

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

Work Session

Wednesday, October 5, 2022

9:01 a.m.

Roll Call: Members Present
Irene Cepeda, President
Evelyn Garcia Morales, Vice President
Lola Brooks, Clerk
Linda P. Cavazos, Member
Danielle Ford, Member
Lisa Guzmán, Member
Katie Williams, Member

Jesus F. Jara, Ed.D., Superintendent of Schools

Also present were: Nicole Malich, Board Counsel, District Attorney's Office;
Dr. Brenda Larsen-Mitchell, Deputy Superintendent, Office of the Deputy Superintendent;
Cindy Krohn, Director, Board Office; Carmen West, Executive Manager/Director II, Office of the
Superintendent; and Denise Zagby, Administrative Secretary II, Board Office.

Announcements

Trustee Cepeda acknowledged that the land on which they are gathered is the territorial
homelands of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

Flag Salute

Trustee Guzmán led the Pledge of Allegiance.

Adoption of the Agenda

Adopt agenda.

*Motion: Brooks Second: Garcia Morales Vote: Yeses – 3 (Brooks, Cepeda,
Garcia Morales); Noes – 3 (Cavazos, Ford, Guzmán)*

The motion failed.

Trustee Williams was not present for the vote.

Recess: 9:04 a.m.

Reconvene 9:07 a.m.

Board Member Arrives

Trustee Williams arrived at the Board meeting at 9:07 a.m.

Adoption of the Agenda (continued)

Adopt agenda as presented, noting no changes.

Motion: Brooks Second: Cepeda Vote: Yeses – 4 (Brooks, Cepeda, Garcia Morales, Williams); Noes – 3 (Cavazos, Ford, Guzmán)

The motion passed.

Approve Superintendent Employment Contract

Approval on an amendment to extend the Employment Agreement with Jesus F. Jara, Ed.D.

Ms. Malich reviewed changes to the Superintendent's employment contract.

Trustee Ford asked if the Board would have to give Superintendent Jara 30 days' notice prior to the end of his contract at the end of January 15, 2023, if they did not approve the extension of his employment contract. She said she did not support this contract and said even if she did, she would want a comparison of his current contract and this proposed contract for the public to be able to see the differences. She said if the Board does not have to give notice and Superintendent Jara would remain in his position after January 15, 2023, there is no need to rush this decision now. She suggested this item should be dismissed at this time and the conversation could continue after they have more knowledge of what the Board would look like in January.

Trustee Cavazos asked if \$505,400.22 would be the final and total amount that would be displayed on Transparent Nevada with all items in the contract if this were approved.

Ms. Malich said she would have to get the accurate dollar amount from District staff.

Trustee Cavazos asked for confirmation that Ms. Malich was the sole negotiator for this contract.

Ms. Malich answered yes, she was, with the direction of the Board.

Trustee Cavazos asked if there was any record of the Board as a whole conferring or deciding that there was no other availability for placing this item on the agenda.

Ms. Malich stated under the governance policies it is up to the discretion of the Board President and the Superintendent to set the agenda.

Trustee Ford expressed her disapproval of the contract and the negotiation process.

Trustee Garcia Morales stated that the Superintendent's one-time salary increase of 17 percent falls below what comparable school districts and organizations have done. She spoke about the need for consistency and reliability to ensure the academic achievement of students.

Approve Superintendent Employment Contract (continued)

Trustee Brooks discussed the Board's decisions regarding the Superintendent evaluation timeline and employment status and contract up to this point. She stated the District and the community deserve stability and deserve the Board to make this decision at this time.

Trustee Williams said this District needs stability and what matters is whether the Superintendent is doing his job.

Public Hearing

Brian Wachter shared the results of a community poll related to the Board's performance in the areas of school safety, school funding, teacher pay, curriculum quality, student performance, and building and maintenance performance. He disagreed with Trustees' opinions regarding the Superintendent's performance and employment. He said the public does not trust the Board or the Superintendent.

Dylan Keith stated that Superintendent Jara has been willing to work with the business community towards achieving the goals for student success for employment and higher education upon graduation. He said leadership from the Board and the Superintendent is essential for students to succeed and said a change in operational leadership at this juncture would not enhance student outcomes. He stated the Vegas Chamber is in support of extending Superintendent Jara's contract.

Anna Binder commented on the turnover in the District. She disagreed with comments and actions made by Trustees.

