel and myself. We'll have the applications. We'll sit down, we'll look through them together, and then we'll verify. And I'll rely on board counsel to help me, obviously, with the county support to make sure that the candidates reside and same process we followed in 2017. And then make sure the candidates, and we'll start, that whole day, basically, will be locked for us to work on that and then start working on communicating with the candidates if we need to clarify anything. We want to do this expeditiously as possible so that the voters in District B have someone in place.

Trustee Zamora:

Thank you, Joe. All I want to say is thank you, because that sounds like a lot of work, and you already have enough on your plate with everything you do, so just thank you for taking the time to do that. I really appreciate you.

Trustee Garcia Morales:

Trustee Cavazos, I'm going to turn it over to you. Trustee Cavazos, I made a commitment, so I'm follow through on that. Trustee Cavazos?

Trustee Cavazos:

Thank you very much, Madam President, and thank you, Joe. Having been through that before, I do know that this is a prescribed timeline. If you had to do the vetting of the candidates on your own, would you have enough time to do that?

Joe Caruso:

Madam President, members of the board, Interim Superintendent Larsen-Mitchell, the goal is to do the process as best as we can. I would prefer to have a board counsel work with me on it. We have a very great working relationship just so that I have an attorney. I'm unfortunately not an attorney. Learning a lot over the many years of doing this, but I would like to have just that collaborative. It's a good check and balance to make sure that we're within the law, election laws all of you know, I want to make sure that we're compliant with NRS statute and really bring solid applications forward for the board to look at.

Trustee Cavazos:

Thank you, Joe. I appreciate that. And the other clarification is I'd like to request just the written opinion, respectfully, from board counsel Malich that she just gave us. I'd like to have that in writing so that if we did want to basically present that to the LCB that we could, and that it would not be Trustee Cavazos saying that verbally and possibly getting some details wrong. But if we could please request a written opinion on that, please. Thank you so much, Joe, for everything you do.

Trustee Garcia Morales:

Trustee Cavazos, is that a... I want to just point for the record. You mentioned LCB. What does LCB have to do with the request of legal counsel?

Trustee Cavazos:

If I'm not mistaken, I believe they wrote the statute.

Trustee Garcia Morales:

Oh, oh, oh. I'm sorry. I hear you saying that you have an interest in gaining an opinion from LCB.

Trustee Cavazos:

I would just like to have that if it's not too much to ask. I would just like to have that in writing, the written opinion from board council.

Trustee Garcia Morales:

I will ask if... Actually this is not an action item, so we can't discuss that particular piece as an action item. However, if it's an item that you want to bring before the board, given that it may, my suspicion is will take more than 10 minutes, it could be an item that you request of the president.

Trustee Cavazos:

I realize that. I respect board counsel's skills, and I don't think it would take her more than 10 minutes. And the other thing is is that I don't think it's something that needs to come back before the board, because if you basically just ask for an opinion, she represents all of us, not just me or you. She represents the entire board. So I honestly do not think we can weigh in with her right now,

Trustee Cavazos:

but I believe that she has the skills to present that opinion in probably five minutes. So I respectfully state that I could probably leave that up to her. Thank you.

Trustee Garcia Morales:

Thank you. Actually, you've made the request here in public, and I encourage you to submit a request formally in writing. I'm happy to work with you on that. And she's already made her statement clear based off of her expertise, so unless the action, the majority of the board takes action to accept this request, I just want to be clear that please don't have an expectation that that will be something that's emailed to you in your inbox tomorrow morning or Monday. But it can be an item that can come back to the board. Thank you. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

Esparza-Stoffregan. Thank you, President Morales. So I want to remind the board that, and I want to respectfully just to our counsel to say to her, I appreciate that this is an interpretation, and I want to add a little follow-up, because of the fact that we've had some past issues with interpreting the laws, specifically AB 175, which was not being upheld correctly. And that interpretation led to a lawsuit, and it led to us having to have the opportunity to have a voice with getting motions made

Trustee Esparza-Stoffregan:

and seconding. So this is why I'm asking to consider. And I do want to also follow Trustee Cavazos. I will submit in writing in the morning an email to request it in writing, as well, from the counsel, and that's the only reason I am making that point. Thank you.

Trustee Garcia Morales:

Trustee Bustamante Adams?

Trustee Bustamante Adams:

Thank you, Madam President. I just have two questions. The first one is on the timeline of events, it says applications must be received via U.S. mail or hand-delivered. And my question is, if it's postmarked received by Friday, October 18th, but you may not... When does the mail come? So I just want to make sure that if I send it through the U.S. Mail, and it's postmarked, that if it comes in on Monday, I'm still available to have an actual application being considered.

Joe Caruso:

Madam President, members of the board, Interim Superintendent Larsen-Mitchell, Trustee Bustamante Adams, to your point, so in that we do accept it via email, as well. And I will tell you that when we have hand-delivered as an option, email as an option, and then postmark, the challenge is we have to have a hard stop date to make sure we receive it. Now the mail comes typically in our administrative center around nine o'clock, so if something comes in like that at nine, now am I saying publicly, everyone come at 8:58 and turn your application in on Monday? No. Plan

Joe Caruso:

accordingly, of course, but we try to work as best as we can with the community. We understand. Fortunately, there's no holiday in between the timeframe. We've added days at the end of the month, so we kind of built the schedule in thinking of that. But the goal is, and the request is to have it by 4:00 P.M. on the 18th.

Trustee Bustamante Adams:

Okay. Thank you. And then my second question is, so I just want to make sure in that timeline, when we as a group pick the candidate, we'll have a special board meeting to have the oral interviews, and then that person, whoever we pick and takes the oath of office, they will serve from Wednesday, October 30th until the next person takes the oath of office in January. Right? That's how I'm understanding it. Okay. Thank you for the clarity.

Trustee Garcia Morales:

Thank you. Trustee Satory?

Trustee Satory:

Thank you. I asked this question because it's such a short timeline, and hopefully this doesn't happen, but just out of curiosity, if it were to happen, if we were to have a split vote and not agree on the candidate, what would happen then?

Joe Caruso:

Madam President, members of the board, Interim Superintendent Larsen-Mitchell, Trustee Satory, to your point, so then in essence, there would be no action on that item. So we would, depending on the pleasure of the board, if another motion is made and passes, or if the motion fails, or it takes no action, that would then determine do we continue? We would have to sit down and really look at the process itself.

The timeline is very strict. I mean, it's very set from posting in the newspaper once a week for two weeks to our policy 10 business days to 5 business days to make sure you have time for the candidates to prepare, the 5 business days, the same 5 days for you to all review the application. So it really is hard to try to... But, again, pleasure of the board, so whatever the decision is. There's no action. There's no action.

Trustee Satory:

Okay. Thank you.

