

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

Regular Board Meeting, and Joint Meeting with the Audit Advisory Committee

November 14, 2024

5:01 p.m.

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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  
Nakia Jackson-Hale, Member  
Adam Johnson, Member  
Lisa Satory, Member  
Brenda Zamora, Member

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

Trustee Garcia Morales:

I'd like to welcome everybody today. I'm President Garcia Morales, and I call this Regular Board Meeting and Joint Meeting with the Audit Advisory Committee on November 14th, 2024 to order. The time is 5:01 p.m. I'd like to remind everybody to please silence your electronic devices. We acknowledge the land on which we gather as the territorial homelands of the Nuwu-the Moapa Band of Paiutes in the Las Vegas Band of Paiutes.

### Flag Salute

Trustee Garcia Morales:

The Pledge of Allegiance will be led by yours truly. Before we go into the pledge, I want to acknowledge our students who are coming from Canyon Springs High School, ROTC, Cadet Captain, Jocelyn Campos, Cadet Airman, Erick Miguel, Cadet Airman Basic, Andrea Valdez, Cadet Airman Basic, Bryanna Hernandez, and Instructor United States Air Force Master Sergeant Gina Escanes, retired. Please stand.

Group:

I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

Trustee Garcia Morales:

Please have a seat. Thank you students.

### **Adoption of the Agenda**

*Motion to adopt the agenda.*

*Motion: Cavazos                      Second: Zamora                      Vote: Unanimous*

*Motion Passed.*

Trustee Garcia Morales:

All right, we're going to move on to the adoption of the agenda. Trustee Cavazos.

Trustee Cavazos:

Thank you Madam President. At this time, I would like to make a motion to adopt the agenda as presented.

Trustee Garcia Morales:

Thank you. Do I have a second? Trustee Zamora.

Trustee Zamora:

Thank you Madam President. I'll second that motion.

Trustee Garcia Morales:

Thank you. Colleagues, we have a motion by Trustee Cavazos, a second by Trustee Zamora. Please cast your vote. Thank you, colleagues. That motion passes seven to zero.

### **Adoption of Consent Agenda**

Motion to approve the consent agenda.

*Motion: Guzmán                      Second: Bustamante Adams                      Vote: Unanimous*

*Motion Passed.*

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

Discussion and possible action on the approval of the minutes from the regular meetings of September 12, 2024, and September 26, 2024, is recommended. **(For Possible Action)** (Ref. 2.01)

## 2.02 Focus: 2024 Strategic Plan Update — Chronic Absenteeism.

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to SS-4(B): Chronic absenteeism. **(For Possible Action)** [Contact Person: Melissa Gutierrez] (Ref. 2.02) *(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)*

## 2.03 Focus: 2024 Strategic Plan Update — Dual Enrollment and Advanced Placement.

Acceptance of a report as presented on Focus: 2024 Indicators and Results pertaining to SS-3 (B): Advanced coursework diversity and achievement. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 2.03) *(According to Governance Policy B/SE-3: Board Report and Progress Monitoring, B/SE-4: Board Report Content, B/SE-6: Board Report Schedule, B/SE-7: Board Response to Board Reports)*

## 2.04 Warrants.

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Diane Bartholomew] (Ref. 2.04)

## 2.05 Recap of Budget Appropriation Transfers.

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning October 1, 2024, through October 31, 2024, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Diane Bartholomew] (Ref. 2.05)

## 2.06 Licensed Personnel Employment.

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

## 2.07 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$13,134,100.00 in compliance with Nevada Revised Statutes (NRS) 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.07)

## 2.08 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$3,355,517.44 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 2.08)

### **2.09 Architectural Design Services: School Replacement at Jim Bridger Middle School.**

Discussion and possible action on approval to select the architectural firm of Simpson Coulter STUDIO, to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction in support of the school replacement at Jim Bridger Middle School, in the amount of \$2,317,577.00, to be paid from the 2015 Capital Improvement Program, Fund Fund 3150000000, Project C0001660; 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: Diane Bartholomew] (Ref. 2.09)

### **2.10 Architectural Design Services: Roof Recovery at Kirk L. Adams Elementary School.**

Discussion and possible action on approval to select the architectural firm of IZ Design Studio to provide architectural design services to prepare plans, specifications, and other construction documents for a design, bid, and build method of construction, in support of the roof recover at Kirk L. Adams Elementary School, in the amount of \$160,015.50, to be paid from the Governmental Services Tax, Fund 3400000000, Project C0017164; 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: Diane Bartholomew] (Ref. 2.10)

### **2.11 Change in Service: Mountain View Elementary School.**

Discussion and possible action on ratification of a change in service to the commissioning services agreement for a net increase of \$22,400.00, for Mountain View Elementary School to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001642, is recommended. **(For Possible Action)** [Contact Person: Diane Bartholomew] (Ref. 2.11)

### **2.12 Change Order: Del Sol Academy of the Performing Arts.**

Discussion and possible action on ratification of the change order for a net increase of \$39,723.35, to the construction contract for Del Sol High School (\$39,723.35 – Mountain Vista Development, Inc.), is recommended. **(For Possible Action)** [Contact Person: Diane Bartholomew] (Ref. 2.12)

### **2.13 Contract Award: Construction Services Electrical and Low Voltage – Guaranteed Maximum Price #1 At Cyril Wengert Elementary School.**

Discussion and possible action on approval of an award of contract to Sletten Construction of Nevada, Inc. for the best-qualified construction manager at risk for construction services in support of the electrical and low voltage at Cyril Wengert Elementary School in the amount of \$9,584,754.66, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001650; and for Brandon McLaughlin, Assistant Superintendent, to act as the Clark County

**2.13 Contract Award: Construction Services Electrical and Low Voltage – Guaranteed Maximum Price #1 At Cyril Wengert Elementary School.**

School District Board of Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Diane Bartholomew] (Ref. 2.13)

**2.14 Contract Award: Remove Fence and Install Block Wall at J. E. Manch Elementary School.**

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to remove fence and install block wall at J. E. Manch Elementary School in the amount of \$501,149.00, to be site-funded, Fund 1000000000, Project C0017850; 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: Diane Bartholomew] (Ref. 2.14)

**2.15 Contract Award: Remove and Replace Tennis Courts at Moapa Valley High School.**

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to remove and replace tennis courts at Moapa Valley High School in the amount of \$2,049,777.00, to be paid from the Governmental Service Tax, Fund 3400000000, Project C0017541; 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: Diane Bartholomew] (Ref. 2.15)

**2.16 Contract Award: Remove and Replace Tennis Courts at Virgin Valley High School.**

Discussion and possible action on approval of an award of contract to the lowest responsive and responsible bidder to remove and replace tennis courts at Virgin Valley High School in the amount of \$1,835,000.00, to be paid from the Governmental Service Tax, Fund 3400000000, Project C0017542; 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: Diane Bartholomew] (Ref. 2.16)

**2.17 Professional Services Agreement: Commissioning Services School Replacement at Laura Dearing Elementary School.**

Discussion and possible action on approval to enter into a professional services agreement for commissioning services with TMCx Solutions, LLC, to provide commissioning services in support of the school replacement at Laura Dearing Elementary School in the amount of \$127,500.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001647; 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: Diane Bartholomew] (Ref. 2.17)

## 2.18 Special Counsel Rate of Compensation.

Discussion and possible action on approval of the rate of compensation of outside or special counsel employed by the District, as required by NRS 41.0344, and to authorize Jon M. Okazaki, General Counsel, to act as the Board of School Trustees designee to sign the necessary documents pertaining thereto is recommended. **(For Possible Action)** [Contact Person: Jon Okazaki] (Ref. 2.18)

Trustee Garcia Morales:

Now, I'm going to move on to the consent agenda. Before I open the consent agenda, is there anybody who has not had a chance to complete a yellow public speaker card? If not, please do so now. Otherwise, once we begin public comment on consent agenda items, those are items that are listed in section two on our agenda. Once I begin public comment, on this particular item, I will no longer accept yellow public speaker cards.

I see you all have some cards. Do you want to turn them in here to Katelyn Taylor? Any other yellow? Okay. Thank you. Thank you.

I'll start with the individuals who signed up in advance. That's Dr. Bemoll, followed by Timothy Underwood. Yeah. Thank you. Go ahead. Dr. Bemoll.

### Public Hearing

Tiffanie Bemoll:

Good evening. Tiffany Bemoll for the record. I'm speaking on 2.03, the AP and Dual Enrollment Presentation. These numbers are promising but there are a few observations I would like to point out as an AP question leader for world history and an AP teacher for this district.

Number one, vertical alignment with middle schools needs to be more in tune. In order to build up these programs in the early phases in 9th and 10th grade to prepare students for the rigor, a little more vertical alignment with the middle schools would go a long way. Number two, there are no requirements for AP teachers in our district in the same way there are requirements for teachers who teach dual enrollment. What I mean by that is, up until recently, most dual enrollment programs required the teacher to have a master's degree in the subject that they would be teaching in the high school. This limited the school being able to offer the program, or limited their options as to which teacher would be able to teach the dual enrollment classes and forced administrators to allow teachers who may not have been the best options to teach dual.

University of Reno does not have such requirements, and I think according to the grapevine, this is forcing a change with the other dual enrollment colleges in our valley. For AP teachers, however, there are no such requirements. We currently have first year teachers teaching AP classes. That's not necessarily a bad thing, and I'm not saying it is, but I remember my first year of teaching and the stringent requirements of AP with following the course exam description, teaching students to write, think analytically, synthesize and sometimes work on reading comprehension is a lot for a 20-year veteran teacher like myself, with the extensive background and experience of working for the College Board directly. I can't imagine trying to do this as a first-year teacher.

Tiffanie Bemoll:

There's also this staggering statistic that was released that 66% of teachers are not even utilizing the tools that College Board makes available to them through AP classroom. This is because there are no requirements for AP teachers in our district. None. It's something that administrators need to really look at and perhaps change the narrative with because it's a grave disservice to the students.

College Board writes the exam, College Board created the course exam description, College Board runs AP classroom, which houses all the practice exams for the test. So when you hear a statistic like 66% of teachers are not giving their students the literal practice questions from the College Board, the people who write the tests, it's very frustrating.

I hear all the time that this class is too much work. Rigor needs to come back to the classroom. Expectations need to rise. I have yet to take a college course in my four upper division degrees that didn't require homework. The expectation needs to change. Administration should look at the new AP courses and add them to their schedules.

Don't be afraid to try something new. They're good classes and they've been vetted by the best of the best. I work with these professors and their excellent at their craft. Give the classes a chance. At worst, it's one and done. At best, you've got new curriculum your students and teachers will love. I would also like to shout out Kenya Jackson and her office because she does way too much work for one person. She's awesome and I appreciate everything she does for our program. Thank you.

Trustee Garcia Morales:

Thank you. Dr. Bemoll. Thank you for those kind sentiments. Mr. Underwood?

Timothy Underwood:

Thank you. I'm Tim Underwood. I'm a grandfather of five, who's been attending CCSD school since the '60s. Yeah, I'm old. I ran for the state board of education or rather limped for it to be honest and got trounced. I didn't just lose, I got walloped. I have to tell you, Trisha Braxton, my opponent, she's got a mean right hook. She didn't just knock me out in the ring. She knocked me out of the ring.

Trustee Garcia Morales:

Consent agenda, please.

Timothy Underwood:

Yeah. I'm the biggest loser in Clark County, but it looks like I'm not the only loser here. Doesn't it? Diversity, equity and inclusion, critical race theory, WPATH false standards for transgenderism. All a set of very strange and divisive ideas are the biggest losers overall. I am filled with joy to proclaim that DEI is dead. To suggest to an innocent, impressionable child that they may be born in the wrong body is a crime against humanity. Transgenderism and southern Nevada schools will be eradicated.

Trustee Garcia Morales:  
Mr. Underwood. Mr. Underwood.

Timothy Underwood:  
Yes.

Trustee Garcia Morales:  
What are you speaking to exactly? On what item on consent agenda. Could you please illuminate that?

Timothy Underwood:  
I'm talking about the next year for CCSD.

Trustee Garcia Morales:  
No. That has nothing to do-

Timothy Underwood:  
No more will the Clark County school districts seduce seven-year-olds with sexual knowledge and activity.

Trustee Garcia Morales:  
Excuse me. Mr. Underwood.

Timothy Underwood:  
No more will Black and Brown students be brainwashed-

Trustee Garcia Morales:  
I pause your time.

Timothy Underwood:  
Into attacking Whites and Asian students with minority impunity.

Trustee Garcia Morales:  
I've paused your time and I'm not going to return it. Can you please turn off his microphone? Thank you. Timothy, I'd like to give you your time back, however you need to tell us what is the consent item that you're going to be speaking about? If you're here to not speak about consent item then I'm sorry I can't have you speak on the microphone. Do you have item on consent agenda that you'd like to speak, otherwise we can move you to public comment on items not listed as action items on the agenda?



Timothy Underwood:

No.

Trustee Garcia Morales:

Okay, then please have a seat.

Timothy Underwood:

Justice has come to Clark County School.

Trustee Garcia Morales:

Thank you. Thank you, but please do not return. All right, we're going to move on, Mr. Underwood. It has been clear-

Timothy Underwood:

[inaudible 00:09:14] it is a crime against humanity.

Trustee Garcia Morales:

Mr. Underwood. I'm going to turn off my mic. Am I going to ask...

Timothy Underwood:

[inaudible 00:09:22] that have taken place...

Trustee Garcia Morales:

[foreign language 00:09:25]. Colleagues, we're going to move on. I don't have any other public comment items. I see individuals, so we're going to move on. Thank you. We're going to now seek a motion. Trustee Guzmán.

Trustee Guzmán:

Thank you, President Garcia Morales. I would like to move that we approve the consent agenda.

Trustee Garcia Morales:

Thank you. Thank you, Trustee Guzmán. Trustee Bustamante Adams?

Trustee Bustamante Adams:

I second that motion.

