

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

Thursday, September 25, 2025

5:04 p.m.

Roll Call: Members Present
Irene Bustamante Adams, President
Brenda Zamora, Vice President
Tameka Henry, Clerk
Isaac Barron, Member
Lorena Biassotti, Member
Linda P. Cavazos, Member
Lydia Dominguez, Member
Ramona Esparza-Stoffregan, Member (Virtual)
Adam Johnson, Member
Lisa Satory, Member
Emily Stevens, Member

Jhone Ebert, Superintendent of Schools

Trustee Bustamante Adams:

Good evening, everyone. Thank you so much for attending our business meeting today. Welcome. I'm President Irene Bustamante Adams and call this regular board meeting on September 25th, 2025 to order. The time is 5:04 p.m. I would like to remind everyone to silence your electronic devices. We acknowledge that the land on which we gather is a territorial homeland of the Nuwu-the Moapa Band of Paiutes and the Las Vegas Band of Paiutes.

Flag Salute

Trustee Bustamante Adams:

With that, we're going to move to item 1.02, our flag salute. Trustee Dominguez, can you please lead us in the Pledge of Allegiance?

Trustee Dominguez:

Please stand. I would like to ask the audience, remove any hats. 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. Thank you. You may be seated.

Trustee Bustamante Adams:

Again, I would like to ask you to make sure you silence your electronic devices and I would like to thank the students from Centennial High School, JROTC.

Adoption of the Agenda

Motion to adopt the agenda with the following changes: Pull item 3.02 for separate discussion and delete item 3.09, Licensed Personnel Employment

Motion: Barron Second: Cavazos Vote: Yeses – 5 (Bustamante Adams, Cavazos, Henry, Stevens and Zamora); Noes – 2 (Biassotti and Dominguez)

Motion passed.

Trustee Bustamante Adams:

Again, I would like to ask you to make sure you silence your electronic devices and I would like to thank the students from Centennial High School, JROTC. Next, I'm going to move to item 1.02, adoption of the agenda. Before I open that item, is there anyone that did not get a chance to complete a public speaker card? And Ms. Lisa or if you guys have a public speaker card, you could show... Yeah, Ms. Katelyn, do you have one that you could show to the audience? Public speaker card, this is the item that you would fill out if you want to speak on any of the agenda items or action items or public comment at the end of the meeting.

Okay. Just from a show of hands, I'm trying to judge how to manage the meeting. If you could stand up, how many of you are here from SEIU? Because we will be... No, not SEIU. I was looking at purple. Sorry. ESEA. Could you guys please stand up? I'm just trying to learn to manage the room. ESEA. Okay. Thank you for being here. We're going to be taking that action item later this... Wonderful. Okay. All right. Any other public speaker cards, especially for the action items?

All right, I have a few housekeeping before I adopt the agenda. Like I said, I want to thank you for being here for our business meeting. We want to hear all members, therefore those wishing to speak this evening on action items within the jurisdiction of this board, you'll be given those three minutes. For those that want to speak during the public comment at the end of the action items, I am switching from a three minute to a two minute because we want to hear everybody and so with that, if you have written testimony, I would be happy to take it so it can be included in the public record, but the three minutes will be switched to two minutes because we have many people that would like to speak and we want to be able to hear everyone.

In addition, I want to just, before I open the agenda, the other housekeeping item I have is that I'd like to make a statement regarding there are certain trustees that are wearing certain items that reflect their personal views. It does not represent the official position of the board of the trustees. Only actions or decisions formally adopted by the board in a duly noted public meeting constitutes the board's official stance. So just want to make you aware of that, that we do have individuals representing their personal opinion and does not reflect the group team position. Okay, with that, I will... Madam clerk, do we have anybody on the adoption of the agenda? No

Trustee Barron:
Madam President?

Trustee Bustamante Adams:
Yes.

Trustee Barron:
If you be so kind, I'd like to make a motion to adopt the agenda with the following change. Delete item 3.09, unified personal employment.

Trustee Bustamante Adams:
Thank you. I would also like to, with the adoption of the agenda item, I'm going to... All right, with that I have a motion to adopt the agenda with that following change. Do I have a second? Trustee Biassotti?

Mahogany Turfley:
I don't think that was his motion. I think his motion was to delete an item.

Trustee Bustamante Adams:
Oh, sorry. Can you restate that Trustee Barron?

Trustee Barron:
Well again, I was making a motion to adopt the agenda with the following change, which was a deletion of 3.09, so I think we can do that all with one motion.

Trustee Bustamante Adams:
Yes. Thank you so much. So I just want to restate the motion. It was to adopt the agenda with a deletion of 3.09.

Trustee Barron:
Or you can call it an amendment too. Either way.

Trustee Bustamante Adams:
Nope. I think you're saying... I'm going to ask our legal counsel. She has some questions and then Trustee Cavazos, do you have a question on the motion?

Trustee Cavazos:
Thank you, Madam President. I'm just wondering was there an additional change that was being made to the agenda also that should be included in the same motion at the same time?

Trustee Bustamante Adams:
Let me check with our legal counsel.

Mahogany Turfley:
I don't know, was there any other motions about the consent agenda?

Trustee Bustamante Adams:
Yes. Is that when I would make that now?

Mahogany Turfley:
Yes.

Trustee Bustamante Adams:
Thank you. Okay, thank you, Trustee Cavazos. So I would also add... Then would I have to amend the motion that's being made? I would also amend the motion made by Trustee Barron that we would also pull from the consent agenda item 3.02.

Mahogany Turfley:
He made the motion so he would have to amend the motion.

Trustee Bustamante Adams:
Yes, I'm telling him what I want to amend.

Mahogany Turfley:
Okay.

Trustee Bustamante Adams:
Sorry.

Trustee Barron:
Let's try it one more time.

Trustee Bustamante Adams:
Trustee Barron, I would ask that you also amend to pull 3.02 for a separate-

Trustee Barron:
I think I took a note here.

Trustee Bustamante Adams:
All right, thank you.

Trustee Barron:

I'd like to make a motion to adopt the agenda with the following changes. Pull from the consent agenda item 3.02 and delete 3.09, unified personal employment. How's that?

Trustee Bustamante Adams:

Thank you. Pulling that 3.2 means that we're going to have a separate discussion. Thank you. I would entertain a second. Trustee Cavazos?

Trustee Cavazos:

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

Trustee Bustamante Adams:

So I have a first and a second. Please cast your votes. That motion passes five to two.

2.01 Student Reports.

Report by students from Northeast Career and Technical Academy and Liberty High School.
(Ref. 2.01)

Trustee Bustamante Adams:

Next we're going to go to, this is the first time that we've reinstated this while I was here. It is student report, so I'm going to turn it over to our superintendent since I want to make sure we get this one right.

Jhone Ebert:

Thank you, Madam President. As you know, student voice has been a huge component of all of the work that we do and moving forward and we are very fortunate to have students from two of our schools. We'll continue every meeting from here on out where we have representation and they share with you what is going on in a very short period of time. And to introduce our students tonight, I will turn the time over to Chief Kirsten Searer.

Kirsten Searer:

Good evening, Madam President and members of the board. Kirsten Searer for the record. Tonight, I'm proud to announce that the Clark County School District is officially bringing back student board reports. This is a meaningful way to elevate student voice at the start of every board of trustees meeting. At every regular board meeting moving forward, two high school students from schools across the district will have the opportunity to step up and share the positive things happening on their campuses. These reports are a chance to spotlight what makes every school special, from student-led events and classroom innovations to club achievements, athletic highlights, and the unique culture that defines each campus. This evening, we're welcome to, or we're excited to welcome our first two student presenters and you can both come up. We have Natalie Negrete from Northeast Career and Technical Academy, who is representing Trustee Dominguez's district, District B. And we have Peyton Burtzell from Liberty High School,

Kirsten Searer:

representing Trustee District A, Trustee Stevens's district. Please join me in welcoming our student speakers, Natalie and Peyton.