Trustee Garcia Morales:

Thank you, Trustee Satory. Trustee Barron?

Trustee Barron:

Yes. Thank you so very much. I guess my question is related to the language here, and it says here, the appointee shall serve until the next general election, at which time his or her successor, I guess that would be the person who actually got elected in, must be elected for the balance of the unexpired term. I guess the question is with everybody who's watching, am I missing something here?

Trustee Garcia Morales:

What's your question, Trustee Barron?

Trustee Barron:

That's my question. I'm asking if I am... I mean, I've taught English before, and it just seems very straightforward.

Mr. Johnson:

It's very straightforward.

Trustee Barron:

I think so.

Trustee Garcia Morales:

Trustee Barron, excuse me. Excuse me. Excuse me. There is no discussion from the public at this time. We're not taking public comment on this. Mr. Johnson, do you want me to ask you to leave? I don't think so. No? Okay. Please leave. Trustee Barron. Please rephrase your question.

Trustee Barron:

It's a simple, but profound question, and the question is perhaps I'm missing something in the interpretation.

John Johnson:

[inaudible 03:50:36] You don't care nothing about our kids.

Trustee Garcia Morales:

Okay. I'm sorry, Trustee Barron. We're pausing your time. Trustee Barron, you're pausing your time, please for Trustee Barron. Thank you. Okay, Trustee Barron, please continue.

Trustee Barron:

Again, semantics and syntax, the syntax is very clear and the semantics are also undeniable here. And so I guess my question is, again, am I missing something here?

Trustee Garcia Morales:

Specifically, what are you missing?

Trustee Barron:

Well, again, the successor, which, of course, his or her successor must be elected until the next general election, which the successor, if we were to appoint someone, obviously the successor would be the person who gets elected, and it says that person must be elected, presumably by this board, for the balance of that unexpired term. That is the question. Maybe I'm missing something here, but I have a feeling that there might be other questions coming from the community after this presentation, after tonight's board meeting.

Trustee Garcia Morales:

Okay, thank you, Trustee Barron. Trustee Cavazos? Let's see. Trustee Brooks. Trustee Cavazos, you haven't shared. Okay, thank you, Trustee Brooks. Thank you. Trustee Brooks.

Trustee Brooks:

Thank you, Madam President. Joe, have we had somebody appointed to the board who was appointed at that time that somebody won a race, and when did they fill the seat? When did the turnover happen? Did we have somebody that the board appointed who either didn't run or lost their race, and then somebody else won the seat?

Joe Caruso:

Madam President, members of the board, Interim Superintendent Larsen-Mitchell, Trustee Brooks, to your point, we've appointed, I can recall in this role many occasions where we've... Not many, but we have appointed. I'd have to go back and look for sure on the timing. I know Trustee Cavazos, that was far away from election cycle. I'm thinking the appointments that were made in District E a few years back, I don't recall that being around the election cycle, but I'd have to look. I know we had an appointment in District E a few years ago. I'd have to go back and... I don't want to answer that for sure, because I'd have to go back and do some homework on that.

Trustee Brooks:

Okay. I think it might've occurred when Renee Cantu lost his race, and he lost his race to, was it to Patrice Tew?

Joe Caruso:

Madam President, members of the board, Interim Superintendent Larsen-Mitchell, Trustee Brooks, to your point, yes. Former Trustee Cantu lost to former Trustee Tew, but was previously appointed when former Trustee Cole, I believe, resigned his position. And that is when former Trustee Janison resigned her position, and Trustee Cole, former Trustee Cole was appointed for Trustee Janison, then former Trustee Cantu, then the election, and then Trustee Tew. Again, I would have to go back and verify it, but memory recollects, that's about accurate.

Trustee Brooks:

Okay, so I think we could probably determine what the rule is based on when this person was sworn in after this situation occurred previously.

Trustee Garcia Morales:

Thank you. Trustee Cavazos?

Trustee Cavazos:

Microphone has not been turned on. Thank you. This is a constituent question, and I know the answer to it, but I'd like to ask Joe, and Joe, that was amazingly impressive, what you just recited right now.

Joe Caruso:

Thank you.

Trustee Cavazos:

Even looking at a computer screen, I wouldn't have been able to recite that, so kudos to you. Constituent wants to know whether the board has the discretion to not go forward with the process at all, understanding that the process once it does go forward is prescribed by what we have here.

Trustee Cavazos:

So can you just say that out loud in public, whether the board has discretion, as other boards have done, to not go forward with an appointment and to leave the seat vacant?

Trustee Garcia Morales:

Thank you for that. I'm actually going to pause Joe from responding to that, because it is listed in NRS. I had the same question, Trustee Cavazos. Counsel, can you please chime in?

Nicole Malich:

Can Trustee Cavazos restate her question, please?

Trustee Cavazos:

All right. This is a constituent question, and the constituent has stated to me that they do not have access to the reference documents. I did not ask them for details. They want to know whether the board has the discretion to not go forward with filling the trustee vacancy position at all and to wait for the general election.

Nicole Malich:

Thank you, Trustee. Cavazos, I appreciate that. We do not have any discretion, because the statute is self-executing. Once a vacancy occurs, we must start to take action as the board is

Nicole Malich:

prepared to do. However, that doesn't necessarily mean, given our current six-member board, doesn't mean that we will be able to take action. We have to at least attempt to do so, though.

Trustee Garcia Morales:

Trustee Cavazos.

Trustee Cavazos:

I just wanted say thank you, Ms. Malich, for saying that for the benefit of the constituent.

Trustee Garcia Morales:

Trustee Brooks?

Trustee Brooks:

Thank you, Madam President. I just wanted to confirm Patrice Tew was sworn in January 7th, 2013. This was the same exact situation. The person who was appointed remained in place until the new trustee was sworn in. So whoever this person is, they should be here until swearing in.

Trustee Garcia Morales:

Thank you. All right, colleagues, that concludes discussion, and we will move on. Thank you for your insight and look forward. Thank you, Joe, for your presentation today. Counsel, thank you for

Trustee Garcia Morales:

being available to support this process and ensure that we follow the steps listed in NRS and our policy.

Nicole Malich:

Absolutely. Thank you, Madam President.

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

Trustee Garcia Morales:

All right, colleagues. We're going to enter public comment 4.01. We will begin with the individuals who signed up in advance. Allow me to reorient myself in this pile. Thank you. If you would like to provide public comment, and you haven't already submitted your name in advance or a yellow card card, please do so. We'll begin with individuals who signed up in advance. Valeria Roberts. Are you present? Valeria, followed by Katrina Rucker.

Are you present? Valeria, followed by Katrina Rucker. Barry Wissman. After Barry, we'll have Marie Neisess and Danny Price.