Trustee Garcia Morales:

Okay. Great, thank you. Trustee Bustamante Adams. Colleagues, we have a motion by Trustee Guzmán, a second by Trustee Bustamante Adams. Please cast your vote. Thank you, colleagues,

Trustee Garcia Morales:  
the motion passes seven to zero. We're now going to move on to the warrants. We're good. We got the warrants. Thank you, Trustee Guzmán.

Trustee Guzmán:  
Thank you. President Garcia Morales. The ratified warrants as listed in the Bills Payable Transmittal and Board Memorandum number 08-24-25, in the total amount of \$322,534,273.75.

### 3.01 Adoption of the Agenda - Joint Meeting with the Audit Advisory Committee.

*Motion to adopt the agenda.*

*Motion: Hilton                      Second: Hammer                      Vote: Unanimous*  
*Motion Passed.*

Trustee Garcia Morales:  
Thank you. All right, colleagues, we're now going to move on to the Joint Meeting with the Audit Advisory Committee. I'd like to welcome the Audit Advisory Committee members to the meeting. Great. While we settle in. Thank you very much. Mr. Caruso. Thank you everyone for coming up and for settling in. I want to acknowledge Mr. Robinson. Josh Robinson is on the phone. Not yet? Okay. I know that he wasn't able to join us in person, but wanted to join us over the phone. So, I'm going to turn it over to the Audit Advisory Committee. Where do we begin?

Joseph Throneberry:  
Thank you. President Garcia Morales. My name is Joseph Throneberry. I'll be chairing today's meeting in the absence of Mr. Robinson. First item on the agenda, 3.01 Adoption of the Agenda Joint Meeting with the Audit Advisory Committee. We'll entertain a motion to accept the agenda.

Maegan Hilton:  
Member Hilton, motion to accept the agenda.

Elizabeth Hammer:  
Member Hammer, motion to [inaudible 00:12:30].

Joseph Throneberry:  
All those in favor?

Maegan Hilton:  
Aye.

Elizabeth Hammer:  
Aye.

Joseph Throneberry:

Aye.

Aye. Any opposed? Motion passes unanimously.

### 3.02 Approval of Minutes.

*Motion to approve the minutes.*

*Motion: Hammer      Second: Hilton      Vote: Unanimous*

*Motion Passed.*

Joseph Throneberry:

Item 3.2 is the motion to... Correction. The approval of the minutes from the last Audit Advisory Committee. The meeting that was held on August 22nd 2024. Are there any corrections or additions to the minutes?

Trustee Garcia Morales:

Mr. Throneberry, before we go into that, forgive me, I need to note that this is an action item and we are taking public comment on this item. So if anybody in the public who would like to speak on 3.02 has not submitted the yellow public speaker cards, please do so now. Otherwise, we'll move forward if we don't have any public comment on this item. Thank you, Mr. Throneberry.

Joseph Throneberry:

Thank you President Garcia Morales. Hearing no discussion, I'll entertain a motion to approve.

Maegan Hilton:

Member Hilton, motion to approve.

Joseph Throneberry:

Any discussion on [inaudible 00:13:41].

Elizabeth Hammer:

Member Hammer, second the approval.

Joseph Throneberry:

Any discussion? All those in favor. Aye.

Elizabeth Hammer:

Aye.

Maegan Hilton:

Aye.

Joseph Throneberry:

Motion passes unanimously.

### 3.03 Presentation of the Annual Independent Auditor's Report for the Fiscal Year End June 30, 2024.

Presentation and discussion of the annual Independent Auditor's Report for the Fiscal Year Ended June 30, 2024, by representatives from Eide Bailly LLP. [Contact Person: Diane Bartholomew] (Ref. 3.03)

Joseph Throneberry:

Moving on to agenda item 3.03. Any public comment?

Trustee Garcia Morales:

Thank you. Well, this is not an action item. We will have colleagues just for the purposes of flow. We will ask the Audit Advisory Committee to provide a presentation on the annual independent auditor's report for the fiscal year 2024. And after the presentation, we'll have questions. Thank you.

Diane Bartholomew:

Good evening, Madam President, members of the board, Interim Superintendent, Dr. Larsen-Mitchell. I am Diane Bartholomew, the Interim CFO for the district. I can, thank you.

We have at the table, Kurt Schlicker who is a partner and lead auditor from our independent auditing firm, Eide Bailly. We also have our volunteer members from the Audit Advisory Committee. And I didn't hear it. I wasn't sure if Chair Robinson was on the phone. I don't think so. Okay. And so we have Mr. Throneberry as well as Ms. Hilton and Ms. Hammer.

As part of item 3.03, we present the district's financial statements, also known as the Annual Comprehensive Financial Report or the ACFR. It will be ending June 30th, 2024. So Mr. Schlicker will now go through some of our summary of reports and is key items of interest.

Kurt Schlicker:

Perfect. Thank you very much. Kurt Schlicker, Partner with Eide Bailly for the record. I'd like to spend a little bit of time today going through the financial statements of the district. There's a lot of confusion on what do these numbers mean. There's a lot of numbers in here. This is a very large document. It takes thousands of hours to put together. It doesn't come together quickly. And it can be cumbersome for the trustees, the public, to understand what these numbers mean. So with a little bit of patience, I promise I'll try not to make your eyes glaze over, but I'll try to cover some key numbers, some key ratios, maybe explain a couple of things to just say what does this mean? So

Kurt Schlicker:

appreciate a little bit of your patience. I'll go through a couple of the key items and then be happy to answer questions afterwards.

I'm going to reference to 3.03B. I know there's a 3.03A, but all of those are within B already. So I'm just going to reference through 3.03B, and start on page 30 of the reference material.

So page 30, this is our independent auditor's report. And when we talk about an independent auditor's report, what does that mean? We gave what's called an unmodified opinion, or a clean opinion as known throughout the public. And what that means is we go through our audit procedures, we look at the balances being reported by the district, by management. So when I say that, the cash, the accounts receivable, the revenue, the debt, the balances that are being reported on the financial statements and we audit those within a reasonable assurance. It's not an absolute assurance. The district has hundreds of thousands of transactions every single month.

We don't audit every single transaction. We would never be able to finish. So we employ audit techniques, to a reasonable assurance that the numbers are reliable. And then hopefully, we get to an unmodified opinion or a clean opinion on that, which we issued the district this year.

There is, at the top of page 31, a correction of an error paragraph. I'll get to that a little bit later and explain what that means. But essentially, pages 30 through 33 are us talking about our responsibilities under the audit, the auditor's responsibility, management's responsibility, and essentially, a clean opinion that we believe these financial statements are fairly stated, at least reasonably assured that they're fairly stated.

Starting on page 34, and I promise I'm not going to go through all of it and read it, this is what's called management's discussion and analysis. This is unaudited, so we don't audit the numbers, but this is management's writing of the happenings of the district, in a comparative style, comparing it to the prior year that they think would be key items of interest for the user. So they talk about key budget items, they talk about changes from prior year. They talk about capital assets and debt, but they tried to summarize essentially 200 pages into about 15 pages to make it a little bit more consumable for the user.

Moving on, and again, I'm trying not to over complicate things, but page 49 of the reference material. This is called the statement of net position. Now, this is commonly what you would think of the balance sheet of the district. So if you have ever looked at commercial companies, worked in finance at all, this is the balance sheet, so your assets and your liabilities, okay? And so you can see here it's broken out into a couple different columns. The governmental activities is your general fund and all your normal special revenue funds, your debt funds, all of that. The business type activities is your food service program. And I'm focused mostly on governmental activities here and I just want to point out a couple of these numbers and what they mean so we can have some interpretation behind them.

You have \$9 billion in assets. And that's made up of \$2.7 billion in pooled cash and investments, and then you can see \$500 million in receivables and then over \$5 billion in capital assets. So that's a lot of infrastructure. Of course capital assets, schools are expensive, but \$2.7 billion in cash. And then we go down the page and you've got \$8.9 billion in liabilities. Now, the big pieces that you see there in the liabilities is going to be your bonds, right? That's \$3 billion in bonds and

Kurt Schlicker:

that's just in the long-term portion, but then you have this thing called the net pension liability, 4.1 billion.

I don't want to say it's fake because it's not technically fake, but that is a required liability under governmental accounting standards. And that is subject to very significant estimation. And what that represents is, in government accounting standards, they look at PERS, and they look at what the unfunded portion of PERS is, and then they allocate that unfunded liability to every participating employer. So said simply, the estimate is that the school district over the next 40 years will essentially fund \$4.1 billion in pension liability to PERS.

Now, that's a very large estimate. I'll show you how large and how sensitive that estimate is to just changes in discount rates and stuff like that a little bit later to put it in perspective for you. The statement of net position is not necessarily a great decision-making tool, because it's got a big estimate in it and it can be hard to understand how that impacts your financial statements. And so when you go down to your net position, net position is what? Assets minus liabilities. How much is left over. A good net position is positive, because you want more assets than you have liabilities, and so your net position at the bottom is a positive \$1.276 billion. Okay? That's good. Now, you see a negative unrestricted of \$3.1 billion, that's being caused by that pension liability, because that pension liability is so big it's drawing that number down and that's really why that number is negative and that is not a liability you have to cut a check for tomorrow. Okay? That's very estimated, very long-term, a little bit arcane.

Then moving on to the next page 50 and 51, have to look at these two together, but this is what's called the statement of activities. And to put it nicely, it's probably the hardest to understand income statement you've ever seen in your entire life. And this is an income statement for governments. And it shows expenses first on the left by function, which is instructions, support services, etc, by your budgetary functions. And then it moves to the right for program revenue, so charges for services, your grants, whether they're operating or capital, and then it comes down into general revenue such as taxes, your people center funding plan, stuff like that. So when we look and we go all the way to the bottom, your change in net position, and there's lots of lines here, was a growth of \$515 million for the year ended June 30th, 2024. So, to put it simply, on a government wide basis, your income for governmental activities was \$515 million positive. So again, positive direction, financially speaking.

Okay, moving on to the governmental funds, and that's pages 52 through 53. Here is where I would say users and especially trustee members, members of management. Here's where the numbers really start to make sense and are useful for decision-making, because they don't have huge pension estimates baked into the numbers. This is a current resources model. So we get rid of all the long-term stuff, all the stuff that's going to be paid over 30 years, all the big estimates, where do we stand today and what is coming down the pike in the next year? And that's really what the basis of accounting for the governmental funds are. And if I was to talk to anybody about how do we evaluate the financial health of an organization, because that's key, right? I mean, we want to know how are we doing financially.

Kurt Schlicker:

For the school district, what I would say is to evaluate your financial health, the two most important funds to look at is your general fund and your debt service fund. And why do I say the debt service fund? Because you have bond payments. And if we think about the two most important things for financial health, it's making payroll and making your bond payments. Those are key. You have to make payroll and you can't default on debt. So if we looked at general fund and the debt service fund, that's really the key financial health funds for the district, and I'll start with the debt service fund and then I'll go back to the general fund.

So, the debt service fund has \$923 million in assets. I'll point this out when we get to the notes in just a couple of minutes. Your average or your debt service for the next year is a little over \$400 million. And so if you think about it, you have essentially a little over two years of debt service in that fund. So that is good, that's strong because you have basically your next two years of bond payments covered. So not any alarm there, no big risks there.

Then when I look at the general fund, and sorry, I know I'm flipping back and forth. So the general fund has \$969 million in total assets, \$557 million out of cash and investments, and \$269 million in accounts receivables. Those are highly liquid because you have cash, you have investments, you can turn that into cash quickly. And accounts receivable theoretically come in within a couple of months. So liquid. We look at your liabilities, \$304 million. So we get to a net roughly of \$661 million in fund balance.

What does that even mean? Is that good? Bad? How do we interpret that? Well, the way I interpret that is I look at fund balance as a percentage of your budget, okay? Because that's really the key. So if I look on page 56 of the material, your total expenditures in the general fund for the year-end of June 30th, 2024 were \$2.6 billion. So I did a relative quick math and you have essentially \$661 million in fund balance out of a budget of \$2.6 billion. You have roughly 25%, or three months worth of expenses in your fund balance at the end of the year. So you have three months of assets over your liabilities sitting at the end of the year.

Management and different think tanks set what minimum fund balance policy should be and what is health and what is not health, what is warning signs? The recommended and minimum level that most would say is you need to have at least a month because you have to have two pay periods. You never want to be so close to where you don't have two pay periods in the bank. Well, you've got three months, so you're doing okay there.

Now, there's a little bit of nuance, because a lot of that fund balance is restricted. So the school district is subject to NRS 388, which restricts a lot of that fund balance to what's called school carryover, where if schools have unused budget, that budget stays with the school and they use it and it rolls over to keep staying with them in the next year. So some of that of course, is used on payroll for the schools and other supplies and other technology type stuff for the schools. So you are a little restricted there.

And we look at your unassigned fund balance of \$151 million at the end of the year, and that is roughly, forgive me, about 5.8% of your budget. And so that's really some flexibility at the trustee and management level to use that as a safety net for unassigned fund balance that you don't have to use it on a specific purpose. But again, overall, you have roughly 25% a fund balance of your

Kurt Schlicker:

general fund expenditures at the end of the year. So that's a fairly healthy position and not too alarming, at least if you were to ask me.

Okay, sorry, and moving back to page 56 through 57, and I referenced it earlier, this is your statement of revenues, expenditures and changes in fund balance. This is your income statement, revenues versus expenses. And I talked about the general fund and a little bit about the debt service fund, but I'll go to the total column. And so the total column had excess or deficiency of revenues over or under expenditures of \$49 million. So that means your expenditures exceeded your revenues by \$49 million the year ended June 30, 2024. And before that causes a lot of alarm that you had a \$49 million decrease in your expenditures or your fund balance there, again, your total governmental funds, your fund balance is \$2.5 billion and so you've got \$49 million decrease there, we're talking a percentage point or two. And again, your general fund balance at the end of the year was 25% of your general fund operating expenditure budget. So again, I don't see an alarm sign, at least with interpreting the numbers within the financial statements for the year-end of June 30, 2024.