Natalie Negrete:

Hello, my name is Natalie Negrete. I am a junior at Northeast CTA. I major in advanced computer science with the hopes of becoming a cloud software engineer. Positive things happening on our campus is we are a very future-focused school. We don't like to think about just the stuff that's happening at high school, but the things, how that will transition later on into our futures in our careers. With that, I'm happy to say that we have now established a new DECA chapter at our school as a CTSO to help future business leaders and future entrepreneurs be able to get more experience with people in that field.

Other than that, we also have more CTSOs that are applying student government skills, gaining presidents, vice presidents, applying more positions where needed as competition season starts. With that, we would love to welcome our first graduating class, the graduating class of 2026. Now we are establishing new traditions such as senior crowns, senior parking spaces, senior sunrise. Things that make senior year feel a lot more fun as they start to transition out of high school into whatever field they would like to pursue, whether that be through college, through trade school, through different internships that will get them to where they need to be and where they want to be.

Kirsten Searer:

Excellent job, Natalie. And we want to recognize that Natalie's principal Mr. Cordia is here tonight to support her. Yes. Peyton, take it away.

Peyton Burtzell:

Good evening. I'm Peyton Burtzell, a senior and the student body president at Liberty High School. Liberty's club presence is very prominent in our community and culture. We have six cultural clubs that meet weekly and express their culture on our campus. As far as student recognition, we have senior days to recognize seniors and normally give out a treat for seniors wearing their senior crowns. We also recognize our fall season athletes at our welcome back assembly where they participated in a game as a team. Our student section at our football games is overwhelmingly supportive and always represent our patriot pride. And we're proud to announce for the second year in a row that Liberty is a four-star school. Thank you.

Kirsten Searer:

And of course, Peyton's principal Mr. Bellow is also here to support her. And that will conclude our report.

Trustee Bustamante Adams:

Thank you so much Ms. Natalie and Ms. Peyton, appreciate you guys being here. With that, I just want to also, while we transition, want to give the lay of the land to the group that's in attendance tonight for our business meeting. After we go through our consent agenda, we do have a 4.01

Trustee Bustamante Adams:

public hearing for possible approval of the negotiated agreement between Clark County District and the Education Support Employees Association. After that action item, if it is approved by the team, then we will have a short recess. We are going to be having a press conference right next door, so we'll take about a 20 minute recess and then we will reconvene with the other items on our business agenda.

Adoption of Consent Agenda

Motion to approve the consent agenda.

Motion: Dominguez

Second: Barron

Vote: Unanimous

Motion passed.

Motion to table item 3.02 and be brought back as a future agenda item as soon as possible with the questions by Trustees answered

Motion: Cavazos

Second: Zamora

Vote: Yeses – 3 (Cavazos, Henry and

Zamora); Noes – 4 (Bustamante Adams, Biassotti, Dominguez and Stevens)

Motion failed.

Motion to approve Item 3.02.

Motion: Dominguez

Second: Biassotti

Vote: Yeses – 4 (Bustamante Adams,

Biassotti, Dominguez and Stevens); Noes – 2 (Henry and Zamora)

Abstain: Cavazos

Motion passed.

3.01 Approval of the Minutes.

Discussion and possible action on the approval of the minutes from the regular meeting of July 10, 2025, and the work session meeting of August 6, 2025, is recommended. (For Possible Action) (Ref. 3.01)

3.02 Memorandum of Agreement Between the Clark County School District and Hope Christian Health Center.

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Clark County School District and Hope Christian Health Center, a Nevada non-profit 501(c)(3), to operate and provide school-based health services to students enrolled in the Clark County School District and their immediate family at mutually agreed-upon locations, effective September 26, 2025, through September 25, 2030, at no cost to the Clark County School District or District students, with no impact to the general fund, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the Memorandum of Agreement, is recommended. (For Possible Action) [Contact Person: Stacey Sly] (Ref. 3.02)

3.03 Addendum to the Interlocal Agreement Between the Clark County School District and Southern Nevada Health District.

Discussion and possible action on approval of an Addendum to the Interlocal Agreement between the Clark County School District and the Southern Nevada Health District, a political subdivision of the State of Nevada, for Clark County School District nurses to assist with communicable disease testing and/or administering vaccinations under the direction of the Southern Nevada Health District through Just in Time Training Nevada or other application instruction, effective September 26, 2025, through July 28, 2028, at no cost to Clark County School District or participants, and for the Superintendent of Schools, Clark County School District, and the President and Clerk, Clark County School District Board of Trustees, to sign the Addendum to the Interlocal Agreement, is recommended. (For Possible Action) (Contact Person: Stacey Sly] (Ref. 3.03)

3.04 Student Expulsions.

Discussion and possible action on approval of student expulsions according to Nevada Revised Statutes (NRS) 392.467 (Board Policy 5114 and Regulations 5114 and 5141.1), as listed, is recommended. (CONFIDENTIAL) (For Possible Action) [Contact Person: Jesse Welsh] (Ref. 3.04)

3.05 Clark County School District Plan for Test Administration and Test Security 2025-2026.

Discussion and possible action on adoption of the Clark County School District Plan for Test Administration and Test Security 2024-2026 and approval to submit the adopted plan to the Nevada Department of Education, as required by Nevada Revised Statutes (NRS) 390.275, is recommended. (For Possible Action) (Contact Person: Dustin Mancl] (Ref. 3.05)

3.06 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: Justin Dayhoff] (Ref. 3.06)

3.07 Recap of Budget Appropriation Transfers.

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning August 1, 2025, through August 31, 2025, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. (For Possible Action) [Contact Person: Justin Dayhoff] (Ref. 3.07)

3.08 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. 3.08)

3.09 Unified Personnel Employment.

Discussion and possible action on approval to employ unified personnel, as listed, is recommended (For Possible Action) [Contact Person: RoAnn Triana] (Ref. 3.09)

3.10 Purchase Orders.

Discussion and possible action on ratification of the purchase orders in the total amount of \$4,452,408 .17, as listed, is recommended. (For Possible Action) [Contact Person: Mike Casey] (Ref. 3.10)

3.11 Purchasing Awards.

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$13,385,133.00 in compliance with Nevada Revised Statutes (NRS) 332, as listed, is recommended. (For Possible Action) [Contact Person: Mike Casey] (Ref. 3.11)

3.12 Change in Service

Discussion and possible action on approval of Change in Service in the total amount of \$111 ,295.00, and for Brandon McLaughlin, Chief of Facilities, to act as the Clark County School District Board of Trustees' designee to sign the granting documents , is recommended . (For Possible Action) [Contact Person: Felicia Gonzales] (Ref. 3.12)

3.13 Capital Improvement Contract Awards.

Discussion and possible action on approval of Capital Improvement Contract Awards in the total amount of \$184,803.00, and for Brandon McLaughlin, Chief of Facilities, to act as the Clark County School District Board of Trustees' designee to sign the granting documents, is recommended. (For Possible Action) [Contact Person: Felicia Gonzales] (Ref. 3.13)

3.14 Relinquishment of a 12.50-Acre Portion of the Matthew B. Wallace Transportation Center Property.

Discussion and possible action on approval from the Board of School Trustees to authorize the Real Property Management Department to relinquish back to the Bureau of Land Management, a 12.50-acre portion of a 65.44-acre leased site of the Matthew B. Wallace Transportation Center property. (For Possible Action) [Contact Person: Felicia Gonzales] (Ref. 3.14)

3.15 Grants Applications Multiple Grants Various Funding Agencies.

Discussion and possible action on authorization to accept the funding increase and implement multiple grants with various anticipated performance periods as indicated in the Multiple Grants table, in an estimated amount of \$3,001,562.25 to be paid from Fund 0279 and/or Fund 0280, with no impact to the general fund, is recommended. (For Possible Action) [Contact Person: Felicia Gonzales] (Ref. 3.15)

Trustee Bustamante Adams:

With that, then I'm going to go ahead to 3.0. For this consent agenda information, is there anyone that did not get a chance to complete a public speaker card? I do have one person signed up for public comment. It's a yellow speaker card. Okay. I have one person, Mr. Lither, are you here? Did I see you? Oh, there you are. Come on up please. No worries. And Mr. Lither, can you tell me which agenda item you wanted to speak on for the consent?