Public Hearing

Barry Wissman:

Okay, for the record, Barry Wissman, CCA Executive Board Member and a 21 year veteran teacher at Frank Kym Elementary School. I'm speaking tonight to protest the district's blatant disregard in following the provisions of Article 18-9 of the negotiated collective bargaining agreement between CCA and CCSD. This early retirement benefit allows teachers with 29 years of service credit and a minimum of 100 unused sick days to apply to have CCSD purchase their 30th year of service through the state retirement plan.

However, even though this benefit was restored in our current contract and approved by this board, Interim Superintendent Brenda Larsen-Mitchell has reneged on this mutually agreed upon benefit. How is this fair when she accepted a last minute deal that former Superintendent Jarra made to pay out her own sick days for upwards of \$120,000 as has been reported by the media? The answer is, it is patently unfair, and this act takes her hypocrisy to another even higher level. CCA calls on Interim Superintendent Larsen-Mitchell to do the right thing, the negotiated thing, the mutually accepted thing, and acknowledge the service of veteran educators by respecting the collective bargaining agreement between the Clark County Education Association and CCSD. I thank you for your time.

Trustee Garcia Morales:

Is Marie ... Thank you Marie. Danny Price.

Marie Neisess:

Good evening trustees, interim superintendent Larsen-Mitchell. For the record, my name is Marie Neisess and I'm the President of the Clark County Education Association. Recent incidents of gross mismanagement and failed leadership with our school district have underscored the pressing need for a higher standard of qualifications for the superintendent.

It has become increasingly clear that the Interim Superintendent Larsen-Mitchell is not the right person to guide us forward. After the historic funding passed by our governor and legislators, it is unacceptable to expect our students and educators to shoulder the burden of CCSD's failed leadership. The students, educators, and community deserve better than this. A week has passed without any updates of the cause of this gross miscalculation and it's evident that Dr. Larsen-Mitchell is in over her head. I appreciate the trustees who are demanding answers and accountability. It raises the question, why is President Garcia Morales avoiding accountability?

This lack of leadership is unacceptable. Dr. Larsen-Mitchell and President Garcia Morales must be held accountable. We require a superintendent who possesses the following, strong communication skills, a leader who can connect with our community, staff, and students, a leader who fosters an environment of trust and collaboration, transparency. It is crucial to have a leader who is open about challenges and does not conceal problems. Transparency builds trust and allows for collective problem solving. Team building activities. We need someone who can inspire and foster a positive and effective learning environment for our students and staff. An effective

Marie Neisess:

superintendent is crucial for our students and the district's success. Financial acumen. Someone experienced in managing a \$3.5 billion budget, ensuring our resources are effectively allocated. We need a candidate who understands our educational needs and comprehensively grasps every part of the budget. The complexities of managing CCSD's budget cannot be learned on the job. We require someone with proven experience and expertise. The budget is not something you learn as you go. Let's work together to find a leader who embodies these qualities and can lead our district with integrity and vision. Thank you for your attention to this matter.

Trustee Garcia Morales:

Barry.

Danny Price:

Good evening, Madam President, trustees, and Dr. Larsen-Mitchell. My name is Dan Price. I'm a CTE teacher at Sunrise Mountain High School and the proud treasurer of CCEA. I'd like to speak to you about the recent vacated seat on the Board of Trustees. I'm an educator and a constituent who lives in District B. I'm deeply concerned and upset about what has happened with Trustee Williams. She was not here for me and the others she has supposed to have represented. President Garcia Morales, you knew she didn't live here, yet you allowed her to participate via phone for months. Your intentional cover-up is not only deceitful, it is shameful to the public you represent and to your colleagues on this board who have entrusted you to lead. Former Trustee Williams has lived out of state for months and was not representing her district on this board. Nevertheless, you allowed her to participate via phone to protect your agenda. The district attorney had to force her to be removed. How embarrassing is that for this board and the district? Now is the time to correct the

Danny Price:

problem and find someone who is qualified and represents District B. The entire community and I deserve this. We deserve to be treated fairly and be represented by someone who represents District B. We deserve a trustee with integrity, honesty, and one who will uphold the responsibilities that they have been elected to do and have taken the oath to carry it out. And I really don't appreciate you ignoring when people are talking to you. It is rude.

Trustee Garcia Morales:

Of the next speakers we have are Nichole Beer, followed by Nancy Cauley and Kimberly Johnston.

Nichole Beer:

Nichole Beer for the record. I come before you today as the Co-Chapter Chair and Founder of Defense and Democracy, Southern Nevada and a proud CCSD teacher. We're a national organization that exist to make sure that literacy, freedom, and access to books is happening in all public spaces, including our public schools. This is national Banned Books week, a week set aside to bring attention to spaces that do not have the freedoms we have in CCSD as provided under the

Nichole Beer:

Constitution laws of this nation. With that said, I wanted to take this opportunity to declare September 24th, 2024, Linda Cavazos Day. While it's no secret that Trustee Cavazos and I have a complicated past, when I asked her to support teacher librarians, she did not hesitate. She was the first trustee to commit to helping teacher librarians with our struggles for our very jobs and always spoke up favorably at meetings when policies regarding librarians were discussed.

We are social justice warrior, and in that fight you put the cause above all else. With that said, all heroes should wear a crown. Wonder Woman does. I thought of giving her a crown because she deserves it, but instead I'm going to read from a book that's banned in many areas of America. The reason it's banned, it's glorifying differences in cultures. I'll repeat it's glorifying differences in cultures. If you'll indulge me tonight, I'm going to read from the author's note of the Newberry, Caldecott, Coretta Scott King, and Jack Ezra Keats Award-winning book, banned in many areas of America, *Crown: An Ode to the Fresh Cut*, by Derek Barnes.

"With this offering, I wanted to capture the moment when Black and Brown boys all over America visit the shop, hop out of the chair filled with a higher self-esteem with self-pride, with confidence, and an overall elevated view of who they are, the fresh cuts. That's where it all begins, you see? It's how we develop swagger. It's how we begin to care about how we present ourselves to the world. It's also the time when most of us become privy to conversations and company of hard-working Black men from all walks of life.

We learn to mimic their tones, inflection, sense of humor and verbal combative skills when discussing politics, women sports, or community. It's the only Black space in a community where a Black boy is, "Tended to," treated like royalty. *Crown: An Ode to Fresh Cuts*, focuses on humanity. The beautiful, raw, smart, perceptive assured humanity of Black boys, sons, brothers, nephews, grandsons and how they see themselves, and how they highly approve of their reflections in the mirror. Deep down inside, they wish that everyone could see what they see. A real life. Compassionate, thoughtful, brilliant, timeless, souls that matter, that desperately matter. We have always mattered." Derek Barnes. And with that, I would like to present you with your crown.

Trustee Garcia Morales:

This is where we roll out the red carpet, confetti. There's ... All right, is Nancy present? Nancy followed by Kimberly Johnston.