Then moving on to pages 59 through 65, this is usually a very important statement to the user because this is your budget to actual performance. We do a lot of work to set the budget. Obviously we were well aware of the work that goes into the budget and management and through public hearings and working with the trustees. And so when we look at the performance for fiscal year '24, we see that revenues in total came under budget by 14 million. So that underperformed compared to budget by 14 million, and that's largely and entirely due to the 17 million under budget from the people center funding plan calculation. So it came in a little under budget there.

But if we read more between the lines and get to page 65 material, you'll see that your expenditures came in under budget by 444 million. So yes, it underperformed on revenue by 14 million, but you performed better than budget by 444 million on expenditures. So that kind of works out and nets out to an overall betterment or a favorable performance compared to budget by 433 million in the general. There's always going to be over and under in revenue. There's going to be some timing differences there and different that happen, but overall positive performance to budget by 433 million for the year ended June 30, 2024.

Then we're going to go quickly and again, I'm trying not to make eyes glaze over, but to the notes which start on page 77, I am only going to cover a couple of these. I'm not going to read them all I promise. But if you want to know anything about the district's significant accounting policies about cash, about investments, about risk of investments, maturity ratings, any of that stuff, if you want to know about capital assets, all this information is contained in the notes. It is very, very useful reading if you want to have a true understanding of the finances of the district. There's a lot of information in the notes, so I encourage you to read them at your leisure, but I do want to point out a couple of the footnotes that I think are key and important to understand.

So I'll skip to note eight, which is on page, ends on page 99, and this is your general obligations, bonds payable. I mentioned earlier, if I was to think about the financial health of a government organization is can they make payroll? And can they pay their bonds? So note eight is information about your bonds. And there's a lot of information there. You have a lot of bonding activity because



Kurt Schlicker:

you build schools, schools are expensive and you need to finance those. You don't come out of pocket for that. But if you go to the next page on page 100, there is a schedule that is your summary of debt reserves. Very key schedule to understand because this is the timing of your bond payments and how much the district has to come up with in the next couple of years to pay your bond payments. So we can see for fiscal year 25, you have 436 million that's due in total principal and interest. And then in 2026, you have 401 million. If you remember back to when I covered the debt service fund, you had a little over 900 million in there. Well, your next two years are 436 million and 401 million. So that's where you have slightly over two years worth of debt service saved in that debt service fund. Okay? Hopefully that makes sense.

Then I want to skip next to note 12, which begins on page 104. This is again that pension liability that I was talking about. And I'm not going to read through all of this and go through all of this to elaborate on that unfunded net position. But what I wanted to highlight is the sensitivity of the estimate. So if you go to page 108, you'll see at the top left of that page there is a sensitivity chart. And how this estimate works is an actuary comes up with a discount rate and values that outflows and inflows for the next 30 or 40 years. And that discount rate determines largely what the estimate is. So do we think assets are going to grow at 6%, 5%, 7%? Do we think benefits are going to grow at 5%, 6%, 7%? So right now the discount rate is 7.25%, and that means your liability is 4.2 billion. But if you just change the discount rate 1%, just 1%, so if the PERS investments under or over perform by 1%, that changes your liability by \$2 billion, by just a 1% change in performance. That's a \$2 billion change in estimate.

So that's why I said earlier that the statement of net position has a really large estimate baked into it, and makes it really difficult for the user to make business decisions on it, because you've got to understand that in governmental accounting there's this widely variable estimate that lives there. The governmental funds are a lot easier to make business decisions on.

Note 16, which begins on page 114. No, sorry, excuse me, page 113. This note provides information of all the health benefit plans for the various collective bargaining units. You have four different plans. It provides information on the benefits provided, the payments, etc. This very similar to pension, just not to that same scope and scale, also is completely estimated and is subject to changes in the discount rate and the healthcare cost trend rate. So if you go to page 124, there's again a sensitivity table here where the discount rate for the valuation of your post-retirement OPEC plans is 3.65%. A 1% change on either way is roughly \$20 million of impact there. And then you can see the trend rate as well.

Okay. So I just wanted to point out debt and the two really large estimates sitting on the statement of net position and understand that sensitivity in those estimates.

And then the last footnote that we're going to cover is note 20, which begins on page 129.

So the district implemented a new GASB standard this year. It's called Compensated Absences. It was GASB 101. In Compensated Absences, GASB changed so that you had to value all types of leave on your balance sheet, even if you weren't going to pay them at termination. And it used to be that you would only put leave on the balance sheet, so vacation or comp time if you were going to pay that at termination. And they said, "Ah, that's too confusing anymore, just accrue all the

Kurt Schlicker:

leave that is outstanding." And so the big impact of the school district was sick. So sick leave, a lot of people would forfeit sick when they would separate from service. And so that liability wasn't really represented on the balance sheet. And with GASB 101 that changed/ and just that change caused about a \$258 million change to the liability presentation of the school district. And that represented essentially that sick leave coming on the books. Even though you won't necessarily pay it at termination, but that's just a change in accounting principle.

And then we had a \$3.7 million correction of an error that's listed there. Again, I'll get to that when we get to the audit results. And promise, just a couple of minutes.

I just going to point these next things out. I'm not going to go over them in detail unless anybody has questions at the end. But beginning on page 144 is your supplementary information. And supplementary information is all the details of the budget to actual schedules of the individual funds. So if you want to see how your gifted and talented fund ran or your at-risk program fund ran or any specific fund that you have, special education, state grants, etc. All that details in the supplementary information, it's all information that ties back up to the front. It's just more detailed. I'm not going to go over it. I just wanted to point out that that's where the detailed information is.

Then for your statistical section, that begins on page 226. For the statistical section, this is unaudited, we don't look at it, but this is to present an ACFER, so an Annual Comprehensive Financial Report, that's a specific type of financial statements for financial reporting excellence. And it's submitted to the Governor's Finance Officers Association for an award. And the GFOA requires statistical information to be presented. So it gives tenure trend information. So there's stuff in there from enrollment to income statement and to population and to top employers and all of that type of stuff. It's unaudited, we don't look at it. Management prepares it. But if you're interested in various statistics and trends, you can certainly browse through that at your leisure.

And now essentially to get to the results and any findings and stuff like that. Page 264 of the reference material. This is our independent auditor's report on internal controls. And so when we do our audit, we work through the balances. And if we have an adjustment, we find something that we didn't like, didn't agree with, ask management to fix. Depending on the significance of those, we write up an internal control finding. As we say, "Ah, you made a mistake here. We need to write it up." And so this year we reported one finding. 2024-001. And it has to do with the recording of essentially interest revenue. That's really interest receivables from the prior year. And what happened is management has a report from their treasury system that reports how much interest was earned on some investments. And during the year they learned that that report was generating information that was not interest revenue, and that report had been relied on for a couple of years and they fixed it. So management did the right thing. They got the correct report, they fixed it in the current year.

Well, where the error was is they forgot to fix the beginning of the year, because that interest receivable, the timing and the receipt of that impacts what your revenue is in the current year. I don't want to get too technical on accounting here, but essentially that beginning of the year balance affects the current year income statement, affected it by \$3.7 million. And we're required under accounting standards when there's a restatement, that's a presumptive finding. So even

Kurt Schlicker:

though management found the error in the current year and corrected it in the current year and there's a restatement to the beginning balance, that's a presumptive finding under auditing standards. If I had to write a finding for that, I couldn't avoid it. So that finding is listed as 2024-001, but that's the nature of it. And what it relates to.

The following pages is on page 266, this is our independent auditor's report on compliance for each major federal program. So the school district had about \$773 million in federal grants this year, and we audited roughly a little over 400 million of those. We go through different procedures to select what programs to audit, and I'm happy to say that we did not report any findings as a result of our major grant federal program compliance audit, which is a very, very positive outcome for the district. This is called single audit. Single audit is usually ripe with a lot of findings and errors and a lot of internal control matters, but we did not find any or need to report any in the current year. So it was very clean for the federal grant program audits. Then on page 269, if you're interested, that starts your schedule of expenditures of federal awards. So you can see what federal programs the district is utilizing each year, what the expenditure levels are, and that goes through for several pages. And then on page 278, this is the schedule of findings and question costs.

This is just a summary of what programs we audited. If you're interested in what programs we looked at. Page 279, is the narrative of the finding that I just described. And then lastly on page 280 is our auditors comments, and that's where we look at statute compliance. And there was one statute item that was reported in the current year regarding unclaimed property. And essentially we looked at outstanding checks that were old for the district. And there's a requirement that where you sheet old checks back to the treasurer's office at the state. The purpose of that is so that states and other claimants can run an unclaimed property check through the state of Nevada Treasurer's Office to see if there's any unpaid or unclear checks for them. So not to be morbid, but typically so that their estate can collect on cash checks or wages or something like that if they didn't cash them unfortunately before they passed. So that's a check there. But anyway, there's a requirement for achievement, which we noted that the school district needed to keep up on.

Hopefully I didn't bore you too much about that. I know I went through a lot really, well, maybe not too quickly, but I'm happy to answer any questions that anybody may have.

Joseph Throneberry:

Are there any questions from the audit committee members?

Elizabeth Hammer:

Member Hammer, I have one question on the material weakness for ICFR. So in management's response, it references the software inaccuracy. And when you were describing the nature of deficiency, it sounded like certain items were included in interest revenue that we're not supposed to be. So I just wanted to get a better understanding. Is that a reporting issue or was that an interpretation issue of the data?

Kurt Schlicker:

Yeah. Thank you. Kurt Schlicker again for the record. Management runs a report from their treasury system that summarizes or gives them the number of what interest revenue is from the treasury system. And so they relied on that report. That report was not providing interest information. It was providing an amortization of unrealized gains and losses, which I don't want to get too much into the weeds, but essentially it wasn't providing the interest revenue number and that they thought it was. And then when they worked with the vendor this year to gain additional information, learned that it wasn't providing interest revenue as they previously thought it was. And then basically updated the report, provide the correct information, and then corrected the information.

Joseph Throneberry:

Thank you. Any additional questions from the audit committee? Madam President.

Trustee Garcia Morales:

Thank you Mr. Throneberry colleagues at this time, I'll take you in the queue to see if there are any questions regarding our presentation. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you, Madam President. First, I just want to thank the members of the audit committee because it is a volunteer position and our gratitudes for serving in that capacity. So thank you.

And I only remember your first name, so Kurt. That's right. Right? So thank you for the presentation. I appreciated the details. My question had to do on the finding in the calculation for the interest. So from what I read, management notified our auditor. And so it was a self-disclose and not the other way around, is that correct?

Kurt Schlicker:

Thank you. Kurt Schlicker, Eide Bailly, for the record. Trustee Bustamante Adams. Management disclosed the error to us, yes. And then we asked if it had been corrected through the current year, or the prior year. And that's what set the ball rolling. We're required under, again, auditing standards. If there's a restatement, we have to report a finding for that. That's just an assumed error in internal controls. Management found it and corrected in the current year. So if I was to say is how alarming is this? Well, management found it and corrected it. I just under auditing, I have to do my job. So under auditing standards, I had to report a finding for it. I was required to.

Trustee Bustamante Adams:

Thank you. Thank you. And I do appreciate that our financial health looks good based on the audit. I would also ask the question about our bond rating. I know that you didn't go into detail, but we are still in good standing based on the information and the financial health from this audit report. Would that be an accurate statement?

Diane Bartholomew:

Madam President, Diane Bartholomew for the record. Members of the board. Yes, we go through a process with our raters, Moody's and S&P. So yes, our ratings have been positive. I think we're A1, and I don't have it with me.

Trustee Bustamante Adams:

Yeah, that's what it is.

Diane Bartholomew:

But, yes, we do have good ratings, and that does help with our interest rate when we go to bond.

Trustee Bustamante Adams:

Alright. Thank you. Thank you, Madam President.

Trustee Garcia Morales:

Thank you, trustee Bustamante Adams. I'll turn it over to trustees. I'll just take a moment to appreciate staff who helped us turn on the AC. Incredibly grateful for that. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

Thank you also to the Audit Advisory Committee. Appreciate meeting you in person for the first time. So I have about three questions, but I'll probably get two. We had briefings, so the public understands. We had the opportunity to ask you some questions prior. And one of the questions that I asked you was based on your experience with an organization of this magnitude and this amount of funding. Are the findings pretty, what is your experience with that compared to another organization? I just want the public to put that in context.

Kurt Schlicker:

Yeah, thank you. Kurt Schlicker with Eide Bailly for the record. Trustee Esparza, sorry, Stoffregan. The school district is very large and you have a lot of expenditures. You have a big single audit. And one finding is rare, as in good rare, usually audits of big organizations, at least some of them that I do and some of them that I lead. I have some large organizations that we're talking 20 findings or 60 findings depending on the organization. So one is a very good outcome. Last year, just to put it in perspective, you had five, which I was the engagement partner there, so you went from five to one. And there was an improved performance there. And so one finding especially of this nature, again, is a good outcome for the school district.

Trustee Garcia Morales:

Thank you, Trustee Esparza-Stoffregan. Trustee Guzmán.

Trustee Guzmán:

Thank you. President Garcia Morales. And mine will be, sorry we time each other. So I noticed that you mentioned that the ending fund balance was 25%. Did you take into account that schools have their own budget and then there's a central office budget? Because I couldn't find it, was it listed in the audit what those two separate ending fund balance percentages were?

Kurt Schlicker:

Kurt Schlicker with Eide Bailly for the record. Trustee Guzmán, when you look at the general fund balance sheet, and there's a component of fund balance that's called restricted, and you'll see the school carryovers. So those I believe are the school carryover budgets that you are referencing.

Trustee Guzmán:

Great.

Kurt Schlicker:

The restricted fund balance roughly was around 387 million, or close to 15. I'm rounding 15% of your general fund expenditures for the year. 15% of that is in those school carryover. And then your unassigned fund balance was 5.8% of your general fund expenditures.

And again, the fund balance is the net of assets and liabilities at the end of the year.