Lenny Lither:

Actually, I don't have the agenda in front of me, but I think it might've been 3.09. Was that one pulled? The one about hiring the-

Trustee Bustamante Adams:

Yes, the 3.09 was taken off.

Lenny Lither:

Taken off. So I guess I...

Trustee Bustamante Adams:

You're good.

Lenny Lither:

I'm good temporarily. [inaudible 00:15:51].

Trustee Bustamante Adams:

All right then, I'm going to go ahead and ask for a motion to adopt the consent agenda. Now remember we moved item 3.02 for separate discussion and possible approval to another part of the agenda. So this is the consent agenda without 3.02. Do I have a motion? Trustee Dominguez?

Trustee Dominguez:

I move to approve the consent agenda.

Trustee Bustamante Adams:

Thank you so much. Trustee Barron?

Trustee Barron:

Second.

Trustee Bustamante Adams:

I have a first and a second. Please cast your votes. That motion passes seven to zero. I'll go ahead and open up consent agenda item 3.02, which is a separate discussion and possible action. And so I'm going to turn it over to deputy superintendent Dr. Welsh. I don't know who else is on your team. And then what I'm going to ask is the trustees that have specific questions to this agenda item, please be in the queue so that... Thank you so much. Trustee Barron, specific questions?

Trustee Barron:

Yeah, actually, in the City of North Vegas, we actually have a very long relationship with these fellows at Hope Christian. Actually I do believe I see that their... I forget his exact title with them.

Trustee Barron:

Perhaps we can actually... Would it be okay to actually have him come forward to answer some of the questions?

Jesse Welsh:

Trustee Barron, Dr. Welsh for the record, we're happy to answer any questions about the proposed MOA. If we need to call a friend, we'll call a friend.

Trustee Bustamante Adams:

Thank you so much.

Trustee Barron:

Okay. Well, I guess the first question, although the name is Hope Christian, do they provide services that are non-denominational, non-partisan? And maybe you can go ahead and just describe the services that they offer.

Jesse Welsh:

Sure. Trustee Barron to your question, yes. So as part of this MOA, we have confirmed with them that any services that they provide would be done in a way that is non-sectarian. They would not be proselytizing in any way to our students or our families that might be receiving services with them. In terms of the scope of services, maybe Ms. Sly could speak more to some of the specifics there.

Stacey Sly:

Hi. Sure. Stacey Sly, Chief of Student Services for the record. The services that they provide are essentially the same as a primary care doctor, so well child checkups, vaccinations, illness, injury. They would do referrals just like a primary care physician to other physicians if they needed extensive care in a specific area.

Trustee Barron:

Fantastic. I'm sure there are other questions from my colleagues. I have another question or two, but I'll refrain to give my colleagues a chance.

Trustee Bustamante Adams:

Thank you. Trustee Cavazos?

Trustee Cavazos:

Thank you Madam President and I want to thank you and leadership for listening to the constituents and I believe there were three of us trustees that expressed concerns about this particular item. So I was able to pass on my concerns to leadership who then passed it on to the

Trustee Cavazos:

Superintendent. And then I did have an opportunity and thank you Dr. Welsh for your time and thank you Superintendent Ebert for making that opportunity available to me.

So I have numerous questions on this, most of which I've already discussed with Dr. Welsh, so I don't know that with the, I would just say that with the kind of rather heavy agenda that we have tonight, I don't know if you want me to go through every single one of those questions and concerns and point them out. I do have my first page of the MOA here notated with every single one. There's approximately 12 or 13, so I don't know if you want me to do that or the other option, we could have is to be able to possibly table this item and bring it back after we've had a chance to basically look at all these concerns. So I'm open to whatever leadership would like to do.

Trustee Bustamante Adams:

Thank you, Trustee Cavazos. We'll go ahead and proceed with your questions.

Trustee Cavazos:

Okay, so you'd like me to begin with those?

Trustee Bustamante Adams:

Yes.

Trustee Cavazos:

Okay. So first of all, received several notifications having to do with concerns about separation of church and state. What I'm going to do is if you'll look at page 1 of 11 on the MOA, I am going to go ahead and just point out the kind of an order. In paragraph one, and as Ms. Sly pointed out, that these would basically be the same thing as primary provider services. So if you look at about 1, 2, 3, 4, 5, 6, 7th line down after it says these include well-child exams, school and preschool physicals, behavioral health screenings. As a therapist, behavioral health screenings very often include many things that have to do with social-emotional factors and mental health. As Hope Christian does state very specifically that they are faith-based and their board is very honest and upfront on their webpage. I have a concern about that not being specifically defined.

If you go down two more lines to the line that starts with evaluation and treatment, we then have the phrase health education. So if we are going to have them also covering health education, what does this include? Would this be an alignment with CCSD health curriculum or would this be a health curriculum that they decide? And I'm going to go ahead and stop there so that I don't try to go through all, out of deference to our staff. And if they would like to go ahead and start with those.

Lori Baumann:

Hi, I'm Lori Baumann, a coordinator with CCSD Health Services. Thank you for your questions. As far as mental behavioral health, as with primary care, it's just a simple depression survey. If things were found on that survey, the provider talks directly with the parent or guardian that is present during all services to decide what the next step is. They're not providing any behavior mental health

Lori Baumann:

services, that is sent out to wherever the parent or guardian feels comfortable. And then your next question about health education, that has to do with the education behind receiving, as an example, an immunization as to what those side effects could be or the background behind the immunizations that are required by NRS provided to attend school. So health education is based on the services that they're providing.

Trustee Cavazos:

Okay. I thank you for that. I think with just going back for just a moment to the behavioral health screens, if they're actually administering something that is even like a tier one or a low-level depression assessment that is not just usually... It's not something that every single pediatrician does. I work with a lot of pediatricians, so I think that would have to be something that would be a little bit better spelled out because if it's open to any kind of interpretation there at all, we would actually... For instance, I can read and assess psychological evaluations, but I am not licensed to give those, so I cannot send in a report on that. I can just assess it as part of my treatment. So I think that would need to be kind of clarified. Going down to the next paragraph here, we're looking at, this agreement shall provide the provider to utilize the provider's clinical location to provide services in addition to the use of designated district sites mutually agreed upon by the provider. How would this be ascertained and determined and would this be basically on a need basis? Would the thoughts be included in this? How would this be determined? I'm not clear, and I did read all 11 pages.

Stacey Sly:

So the way that the school science would be determined is the school would initiate it. For example, if Centennial needs physicals, they would contact health services and say we need some support getting physicals for kids and health services could contact Hope Christian and they would provide mobile services at the school site to facilitate that. Same thing for vaccination. We've got Brookman Elementary and they have a bunch of kindergartners that show up without immunizations. We can reach out to them for the extra support, but the schools would contact our health services department directly for that action.

Trustee Cavazos:

Okay. And since it is mobile, they would just be within their own environment, not on the school, not within the school itself?