Nancy Cauley:

Good evening everyone, or maybe morning. Today I want to speak to you about a vital resource in our schools, our libraries. School libraries are more than just rooms filled with books, they're spaces where curiosity is nurtured, creativity encouraged, and learning goes beyond the walls of the classroom. The beating heart of a strong library thunders with freedom. The freedom to explore ideas, challenge our thinking, and dive into subjects that inspire us. The freedom to choose books, whether they spark joy, raise difficult questions, or open our eyes to new perspectives. It is essential for every student's intellectual growth. Our students deserve the right to access a wide range of topics from science, to history, to fiction and nonfiction. Stories that triumph, tales of

Nancy Cauley:

adversity. Books have the power to help young people see themselves in their reading, fostering empathy and self-confidence. They also introduce them to worlds they've never imagined, allowing them to experience the diverse tapestry of humanity.

When we restrict access to certain books or topics, we limit this crucial exploration, stifling not only knowledge, but the ability to think critically. The beauty of a school library is that it can be a sanctuary for all. No two students are the same, and neither are their reading journeys. Our libraries should reflect that diversity of interest, thought, and expression, ensuring that all students can find books that challenge them, comfort them, or simply entertain them.

CCSD supports this diversity initiative with Policy 6150 that requires our libraries to be culturally and historically responsive, to reflect the individual student needs and linguistic backgrounds, and most importantly encourage growth in literacy, and knowledge, and ethical standards. I'm proud to offer my students a library filled with diverse books that reflect the wide range of cultures, experience, and perspectives. We must trust our students and our trained professionals, guiding them to make those thoughtful choices and not allow individuals to restrict the choices of other people's children. Let's continue to stand for intellectual freedom and diversity of ideas and the vibrant school libraries that make that exploration possible. In closing, I read, I Vote, and I'm ready. Thank you.

Trustee Garcia Morales:

Kimberly. Kimberly. Grace Trujillo followed by Tim Underwood. Is Grace present? Grace. Grace, come on down, thank you. After Grace, we'll have Tim, and then Chris Giunchigliani.

Grace Trujillo:

Where'd you start? I haven't even spoken.

Trustee Garcia Morales:

We're waiting for you.

Grace Trujillo:

Yeah, thank you. As Americans, we hold our first amendment rights clear, freedom of speech and expression. The commitment of these principles extends to the written word and it's vital that we ensure our children have access to a diverse range of books and ideas. This diversity is not just a luxury, but a necessity in shaping their understanding of the world. America does not ban books, contrary to what you guys are saying. We pride ourselves on being a society that vows intellectual curiosity, critical thinking, and open dialogue. However, we rarely see non-secular books, I.E. Christian books that foster the spiritual aspect of one's developmental mind. Considering we emphasize diversity, our books in public are very one-sided. There are no creation perspective, nor talks about Jesus, who is the most interesting person in history. He influenced many of our historical artist's, philosopher's, and scientist's minds. Without them, we wouldn't have Yale or Harvard University and even the Sistine Chapel.

Grace Trujillo:

We must carefully tread when it comes to books, especially children's literature. Our young readers are impressionable and the stories they encounter can shape their understanding of the world. As parents, and educators and guardians, we hold the key of guiding them toward age-appropriate content that fosters empathy and love for learning. And it's a responsibility we must embrace and be committed to. We censor our cinemas for age-appropriateness, but why not books? Instead, we should focus on providing children with a rich literary diet that encourages critical thinking and emotional intelligence.

Age-appropriate content. We must ensure that the content aligns with their cognitive and emotional development. Certain books are suitable for older readers, but might be confusing or distressing for younger ones. Diverse perspectives. The book should include character that different backgrounds, and help young readers understand and appreciate the world around them. Challenging teams. When presented sensitively and age appropriately, these teams can ignite a passion for learning and understanding in young minds, encouraging critical thinking, inspiring children to explore new ideas and perspectives. But we must avoid harmful adult literature.

It's crucial to steer clear of literature that does not prioritize cognitive learning as this can prematurely sexualize young developing minds. Early exposure to such content can lead to pornography addiction and unhealthy sexual dysfunction and make it all more important to be vigilant about the literature that children are exposed to. And I can give you an example, and I printed it for all the scientific datas. And I know we're all intellectual people here and we're always complaining, but we're not really focusing on the children, we're all on our agendas and complaining as adults. We don't get this. We should focus on our kids.

Trustee Garcia Morales:

Can you please state for your name for the record?

Grace Trujillo:

Grace Trujillo.

Trustee Garcia Morales:

Thank you. Tim, followed by Chris Giunchigliani and Richard Jack.

Tim Underwood:

For the record, I'm Tim Underwood, a CCSD student from K through 12, a medically retired casino dealer, a Navy veteran, and grandfather to five children in the valley. I'm running for state board of K through 12 education in District One because I do not want my beautiful granddaughter to be forced by CCSD to undress in front of naked boys. The public has become aware that CCSD keeps gender secrets from school parents. According to CCSD public records obtained by FOIA requests a news report from Parents Defending Education, an eyewitness report from a Moms for Liberty of Clark County member, certain school principals will not tell their parents if their child is receiving gender-affirming care from staff or faculty at their schools. These CCSD principals keep

Tim Underwood:

dark secrets from the student's moms and dads, often for months at a time. Keeping secrets from parents, especially dark secrets of a sexual nature, is a grave violation of the parent's custodial rights. It is unforgivable and must be stopped immediately.

We have seen far too many examples of CCSD staff sexually abusing their children. Last January, according to the Las Vegas Review Journal, the parents of a teenage girl followed the lawsuit against this body and the radicalized progressive teachers union, the Clark County Education Association, alleging they jeopardized school child safety by protecting teachers accused of sexual misconduct with children and allowing them to transfer to other schools.

Any CCSD school principal or other employee who keeps sexual secrets from a school child's mom or dad must be fired immediately, and a sex abuse criminal investigation launched. Keeping secrets from parents is a classic step in the sexual grooming of children. Groomers groom children in order to sexually molest them, which gender-affirming care is, cover the crime up and gain the opportunity to repeat the sexual abuse. This body accuses parents right activists of banning books. But I have to ask this body, since when in history has there been the good guys who distributed pornography to children? The swamp of CCSD must be drained of all its grotesque sexuality and critical race theory because ideology does not belong in public education school policy. The people of Clark County, the voters, demand policy based on facts, science, medical studies, and the truth spoken in love. This body must repeal transgender policy 5138. The sexually abusive regulation must be eradicated lest the Clark County School District remain a hazardous environment for our school children. Thank you.

Trustee Garcia Morales:

Chris. Followed by Richard Jack and Dr. Bemoll.