Jessica Ally said she was concerned that the Superintendent's evaluation differs significantly from that of CCSD teachers and staff. She questioned why the Superintendent is getting a salary raise. She questioned how Superintendent Jara could be fired at one point and now earn a satisfactory rating. She stated the District has not made very many gains for its diverse populations.

Kamilah Bywaters said the fact that this meeting was being held on a Wednesday morning says that the District and four of the Trustees do not care about the community. She said she agrees with what she heard today regarding abuse of power, and she said political eyes are on the Board, and some Board members have ruined their careers because the way they have handled the public, the community, and the students is unacceptable.

Jacqueline DaVania Williamson said the body language being displayed by Trustees shows hate and dissent and that they are not listening. She disagreed with this meeting being held at a time when teachers are in school and parents are at work. She shared comments from parents regarding this agenda item. She said the community has lost faith.

Approve Superintendent Employment Contract (continued)

Karen Oliver stated she has been calling trying to find the curriculum she provided for the District. She said after everything they have worked for, they have gotten nothing. She said she is also here to find out why her grandson is not in school.

Tashika Lawson cited Nevada Revised Statutes (NRS) 391.110, which she said outlines what the Board is able to do. She said CCSD's Superintendent should not have a salary in the \$500,000.00 range. She questioned who the outside auditing organization is that ensures that the District and executive staff are performing to measurables that are comparable with the fourth largest school district.

Trustee Ford said she has questions regarding how this employment agreement came about. She questioned where the information was regarding comparable school districts that Trustee Garcia Morales mentioned. She asked where the reference material is containing the data to support the decision to extend the Superintendent's contract and to give him a significant pay raise.

Trustee Cavazos said this is not the only time this meeting could have been held and by holding the meeting at this time, the community is being excluded. She stated she is not against the intent of this, but she disagreed with how this was rolled out.

Motion to approve Item 2.01.

Motion: Brooks Second: Williams

Trustee Cepeda stated being the Board President this year has been extremely difficult. She expressed disappointment and frustration for how the Board did not spend any time discussing student outcomes during the past year. She noted that there is still a lot of work to do.

Vote on Trustee Brooks's motion: Yeses – 4 (Brooks, Cepeda, Garcia Morales, Williams);

Noes – 3 (Cavazos, Ford, Guzmán)

The motion passed.

Upcoming Meeting of the Board of Trustees - Thursday, October 13, 2022, 5:00 p.m.

Trustee Cepeda stated the upcoming meeting of the Board would be held on Thursday, October 13, 2022, at 5:00 p.m. in the boardroom.

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

Myisha Hill shared information about her company, Check Your Privilege, and provided her book, *Heal Your Way Forward*, to the Superintendent and Trustees. She stated that her daughter has been the target of anti-Black discrimination, bullying, and harassment at school. She said no child deserves to be treated that way and asked when the policies are going to be fixed.

Public Comment on Items Not Listed as Action Items on the Agenda (continued)

Anna Binder noted that the Centennial High School principal was escorted off campus, and the Chief of Facilities is the former principal of Durango High School, and a special education student at each of those campuses was sexually exploited in the last 30 days. She asked that next time the Board sets goals, that the correct data is brought forward and that they are transparent. She suggested the parent committee and the student committee should be Board committees.

Jessica Ally proposed that the District reform employment evaluations for teachers and support professionals. She asked that support staff salaries and contracts be raised to match teacher salaries more closely. She stated the Superintendent has not earned his evaluation rating. She said if the District truly cares about diversity, it should form coalitions of educators from all backgrounds including not only Black, but Hispanic and those with disabilities, for instance.

Jacqueline DaVania Williamson said she would like to be able to address the Board and talk about the positive things that are happening in the District. She said she was appreciative that after coming to the Board regarding her son, that has had a positive outcome. She said if a Trustee is not prepared to be a leader on this Board, she would rather see someone else in place.

Tashika Lawson stated many students' outcomes are bleak and are being fed into a pipeline that will never lead to success. She said while considering new contracts and pay raises, it is important to compare contracts in other places. She said teachers are being asked to do more work and are not being compensated for that with additional pay and are being judged for not putting in more effort.

Karen Oliver stated that she is going to the FBI to report on the Board. She said there are claims that the fallout is because of Superintendent Jara and a Board member. She said she wants to know if the fallout started from sexuality in the workplace.

Adjourn: 10:38 a.m.

Motion: Brooks Second: Williams Vote: Unanimous