Lori Baumann:

They are within the school itself after school hours with a parent or guardian present.

Trustee Cavazos:

Okay. I still have quite a few, so I think I'm going to go ahead and defer to other trustees who would like to ask and then I'll come back because I want to give everybody else a chance to ask.

Trustee Bustamante Adams:

Thank you, Trustee Cavazos.

Trustee Cavazos:

Thank you so much.

Trustee Bustamante Adams:

Trustee Dominguez?

Trustee Dominguez:

Thank you, Madam President. Thank you for doing this. I know you touched on it just recently. We touched on this during our briefing was what does the parental consent look like?

Lori Baumann:

The parental consent is a medical consent that has all been approved by CCSD office of General Counsel.

Trustee Dominguez:

I guess what I'm looking for is it just a form or does a parent have to be physically there? What are the parameters?

Lori Baumann:

For all services to be provided, a parent or guardian does have to be present and they also fill out the consent form that is a written form.

Trustee Dominguez:

Perfect. So parents have to be there at the time of the beginning of forms and during the time of service and then as they leave. So parents are there at all times and so they can step in or whatever it may be if something needed to happen with their child?

Lori Baumann:

Absolutely. The parent or guardian is present at all times.

Trustee Dominguez:

Beautiful, thank you. And then I wanted to know what is the cost to the district?

Lori Baumann:

There is no cost to the district and no out-of-pocket cost to a district student.

Trustee Dominguez:

Wow, that's really great to not have a cost to the district and to be a service to the community. That's really awesome. And then I know we did mobile sites. What is their capacity? Can they do multiple? Is it one at a time?

Lori Baumann:

As far as offering mobile sites, it's one at a time.

Trustee Dominguez:

Okay. Awesome. And then for the schools, when they select or when they're asking for assistance, is there a criteria or anything for those schools to say, hey, we're seeing an influx of illness or colds?

Lori Baumann:

For the mobile sites it would just be for sports physicals and or immunizations.

Trustee Dominguez:

Awesome.

Lori Baumann:

So not sick visit students. Those students would go to the actual clinic site.

Trustee Dominguez:

Oh, I see. With their parents?

Lori Baumann:

Yes, with their parents.

Trustee Dominguez:

And at that time, if they go to the actual site, is it still free of cost?

Lori Baumann:

Correct.

Trustee Dominguez:

Awesome. So it's free of cost on the mobile sites, free of cost in person. This is a great service to the community. Thank you.

Trustee Bustamante Adams:
Thank you. Trustee Zamora?

Trustee Zamora:

Thank you, Madam President. Do we have a ballpark of how many MOAs we have with faith-based organizations that provide services to CCSD?

Jesse Welsh:

Trustee Zamora, to your question, we do not at this time. I know that our community government relations, Ms. Searer's department is trying to work on that. We obviously do have quite a few MOAs out there in the district, so we are trying to clean up that information so that we have a better accounting of all of the MOAs that we have in place. And with that we would then be able to get a better number on it. But the short answer is no. We are not sure of that at this time.

Trustee Zamora:

Another question I had, which was follow ups to what my colleagues had shared, the consent part, you said there's a consent, it's the same that CCSD provides. So are you telling me as a parent I just do one health consent form and it just gets used when needed or this is a consent form just for this services from Hope?

Lori Baumann:

Thank you for the question. The consent form is just for Hope Christian Health Center and is managed by Hope Christian Health Center.

Trustee Zamora:

Thank you. And another follow up for clarification is you said when they're on the school campus, they're in the building, so they're not bringing in their mobile bus or anything that they have that we've seen around.

Lori Baumann:

They bring in mobile equipment like vaccines or... They bring in mobile equipment into the school sites. So sports physicals would be in the school cafeteria or gym or wherever the principal has designated as a safe area for this to happen.

Trustee Zamora:

Okay. Thank you.

Trustee Bustamante Adams:

Thank you. Trustee Biassotti?

Trustee Biassotti:

Hi. Thank you for this service. I think it's unfortunate that we would be hesitant about providing our students aid to our students for fear of exposing students to faith-based material. God forbid. I would think that we wouldn't hesitate and our kids need help and we should be able to provide it without letting this be a problem. So thank you again for bringing this forward.

Trustee Bustamante Adams:

Thank you. Trustee Cavazos?

Trustee Cavazos:

Thank you so much. I appreciate it. And thank you for the additional answers to our colleagues that Trustee Zamora brought up about any other faith-based MOAs. When we do get that information Dr. Welsh, would we be able to also find out... That in the usual protocol, I noticed it's something that is kind of unusual here is this is five years, it's not something like for one year or two years and then with the renewable option to see how things are working out. So that would be something that I would want to know.

And to my colleague, Trustee Biassotti, of course our children need primary services, but we need to be careful that there's not going to be anything that is going to infringe on any of the rights of the parents or the children. Example, if we have even one parent or one child that comes forward and says that somebody within this... I think, I'm not sure of this information, so I'll have to check on it. I don't know how many doctors this organization has. I did do a little bit of deep diving, so we would only need one parent or one child to come forward and object if there was something that was seen as going in a religious perspective and we'd have a problem, a potential lawsuit. So even though we do have on here, the district is-

Trustee Bustamante Adams:

Excuse me, I just want to tell the audience this is a business meeting, so I would appreciate your respect. Keep going Trustee Cavazos.

Trustee Cavazos:

Thank you. The MOA is very specific and stating we are not promoting or endorsing any particular church or religion but only providing standard medical services. But already we have two things that could be better defined with the parameters, although I do appreciate the staff answers. One is an example on the sports physical. I just had two days of NIAA meetings. We have 200 page agendas and one of the things on there is that we did have a change in the sports physical form. And so that's something that we would have to make sure that that is consistent with our school district protocols. This is a fairly complex MOA that I think that it's very well-intentioned, it's free, and as my colleagues pointed out, also mobile, but we also do have to look at these other things.

I have another question that has to do with that we cannot... This is from constituent. We are no longer allowed to even do a prayer at the beginning of our board meetings. When I first came on this board, we had a benediction. We were very diverse from... I think Dr. Welsh remember this

Trustee Cavazos:

and probably our superintendent. We were not allowed to even have a prayer because we were threatened with lawsuits. I think that here, even though it's not a direct connection, this is something that a constituent has addressed. And the other thing is I'd like to know without anything confidential being revealed, how did this come to be on the agenda? In other words, who brought it forward? Because in looking into a little bit deeper dive on the board of directors for Hope Christian Health Center, we have a CCSD teacher who is a teacher in our district, and we also have the daughter of somebody who is a friend of mine, a pastor who has another MOA with a program in our school, and so I'm looking at how that would look. Would there be a potential conflict of interest? I don't know.

Jesse Welsh:

Trustee Cavazos, so to those questions, I'll work my way backwards if I may. The MOA has been reviewed and approved by OGC in terms of form, so it is similar to previous and other ones that we've had. I would point, to your question regarding the relationship, I believe the vendor Hope Christian actually reached out to the district, and that's what got the conversation started in terms of moving forward on an MOA based on their site-based health center that they have. Working further back there, in terms of the length of the MOA, my understanding working with our purchasing department is generally they're trying to standardize many of our MOAs to a common five-year term. And I would point out as well that, in the language of the MOA, it does allow for a thirty-day notice of cancellation with written notice by either party.

Trustee Cavazos:

Thank you, Dr. Welsh. And to the last question that I brought up, I don't know if it's something that you or the superintendent wanted to weigh in on. Would it be a conflict of interest for a CCSD employee to be on the board of directors of this MOA and also to have the other relationship with our other MOA with Dads In Schools?