Chris Giunchigliani:

Thank you again. Madam President, members of the committee. The budget errors that recently occurred should have been agendized and declared an emergency and scheduled tonight for a discussion. All we've heard so far in the press was negotiations went too late. Well, Jara was too stubborn to give the union what should have been rightly done, so whose fault was that? Or then Goudie said, "Oh, the timeline to report to the state doesn't work," yet he never mentioned that before, nor had he sought legislation to fix that problem. Regardless, the roll-up should and could have been amended into the filed budget. It's perfectly allowed by law, but these excuses don't pan out. The board approval for the teacher settlement was done in December. There was time to simply add the salaries and roll-up since the main budget was already formed. Regardless, central office should pay the price, not the individual school sites. They should be held harmless.

The CFO appears to have been non-feasant in his office. Luckily, the governor and state superintendent are taking action, but so when will we know what really happened that was never made public? Also, Katie Williams was brought up again tonight. That investigation is not over. There is collusion that occurred and still needs to be vetted and will be vetted out as far as that's concerned.

Chris Giunchigliani:

Finally, on your discussion regarding the board vacancy, I would suggest regardless of which way you go, that you should have immediately scheduled the meeting to move the timeline much sooner rather than stretching it out to October 30th. It leaves them without representation for over six weeks. But, you can also amend your process to put in a requirement that those that are seeking the office currently would not be considered for application. It would just make it cleaner and clearer for everybody concerned. And you can do that easily in your own budget process.

There's no vetting that's required. All they have to do is look at a driver's license and have a voter registration form, and that's all that really is required for your vetting. So you really could do it much more quickly. Your DA gets to give an opinion, but they don't get to vote, and they don't get to tell you how you have to vote. So I would suggest to you that because the expertise is not there, and I used to chair elections and ethics, and I read it the way several of you do, which is it's upon the general election of this year. It may not be conducive to you all, but that really is how it is.

But let's clear that up. Get an LCB opinion. They're the ones who wrote it. They're the ones who implement it. That gives you then the basis to be able to move forward. And finally, someone made a comment that the legislature was an enemy. They're not. They're just everyday people like everybody else. They have constituents that call them. And perhaps if the former superintendent hadn't lied in testimony at a public hearing in his first term, we would not have had that problem. Thank you.

Trustee Garcia Morales:

Richard.

Richard Jack:

Yes, my name is Richard Jack for the record. Good afternoon or good evening. I run a small nonprofit called Gentlemen by Choice and Ladies by Choice. We've been in business since 2014. I'm coming to you tonight for help. Over the last 18 months, we have failed to get a MOU done to get our program back in the schools where we serve youth from Title One communities. So far to date, since 2014, we've served over 1000 students. Right now we have 175 students that are waiting for services in SEO or for SEO type treatment. I've exhausted all means. I live in District B. I've come and done the job from the passion, from my heart, because I'm concerned about our children, and yet I cannot seem to get a simple MOA, Memorandum for Understanding done to support the students in the community. So I'm coming to you tonight asking you for your help and your support. Thank you.

Trustee Garcia Morales:

Dr. Bemoll.

Tiffanie Bemoll:

Good evening, Tiffanie Bemoll for the record. To start, I want to shout out all our amazing National Merit Semifinalists who are announced this month. I'm so proud of their hard work and personally

Tiffanie Bemoll:

know how difficult that goal is to achieve. So they deserve a kudos for sure. Second, thank you to Trustee Cavazos and Trustee Esparza-Stoffregan for diligently replying to email correspondence. It is open communication and transparency that makes this stakeholder feel valued. Finally, I don't pretend to understand math. As a history teacher, I do as little math as possible. It's my block. I am more than happy to admit that and I frequently tell my students, "Hey, even grown-up doctors struggle with math. Don't give up." Like hundreds of schools in the district, our principal had to explain what the budget crunch will mean at our site. As we are in modernization, there was quite a bit that was cut from our spruce-up budget to help cut down the losses.

We also absorbed an administrator position, all of our teacher vacancies, and a few other extras to help mitigate where they could. Overall, our SOT did what they were able to minimize the loss for our students. Not all schools are so lucky. My colleagues have lost teachers, lost after-school programs, supply budgets. This type of emergency situation further shows the inequity among the schools and site-based autonomy. It is devastating some sites and affecting the students.

One thing we as educators, grown-ups, the people in charge should always keep in mind is that the kids should not pay the price of our errors, should not bear the burden of our hubris. I do appreciate the message from the Interim Superintendent last week that the district will be doing its best to absorb as much as possible at the central level. But with the news from the state board President Ortiz that she is working with the governor on auditing and investigating the issues, it makes everything feel very scary. Very scary, and unsure, and unsafe. And teachers, staff, stakeholders, students, are all very nervous. We need some reassurance that everything is going to be okay. Thank you.

Trustee Garcia Morales:

Christina Zeddies, are you present? Followed by Lydia Dominguez?

Christina Zeddies:

Good evening. My name is Christina Elizabeth Van Sickle Zeddies, [inaudible 04:24:10] County School District. I am here tonight to let each and every one of you know that I've lived in this district for 46 years, District B, for 46 years. I've lived on Nellis Air Force Base. I have attended every

Christina Zeddies:

school in District B. I am here tonight, this should have been handed to you by law, woman to my left refused to put it on each one of your tables. So I'm going to read it aloud to each and every single one of you. And to my people here, I live in District B-

Trustee Garcia Morales:

Christina, come back. Come back to the mic.

Christina Zeddies:

Oh, you'd like me here? Oh, okay.

Trustee Garcia Morales:

Stay here and talk to us. Not to the group.

Christina Zeddies:

Well, I hope all you listen. I attended Mountain View Elementary School. That school's been rebuilt. Yes, I did vote for that to go into infrastructure. I voted for the additional schools. Nobody in the board put Mount Charleston on the infrastructure. I went to the news, I commented on it, and I had those families down here. They should have been on that ten-year contract to have a rebuilt school at Mount Charleston. Second off, here's my note to each and every single one of you. You need somebody on that board and you need them now. And according to Nevada revised statues, you have to appoint somebody ASAP, whether it's me or whether it's somebody else. Because you guys are making false votes. You're not making adequate votes, you're favoring others opposed to others. So here it is. My name is Christina. Here I am tonight. Board Trustee District B, Clark County School District Board Trustees, District B. Appointment of application.

This is my application to you and everybody standing here or sitting up here. [inaudible 04:25:54] now applicant Christina Zeddies of District B and the Clark County of Nevada. For more than 30 days I have resided in District B, as a matter of fact, 46 years. Mrs. Zeddies is registered voter and I'm elector. Pursuant to Nevada revised statues of 386.270 and 386.240, and the advertisement of District B, Zeddie's Christina shall be appointee as the interim undersigned designee for the zone, the area command, Northwest, East area command, or any other command in my jurisdiction. As the appointee shall serve for the balance of the unexpired term and may be reappointed at any time per Nevada revised statues. And if I have to quote federal laws, I shall do that as well. Under the provisions of chapter 238 of legal notices and advertisements, Christina Elizabeth Zeddie's of Clark County Nevada is commissioned by the Secretary of State, State of Nevada, with testimonial rights to give oaths, including to myself. Oaths by and through the authorization to discharge according to the law, to the duties of any office.