Trustee Guzmán:

Thank you. I believe in the law, Diane, it says 12.4, 12.8 is restricted?

Diane Bartholomew:

Madam President, members of the board, Diane Bartholomew for the record. Are you referring to what the law wants you to have? Is expecting?

Trustee Guzmán:

Yes.

Diane Bartholomew:

I want to say it's 16%. Right?

Trustee Guzmán:

No, it isn't it. I think it's 12.

Diane Bartholomew:

And so you're talking about of expenditures, the numbers we're always talking about are unassigned and it's of revenues. That's where we get our 4.5%. So for 2024, we were budgeted, the 151 million is 4.5% of our revenues versus the other side of it that he's speaking to.

Trustee Guzmán:

Okay. Thank you.

Diane Bartholomew:

I hope that makes sense.

Trustee Guzmán:

It does.

Diane Bartholomew:

I know it's confusing. It's confusing.

Trustee Guzmán:

It make sense in my head. Thank you. Thank you.

Trustee Garcia Morales:

Thank you. Trustee Guzmán. Trustee Johnson.

Trustee Johnson:

Yeah, I just had a question about the debt service funds. How do we replenish that? I don't know if we was mentioned about how that gets replenished. We have two years worth of fund balance in there today, and then obviously two years from now.

Diane Bartholomew:

Good question. Madam President, members of the board, Diane. Bartholomew for the record. So as you know, we have a very robust debt service program. So we go to bond twice a year, depending on our need. So our expenses have been very robust recently just due to expense and trying to get things built, finished, maintenance, whatever have you. So we tend to do 400 million a year. We'll do 200 in the fall, 200 in the spring. We've actually ramped that up to 600 million this past year. So we've already done a tranche of 400. We're going to do another tranche of 200 million here the spring coming up. And due to our spend, we will probably try to do that same amount again, but we go to Debt Management Commission, there's some other committees that we go through that there's a process for us to get approved to do those tranches. But yeah, that's how we replenish our debt service fund, is through bonding.

Trustee Johnson:

All right. And then the other question I had was, I noticed that at the start of the year, we had a projection of one point, I guess it was 1.7 million, and then mid-year adjustment was to 47 million, and then the actual came in at like 38 million. What are we investing in that would help us have the adjustment and then land in the final? Where are the investments being made?

Diane Bartholomew:

So Madam President, members of the board, Diane Bartholomew for the record. So we do have a vendor that assists us with that process with investment. We have an investment committee we actually just met the other day that assists us with that process. We're bound by NRS and in certain other, in audit, to make sure that the investments we're making are sound. We can't buy Bitcoin, unfortunately. So there is a process for that. And yes, so now that rates were at an all-time high for us at the 5, 6%, we were doing really well with investment earnings. So now that's starting to come down a little bit. We needed to adjust our budget a little bit. And we talked to Mr. Barron about some of the changes we needed to make with budget to make adjustments. So that was one of the pieces where our interest earnings. So yes, as those interest rates continue to come down, it's a double-edged sword. We like low rates, but for the district. [inaudible 00:58:41].

Trustee Johnson:

Thanks so much, but I appreciate that.

Trustee Garcia Morales:

Yes. Thank you Trustee Brooks.

Trustee Brooks:

Thank you, Madam President. Thank you for the presentation. Just a couple questions. You talked about the district being in compliance with NRS. Can you review some of the things that the district is in compliance with?

Kurt Schlicker:

I'm Kurt Schlicker with Eide Bailly for the record. Thank you. Trustee Brooks, as part of our audit, we look at Nevada Revised Statutes that have a direct significant impact on the financial reporting of the district. So that means we don't look at everything. We look at a couple of the key ones that in our estimation are key. And primarily, we look at NRS 54 and about administrative code 354, which is Local Government Finance Act. And so we look at budget and we look at some of the NRS requirements there. We look at NRS 388, because that is the school carryover and the school district processes there. And those are the primary NRS's that we look at. And so, any statute non-compliance that we see we report in, or the district reports, I believe in note 11, for the school district. And so that's what we look at. And again, we don't look at everyone, but we look at the key ones. And we didn't note any non-compliance through our audit procedures through NRS 54 or 388.

Trustee Brooks:

Thank you. And then there was a bit of confusion as the district closed their books this year, could you explain to the public and to members on the board what happens when you close the books and why a number would fluctuate the way that it did?



Diane Bartholomew:

Let me take that. Madam President, members of the board, Diane Bartholomew for the record. So you're referring to budget. In an effort to be uber-transparent, we put out some information regarding our budget. So yes, our actuals did come in a little differently than what we budgeted. So we do have to adjust our beginning fund balance that we had projected for final budget, but now we're going into amended final budget. We'll get that presentation next month. So yes, some changes were needed, adjustments were needed as normal.

Trustee Brooks:

Okay. Thank you.

Trustee Garcia Morales:

Thank you. Trustee Brooks. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

Okay. Okay. I don't know, maybe I missed it, colleagues. I didn't see this document. If it was posted.

Trustee Guzmán:

It's under the audit committee.

Trustee Esparza-Stoffregan:

That's where it is. Okay, so this question's not really for you, it's operational. So I'm going to put it out there. I think when we look at this as a high level and it's a review and we learned what we need to evaluate, I look at on page 56, operation of maintenance of plants and services. This is just one little example. It's over \$400 million. And I think about where we live in Las Vegas. We don't have water. So I'm wondering to our interim superintendent, what is going to be the next steps? Having looked at all of this with your team so that the public understands, what do we do with this information going forward? Just as one small example.

Brenda Larsen-Mitchell:

Madam President, members of the board for the record, Brenda Larsen-Mitchell. So with working alongside the budget team, we're putting systems and structures in place so that we can be more transparent and more visible and working collectively as a team. We have reorganized our chief meetings, which includes all of our chiefs. They meet every other week. So as we gear up for the 25, 26 school year, we are going to come together and look at expenses. We need to identify what we are going to purchase centrally for schools and what schools will need to purchase. We provide that in our strategic budget guide in January when we release it, but we need to work together outside of silos to determine how we prioritize expenses for the Clark County School District and working together as one team. I hope that answers your question, trustee.

3.04 Independent Auditor's Narrative Report of Recommendations and District Responses to Recommendations for the Fiscal Year Ended June 30, 2024, and Independent Auditor's Statements on Nevada Revised Statutes Compliance.

*Motion to approve the report as presented.*

*Motion: Hammer          Second: Hilton          Vote: Unanimous*

*Motion Passed.*

*Motion to approve the report as presented.*

*Motion: Bustamante Adams          Second: Satory          Vote: Unanimous*

*Motion Passed.*

Trustee Garcia Morales:

Thank you. Okay, colleagues, I don't see any further discussion in the queue. So I'm going to turn it back. Let's see. I think we can move on to item 3.04, Mr. Throneberry.

Joseph Throneberry:

Yes. The 3.03 was discussion only, 3.04 is for action. It'll be the independent auditor's narrative report, recommendations and district responses to those recommendations for fiscal year June 30th, 2024.

Trustee Garcia Morales:

Excellent. Thank you. I do because it is a public, excuse me, it's an action item. We do want to provide the public an opportunity to submit yellow public speaker cards. If you haven't done so and you'd like to speak on this item, please do so now. I don't see any public speaker cards. We can continue.

Joseph Throneberry:

We'll turn it over to our CFO for...

Diane Bartholomew:

Madam President, members of the board, Diane Bartholomew. Item 3.04 is the actual document that the committee and the board takes action on regarding the acceptance of the work and its results. So I leave it to the board.

Trustee Garcia Morales:

Thank you.

Diane Bartholomew:

Thank you.

Trustee Garcia Morales:

Thank you. To the board members. Do we have any specific questions to the Audit Advisory Committee members or have comments or questions? If so, this is the time to do that. Otherwise, I'm seeking a motion. Trustee Bustamante Adams.

Trustee Bustamante Adams:

Thank you. Madam President. I moved to approve the audit report for fiscal year in June of 2024.

Trustee Garcia Morales:

Excellent. Thank you very much. Trustee Satory.

Trustee Satory:

I second the motion.

Trustee Garcia Morales:

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

Forgive me. Mr. Throneberry. I skipped over this. Do we need to ask your committee members to also cast their votes or?

Joseph Throneberry:

The committee, audit committee will need to vote on this as well.

Trustee Garcia Morales:

Okay. How about you all? Go first and then we will go next.

Joseph Throneberry:

Thank you. I'll entertain a motion to approve.

Elizabeth Hammer:

Member Hammer, motion to approve.

Maegan Hilton:

Member Hilton, second.

Joseph Throneberry:

Any discussion? All in favor?

Maegan Hilton:

Aye.

Elizabeth Hammer:

Aye.

Joseph Throneberry:

Any opposed? Motion passes unanimously from the audit committee.

Trustee Garcia Morales:

Thank you, Mr. Throneberry. Okay, colleagues, thank you for casting your vote. Okay, that motion passes seven to zero on our end. Okay, I think we can move on.

### **3.05 2023-2024 Recap of Budget Appropriation Transfers.**

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning July 1, 2023, and ending June 30, 2024, in the official Board minutes, is recommended. **(For Possible Action)** [Contact Person: Diane Bartholomew] (Ref. 3.05)

*Motion to approve the 2023-2024 Recap of Budget Appropriation Transfers.*

*Motion: Hammer                      Second: Hilton                      Vote: Unanimous*

*Motion passed.*

*Motion: Guzman                      Second: Cavazos                      Vote: Unanimous*

*Motion passed.*

Joseph Throneberry:

Item 3.05 is the recap of budget appropriation transfers for the period of July 1st, 2023, ending June 30th, 2024. We will turn it over to our CFO for a comment.

Diane Bartholomew:

Madam President, members of the board and Interim Superintendent, Dr. Larsen-Mitchell, Diane Bartholomew for the record. So item 3.05 is a summary of all the transfers the board has already approved throughout FY24. You'll see them tonight in your agenda on 2.05. So they need to become part of the act for filing. And so come before you as a whole document for the year.

Trustee Garcia Morales:

Okay, this is the point colleagues where we... This is an action item. So if we do have public speakers on it, please and you'd like to speak on this item, please submit a yellow public speaker card for this. I do not have any at this time, so we'll continue to questions.

Trustee Garcia Morales:

Colleagues, do you have questions for the Audit Advisory Committee at this time? So please add yourself to the queue. Otherwise, we will seek a motion. If there are no questions, please don't get in the queue. I'll turn it over to Mr. Throneberry and the audit committee to vote on this first.

Joseph Throneberry:

Thank you Madam President. For the audit committee, we'll entertain a motion.

Elizabeth Hammer:

Member Hammer, motion to approve.

Maegan Hilton:

Member Hilton, second.

Joseph Throneberry:

Any discussion from the audit committee? Hearing no discussion. Motion on the table is to approve. All in favor?

Elizabeth Hammer:

Aye.

Joseph Throneberry:

Any opposed? Motion passes unanimously.

Trustee Garcia Morales:

Thank you. Mr. Throneberry. Colleagues, at this time I'm seeking a motion. Trustee Guzmán.

Trustee Guzmán:

Thank you, President Garcia Morales. I move to pass 3.05. The 2023, 2024 Recap of Budget Appropriation Transfers.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President. And I will second that motion.

Trustee Garcia Morales:

Thank you. Trustee Cavazos. Colleagues, Trustee Bustamante Adams. Forgive me. Colleagues, before we go into the action, I'm going to turn it over to Trustee Bustamante Adams.

Trustee Bustamante Adams:

Sorry, I accidentally pressed my button.

Trustee Garcia Morales:

Oh, no problem. We will take you out of the queue. Thank you. All right, colleagues, we have a motion by Trustee Guzmán, a second by Trustee Cavazos, please cast your vote. Thank you colleagues. A motion passes seven to zero.

We're going to move on to public comment on items not listed as action items on the agenda. Specifically for the Joint Meeting of the Audit Advisory Committee. This is the time for the public to submit yellow public speaker cards if they'd like to speak on an item that has not been brought up during this particular section of the agenda. I don't see any. We do see. We do see some. I can see clearly now the rain is gone. Thank you.

All right, Mr. Gomez, come on up. You are our lone public speaker. Not to be confused with a lone wolf. Not a lone wolf.

### Public Hearing

David Gomez:

Feels that.

Trustee Garcia Morales:

Come on, get up here.

David Gomez:

David Gomez for the record. Nevada Peace Alliance President. I wanted to talk about this. I did an audit advisory. These teams they make the schools actually fill out on applications to ask for certain things and when it comes to budgets and different process and they never reimburse the school back their money, they just tell them to redo it over again. And when they're doing these audits, sometimes they're not doing it appropriately. And what I mean by that is even when Mr. Goudie was still here, I asked where did those mirrors go to? And still, nobody wants to answer that question. I went to the building back over here to speak to them, the audit building, and they just kept the door closed and made sure that I couldn't talk to anybody except to go figure it out yourself. But I still want to know where did those mirrors go to and why the audit advisory is not auditing those type of things. Like who really needs a pocket mirror? Like for reals, why are we buying pocket mirrors? And I've said this before and I still want to know where that money went

David Gomez:

and why did they allocate it towards pocket mirror, and why it hasn't been audited correctly and properly behind the measures of what they need to do.

I know it's easy just to let something go when it's like this much money, but it's still our money and this is what I'm talking about. If they're not going to audit things correctly, then what's the point in having audit team that's not going to look at these things to come and expressively express it to you guys? Exactly where each dollar [inaudible 01:11:30]. Thank you very much.

Trustee Garcia Morales:

Thank you, Mr...Thank you Mr. Gomez.

**3.07 Adjourn - Joint Meeting with the Audit Advisory Committee: 6:14 p.m.**

*Motion to adjourn the joint Audit Advisory Committee Meeting.*

*Motion: Hammer          Second: Hilton          Vote: Unanimous*

*Motion passed.*

*Motion to adjourn the joint Audit Advisory Committee Meeting.*

*Motion: Cavazos          Second: Zamora          Vote: Unanimous*

*Motion passed.*

Trustee Garcia Morales:

Okay, colleagues. I'm going to turn it over to... Actually that concludes public comment.