Jon Okazaki:

Excuse me, Jon Okazaki, General Counsel for the record. So a conflict of interest analysis usually asks a question of whether an employee is receiving a personal pecuniary or beneficial interest in an agreement like this. Based on what you're relaying, I don't have an initial concern about it. I mean, we could look into it, but I don't think, especially since there's no money being exchanged here, I'm not sure what benefit an employee would get sitting on the board of directors of a vendor. But we can definitely look further into it. I have not done the analysis.

Trustee Cavazos:

Thank you, Mr. Okazaki. Were we aware that we did have those two connections when this MOA was constructed?

Lori Baumann:

No, we were not aware.

Trustee Cavazos:

Okay. I wasn't either until I looked into it, to be fair. There are other concerns here, but I think I see somebody else in the queue here. I just have a lot of concerns where I feel that the intentions are good here, but that we would need a little bit more definition, a little bit clearer parameters. Even something where we're talking about religious symbols, they are basically signing and saying that this is not going to be in effect. I had a question from a constituent asking about immunizations. People who have a religious exemption, they can opt out of having an exemption. This is a faith-based organization. Would we need any kind of additional form on that having to do with that would not interfere with immunizations?

Lori Baumann:

The religious exemption is a state-issued form, and the parent or guardian can fill that out and have nothing to do with going to receive that immunization.

Trustee Cavazos:

That was the constituent question. I know there's other people in the queue, so at this time, allowing for the other people who have questions, I would like to make a motion or to just go with tabling or no action at this time and possibly bring this back to take this forward and get some of these questions answered. Because I feel that there are numerous questions, and as Mr. Okazaki very well stated just a moment ago, hasn't looked into that. And I know that there is no monetary interest because they're free services, but do we have any other CCSD actively currently employed with the district that are on boards of MOAs?

Lori Baumann:

I got that. Yeah, that's something that we would need to research for you. I wouldn't have that.

Trustee Cavazos:

Yeah, and not putting you on the spot, but just trying to be as transparent as possible about what my concerns are. So that would be my recommendation at this time, but I'd like to hear anybody else who'd like to weigh in.

Trustee Bustamante Adams:

Thank you. I still have people in the queue, so I will wait in for the motion. So I do have Trustee Henry, and then I'm going to go to Trustee Esparza-Stoffregan, who's on the phone, and then go back to Trustee Biassotti. Trustee Henry.

Trustee Henry:

Thank you so much, Madam President. My question is more so around the insurances that they have to carry. I know that many small nonprofit organizations have been asked to carry a \$10 million cybersecurity policy. What insurances do they have, and do they have access to our database?

Lori Baumann:

To answer the second question, they do not have access to our database. The only information they receive is directly from the parent-guardian and is collected from that parent-guardian consent form.

Stacey Sly:

I'll speak to the insurance. The risk management sets the threshold for the minimum liability insurance that they have to carry, and in here it's listed as \$1 million per claim. Risk management won't allow us to enter an MOA if they don't meet the minimum threshold.

Trustee Henry:

Okay. Thank you. That's all I had.

Trustee Bustamante Adams:

Thank you so much. Trustee Ramona Esparza-Stoffregan, are you on the line?

Trustee Esparza-Stoffregan:

Yes, I am. Can you hear me?

Trustee Bustamante Adams:

Yes, we can. Go ahead.

Trustee Esparza-Stoffregan:

Hello? Okay. Thank you, Madam President. I would like to ask regarding, this is a 501(c)(3) according to the MOA, but my question is, although there's no cost to the district, those individuals that would be receiving the services from them, who's paying for it? So in other words, typically even if some of our other school clinics that we have within the district that we have on MOAs with other nonprofits, they do it via Medicaid, Medicare, and that would require personal information to be given to those that are providing the service. So I'll stop right there.

Lori Baumann:

As part of the MOA in Section 7.9, services will be provided to any district student at no out-of-pocket cost, except that the provider may seek third-party reimbursement from private insurance, Medicaid, and Nevada Checkup.

Trustee Esparza-Stoffregan:

So then that does clarify that they could seek personal information in order to get the Medicaid reimbursement, correct?

Lori Baumann:

Yes. They seek that information through their parent-guardian consent form, and if the parent provides an insurance card, they are allowed to bill third-party insurance.

Trustee Esparza-Stoffregan:

Thank you for that clarification. My next question is, because of the fact that we do have other agreements with other service-based clinics at school sites, is there going to be intentionality on making sure that there's no overlap of services and there's no competition between those that are already being served?

Lori Baumann:

Medical services in the Las Vegas Valley are definitely lacking for our students. Some of our other school-based health centers are more than a month to a month and a half before their first appointment is available, so I don't believe that there would be a problem with competition as far as giving the parent a choice to seek this resource.

Trustee Esparza-Stoffregan:

Thank you for that. My last question for right now is, according to the MOA, it is for a five-year term. Do our other school-based health clinics have the same duration of time for an agreement?

Lori Baumann:

Yes. All of our school-based health centers through CCSD Health Services do have the five-year term.

Trustee Esparza-Stoffregan:

Oh, thank you. I'll reserve my questions, Madam President.

Trustee Bustamante Adams:

Thank you. Trustee Biassotti.

Trustee Biassotti:

Thank you, Madam President. We certainly don't want to appear as if we are God-phobic, and I hope Trustee Cavazos doesn't discourage organizations that can aid our students from coming forward because we really do need this type of program. Going back to the vaccinations, are parents being informed of their right to fill out a vaccine exemption form, and will you be carrying that form with you?

Jesse Welsh:

I believe I can speak to that. So I think if a parent was seeking services at the clinic, I mean, we would provide whatever services are required or needed from those families. In terms of the exemption forms, I know that's something like when we're working through those health offices, if a

Jesse Welsh:

parent expresses an interest in that information, then we would point them to that appropriate resource.

Trustee Bustamante Adams:

Trustee Barron?

Trustee Barron:

Yes, thank you, Madam President. I know where Hope Christian has located their clinics. I mean, they're basically in places that are, there's no other healthcare around there. They're healthcare deserts. I've been there of course at the start of several of these. Can you explain how Hope Christian already has some places where they're planning to go? Is that right? Do you already have sites picked out, or is award pending for those?

Lori Baumann:

We are currently pending for that. We need an executed agreement, and they would need to go through the background check and everything else before services could begin.

Trustee Barron:

Totally makes sense. Will Hope Christian have, say, a priority list of where you're planning to maybe locate the clinics, or is it going to be solely based upon district sites reaching out?

Lori Baumann:

It will be based upon district sites reaching out as they do for every school-based health center service.

Trustee Barron:

And I imagine that of course your insurance covers any possible breach of there being any FERPA concerns. You're fully covered with that, and you have a security plan in place to reassure members of the public that their information will be totally kept secure. Can you speak to that?

Lori Baumann:

I can't speak to how they keep their medical records. Their medical records are completely separate from CCSD. CCSD is not sharing information with them, and they're not sharing medical records or any information with CCSD.

Trustee Barron:

Thank you for the clarification.

Lori Baumann:

Yep.

Trustee Bustamante Adams:

Thank you. Trustee Stevens.

Trustee Stevens:

Hi. So I'm hearing a lot of concern from my fellow trustees. I read the MOA. In my personal opinion, I thought it was great because we're not seeing any cost to the kids, cost to the school district, and it's a service that will benefit students. So then what I'm wondering is, we have other MOAs with health services, like Hazel Health for example. Is this MOA similar? Is it pretty much the same verbiage? Am I missing something here?

Lori Baumann:

Yes, the MOA is very similar to our other school-based health centers like Nevada Health Centers and UNLV Medicine.

Trustee Stevens:

So the ones that we've already approved and are currently working with have the same verbiage as this one?