Trustee Garcia Morales:

Christina. That takes your time.

Christina Zeddies:

Oh.

Trustee Garcia Morales:

You're welcome to submit your rest of your comments in writing. And certainly if you have an interest in-

Christina Zeddies:

It is in writing, it is there. So, thank you.

Trustee Garcia Morales:

If you would like to apply, please note that that will not [inaudible 04:27:20] to the position opening in District B. Please note that this document that you're submitting does not substitute your application, which will be available as you've heard via the presentation on September 30th. Andrea ... Oh, sorry, Lydia, please come on up, followed by Andrea Aguilar and then Dan Hergenrader. Sorry, Dan.

Lydia Dominguez:

Good evening Madam President, Trustees of the board, and Interim Superintendent Brenda Larsen-Mitchell. Most of you know me from ASAC, from the Attendance Zoning Advisory Committee. Thank you so much for letting me address the board. I want to just recognize the importance of having a selection process and deeply respect the process of this board and the responsibility in making this decision. I implore you to consider me when this application comes to your desk. You have two months of this session left for the end of the year, and these kids need some stability. These employees need stability. I'm currently the leading candidate for this district. I won the primary by 30% of the vote. So I am going from Indian Springs, Mount Charleston, Centennial. I am talking to everybody in between, to Mesquite. All the way to the borders of Utah. So I have been back and forth. I have gone to the Superintendent's focus search group even though it was late notice. And so I have made sure to be there for the residents and the community of District B. And so with this current vacancy, I believe we must act swiftly to prevent any delays in the critical need that we all see, that we hear. These issues cannot wait for our students, for our teachers, for our families. As you know, I have been on the ASAC committee for the past two years, which I proudly serve, this is my third year serving. So I do have the experience and the background knowledge of running a board and having that governance experience behind me. Our children deserve better. They deserve the best education we can provide them. This is Las Vegas. This is the international place of the country, and we should be able to provide the best education our children deserve.

If selected, I'm prepared to just step into this role immediately and work collaboratively with all of you in this process, and to ensure CCSD moves forward effectively and efficiently. I'm committed to transparency, accountability, practical solutions, and just prioritizing our students in everything we do. And I want to make sure that my experience from the Air Force, that I have 10 years of experience that I am bringing that to the forefront here. And also my education, my passion. This is going to start from day one, and I want to make sure that ... Some of you, I know you personally through ASAC, and having that relationship, that working relationship. I want to make sure that we have a board that can actually have stability so we're not in consistent chaos. We're not completely locked out on the vote. And we can continue to govern and make sure CCSD has business as usual, and to making sure that we are doing things better for our kids, and making sure we're working with the interim superintendent and the selection process. Thank you, and I hope you all have a good evening.

Trustee Garcia Morales:

Thank you. Is Andrea present? Followed by Dan Hergenrader.

Andrea Aguilar:

Hello, my name is Andrea Aguilar. I have listened to your constituents come up here and read from the books that are in our Clark County schools. You stop them from reading and cut off their mic stating that what they're reading is inappropriate and that we must have decorum in the meeting. I ask you, how is it that it's inappropriate to read them in these meetings, but they are perfectly appropriate for children to read? If you are dead set on having pervasively vulgar books available to children, then at the very least have a policy in place that these books be checked out with parents' permission. That includes a fact sheet of why these books need parental permission. Parents need to know what their children are being exposed to. Since you are so proud and see nothing wrong with these books, let's give a shout-out to the schools that have these books. Canyon Springs, Centennial, Coronado, Desert Oasis, Las Vegas Academy, Legacy, Sandy Valley, Spring Valley. These schools have the book Flamer, which is a graphic novel, and I'm celebrating books too. "Check it out. It's that Chinese F-A-G-G-O-T I was telling you about." The definition of F-A-G-G-O-T means a bunch of sticks bound together as fuel.

That was used for homosexuals many, many years ago. That's outrageous. Nobody should be using that word, let alone a book in our schools. "Why is your Kung Fu friend going to bust some moves on me? He could take you any time. And he's Filipino, you ignorant-"

Trustee Garcia Morales:

Please, please pause her time.

Trustee Guzmán:

Okay.

Trustee Garcia Morales:

Andrea?

Andrea Aguilar:

Yes.

Trustee Garcia Morales:

Hi, Andrea, please. I understand that you... We're going to pause your time and you're welcome to continue with your public comment. However, please be mindful of language that you... This is publicly broadcasted and it is... Yes, so that I will make that statement for you.

Andrea Aguilar:

Okay. Which word was it? [inaudible 04:33:29].

Trustee Garcia Morales:

Yeah, just in general, language, the language. Yes, all of it.

Andrea Aguilar:

Again, [inaudible 04:33:35].

Trustee Garcia Morales:

Let me turn on your mic. Could you please turn on Andrea's mic? Thank you.

Andrea Aguilar:

So again, I would like to ask how is it that children have access to this, but yet I as an adult can't read it here. How does that make sense to you? We've approached the board to discuss this. Nobody's banning books. We want our children safe.

The other thing I found in this book is this. He's cutting his arm. This is a major issue with our children. But yet you look at me, I'm standing here reading from these books and it's like your face, I'm so dumbfounded. That's what you look like.

We're not the enemy here. There has to be some kind of common ground here. We're talking to parents and they don't even know this stuff's in their schools. It's outrageous. And you go on social media calling us, we're so... What was the word? We're so dangerous. Please. You're the one who's dangerous.

Trustee Garcia Morales:

Dan, are you Dan?

Dan Hergenrader:

All right, good evening trustees. Dan Hergenrader, high school English teacher and a member of the CCEA executive board. So I'm here to talk about the CCSD leadership around the budgetary issues that we've been hearing about.

First, I believe that no schools should be burdened because of the central office's mismanagement of the funds. We really want to make sure that none of the schools are suffering because of that. As we know, the district received historic amounts of funding in the last session, so there should not be any shortfalls unless there has been mismanagement of funds. We're being told that CCSD failed to add the second year 8% increase into the budget. That shouldn't fall on schools to fix that if they did make that mistake. And also it begs the question, if you knew what CCEA was asking for, demanding, and insisting, and promised that we were going to get, why would you not just budget for the most expensive case scenario and then if you win and you have to pay less, win-win? Why would you not budget for 10 and eight? I can't understand that.