Trustee Garcia Morales:

I'm going to turn it over to Mr. Throneberry for, yeah, to adjourn the meeting.

Joseph Throneberry:

Thank you. President Garcia Morales. At this time, we'll move on to agenda item 3.07, Adjournment of the Audit Advisory Committee. Do I have a motion for adjournment?

Elizabeth Hammer:

Member Hammer, motion to adjourn.

Maegan Hilton:

Member Hilton, second.

Joseph Throneberry:

All in favor?

Elizabeth Hammer:

Aye.

Maegan Hilton:

Aye.

Joseph Throneberry:

Aye. Not opposed. Motion passes unanimously. Thank you.

Trustee Garcia Morales:

Thank you, Mr. Throneberry.

Trustee Guzmán:

Thank you.

Trustee Garcia Morales:

We really appreciate your service and your support of the district. Incredibly grateful. Colleagues, I am going to ask for us to adjourn this part of the Joint Meeting with the Audit Advisory Committee. Can I please ask for a motion? Trustee Cavazos.

Trustee Cavazos:

Madam President, I'd like at this time to make a motion to adjourn the Joint Audit Advisory Committee Meeting.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. Trustee Zamora?

Trustee Zamora:

Thank you Madam President. I would like to second that motion.

Trustee Garcia Morales:

Thank you, Trustee Zamora. Colleagues, we have a motion by Trustee Cavazos, the second by Trustee Zamora. Please cast your vote. Thank you, colleagues, a motion passes seven to zero. The joint Meeting with the Audit Advisory Committee is adjourned. The time is 6:14 p.m.

#### **4.01 Public Hearing on and Possible Approval of the American Indian/Alaska Native Policies and Procedures for Federal Impact Aid Section 7003.**

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of American Indian/Alaska Native Policies and Procedures for the Federal Impact Aid Section 7003. Interested persons shall be given an opportunity to be heard concerning the Indian Policies and Procedures of the Clark County School District. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during



regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to [BoardMtgComments@nv.ccsd.net](mailto:BoardMtgComments@nv.ccsd.net) at least 8 business hours prior to the scheduled start of the meeting. **(For Possible Action)** [Contact Person: Tod Story] (Ref. 4.01)

*Motion to approve the American Indian/Alaska Native Policies and Procedures for Federal Impact Aid Section 7003.*

*Motion: Guzmán                      Second: Bustamante Adams                      Vote: Unanimous*  
*Motion passed.*

Trustee Garcia Morales:

Colleagues, we're going to turn it over to the regular board meeting. We're now going to move on to, but wait, there's more.

All right, we're going to move on to item 4.01. That's the trustee and superintendent business items. This is a public hearing and possible action on the American Indian Alaska Native Policies and Procedures for Federal Impact Aid Section 7003. This is a public... Excuse me, this is an action item. Forgive me. Yes, this is an action item. So if there's members of the public who would like to speak on this item, please submit public speaker card now. Otherwise, once we begin the presentation, we will no longer accept public speaker cards. I'm now going to turn this item over to Tod Story, for an explanation and possible approval of the American Indian Alaska Native Policies and Procedures for Federal Impact Aid Section 7003. Thank you.

Tod Story:

Good evening, president Garcia Morales, board members, Interim Superintendent, Dr. Larsen-Mitchell, Tod Story, chief Communications Officer for the record. We are here to review and potentially approve updates to the American Indian Alaska Native Policies and Procedures as part of the Federal Impact Aid Section 7003 requirements. These updates developed in collaboration with the American Indian communities, ensure equal educational opportunities for native students and give parents and tribal representatives input on district programs. Dr. Keating will now walk us through the proposed updates.

Brad Keating:

Thank you, Tod. Good evening, President Garcia Morales, members of the board, interim superintendent, Dr. Larsen-Mitchell. For the record, Brad Keating. Let me start first by thanking two people in the audience, two rock stars who I get a chance to work with every single day. Kelsey Rodman, our Director of Engagement and Events, and Richie Savage, our Coordinator of the Indian Education Opportunities Program. We're doing amazing things for our students every single day, so I wanted to thank them for that. It is because of their hard work and effort every single day that we are here today and able to tell you how closely we are working with the local tribes and our native families to strengthen both the general education programs and the Indian Education Opportunities Program.

Brad Keating:

The proposed updates reflect input from the federally recognized tribes, native communities, and families. There are nine key updates for your consideration and I will walk you through each one of those.

Number one, revising the communication methods for the Moapa Band of Paiutes to better align with their preferences via email. Number two, adding the Moapa Education Support Center and a virtual option for all parent committee meetings that we have. Three, allowing tribes to choose flexible meeting locations, removing the preset locations that have been there previously. Number four, expanding communication methods to include newsletters, mail, emails, and phone calls. Number five, shifting the annual reporting date from October to June for more accurate academic data of those students. Number six, designating the Grants Development Office to serve as the primary contact for families with regard to surveys. Number seven, adding a new section outlining communication methods for after approval, including email, the IEOP website and public meetings. Eight, further revised communication methods per the Moapa Band of Paiutes requests. And number nine, we corrected within the IPPs the link on the CCSD website, to the CCSD website within the IPPs.

It is important to note for all of you that while most of these items are already in place and in practice, the tribes and the program office felt it was essential to have it, all of those changes officially documented in the IPPs, as the IPPs are revised annually and provide structure and transparency for all parties. Public notice of this hearing was published in the Las Vegas Review-Journal, from November 1st through November 7th to allow ample time for interested parties to make plans to attend tonight's meeting. With that, I will thank you all for your consideration of these updates which reflect our ongoing commitment to meeting federal requirements and improving opportunities for all of our native students. Thank you.

Trustee Garcia Morales:

Thank you very much. At this time, colleagues, I am going to ask if there's any discussion of the board. Otherwise, I have a statement to read and then we can keep moving forward. Again, discussion, then my statement, then an action. Trustee Cavazos.

Trustee Cavazos:

Madam President, did you want me to wait until you read your statement?

Trustee Garcia Morales:

Yes, please.

Trustee Cavazos:

Okay.

Trustee Garcia Morales:

Do you have questions? Any questions? Just statement. Got it. Got it. Yeah. We'll turn it over to you, Trustee. Cavazos, as soon as I finish the statement. So colleagues, I don't see any of their members in the queue. I will read that this is the time and place to conduct a public hearing on discussion of and possible action on the approval of American Indian/Alaska Native Policies and Procedures for the Federal Impact Aid Section 7003. I don't see any public speaker cards on this item, so this means that the public hearing is now closed. Trustee Cavazos,

Trustee Cavazos:

Thank you Madam President. No questions here. I just wanted to make a statement to thank our family engagement and also the individuals that Dr. Keating had mentioned, Tod. And I think, are Richie and Kelsey in the audience? Yes, thank you. They have done an amazing job. If you have never attended any of our Indian education events, especially their senior events, any of the ribbon cutting for the education center, they are amazing. They are so inspiring and I would urge my colleagues and any community members to please be there if you can. I did want to point out also that on these updates can't help but notice that a lot of these have to do with communication methods, and you guys have done an amazing job on that. Kudos to all of you in the department. And we thank you and I know I have received so many positive comments from the family, so thank you again for your work.

Trustee Garcia Morales:

Thank you, Trustee Cavazos. I'm going to move on and see if we have a motion on the floor. Trustee Guzmán,

Trustee Guzmán:

Thank you and thank you for bringing this forward. I'm really excited about this.

I'd like to move that we approve the American Indian Alaska Native Policies and Procedures for Federal Impact Aid Section 7003.

Trustee Garcia Morales:

Thank you, Trustee Guzmán. Trustee Bustamante Adams?

Trustee Bustamante Adams:

I will second that motion.

Trustee Garcia Morales:

Thank you, Trustee Bustamante Adams colleagues. We have a motion by Trustee Guzmán, second by Trustee Bustamante Adams. Please cast your vote. Thank you colleagues. That motion passes seven to zero. Thank you both for your time. Mr. Story, Mr. Keating.

Trustee Guzmán:

Thank you.

#### 4.02 Notice of Intent — Clark County School District Regulation 6150.

Discussion and possible action on approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 6150, Instructional Materials, prior to submission to the Board of School Trustees for approval on Thursday, December 12, 2024, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 4.02)

*Motion to approve Notice to Intent – Clark County School District Regulation 6150.*

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

*Motion passed.*

Trustee Garcia Morales:

Okay. We're going to move on now, colleagues to item 4.02. That is the notice of intent with the Clark County School District Regulation 6150. I do want to state that this is a public comment item, so if you would like to submit public comment on this item, please submit your public speaker card now. Otherwise, once we begin the presentation, we will no longer accept public speaker cards. I'll turn it over to Mr. Mansell.

Dustin Mancl:

Thank you Madam President, members of the board, Interim Superintendent, Larsen-Mitchell. For the record, Dustin Mansell, Chief Academic Officer. I'm joined by Alaina Criner-Wilson, our Assistant Superintendent of the Curriculum and Instruction Division.

Today we are here to provide a notice of intent to amend Clark County School District Regulation 6150 titled, Instructional Materials. Clark County School District Regulation 6150 was last revised by the Board of School Trustees in 2021. The proposed amendments will align the regulation with Policy 6161, School Libraries. And provide additional clarity regarding the selection of supplemental textbooks and school library resources.

I would like to take a quick moment to thank our teacher library and leads our school principal representatives, region leadership, and members of the Clark County School District extended leadership team for their continued collaboration and support in developing and refining these recommendations. We appreciate everyone's collaborative efforts. Madam President, with your permission, I will hand over the presentation to Ms. Criner-Wilson who will provide the proposed amendments regarding Clark County School District Regulation 6150, Instructional Materials.

Alaina Criner-Wilson:

Thank you, Madam President. Madam President, members of the board, Interim Superintendent Larsen-Mitchell. For the record, Alaina Criner-Wilson, Assistant Superintendent, Curriculum and Instruction Division.

Alaina Criner-Wilson:

The reference material for item 4.02, Notice of Intent Clark County School District Regulation 6150 outlines the proposed deletions and additions to the regulation. I will provide an overview of the proposed changes. On pages one, two, and three. There are updates in language used to current practice. On the bottom of page two, we refer to the Library Media Center Committee as a school-based committee. On page three, we included the reference to the CCF 400 and provided additional clarity for school-based committees regarding the review process. On pages four and five, you'll see additions to address the appeal process, including the central content area committee for reviewing supplemental textbooks and a Central Library Media Center Committee for reviewing school library resources. Also, on page five, we updated the language regarding media use for instructional purposes. On the bottom of page five and on page six, we aligned the language to Policy 6161, School Libraries to ensure all school libraries have a certified teacher librarian. Thank you for this opportunity to share the proposed amendments regarding Clark County School District Regulation 6150, Instructional Materials. At this time, we will pause and take any questions from the board.

Trustee Garcia Morales:

Thank you. Colleagues, at this time will. Actually, before we do that, we have public comment and we'll start there. Begin with individuals who signed up in advance. Nicole Beer, you're first. Followed by Mr. Underwood, and then Robin Carpenter.

### Public Hearing

Nichole Beer:

Thank you Nicole Beer for the record. I come before you today as many things. I'm a librarian, a teacher, a wife, an activist, a rebel, a survivor, a target, a queer, but the title I love the most is Mom. I tell you these things to demonstrate to you that I'm more than the names than the two new board members call me, like pedophile, groomer, human trafficker over and over again, I'm a mother and I'm a teacher. Those are the two things I was born to be. Today, thousands of schools around the country, including mine, celebrated Ruby Bridges today. Without policy 6150, we may not be able to have a celebration for a Black American hero. You see Moms for Liberty and other alt-right anti-government organizations have banned her book in dozens of districts. Ruby Bridges said about her books being banned, "They said the reason why my books were banned was because it made young White kids feel bad about themselves. So for them to say that, that's ridiculous. So when they started targeting me, I couldn't ignore it. Then I got a call from Congress asking me if I could step up." She spoke on the congressional floor in 2022 warning about the book banning crisis.

Well, now they're among us. This room already stinks of the intolerance and bigotry. They will try to sell themselves as anti-LGBTQ and protectors of our nation's children. They will try to convince you into thinking they're just keeping queerness away from children, like that's not bad enough. They're trying to change history. I tell you on that dais, I'm watching you. I don't want to see the welcome wagon and quid pro quo deals with these two contemptuous human beings. They can't help

Nichole Beer:

themselves. You see, they're power-hungry indoctrinated humans who've gone too far to have any help. The only folks among you who spoke out against their racist homophobic campaigns was Trustee Cavazos, thank you. And Trustee Esparza-Stoffegan. We thank you for your courage.

If any of you decide to align with their censorship mission, know this. I am watching. We are watching. Know this, sorry. I'm sorry. An educator to this valley will deliver our fury upon those who collaborate to marginalize any of our students or staff. Consider this a formal warning to the community.

When Ruby Bridges was six years old, she was often seen praying for the racists who protested against her school integration. These terrorists will get no prayers from me. But know this, only God will be able to help collaborators who would go against us and be our enemy and enemy against public education. Thank you.

Trustee Garcia Morales:

Thank you. Is Timothy present? Otherwise, we'll move on to Robin.

Robin Carpenter:

Good evening. My name is Robin Carpenter and I have been a certified teacher librarian in CCSD for the past 13 years. I'm here tonight to ask you to approve in their entirety the proposed revisions to Regulation 6150 regarding instructional materials and school library resources. Most of the changes are simple clarifications, while the deletions of items in Section 8A serve to bring regulation 6150 into alignment with the changes the board already approved to Policy 6161 in August of 2023, whereby all CCSD schools are now required to have an effective school library program and a certified teacher librarian. Period.