Lori Baumann:

Correct.

Trustee Stevens:

Okay. Thank you for clarifying.

Trustee Bustamante Adams:

Thank you. Trustee Cavazos.

Trustee Cavazos:

Thank you. Can I follow up on that? Trustee Stevens brought up a very valid point there. When we say it's the same verbiage, is it the same verbiage having to do with a faith-based organization or just the regular standard legal protocol? Is that what you're referring to?

Lori Baumann:

The same verbiage as the services that they can provide to CCSD students.

Trustee Cavazos:

Okay, thank you. And only one last question because I think that most of my questions that the staff is able to answer and that legal is able to answer have already gone in that direction. The other ones are not able to be answered. As our superintendent or our legal counsel pointed out, they would have to do more research. So on the third paragraph down again, yes, where we state that the district does not endorse this product service to any religion, I think you guys can read the rest of that for yourself. And I did talk to Dr. Welsh briefly about that this morning. How is this going to be monitored? Or if there is an infraction of this agreement, what is going to happen then? How is that going to be enforced?

Jesse Welsh:

Yeah, thank you Trustee Cavazos. So again, if we saw any issues with this MOA, I mean, as I pointed out earlier, we do have that language in there where the agreement can be terminated by either party with written notice at 30 days. So that would be something we could choose to execute if we found that there was something occurring that we did not want happening and that it was not in alignment with the MOA.

Trustee Cavazos:

Okay. Thank you, Dr. Welsh. And we have a protocol for that? Would that be something that a parent who is going to be there, as Trustee Dominguez had asked, do we have a protocol for how that complaint or how that concern would be brought forward?

Jesse Welsh:

Trustee Cavazos, I would imagine that if we have any issues there, then we would work through the health services department to be able to address that.

Trustee Cavazos:

Okay. So we don't have any actual form, or the parent isn't told when they're signing up for this or anything. It's just a consent form.

Jesse Welsh:

Yeah, they would just be filling out a consent form for services as they would with any clinic. Yes.

Trustee Cavazos:

All right. Thank you. I don't have any further questions, President Bustamante Adams. I would just offer that I think that this is very well-intentioned. It could work, but I think that there are a lot of concerns and issues here that we could, instead of just doing away with it entirely, bring it back as soon as possible and get some of these questions answered that were not able to be answered tonight. That would be my suggestion.

Trustee Bustamante Adams:

Thank you. Vice President Zamora.

Trustee Zamora:

Thank you, Madam President. I just have two more questions and I'm sorry. I know there's just some key things of the services that I think I'm concerned about. Are we able to, if we go the route of bringing this back, kind of changing the language to limit more of the services that are like the immunizations? Yes, right, but there's others like the behavioral health screenings. For me, that's a little bit of a red flag, and I'd rather kind of pass that on to Hazel if needed, and we already have other ones to kind of refer to. So is there an opportunity to limit the services and kind of narrow it down, or it is what it is and we're stuck with that?

Jesse Welsh:

Trustee Zamora, I mean, if that's the direction of the board, we would have to take it back and rework that MOA and obviously work it back through our processes internally to make sure that everything is still in alignment and vetted properly.

Trustee Zamora:

Okay, and my follow-up question about the consent for services. Are the parents able to choose the services, like it tells them, or it's just in general with what's listed in the MOA?

Lori Baumann:

The consent form is just listed all of the services that the parent could say no to any service. The parent-guardian consent form is just like any medical consent form. When you go to the doctor and they're providing services, at any time you can say no thank you to that treatment.

Trustee Zamora:

So for example, I will be consenting as a parent for the vision screening, the physical, but not for behavioral health screening. I have the power to do that as a parent. Okay. Thank you for that clarification.

Trustee Bustamante Adams:

Trustee Esparza-Stoffregan, did you have another question?

Trustee Esparza-Stoffregan:

Yes. After the discussion, it just spurred some more questions. I think to Brenda Zamora's point, Trustee Zamora, it would be helpful, which I did not even think to ask in the briefing, a side-by-side. So there was a reference I think Trustee Stevens mentioned about it's kind of the same language. So could we have a side by side? Could we see several of our... I would love to see what providers we have that provide these types of services and actually look at all of them to just see for

Trustee Esparza-Stoffregan:

consistency, for clarity, and making sure that we are expecting the same of all because of the questions that have been prompted tonight.

Trustee Bustamante Adams:

Thank you, Trustee Esparza-Stoffregan. I know that, through our communications team, they're in the process of documenting our request for all partnerships, which includes the MOAs. And so you will be able to see that moving forward, just not at this time.

Trustee Esparza-Stoffregan:

President Bustamante Adams, but could we see an example of another provider like this provider? Because we do have those contracts and MOAs in place with other school clinics.

Trustee Bustamante Adams:

I'm going to look to the superintendent, and she's shaking her head yes. Yes. That's a yes, Trustee Esparza-Stoffregan.

Trustee Esparza-Stoffregan:

Thank you, thank you.

Trustee Bustamante Adams:

Okay. I think the last person I have is Trustee Henry.

Trustee Henry:

Thank you again, Madam President, and I also want to make sure that we are being equitable when it comes to the insurance policy. I know that you said that it has to go through risk management, and I understand, but smaller nonprofit organizations had to have a \$10 million policy. And they were mentorship organizations, and this is a medical provider that has mobile clinics. They'll be at multiple schools. I just want to ensure that equity is happening when it comes to that insurance piece. Thank you.

Trustee Bustamante Adams:

Thank you. Okay. With that then, I did not see anybody in public comment for this agenda item, but I want to double-check. Was there any public comment? Ms. Katelyn, did you see any? Okay, so then that public comment's closed. Trustee Cavazos, I'll go back to your motion if you want to restate it.

Trustee Cavazos:

I want to check in with legal counsel that if we wish to just table this, do we actually need a motion?

Trustee Bustamante Adams:

Yes

Mahogany Turfley:

Yes

Trustee Cavazos:

Yes. We've been kind of inconsistent on that sometimes in the past, myself being guilty of that also. So I would like to make a motion at this time for agenda item 3.02 to be tabled and to be brought back at a future agenda item as soon as possible with the questions that were presented by the trustees today answered.

Trustee Bustamante Adams:

Thank you. I have a first. Do I have a second? Vice President Zamora.

Trustee Zamora:

I would like to second that motion.

Trustee Bustamante Adams:

Okay. I have a first and a second to table item 3.02. Please cast your votes. That motion fails 3-4. Would anybody else like to make a motion? Hold on for a second. I've got to clear the board. Well, I guess I don't have to clear the board. Well, I don't know who's in the queue. Trustee Dominguez.

Trustee Dominguez:

Thank you, Madam President. I'd like to motion to approve 3.02.

Trustee Bustamante Adams:

Thank you. I have a first. Trustee Biassotti.

Trustee Biassotti:

I'd like to second the motion.

Trustee Bustamante Adams:

I have a first and a second. Please cast your votes. That motion passes. Four yeses, one abstention, and two no votes. Thank you for that. We're going to go ahead and move to item-

Trustee Cavazos:

President.

Trustee Bustamante Adams:

Yes?

Trustee Cavazos:

I'm sorry. I do want to state because if somebody abstains, we are supposed to state the reason for that. So I do want to state that instead of voting no on this motion... Talking too much as usual. I wanted to state that the reason for the abstention is that I believe that there could possibly have been an open meeting law violation, and that is why I am voting to abstain.

Trustee Bustamante Adams:

Okay, thank you so much for that clarification. With that, we're going to go ahead to move on to have Trustee Henry please read the warrants.

Trustee Henry:

Thank you, Madam President. Ratify warrants is listed in the bills payable, transmittal, and board memorandum number 5-25-26 in the total amount of \$170,377,280.43.