Also, CCSD has \$159 million in the unassigned ending fund balance. Under your own policy, at least half of that can be used to fund any deficit. Also, there are about 800 to a thousand current teacher vacancies that are budgeted for and funded. So that means \$90 million could be used to prevent any school from cutting staff. On a more personal note, educators are reaching out to me and other leaders and they're feeling very stressed out about this situation, obviously. They're saying it never ends. This feels like an abusive relationship that we have with our employer.

Dan Hergenrader:

Finally, we do support the governor getting his office involved to look into this because obviously we don't have a lot of trust or faith in the people in the Sahara office that they can fix the situation and manage the money. So with that, I thank you for your time.

Trustee Garcia Morales:

Is Abraham present? Terolyn Thompson? Oh Terolyn, I'm sorry. Terolyn. You-

Trustee Guzmán:

He's going to correct me when I come up.

Trustee Garcia Morales:

Please correct me anyways, I need to learn. Alicia, you got yours?

Terolyn Thompson:

My mom spent a lot of time on that name. Okay? Okay. As a middle school performing arts teacher, I rarely get any money budgeted from my school, so I spend 180 days thinking about budgets. But unfortunately the word budget is on everybody's buzzword this week. Not by choice, but by necessity. Sorry.

Unfortunately, it's our buzzword this week. Emergency staff meetings have been held and many critical things have been cut from our schools including teaching positions. But I need help understanding something. We signed our contracts in December and the budget for this fiscal year didn't open until January. How is it that teacher raises weren't factored into the budgets when everyone knew the exact percentage teachers would be receiving? How is that that nobody seemed to know or alert that there wasn't a problem until nine months after the budget opened?

If the price of paint and wood goes up for me, and let me tell you it did this year, I can't ignore the increase. I have to address it in my own budget. I've spoken to many administrators, not just at my school, and none of them seem to be able to explain how this happens or how this happened. It feels like CCSD handed principals a mess and said, "Oops, we found a problem. Now you figure it out." Then they threw them into the lion's cage and locked the gate behind them, leaving them to fend for themselves.

Why wasn't this a priority to make this an agenda item? Are we trying to avoid answering these questions or do you just generally not have answers? Firing Jason Goudie doesn't absolve you from your responsibility to address how this happened. He was just one cog in an incredibly dysfunctional machine. Perhaps you need to hire a theater teacher to manage your budget and CCSD. Something one of my students said to me today stuck in my head and I decided to add it to the end of my speech. She said to me, "It is easier to fake it than face it." Thank you.

Trustee Garcia Morales:

Is Alicia present? No, no? John I know stepped out. Guadalupe Reyes followed by Vicki Kreidel.

Guadalupe Reyes:

Good evening. My name is Guadalupe Reyes and I am the vice chair for Moms for Liberty. And this message is for the parents in the room. A recent study by World Professional Association for Transgendered Health has revealed some important findings. This study, one of the longest ever done on transgenderism, followed children over 10 years.

The study found that if children with gender dysphoria feeling uncomfortable with their biological sex are left alone to go through puberty, most outgrow these feelings and typically identify as gay or bisexual adults. However, if children are given puberty blockers, hormones, or other medical interventions before they finish puberty, the risk of attempting suicide rises dramatically, over 40%. This percentage is higher than the suicide rates experienced during tragic events in history such as the Holocaust and slavery. The only group with a similar suicide rate is people with severe mental health disorders like schizophrenia.

Many people understand that puberty is an awkward phase but is a natural process. Stepping in with drugs and hormones at this stage often makes children lifelong dependents on these chemicals. And few people talk about the tough recovery in aftercare required after surgeries, like the need for ongoing dilation. It's critical that parents are part of the decision-making process when their children are dealing with gender dysphoria.

Unfortunately, some school policies are keeping parents in the dark and encouraging secrecy. Now that you know this information, it's important to educate yourself, understand what's really happening with these decisions. Don't just follow the crowd. Sometimes the letter M in masses is silent. Thank you.

Trustee Garcia Morales:

Is Vicki? Vicki, Vicki, come on down. Followed by Lorena.

Vicki Kreidel:

Good evening. My name is Vicki Kreidel, president of NEA of Southern Nevada. As you must know, the beginning of the school year is a critical time. Having this budget crisis come out now has had a devastating effect on staff morale. At a time when we need stability and security, you brought uncertainty into our buildings. You've put administrators in the impossibly difficult position of having to figure out what staff members to cut.

If you want better student outcomes, this is not the way to do it. This situation must get figured out. How and why it happened needs to be made public. We can't afford to just move past this without knowing how it occurred and how to make sure it isn't repeated. As educators we know mistakes happen, so let's figure out this mistake, learn from it so we can do what's best for our students and staff who are giving everything they have in buildings every single day. Thank you.

Trustee Garcia Morales:

Lorena. After Lorena, we'll have John Carlo.

Lorena Biassotti:

Hi, good evening. This is Lorena Biassotti. I wanted to briefly highlight some of the factors that are negatively impacting the budget. I've been knocking on doors and talking to the community and I can honestly say that parents, regardless of political affiliation, do not support transgender policies like Regulation 5138, which develops a gender support plan that allows our children to choose their gender and forces our daughters to potentially share restrooms, locker rooms, and sports with boys.

The cultural shift of gender confusion has evolved rapidly and our children need more guidance than ever. On top of that issue, thanks to certain parent groups, families are now aware of the types of books being approved for our library shelves by questionable subjects with questionable intentions, who fail to understand that freedom to expose materials does not equal freedom to pervert. All books are not created equal, unless of course you're advocating for 50 Shades of Gray in our school libraries.

Restorative policies have discouraged principles from enforcing disciplinary actions that could deter misbehavior, leading to tragic incidents like the recent death of a student, Jonathan Lewis Jr., where one of the attackers had 11 prior incidents with CCSD PD. In response to all these issues, parents are fleeing the district. You've already seen enrollment drop below 300,000, and it's negatively impacting the budget.

Parents should never have to fear sending their children to public schools. It's truly heartbreaking. Even if your intentions are good, nothing changes if nothing changes, which means we need something different. Again, less of what is failing, not more. Just applying common sense. I'm here to say that if parents want to guide their children's education, they need to elect a representative who will advocate for their concerns. And on November 5th, when they vote for me, Lorena Biassotti for District E, they will get exactly that. Thank you and good night.

Trustee Garcia Morales:

It's John Carlo. [inaudible 04:45:47] John Carlo? Are you still the Ghost Patriot?

John Carlo:

I need no introduction.

Trustee Garcia Morales:

That's right. Come on through.

John Carlo:

But there's some new people here. So there's some people that never met me and basically there's just too many men up here. There's too many men. I'm trying to make a joke. Well, since I've been gone, I have... It's been many years. We mean business and I'm so proud of some of the folks behind me, like the lady who just was up here, Mrs. Lorena. I think Kamilah, Mrs. Bywaters is a great mother with beautiful children. But I got to go with Lorena on this and we need to get her up there. I like Lydia. But I do want to have... if there's one thing I can say thank you for to the

John Carlo:

previous board members, is thank you for getting rid of Dr. Jara. That was a campaign promise. Yeah, we can clap. That's a good thing.