Tonight, with Thanksgiving just a couple of weeks away. I want to use my time to thank the board members and CCSD leadership, both past and present, who have worked for and or voted to support school librarians and libraries and ensure that they are the inclusive, diverse, responsive, and professionally staffed places that our students need and deserve. Trustee Brooks, you were there right at the very beginning with Trustee Garvey, helping to get the process started to improve school libraries in our district, and I thank you. Trustee Cavazos, you've always voted and been vocal in your support of school libraries and their mission for students. Thank you for that.

Interim Superintendent Larsen-Mitchell, you were right there in our meetings with the former superintendent as we all discussed how to make libraries better for the benefit of our students. Thank you. And Deputy Superintendent Gutierrez, you jumped right in this year with your support and direction. Thank you for that. And I cannot leave out Dr. Mansell who has been the best promoter of school libraries that we could have ever hoped for. I know that libraries fall under his purview as chief academic officer, but it has always been very evident to us that his support of libraries and librarians is a part of who he is as a person and an educator and not just merely part of his job.

History teaches us that book banners are never on the right side of history, so school libraries and the students they serve will continue to need support from district leadership and this board. Now,

Robin Carpenter:

perhaps maybe more than ever. School librarians look forward to continuing to count you among our allies. Thank you very much.

Trustee Garcia Morales:

Thank you. Is Glenda Alberti present? Welcome.

Glenda Alberti:

Good evening. My name is Glenda Alberti. I have been both an English teacher and a teacher librarian for a bunch of years. I'm currently a teacher librarian in a CCSD school. I'm here to support the proposed changes to regulation 6150, Instructional Materials. The changes include basically three main ideas. First, edits to how instructional materials are selected, edits to how to proceed if an instructional material is challenged and editing to match that language in Policy 6161, School Libraries, the first two proposed changes are mainly clarifying the wording about selection and challenges of Instructional Materials. It is incredibly important that this policy is extremely specific and clear. As we know, people are actively submitting challenges for instructional materials in CCSD schools. I personally participated in the challenge process last year when a book used for instruction was challenged at my school. I know the process firsthand and I promise you people will exploit weaknesses in the language of the policy. We need to shore up that policy against the gale of those who would dismantle them. The proposed edits will do that.

Equally important is editing the section eight of regulation 6150. That does not currently quite match the paragraph of Policy 6161, which simply states an effective school library includes a certified teacher librarian. There's no caveat in Policy 6161, allowing principals to fort this policy in order to hire their uncertified teacher friends to fill those library positions. If the language of each document does not echo each other, it is too easy for one to argue that it is still okay to put an uncertified personnel in a certified librarian position. Again, we need to be specific and clear about that point. To conclude, I admonish you to please approve all of the proposed changes to regulation 6150, to tighten up that language and protect the integrity of our Instructional Materials and school library programs. Thank you very much.

Trustee Garcia Morales:

Thank you. Okay, colleagues, I don't see any more public comment on 4.02. Let's go ahead and begin a motion. I'll entertain a motion. Trustee Brooks.

Trustee Brooks:

Thank you, Madam President. I move to approve item 4.02 as presented.

Trustee Garcia Morales:

Thank you. Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:  
And I will second that motion.

Trustee Garcia Morales:  
Thank you. Colleagues, we have a motion by trustee... Forgive me. I notice we have Trustee Barron, in the queue to see, Trustee Barron. Do you have a question? Yes. Yes. Okay.

Trustee Barron:  
Thank you very much Madam President. Comment and question. I myself, although I'm just a regular classroom teacher, believe it or not, I actually do have some educational philosophy behind me. I am a Krashenite. If you've done any sort of research, I very much ascribed to the Stephen Krashen way of thinking here. The number one predictor for student achievement is a fantastic library, and he argues that the very best thing that schools can do to lessen the gap between those who are in poverty and those who are not is to invest in libraries.

Sadly, over my last few years here, over three decades in education, I'm not sure I can't put my finger on it, but I'm not sure where we're at with literacy with... You think that with these phones that since they're like a visual type of media that literacy levels will be going down, but I'm not sure of that.

I'm really happy to see that our district will be investing in professional librarians. And in my heart, I'm jumping for joy for that. I think that's fantastic.

But when we look at protections, I guess my question is this, this idea of protecting our students. I think it goes both ways. I mean, I think it's wonderful that we have advocates for our children's future and all that, but I don't understand if all of a sudden we had people here from Florida, who I guess in Florida, they're famous for banning books about little... I'm not making it up about male seahorses. And of course a male seahorse. He's the one who actually looks after the baby seahorses, right? Fantastic fathers, right? Hey. But in Florida, there was actually a movement to ban a book because I guess that was just too gay for these people, and it's a children's book and it got banned in a few districts there in Florida. And so the big question that I have is do we have any protection from keeping people who do not belong, they don't live in our neighborhoods, they don't pay taxes here. Do we have any protection from them and going online, doing some research, finding these books and then coming here just to make a political statement to get elected on their own crummy board or whatever? I guess that is my question. Do we have any protections for our neighborhood schools from outside political influencers? That's a heck of a question. Huh?

Trustee Garcia Morales:  
What is the question exactly? What's the question? I'm sorry. Excuse me.

Trustee Barron:  
Is it really that difficult?



Alaina Kreiner-Wilson:

It seems [inaudible 01:35:30].

Trustee Barron:

It's a philosophical question.

Trustee Garcia Morales:

Is a spiritual question? Is it a emotional?

Trustee Barron:

The question is, I mean, I can understand if we have people from the same neighborhood filing protests and coming in to talk about it. We're talking [inaudible 01:35:46]. They certainly don't live in North Las Vegas. Right? I don't want them coming in telling our parents, our children what they can and can't see. If I want to read about a seahorse, I'm a dad and I am thinking about making a fund just to go ahead and maybe buy a seahorse aquarium. And I'll do a drawing and I'll probably do an aquarium for any school that applies for it.

Trustee Garcia Morales:

Okay. Is that a promise? Is that a promise?

Trustee Barron:

Yeah. No, no. I'll set aside some money and I'll have a drawing for. Your very own Seahorse Aquarium.

Trustee Garcia Morales:

CCSD School Board of Trustees auctions off Seahorse Farm

Trustee Barron:

[inaudible 01:36:33].

Trustee Garcia Morales:

No. Trustee Barron. I believe that you're making a statement and there is no specific question. However, the policy which we've all received through our briefings has some pretty clear statements about what is acceptable and what is not, and provides regulation guidance for schools for materials that's available at the library. And policies are meant... Excuse me. Regulations are meant to protect the district. And at any point in time the district can make changes to regulations that allow them to offer clarity, school's clarity on any which way. And so the Board of Trustees can also vote for that.

I want to be present to the fact that there is a motion on the floor and-

Trustee Esparza-Stoffregan:

Second.

Trustee Garcia Morales:

And a second, and I see Trustee Esparza-Stoffregan is in the queue,

Trustee Esparza-Stoffregan:

So thank you for that levity Trustee Barron, a little bit. But no, in all sincerity, I think it's important to understand the significance of this regulation being revised. I'm going to ask Madam President. I want to ask a question just to bring clarity about what's different. So there is something specifically different in the process. Could you just highlight that for us, Dr. Mansell and then we can move on? Hopefully.

Dustin Mancl:

Thank you for the question. Trustee Esparza-Stoffregan, Madam President, members of the board, Dustin Mansell, Chief Academic Officer for the record. Yes, there is definitely an addition to add additional clarity around the review and selection process and any challenges with the addition of a central-based team to provide guidance and support if needed. And the other big change is to align Regulation 6150, Instructional Materials with Policy 6161 School Libraries, to ensure that every single school library is staffed with a licensed teacher librarian.

Trustee Garcia Morales:

Thank you very much.

Trustee Garcia Morales:

All right, colleagues, we're going to go back to our motion. A motion by Trustee Brooks, a second by Trustee Esparza-Stoffregan to approve notice of intent. Colleagues, please cast your vote. Thank you colleagues, that motion passes seven to zero. Thank you. Thank you. Thank you.

Trustee Guzmán:

Thank you so much.

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

Trustee Garcia Morales:

All right, colleagues, we're now going to move on to public comment. This will begin with individuals, forgive me, if there's anybody in the public who would like to submit a yellow public speaker card and has not done so. Please do so now. We'll begin with the individuals who signed up in advance. And then we'll go through yellow cards. We will begin with Dr. Bemoll, followed by Jordan Wenger and Andrea Sánchez Martínez. Is Dr. Bemoll still present? Yes.

## Public Hearing

Tiffanie Bemoll:

Yeah, whenever you are. Good evening, Tiffany Bemoll for the record. Our school hosted eighth grade middle school visits this week and it has been an insightful experience. I've always taught high school I think for a reason. Kudos to middle school teachers for sure. I've enjoyed talking with these young students and listening to their thoughts on high school and what they anticipate life will be like as they walk our halls and sit in our classrooms. How big and scary everything seems and

Tiffanie Bemoll:

feels. This program is really wonderful because it really does spark some curiosity for these kids before they create their ninth grade schedules. It gives them an idea of the community they're going to join. It gives our seniors a chance to show off their leadership skills, shout out to Spartan Student Council and they really are able to hone the skills they learn in their time with us. I'm thankful for the opportunity to have this experience and thank my administration and our feeder middle schools for making it happen.

One thing I noted, however, when talking about advanced placement human geography, the ninth grade introduction AP class, and the benefits of taking AP classes with eighth graders was their disdain for having to do work. In every presentation I gave, a student asked the question, "Does this class require work?" Every single time, it threw me for a loop. Shouldn't all classes require work? What classes are you sitting in every day that don't require work? I didn't ask these questions, more because I really feared the answers, but it left me wondering what is happening? When more than one kid in more than one focus group is asking you start to wonder, I'm worried about the lack of rigor and what's doing to our students.

Current statistics out of freshman college classes are frightening with an over 50% washout rate. With students not being able to write or refusing to read, and please don't get me wrong, I'm not trying to say that college is for everyone, but look at statistics for entry-level employment as well.

Employers report in staggering numbers that they have entire groups of young people who call in, who come in late, who don't want to do the tasks for the jobs they were hired for, et cetera. It's a strange feeling when you think about it because never in a million years would I have thought to tell a teacher, "Nah, bruh, I don't feel like writing that essay today." Or say to my boss at 18, "I'm not coming to work because it's too cold." Yet both of these examples are straight out of the headlines. I'm not trying to point fingers or place blame, but this epidemic is growing. And in the best interest of students, we need to try to get ahead of it. Maybe bringing some fun back into the classroom, maybe making school worth something, maybe rigor, relevance in relationships, [inaudible 01:42:28] Ronnie T's tried and true mantra to success. I don't really know, but we definitely need to do something. Thank you.

Trustee Garcia Morales:

Jordan.

Jordan Wenger:

Hi. Hello. Madam President, Interim Superintendent Trustees. My name is Jordan Wenger and I'm a school Psychologist and a member of the CCEA Executive Board. Elections are over and we must look forward. The next legislative session is critical for this district and for our students. It's going to be a heavy lift. Legislators will demand answers and will certainly seek to hold CCSD accountable for the chaos that has occurred over the last year and a half. CCSD received the lion's share of the \$2.4 billion investment they made last session, and yet they did not move the needle. Why? The answer is not simple, nor is its surface level. I implore this board and its new members to dig deep search for answers and be a part of the solutions. This board truly needs to change its view of the state. Legislators and the governor are not here to pick on or punish this board. They want what we all want, kids to learn, graduate and become productive members of our community. The fact of the matter is that Clark County is responsible for educating 75% of the students in the entire state. Myself and my colleagues are on the front lines every day doing the work of this district to teach students and help them grow into well-rounded human beings. This board needs to go up to Carson City, unified with its educators, to get things done on behalf of our students. This session will be about raising the bar in education and we should all embrace that the data shows we are not graduating. Students who are proficient in reading and math, they deserve better, so we must step up our game. Thank you.

Trustee Garcia Morales:

Is Andrea Sánchez Martínez present? followed by Jesus Sanchez, and Maria Olivo.

Andrea Sánchez Martínez:

Good evening. My name is Andrea Sanchez. The matter that I'm going to be speaking about is Western High School, specifically the principal Antonio Rael. We, the community of Western, request a full investigation on all of the employees that have left Western since he started. We know that all of them left because they felt targeted by him. We also want to know why is he requesting or making our kids buy a specific brand, which is Under Armour, for a low-income community. We also request to know who gave the principal Antonio authorization to cut communication with the JAG administration team. This has affected a lot of the JAG kids and has placed many of them in questioning why people have left and the loss of opportunities for them as well. We do request that a full-time JAG teacher is placed for the students, not a long-term sub, as they don't really know what they're doing for the kids. Lastly, we request that he is removed from CCSD, following the past that he has done as well. Thank you.

Trustee Garcia Morales:

Andrea, just a clarity, are you speaking on behalf of JAG? Yes. Okay, thank you. Thank you for that insight. And it is my hope and desire. And I know that that's already taking place. Dr. Larsen-Mitchell and her team are already working to address concerns specifically that JAG has raised.

Jesus Sanchez, are you present?

Okay. Maria Olivo. After Maria, we have Andrew Loos, and Timothy Underwood.

Maria Olivo:

[foreign language 01:46:38] Maria Olivo, [foreign language 01:46:40] Western High School.

Trustee Garcia Morales:

Translation. [foreign language 01:47:12] okay.

Maria Olivo:

Good afternoon. My name is Maria Olivo. I'm mother of two children that study at school at Western High School. I use my voice today to express my concern. And overall, I would like to express my concern for the diverse things that are occurring at the school of my underage children. Through the following, I am finding out of the behaviors that are taking place by the principal and his new rules imposed. That more than disciplinary, they're discriminatory and authoritarian.

The fact of prohibiting that they speak Spanish or any other language surpasses the limits of education, because or therefore because we live in a free country.

Because we live in a free country where each person can express themselves and the language that they desire. Although, as long as it's in a respectful way, I believe it's a step backwards to obligate students to only speak in a determined language. I understand that classes and lessons are in English and that's okay, but prohibit students from expressing themselves in a diverse language is an exaggeration and overall that's a discriminatory act.