4.01 Public Hearing On and Possible Approval of the New 2025-2027 Negotiated Agreement Between the Clark County School District and the Education Support Employees Association.

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new 2025-2027 Negotiated Agreement between the Clark County School District and the Education Support Employees Association. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to BoardMtgComments@nv.ccsd.net at least 8 business hours prior to the scheduled start of the meeting. (For Possible Action) [Contact Person: Jon Okazaki] (Ref. 4.01)

Motion to adopt item 4.01.

Motion: Cavazos

Second: Barron

Vote: Unanimous

Motion passed.

Trustee Bustamante Adams:

Thank you so much. I'm going to go ahead and move to item 4.01. This is our business items. We have a public hearing and a possible approval of a negotiated agreement. At this time, this is a place to conduct a public hearing on discussion of this item between the Clark County School District and the Education Support Employees Association. I do not see anybody in public comment. Did I have anyone, Ms. Katelyn? Is there anyone that did not get a chance to complete the public speaker card? All right. Mr. Okazaki, we'll turn it over to you.

Jon Okazaki:

Thank you very much. Madam President, members of the board, Superintendent Ebert, John Okazaki, General Counsel for the record. I'm very happy to present to you tonight a proposed negotiated agreement with the Education Support Employees Association for the '25-'27 biennium. What we're presenting you today is an agreement on the major fiscal terms of the agreement with the agreement between the parties to continue negotiation on other items and other terms and to do so and to meet at least once a month to continue that process. But both parties wanted to get these major fiscal items approved and, on the books, so that our employees would know what fiscal benefits they're getting under the new contract. So there's not a lot, but I will summarize them for you right now.

The first item is that we will be maintaining the 3% salary increase that had been previously funded by SB 231. SB 231 expired, but it was effectually replaced by SB 500. The parties have agreed to use that money to continue that 3% salary increase. This is going to result in an actual 3% salary increase to the salary table.

The next item is that, effective July 1st, 2025, there will be another 3% salary increase, which would result in the salary table again being increased. So the total amount of the increase to the salary table on July 1st, 2025 will be 6%. In July 1st, 2026, we will implement an additional 3% salary increase to the salary table, so the salary table will be adjusted on that date to represent the 3% salary increase.

There will be no step advancements during this biennium. We appreciate ESEA's agreement on this term. I want to say personally and professionally that in working with ESEA, I felt that they were very understanding and cooperative with the district in realizing the financial situation that faces at the district, and I was really pleased with the agreement that we were able to reach.

We will be implementing a salary increase equivalent to the employee share of the 2025 increase to the Nevada PERS contribution rate. This will be used to cover that increase so that there will be no additional deduction in their paycheck for the PERS increase. And again, the agreement is for two years and will expire on June 30, 2027. And like I indicated at the beginning, we will continue to negotiate additional terms. If and when we come to an agreement on those terms, it will be brought back to you under this exact same procedure.

And that's really the extent of the agreement. Oh, I will mention that the approximate cost of the changes that I just summarized is \$121,441,721. This represents a approximately 11.13% increase in the total value of the contract. And with that, I will be happy to answer any questions that I can.

Trustee Bustamante Adams:

Thank you so much. Any questions from trustees? Trustee Barron.

Trustee Barron:

Thank you very much, Madam President, and thank you very much for the presentation. I was a teacher for 30 years, and some of my best friends there that made my life as a teacher a lot easier were friends there in support staff, whether it's our school nurse or any one of a number of the educational, I'm going to call them professionals because in their own way they really are. I guess

Trustee Barron:

my biggest question here is, is this something that's sustainable under our current budget and I guess for the couple of next years, right? This is something that's sustainable for us to withstand and something that of course keeps them happy and is sustainable for us, correct?

Jon Okazaki:

Yes. Obviously, we did a lot of work into determining our ability to maintain this fiscally. Of course, we all know that these are based on estimates, but we've checked ourselves over and over and over again to try to make sure that we have confidence in the estimates. But yes, we can afford this.

Trustee Barron:

Of course, we can never forecast what's going to happen in the future, but we think we're good. Well, I definitely want to not just thank you and your negotiating team, but also the ESEA's negotiating team for coming to a rather rapid agreement with us so we can get back down to the nitty-gritty of providing education for our students. Thank you.

Trustee Bustamante Adams:

Thank you. Any other questions from trustees? If not, I'm going to go to Trustee Esparza-Stoffregan on the phone. Do you have any questions?

Trustee Esparza-Stoffregan:

None.

Trustee Bustamante Adams:

Okay, thank you. Trustee Cavazos.

Trustee Cavazos:

Thank you, Madam President. At this time, we don't have any public comment at all?

Trustee Bustamante Adams:

No, we do not.

Trustee Cavazos:

Okay. I'd like to make a motion to-

Trustee Bustamante Adams:

Oh wait, we do. Sorry, we do. Yes, I had some people sign up. So yes. Are you going to make a motion?

Trustee Cavazos:

Yes, I was going to make a motion to approve.

Trustee Bustamante Adams:

Okay. Hold that one. Hold it.

Trustee Cavazos:

Okay. I will hold on to it.

Trustee Bustamante Adams:

So I'm going to call up... Oh, Trustee Barron, did you have any other questions, or was yours going to be a motion?

Trustee Barron:

Oh, I'm sorry. I'm bad with this mic thing. I think if there was one of these alarm things, like at the bank, I'd be much better off with that. No, I was going to second the motion, but I'll shut up in the meantime.

Trustee Bustamante Adams:

Okay. Thank you, sir. So I would like to invite Ms. Jan Giles, Mr. Jason Gateley to come up please. Ms. Giles, please proceed.

Public Hearing

Jan Giles:

Thank you. Good evening, Madam President, Superintendent, Trustees. My name is Jan Giles, president of ESEA, and I am here on behalf of the ESEA membership that ratified this tentative agreement. We are grateful for the partnership and the support that went into finalizing the difficult financials of this contract.

While this agreement represents the best we can achieve within the current budget, it is not without its shortcomings. The decisions we made were not easy, and they never are. Many of our dedicated support professionals, some earning less than \$20 an hour, are struggling while facing the same rising cost as everyone. Your vote to approve this agreement will ensure that all support professionals receive an equitable cost of living raise and their first contributions are fully covered. This is a meaningful step forward.

ESEA remains committed, deeply committed to our students and to our shared mission of providing the best public education possible. Our students deserve a strong, stable, and fully supported educational environment that requires recognizing the essential work support professionals provide every single day. I have spoken before about the challenges we face with recruiting and retaining qualified educational support professionals. High turnover and low wages continue to be major concerns, and they threaten the stability of our students' needs.

Jan Giles:

So tonight, I am not just asking for your vote to approve this agreement. I am asking that we all do more, that we'll raise our voices together and call on our state leaders to properly fund public education and provide the full range of resources our students need and deserve. ESEA is committed to working beside this board and the CCSD leadership to fight for better funding and stronger support for public education because our students deserve nothing less. Thank you.

Trustee Bustamante Adams:

Thank you so much. Mr. Gateley, and then after him, David Gomez, are you in the audience? David Gomez? Okay. Please proceed.

Jason Gateley:

Thank you, madam. Thank you everybody here, and for the record, Jason Gateley, G-A-T-E-L-E-Y. I'm the principal officer for Teamsters Local 14 here in Las Vegas, working in partnership with the ESEA. We appreciate the district's effort through these troubled times, these troubled economic times to get to an agreement, one that benefits all of our members that we represent here in the district. We would appreciate a percent of vote yes. Thank you.

Trustee Bustamante Adams:

Thank you so much. Mr. Gomez.