Trustee Garcia Morales:

Mr. Patriot. Mr. Ghost Patriot, you know. You know, you know, exactly.

John Carlo:

Basically that was a campaign promise I want to thank you guys for, but the USA Today has informed the whole United States about four teenagers that were CCSD students that were charged with voluntary manslaughter on Jonathan Lewis. God hates the shedding of innocent blood. And if there's one thing, school board that we need to do is we need to protect these children's lives. I don't know what those four boys learned. I think it was at Rancho. I don't know what they learned that day, but they didn't learn how not to kill one of their fellow student members, one of their fellow students.

And really, board, if you can hear me out on that, that I am not okay with deaths happening right across the street from schools. I am bringing to the attention of District C that there is a doctor who's an abortion doctor who has opened his practice of killing babies right next to Howard Watson Elementary School. It's within the front doors of this elementary school.

And I talked to Ms. Shelly Berkeley about this. She's not happy, but I would like to see some school board members take some action on this. But really my heart breaks for our kids. I have no kids here. I want to be in bed sleeping right now, but I'm here with you guys. I'm trying to put this burden on myself as well.

And if I can please to tell the community to just keep on praying because God's answering a lot of good prayers. You guys heard about Puff Daddy getting taken down. He's being investigated. God is answering a lot of prayers. And to the new lady here, welcome here. All right, thank you guys.

Trustee Garcia Morales:

Miss Bywaters, come on up please. Followed by... Please, please come on up, please. Followed by Mr. Gomez.

Kamilah Bywaters:

First, I want to say thank you to our teachers, our librarians, most importantly, our students, support staff, administrators who come to school every day doing the impossible work that we all should be thankful for. I think this is a perfect opportunity for me to reintroduce myself. My name is Kamilah Bywaters. I'm running for the Board of School Trustees in District E. I graduated from Howard University with a Bachelor's in Psychology. I'm a licensed special education teacher. I have a Master's in Education from UNLV. I have a Master's in Divinity from the Howard University School of Divinity. And I'm currently in progress of completing my Doctor of Philosophy, which is the highest degree that you can get in the land in special education at UNLV.

Kamilah Bywaters:

I'm going to focus in on my divinity work here. The hope is that, as we're in a transition phase, that we find some common ground to work together because we know that a new board is coming. And my hope is that you think about how do we want to move our district forward and how can we do that together? We will be colleagues soon.

My hope is that in our reflection time, we're really making decisions that consider setting the new board up for success, because that's what it's all about. Ensuring that our students have the proper supports and resources and the proper leadership that is needed to move this district forward.

I have hope and faith that we can do this. We know we're three-three split, but listen, I am really working hard. I really want to celebrate you as a whole, making a decision that will really move our district forward. That is the hope. We've had our ups and downs, we've been there. It's a part of the work.

Goodness, I'm trying to stay on this track here. But the last thing I want to leave you with is that, for the record, there are many, many, many, many, many people who do not want to work for me, they want to work with me and with us, to move this district forward. And I celebrate that because I've worked hard to be invested in this community, to educate myself, to be a leader that has not only been recognized nationally, but locally in this state. And I look forward to our work together.

Trustee Garcia Morales:

Mr. Gomez the Second, come on up.

David Gomez:

David Gomez, president of Nevada Peace Alliance, and no way that I'm representing veterans in politics. I sit on boards in different places. But first of all, I want to talk about my Father. My Father owns everything and everybody seems to forget that they're his child, or they're his children, and that's very convenient to do.

I have been anointed and I have not went to a school to go get a degree in any of those things. And neither did any of the disciples, not one of them. They don't get to walk around with a piece of paper and say, "I am this. That makes me important." They were anointed and so am I.

David Gomez:

And woe unto you who hurt children. You want to talk about a library? Let's talk about the oldest library in the world, [foreign language 04:53:47]. The Bible, the acronym is, "He only left you basic instructions before leaving Earth." How hard is that? How hard is it to take care of children? How hard is it to take care of certain things?

I'm glad that someone listened to me and got rid of Jason. I came in here and asked about those mirrors. What do we need pocket mirrors for? What the heck? If it wasn't him, it was the former CFO that was doing all of the kind of things that were over there behind this building. I remember him and Brambie and whoever else.

David Gomez:

And you want to talk about the budget? These guys are [inaudible 04:54:30] man with this stuff. The budget, you guys, look at Rancho. Rancho is doing well. They're sustaining themselves. I sit on their SOT. How are they doing it? How is everybody else messing up? How are they messing up? But yet we can do it.

And some of these things, I want to talk about the sasses. Some of the sasses are abusive. And they are very abusive. They forgot that they were principals one day. They forgot that they were deans or support staff or whatever they were. I'm not blaming this on Brenda. Brenda didn't do this. It's not her responsibility and she didn't do this a long time ago because they were appointed back then. So a lot of these things have been working in motion.

Trustee Garcia Morales:

I'm sorry, I accidentally pressed your button. Here you go.

David Gomez:

Okay. Some of the things that you guys want to talk about, these organizations that show up, they get money from assembly person. They have special interests. Is she in the best interest of our school district? Well, she's here now. She's taking all your crap. She's taking everything that you're throwing at her. How about throw some crap at you, see how you feel? Then you'll wonder how it is. So those who hurt our children, woe unto you.

Upcoming Meeting of the Board of Trustees

Trustee Garcia Morales:

Colleagues that concludes public comment. We're going to move on to item 5.01, that's a German... Excuse me, upcoming meeting of the Board of Trustees. It's Wednesday, October 2nd, 4:00 p.m. here in the boardroom. Looking for a motion. Trustee Guzmán?

Adjourn: 9:43 p.m.

Motion to Adjourn.

Motion: Guzmán

Second: Bustamante Adams

Vote: Unanimous

Motion passed.

Trustee Guzmán:

I move to adjourn.

Trustee Garcia Morales:

Thank you. Trustee Bustamante Adams?

Trustee Bustamante Adams:

I second that emotion. Emotion motion.

Trustee Garcia Morales:

It's an emotion too. Trust me. Trustee Guzmán, colleagues, we have a motion by Trustee Guzmán, a second by Trustee Bustamante Adams. Please cast your vote on the emotion.

You need to vote on this emotion. We need you to vote. And Trustee Zamora, stay with us, Trustee Zamora. We can't leave.

Trustee Zamora:

My bad, sorry.

Trustee Garcia Morales:

Thank you, colleagues. That motion passes six to zero. The time is 9:43 p.m. Have a great night.