On another note, I am also worried about the formation and ideologies that are installed at school to the grade or to the point that there's kids that don't feel understood and they also feel that they have to get to the point of making decisions that are extreme by the comments and the rules that are established by that person, that since my point of view or from my point of view far from educating, supporting and directing the students, it makes them feel discriminated against and it makes them feel different in a bad way to the point where they make the decision to jump over a second story building.

Because of this, I come today not only as a parent and mother of the family or parents of the family that feel the same concern, but I come here to request your support so that person no longer directs the school of Western or its student. This way we can prevent and avoid circumstances that are severe at school. Thank you for your attention.

Trustee Garcia Morales:

[foreign language 01:51:30]. With your concerns. Thank you.

Jesus Sanchez. Did I already? Okay. Nope. Andrew Loos. Followed by Timothy Underwood, and then Maria Lugo.

Andrew Loos:

Yes. Hi, my name is Andrew Loos for the record. I'm here to speak on behalf of the JAG program at Western High School. I don't want to be a dead horse here, but it's an amazing program. Speaking from my profession, which is law enforcement, I was assigned to [inaudible 01:52:19]

Andrew Loos:

command which Western High School resides in and I happen to meet the director of the JAG program of Western High School and I've never met more inspirational human being in my entire life. He goes above and beyond to serve that community, and the fact that he is being forced out by an administrator is absolute [inaudible 01:52:41].

He's gone to people's houses at midnight, tell a child that he's going to graduate high school after this child had cancer. He's the first one of his family to graduate. He inspires these kids to change the way they think about themselves into greatness. One of his greatest quotes he always tells his kids is, "Don't tell me about your past. Tell me about your great future. Tell me about where you're going to go." The school that has a 50% graduation rate, his program boasts a 100% graduation rate. 100%. And an underfunded low-income, socioeconomic abandoned part of our city, this person is pushing through 100% graduation rate. That's literacy and that's going on further. Vocational, military service and beyond.

What's happening there is a disservice to this community and a disservice to the kids that go there and it's amazing that these kids are so well positioned that they're trying to carry on the program without this person there.

They have a president, they have a board, they have a treasurer, and they do community outreach and they also give respect back to their teachers. They cook food for their teachers. They do programs to boost their school. They're the only ones walking through Western High School wearing Western High School pride and he has been doing it for 10 years. [inaudible 01:54:15]. And if this program goes away, I shudder to think what's going to happen to that school. I wish you could take this thing national. I wish you could be throughout the entire district, a great program to have at [inaudible 01:54:30]. Great program to have at Western [inaudible 01:54:31]. And I thank you so much for your time. I'm so glad I don't have your job to sit here day and day and hear what people have to say and make tough decisions, but I appreciate your service. Thank you.

Trustee Garcia Morales:

Thank you. I appreciate that. I want to correct the record that Western High School has more than 50% graduation rate. I'm confident of that. I'm the trustee that oversees that district along with other colleagues.

Timothy Underwood is not present. Maria Lugo, are you here? Thank you, Maria. Followed by Melody Sosa, and Eloisa Ugalde.

Maria Lugo:

Good afternoon. My name is Maria Lugo. I'm the mother of three students that have graduated from Western High School. My point that I'm going to be speaking on today is regarding JAG. I apologize if I'm not pronouncing it correctly.

It has come to my ears and my attention and that you would like for this program to disappear. Please don't allow for this to happen, because I can say by my own experience that this is a program that helps children graduate.

Maria Lugo:

I wanted to join this program because my first child, he had some issues regarding bullying, but this program JAG actually helped my child to graduate and it actually helped them with some workforce opportunities.

This program helped my son, although he suffered from bullying and was antisocial. He grew to the point where he was able to make it to city hall and speak in front of the mayor, so this is something that helps in the community.

I also have a daughter that's part of the National Guard, she graduated UNLV with honors. She received a scholarship, the Millennium Scholarship, going to this program for four years actually helped her.

We also have a third daughter that illness after illness. She had a lot of absences, but this program helped support her and it helped her reach that goal to be able to graduate herself.

If we would like to open opportunities in the city and state and would like to have men and women to open a path for us in this state, I believe that we would need to continue supporting this program, JAG, to be able to continue opening a path for us.

Thank you. I am grateful for your attention and we expect your support for this request.

Trustee Garcia Morales:

[foreign language 01:59:46]. Thank you and congratulations to you and your family for all the success that your family has had, especially your children.

Timothy Underwood, not present. Maria Lugo. [foreign language 02:00:05]. Melody Sosa. Followed by Eloisa, so Eloisa present? Okay, and then Kenny Belknap.

Melody Sosa:

Hello everybody. My name is Melody Sosa. I'm actually Maria Lugo's daughter, the youngest one, so thank you guys for your time. I did have a speech prepared, but it's just too long. I just want to say, I graduated 2023. So I was there for Principal Rael that's currently there right now. I've had my fair shares with him. I just really don't think he's a good fit for the school. But I mean at the end of the day, that's not my decision, it's your guys'. I just really hope you guys hear everybody out that's talking against this. And also, the JAG program. It's like my mom said, I was really sick most of my life. Thank God I'm here now, but there was a point in time where I wasn't going to be here. I needed that emotional and support, be able to get through everything and they were the ones there on my bedside making sure I was okay throughout everything and I couldn't ask for better mentors and a better program that was always, always there for us. They teach us how to be family. They teach us how to be united. They teach us that we're all called for something and meant to do something great, so I just really hope you guys hear us all out in our concerns for program and for Western. Thank you.

Trustee Garcia Morales:

Thank you very much. Kenny, come on up please. Followed by Lizeth Gonzales.

Kenny Belknap:

Good evening Interim Superintendent Larsen-Mitchell, School Board of Trustees. For the record, my name is Kenny Belknap. I'm a social studies teacher at Liberty High School and I serve as the Vice President of the Clark County Education Association.

School District is as a crossroads right now. In just a few weeks, we'll have four new voting members, a superintendent search to restart and a legislative session to navigate. There'll be a lot of change that happens in these coming weeks and months and how this board navigates it will dictate the future for CCSD and for our students, educators and our community as a whole. For those of you remaining on this board into the new year, you have an incredible challenge and opportunity ahead of you, finding the next leader of our district. It is the most important decision you will all make in the tenure of your term on this board.

You have to hold a high standard. This is the most critical decision that you'll make. You cannot just settle for what's convenient, for someone that's just here, for someone with the right connections, you need to find someone with a track record of improving outcomes because that's what we so desperately need. Look at the results that we've shown year after year, we're stagnating, our kids can't read at the grade level, they can't do math. They deserve better, and we need to embrace change and really moving the needle. And we can't do that by just continuing to do the same things we've always done. We cannot continue to just spin our wheels with progress that can't be seen. We need drastic action. You all have these great opportunities to course correct and make CCSD the success it can be and it has been in the past, but it starts with you. So with this upcoming legislative session, I encourage you all to build relationships with those lawmakers to embrace transparency, to embrace accountability. That's how we get better. That's how we improve outcomes for our students. So don't run from accountability. Hold a high standard for this district, for your employee. And please, put education first. Put our students first front and center with every decision that you make. It's the only way that we will build back trust that this district so desperately needs to be restored with its community. Thank you.

Trustee Garcia Morales:

Is Lizeth Gonzalez here? No, not present today? Okay, thank you. All right, we're going to on with yellow cards, is Jessica Jones present? Come on over please. Followed by Kristan Nigro? Nigro? Nigro. Nigro. I feel like I should have... Sorry about that. Kristan Nigro. Nigro.

Jessica Jones:

All right. Good evening trustees, Madam President, interim superintendent, Larsen-Mitchell. For the record, my name is Jessica Jones. I teach kindergarten over at Hickey Elementary School. I also serve as the secretary of the Clark County Education Association.

All right, so in the 2023 legislature, they gave CCSD the most money it's ever received in our state's history, so it should have moved the needle for our kids with academic achievement because that's what our governor and our legislator wanted with their investment in education. This board should be concerned moving into the next session because it will have some challenges. We need to make more gains with our student achievement in English language, arts and math. So I



Jessica Jones:

attended the board meeting last month where you guys were given a presentation about student achievement. And I watched everyone celebrating that we moved to 41% of students being proficient in English language arts.

Our vulnerable populations, which include our English language students, students in special education and our Title I students, all had stagnant growth from previous years. Our English language students were 16% proficient, SPED students were 15%, and Title I students were 32% proficient. Those scores were upsetting and it should make us more determined than ever to improve student achievement for all students, especially those, that are considered at risk.

Our governor, our state leaders, hard-working educators, the people living in Clark County and CCA I want to see our students succeed. And I know that the trustee sitting on the board want to see that as well. I mean, you guys put yourself out there to get elected. Some of you are appointed, you lobbied your city to be there. I know you guys care about improving education. There has to be accountability to ensure that there is steady improvement in public education, and there also needs to be guardrails put in place to protect state funding and ensure it's properly used by this district. So CCA will be moving legislation on accountability during the next legislative session that has the support from our governor.

Again, this board should be concerned because parents and the community are looking for better improvements in student achievement and more transparent oversight with our budgets. And once more, you guys should be concerned because parents and communities are just looking for better student achievement improvements and more transparent budget oversight, which I think you guys are looking for too. So thank you for your time. Have a good evening.

Trustee Garcia Morales:

Thank you, Ms. Jones. Kristen.

Kristan Nigro:

Good evening trustees, Interim Superintendent Brenda Larsen-Mitchell, nice to see you. For the record, my name is Kristan Nigro. I'm a primary strategist with the Clark County School District as well as a proud executive board member of Clark County Education Association.

I stand before you as a stakeholder of a community that deeply values the importance of education and the success of our students in the Clark County School District. The Clark County Education Association and the Clark County School District have an incredible opportunity to forge a stronger partnership, one that can bring transformative change for our schools, our teachers, and most importantly, the ones we love, our students.

Starting in January, we're going to be welcoming new trustees to the board, which by the way, I'd like to publicly congratulate them with the winning the race. This is an opportunity for a fresh start. Together we can ensure that every decision that is made is in the best interests of our students. They are what matters. This begins with one of the most critical decisions we will face, in that's selecting the right superintendent to lead this district. We need a leader that embodies vision,

Kristan Nigro:

accountability, and a commitment to excellence, someone that can elevate CCSD to the next level, and that's going to drive district towards greatness and ensure that everyone feels empowered to succeed right now.

I also want to express my desire for transparency. That's a big buzzword that we use a lot here. Having transparency is critical to fostering trust and collaboration. When decisions are made openly and information is shared proactively, it ensures that everyone affected understands the rationale behind policies, budgets, and initiatives. I'm going to say it again, and budgets.

In closing, I want to express my excitement about the road ahead. I'm looking forward to seeing the new board members step up and step into their roles, and I also like to see them work closely with CCEA. I want this to transform our district. We haven't quite been there. There's been a lot of rifts in the past and a lot of friction that a lot of you and I have experienced together. So the opportunities here to make Clark County School a model for our nation, and I'm confident that through the partnership and dedication we can achieve this, so let's move forward. Let's stand together United, let's go up to Carson City as United front and get this done. If we share the same mission, it's going to make our school district great again. Thank you.

Trustee Garcia Morales:

Is Jen Dantuono here? Hi, Jen. Come on through please. Oh, Jen Dantuono Adams, followed by Sandra Tomburo.

Jen Dantuono-Adams:

Hi. Hi guys. I'm back again. My name is Jen Dantuono Adams. I am a 30-year veteran with the Clark County School District. I came back to CCSD this last year and as a school administrator back to a teacher and myself, and Kerry Larnerd and Sandra Tomburo, we are all former school administrators that answered the call for critical labor shortage.

CCSD has wrongfully agreed to place former CCSD administrators this last year on a pay scale from 2015. CCA did not want to provide former administrators with a salary that they negotiated on behalf of their teachers. By the way, we are the teachers as well. In reality, we were given one contract only be told later on that that contract was going to be changed, and we were going to be taking a \$40,000 plus loss in pay this year. Coincidentally, new teachers from CCSD with less qualification, less education, and less educational background, who has never served any CCSD school before, started making six figures right off the bat.

Although we who've served all of our administrators with CCSD were not, we were punished for being school administrators, which is clearly discriminative by all accounts. CCSD is now finding themselves in a budget crisis, and one of the things was quoted was because of litigation. I don't want to sue CCSD for a contract that was given to me and taken away. I don't want to do that. I don't know where we came as a country that suing was the way to go if you had a disagreement or a concern. I just want what was promised. I want it honored. That a teacher walking in that has my credentials can get paid what I deserve to get paid, what was offered to me originally. I don't want to sue anyone. I literally just want a fair contract. And right now, we have no teachers. You have an

Jen Dantuono-Adams:

of school administrators coming back to fill these critical labor shortages. They will not. If this is not changed. And the later we wait to change it, the less likely we're going to go back to CCSD. That's just an honest statement.

Charter schools are reaching out to us. They're like, "We will take you. We want you. We know we can't replace someone with education experience with a brand new teacher and get the same outcome."

CCSD, you have a choice. Please bring this back up. At least if it's too late for me, too late for my colleagues, at least to make it right for the people that are coming in, they deserve it. My kids deserve it. So do yours. Thank you.

Trustee Garcia Morales:

Thank you. Sandra. Andrew, I believe that you already spoke. Yep, you're good. Thank you. And then René Cantú.

Sandra Tomburo:

Hi. Good evening everyone. I may be familiar to many of you as I have been coming to the board meeting since the start of this school year. As a brief reminder, I have been speaking out and pleading with the Board of Trustees as well as with Interim Superintendent Dr. Larsen-Mitchell as it relates to a huge cut in my salary. I worked for over 30 years for the Clark County School District, I was a teacher for 23 years and a CCE Union member each of those years. Then I became an administrator for the last seven and belonged to the Union of Administrators. I retired and began working for a local charter school as a teacher for the next two and a half years. Last spring, I applied to return as a teacher and help lessen the critical labor shortage, and I filled one of the 1100 vacancies. In April of last spring, I was provided an offer from CCSD, signed the contract and planned my return to the school district for this fall. Fast-forward several months and a bomb was dropped on me when I received a call from HR letting me know that my contract was going to be reduced by \$35,000 due to an MOA, which by definition, does not apply to me and was signed by Dr. Larsen-Mitchell and CCEA that was based on a transitional salary scale that had not been used in almost 10 years.

At this point, I had already resigned from the charter that I worked at and my position was filled and there were no other appropriate positions available at other schools, leaving me with no option. I have shared this injustice with the board as well as with Dr. Larsen-Mitchell and was told that it was unfortunate, but there was nothing that could be done about it. I have shared it with them and I will again share it with you today that there are still returning administrators today working as teachers and are currently being paid using a different pay scale and much higher than what I am earning. Some of them work side-by-side with me, and many have been working for several years. It is a disgrace that someone in our community think that it is okay to pay colleagues and educated individuals at a starting salary as little as \$34,000 to mold the minds of the next generation.

What I am most upset about tonight though is I want to point out this evening that it is my opinion that both Dr. Larsen-Mitchell and legal counsel Jon Okazaki attempted to stifle me and others who

Sandra Tomburo:

had been speaking out at these board meetings. In the last few meetings, there has been a lot of controversial issues approached. The media has been in attendance and present in greater numbers due to some high-profile issues that were being focused on and what I would consider the mishandling of duties performed by the interim superintendent and or inappropriate actions taken by district and those in high-level positions with the district, now resulting in legal action against them.

I believe that I was invited to meet with Dr. Larsen-Mitchell and legal counsel on the premise that after taking a closer look at the injustice done to the small yet targeted group of us that they wanted to make an effort to right this wrong, we were told that they were going to speak on our behalf to CCEA in hopes to come to some middle ground that we would all be happy with. We were asked to give them one to two weeks time. As a sign of good faith, we withheld from speaking out at the last few meetings, the meetings where the district and the superintendent were in, which I would consider the hot seat.

Trustee Garcia Morales:

Sandra. Thank you. I know that you have more to share with us, and I invite you to submit that comment in writing so that we can continue to read it and it'll be uploaded to our board docs, and just thank you. We see you. Thank you.

René, please come on up.

René Cantú:

Good evening. My name is René Cantú, I'm the Executive Director for Jobs for Nevada graduates. [foreign language 02:16:58]. I'm going to go back and forth. Madam chair, if I may.

Chair Garcia Morales Superintendent Larson-Mitchell. I'm here to talk about our JAG program at Western and what we're doing to make sure that the program continues there.

[foreign language 02:17:25]. The program at JAG has been in existence over 10 years. The JAG specialist there, I think is in the Clark County School District Hall of Fame for the work that he's done, done. Tremendous work. He has built an intergenerational program where young people whose sisters, other family members have been through the program. So the program itself is deeply embedded in the community.

[foreign language 02:18:05].

The graduation rate at Western has been 100% consistently, not to mention their employment and college going rates, which are tremendous.

[foreign language 02:18:39].

So we're going to continue. We are, what is it? We're going to host the position, and we would like to include not only members of the administration, but also members of the JAG Career Association.

Like I said, I guess you guys understood most of that, and so we're very proud of the JAG program. I can tell you I'm very moved by the presence of the parents here and speaking so passionately

René Cantú:

and the students and the alumni. I'll tell you, last night we had an initiation and installation ceremony at UNLV. We were celebrating our ten-year anniversary, and we've served over 22,000, was it? 645 students in the 10 years we've been here, mostly from here in Clark County School District. The students at Western, we were unable to make arrangements for a bus. 120 of them showed up. We have pictures. Dressed up in their career association outfit and just made a tremendous showing, just showing the power of that program there.

[foreign language 02:20:50].

Anyway, as I was saying, these young people, they're so motivated to be successful. It's a powerful movement. So just to assure you all and to assure our parents that we're working with admin and we'll find someone, we'll train them. It'll take a little time probably to get it back up to speed, but we're on the way there and I'm very confident.

[foreign language 02:21:18].

And I am sorry I cannot answer questions. I'm glad to talk to you.

[foreign language 02:21:39].

Thank you all so much.

Trustee Garcia Morales:

Thank you. Thank you, René for your public comment and thank you for your partnership and your success at the JAG classes. Okay. Now I'm going to move on to Consuelo Perez, is Consuelo present followed? By Emlyn Valdez. No, no, nobody here. [inaudible 02:22:16]? Okay. Is Consuelo here? No. No? No. Okay.

Emlyn Valdez:

Hi, good evening. My name is Emlyn Valdez and I am here on behalf of Western. I do not have a written statement, so I will speak from the heart.

I was really touched by what Mr. Andrew had mentioned. Everything he said, it's true. It reminded me as a parent of Western, I don't like Western, but when my child started the JAG program, everything changed. Honestly. Now he's trying to become a pilot. He's in the military. He has a future. Where before he was kicked out of every school he went to, but when he joined this program, it's totally different. I really would like to consider for you guys to see what they do. I invite you guys to go to the program and see what they do. See why the students open up to them. And when the students open up to them, that means they let them be guided and that's why they have a better future.

That's why they have better thinking of what they want to become in life. And with my heart, I'm telling you, do not close this program. I know what they've done. I know that they go late at night. I know that they answer phone calls for students at night, on the weekends. I've seen him do it. And I know that Mr. Andrew mentioned it and I know it's true. I know Mr. René, everything he said, I

Emlyn Valdez:

know it's true. Please do not let this program be closed because it is something special. Like they said. Thank you for hearing me out.

Trustee Garcia Morales:

Thank you, Emlyn, and thank you for sharing your testimony. And I want to remind parents who are here, certainly would love to hear your comments, but I want to be present to René's availability for questions regarding the position at Western's available. [foreign language 02:24:29]. Interpreter?

Griselda Rivera:

I think I can do it.

Trustee Garcia Morales:

You got this. You got this.

Griselda Rivera:

I think I can do it. Good evening everybody. I am Emlyn's mother. My step-grandson, he told me once it couldn't be for this program, JAG's program, he couldn't make it. He's now on training on South Carolina International Guard to serve this country. And before, he was completely lost. My daughter is not his real mother, so she did a great job with him. And my son-in-Law, they both really had a lot of problems with him before since he was little and now I see him pretty close to serve this country. Thanks to this program. I believe you need to make a priority and take this program in your mind and what they do for our new youngest people coming to the future. Because if they do something like the rest of the country, we can stand up and we can have a better future as an older person, what they want to do with us, the youngest people. If we can make a better people for the future, this is the time to do something, I believe. Thank you.

Trustee Garcia Morales:

Thank you. Thank you for sharing your story. And congratulations to your sweet family for the success that you've had. Ms. Giles, are you present? Jan, followed by David Gomez and then Candace Nicholas.

Jan Giles:

Hi, good evening. Sorry, Madam President, interim superintendent, trustees. For the record, I'm Jan Giles, President of ESEA. I don't have a prepared statement because I wasn't planning on speaking, but after hearing these additional issues that are happening at Western, since ESEA and Teamsters last provided public comment along with emails that I've been receiving recently, I felt compelled to speak, so I jotted down some notes while I was waiting.

Western is not the only school that has bad principal. There are lots of others. SBTAs are being hired for one program, and when they start, they're being placed in a different program. This is really a bait-and-switch. They aren't being provided any training. And when they say something to

Jan Giles:

their administrators, since they are on probation, the administrator either intimidates them until they quit or terminates them because they are on probation and not permanent employees. When issues of bullying and harassment are reported, these concerns are ignored, leaving them to work in hostile and retaliatory environments.

This treatment is causing support professionals to be extremely distraught, depressed, anxious, and some of them have even contemplated suicide. If a support professional has the courage to call the union for assistance, their principles are calling them in and interrogating them to determine if they were the ones that had called the union and they are leaving these meetings in tears. When I started working for the district 30 years ago, this was a coveted position. It took a long time to even get into the district. You had to work your way in starting as a substitute, and then work your way up into a permanent position. But as you can tell, this isn't the case any longer because there are so many vacancies and people just are not drawn to come to the district because of the reputation that the district has and it's well known throughout the community, we are desperate to have something change regarding this. This treatment can't continue of the way support professionals are being treated, so I am encouraging all support professionals to stop being afraid of their administrators and join their union so that we can help represent them against these administrators and I'm hoping that you guys will help us change this climate as well.

Thank you.

Trustee Garcia Morales:

David Gomez.

David Gomez:

David Gomez for the record, Nevada Peace Alliance President. Just wanted to make some statements, and then make my real statements. I worship the God of high. And number one, when a Christian comes in and says, or supposed Christian comes in and says, "I do not pray for those," you're not a Christian. I might disagree with you guys, but I still pray for you. I might say things to you, but I still pray for you. God says, "Pray for your enemies. Pray for those who persecute you. Pray for those who abuse you. It says that. It's clear.

But I understand Isaac's question too. I don't understand how anybody else didn't understand it. He says, "Is there any protection clause against these things?" I understood it. I don't know where everybody else missed it, but I did. But I came to talk about something else.

I'm a father of seven children. I've been here a long time when there was nobody in here, when it was only me and a few administrators. Very, very long time fighting at the same [inaudible 02:30:46] over there. And I'm worried and concerned. We have kids that are being sent to the hospital by our schools, by principals or whomever they call, and sometimes some of the information about these kids are not updated. So what happens to these kids is, and I went to the hospital and I talked to them, and I get around more than most of these people in here. I don't have to clock in. I do it as I please. And the problem is that these kids up in the hospital and they can't find their parents. Imagine being a kid and being afraid that your parent can't be found. Maybe they

David Gomez:

have issues with phones, maybe they have issues with different things. And some of these kids end up in Child Haven, they call CPS on them and these kids are terrified. They don't know what to do. They're being held in a hospital because of their condition or whatever happened at the school that requires them to send them to the hospital, but you guys are not updating this information. They're not getting real updates.

I mean, we got all kinds of security measures for Google and everything else. Verification, verification, verification. There should be a measure where when a parent goes and enroll a child and they put their phone number in there, they have to verify it, it sends an email and then it sends them back a code and then they verify it. They verify that's their phone number, verify that's their email. There's ways to do this. I'm pretty sure Mr. Story, Tod Story can do this. That's what he's been hired to do. Communications. And with the IT guys. And I'm pretty sure you guys can get it done. But what I'm saying is, you probably don't know what it's like to be one of those kids. I do. I know what it's like to be punished by a system because my mom was a drug addict and they couldn't find her. So I'm asking you and imploring you, protect our children and make sure this information.

Trustee Garcia Morales:

Thank you Mr. Gomez. Candace. Thank you for your patience, Candace. We're delighted to hear from you.

Candace Nichols:

So like some of the others, I didn't really prepare anything for today, but after hearing everybody, I really feel compelled to speak about Desert Oasis High School and the capacity there, the over capacity. So currently I believe that capacity at that high school is around 2575 and there's a current enrollment there of 3187 if my numbers are correct. With this, the children are, they're not being doing any justice, okay? It is really harming the students and it's not helping them. The counselors are to have approximately 200, 250 students to adequately support the children. Currently, my daughter's counselor, 700 students. Not acceptable.

The teachers are being asked to take on extra classes. They're supposed to have a planning period. My daughter's Spanish teacher, in fact did not have a planning period. It was taken away from her so she could take on extra duties there at the school. She was overworked, underpaid, and unfortunately quit. She is now on Spanish teacher number four this year. Unacceptable. How do we have four Spanish teachers in one year? We're not even, what? Three months into it, already quit.

Imagine this for a child that has anxiety, a child that needs to have some stability within a school. You guys don't have any mental health help either. There's no on-site help for these children to deal with 700 children than there should be. They walk through the halls and passing period elbow to elbow. We went to Target the other night and it was so busy in there. My daughter at 15 years old was like, "Oh my God, I feel like I'm at school. I need to go." Because it was elbow to elbow in



Candace Nichols:

there as we walked in. It was really hard to see this. When she first started at the school. Again, why are we being reactive and not proactive?

We in this area, there you have 40 something new communities. They're building multiple homes, multiple apartment communities, low-income, regular income, doesn't really matter. You're going to put another thousand kids in that school. Why is there not another high school being built? Why did I put seven phone calls into a superintendent that won't return my call? It's unacceptable.

They're building like crazy. What are you doing about it? Why are you doing about the teachers and getting them help? That would be something that I would ask you to definitely look into. You have failed my daughter, and I'm sure that she's not the only one being failed here. I'm asking CCSD to do better. I'm asking you to have sufficient facilities for these children's and to hire the staff that the students need to support them. It's unacceptable.

Tarkanian Middle School, my granddaughter went there. You guys had a shooting announcement that went across social media and got to the parents and the children before it got to the school, got to the school a week and a half later, do better CCSD. Unacceptable. These children are-

Trustee Garcia Morales:

Thank you, Candace.

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

Trustee Garcia Morales:

Colleagues, we are now at the point of the agenda 6.01, the Upcoming Meeting of the Board of Trustees on Wednesday, December 4th at 4:00 p.m. in the boardroom.

**Adjourn:** 7:37 p.m.

*Motion to Adjourn*

*Motion: Brooks    Second: Zamora    Vote: Unanimous*

*Motion passed.*

Trustee Garcia Morales:

Now at this time, colleagues, I'm seeking a motion to adjourn. Trustee Brooks.

Trustee Brooks:

Thank you. Madam President, move to adjourn.

Trustee Garcia Morales:

Thank you. Trustee Zamora.

Trustee Zamora:

Thank you, Madam President. I'll second that motion.

Trustee Garcia Morales:

Thank you. Colleagues, we have a motion by Trustee Brooks, a second by Trustee Zamora. Please cast your vote. I thank you colleagues, the motion passes seven to zero. Meeting is adjourned at 7:37 p.m. Have a great night.