David Gomez:

Sorry. I was in a hallway. David Gomez for the record, Nevada Peace Alliance president, former president of WAAK-UP, former deputy director of LULAC of education, father of seven children, and been a part of Clark County School District for God knows how long. I keep forgetting. But nevertheless, I just wanted to ditto what he was saying, and I just wanted to say yes to this. Thank you.

Trustee Bustamante Adams:

Thank you so much. That ends our public comment, Trustee Cavazos.

Trustee Cavazos:

Thank you. I will repeat my motion, Madam President, at this time to approve agenda item 3.02, memorandum of agreement between the... I'm sorry, 3.03, excuse me, addendum to the interlocal agreement. Where am I? Sorry.

Trustee Bustamante Adams:

4.01.

Trustee Cavazos:

This is-

Trustee Bustamante Adams:

4.01.

Trustee Cavazos:

4.01. I'm terribly sorry. Looking at the wrong page here. 4.01, make a motion to approve.

Trustee Bustamante Adams:

Thank you. Trustee Barron?

Trustee Barron:

Second-

Trustee Bustamante Adams:

Oh, no, Trustee... Oh, I had already... You were in the queue, Trustee Barron. Yes, sorry. Thank you. Go ahead, please proceed.

Trustee Barron:

Second.

Trustee Bustamante Adams:

Thank you. I have a first and a second. Can you please cast your votes? That motion passes seven to zero. Yep. You can celebrate that. Now, this is the moment in time, we are going to take a recess. As part of our business meeting, we're going to go into a press conference. The time is 6:12. If I can have you back, we will resume in 20 minutes, so that would be 6:32. Please join us in the conference room for our press conference. Thank you.

Recess: 6:12 p.m.

Reconvened: 6:35 p.m.

4.02 Interstate Compact on Educational Opportunity for Military Children and Purple Star Schools Award Program.

Presentation and discussion will provide an overview of the Interstate Compact on Educational Opportunity for Military Children and Nevada's Purple Star Schools Award program. [Contact Person: Felicia Gonzales] (Ref. 4.02)

Trustee Bustamante Adams:

Allowing us that recess to celebrate our contract with ESEA, we're now going to go ahead and move to 4.02. This is the interstate compact on educational opportunity for military children. I'll turn it over to our Deputy Superintendent.

Felicia Gonzales:

Thank you. Good evening, President Bustamante Adams, members of the board, Superintendent Ebert. I am excited to introduce Kelly Lynn Charles from the Nevada Department of Education and also I'd also like to introduce Chris Obear. She is the Nellis and Creech Air Force based School Liaison for the Compact, but with me today is Ms. Charles... Go ahead. Thank you. She serves our military students every day. Ms. Charles is here to give you an overview of the Interstate Compact on educational opportunity for military students and the state's Purple Star Schools award program. Ms. Charles?

Kelly Lynn Charles:

Thank you for that introduction. President Bustamante Adams, Superintendent Ebert, and members of the board, thank you for having me this evening. Like Deputy Superintendent Gonzales said, my name is Kelly Lynn Charles and I am an education programs professional with the Department of Education in the Office of Educator Development licensure and Family Engagement. The purpose of the presentation is to share about the Nevada Purple Star School award program and the Interstate Compact on educational opportunity for military children.

A Nevada Purple Star School is a school that has been recognized by the Nevada Department of Education for its commitment to supporting the unique educational and social emotional needs of military-connected children. These schools demonstrate an understanding of the legal requirements of the Interstate Compact on educational opportunity for military children, often shortened to just the Compact, and a dedication to helping military families and their children navigate the challenges of frequently relocation and deployments. Purple is the color of joint military endeavors. It is said to be a combination of Army Green, Marine Corps red, the blue of the Coast Guard, Air Force and Navy, and now Space Force White. It is the color used for military children as well since we come from all branches. Before I go further into the Purple Star schools, I would like to briefly address the Interstate Compact on Educational Opportunity for Military Children.

The Interstate Compact or Compact is an agreement among all 50 states and the District of Columbia. Nevada has been a Compact member since 2009 and the Compact language can be found in NRS 388 F.10 and 388 F.070. The Compact applies to military connected children with a parent or guardian falling in the category shown on the slide who are in kindergarten through 12th grade in public and charter schools. All schools and districts should be aware of the Compact even if they're not purple star schools and I am pleased to share that I will be offering in-depth trainings on the compact through RPDP and the course should be added to their calendar soon. The compact exists to strengthen and ease transitions, close educational gaps, and provide uniform treatment for military connected students as they transfer between school districts and state. The goal is to ensure that military children are not penalized by having to retake coursework or carry an excessive course schedule to make up courses missed due to frequent moves or due to their families.

It ensures that students can achieve educational success and graduate on time with their peers without unnecessary obstacles. The compact was drafted with the intent to avoid conflict with

Kelly Lynn Charles:

existing state codes where possible and it replaces widely varying policies that affected transitioning military students. The compact is managed at the national level by the Military Interstate Children's Compact Commission or MIC-III, which works to enforce the Compact's rules and provide guidance to states and schools. The Nevada Department of Education facilitates a state council for the coordination of Interstate Compact on educational opportunity for military children. We like long titles and our commissioner is appointed to the National MIG-III to represent Nevada at the national level.

While the Compact is not an exhaustive in its coverage, it addresses the key issues encountered by military families in the areas of enrollment, placement, attendance, eligibility, and graduation. The Compact is important because it provides districts and schools the flexibilities to make accommodations within the scope of the Compact. It allows states through their commissioners to converse and facilitate cases and to do what is in the best interest of the student. It does not advocate for preferential or special treatment for military students, but instead it levels the playing field for military children. It doesn't impact curriculum or state or local authority on education. For example, a child can end up having to read that same novel five times throughout their school life. The Compact does not apply to pre-K and it does not cover every situation a military child shall encounter. The Compact's law supersedes any conflicting state law. So when a state law says one thing, we look to the Compact to apply for military children.

If schools ever have a question or unsure of a course of action, we always suggest call us first. It's better to ask for clarification at the beginning than it is to wait or misspeak. The Compact applies to military children during transitions out of a current school and into a new school and during times of deployment, it does not apply to a student moving from school to school within the same district.

So why Purple Star schools? Nevada is home to roughly 11,000 school-aged military connected children who are shaped by the influence of military in their lives. Most military families will typically relocate every two to three years with children attending six to nine different school systems from kindergarten through 12th grade. These transitions create challenges since schools often have differing curricula, culture, standards, course offerings, schedules, and even graduation requirements. The Purple Star School designation tells families which schools are trained and ready to support them. And additionally, as the military makes decisions regarding base expansions and closures, they've begun to include community input and community support, so Purple Star schools can help retain bases, protect state revenue, and attract military families who bring economic benefit to local communities.

All of Nevada public, private and charter schools are eligible to apply for the Purple Star School award. Applications for the award and the designation are accepted through February with recognition presented in April to coincide with month of the military child. We are dedicated to ensuring that any school receiving the Purple Star School designation meets the requirements of the program as outlined on the slide. So schools not initially meeting the requirements after submitting an application are provided feedback and are given the opportunity to submit any information that's missing or additional evidence. The application is then reviewed again and determined whether the school can be named a Purple Star school. Schools that are awarded the

Kelly Lynn Charles:

Purple Star designation receive an amazing purple banner and a certificate to display on-site as well as ongoing professional development.

So what does the application look like? In order to be designated a Purple Star school, there are some required activities that schools have to complete and provide evidence of. All items must have been completed prior to applying except for celebrating April since applications are due in February. We do accept a plan for how they will celebrate the upcoming month of the military child. The point of contact completes the military children in our school's course and that course is not just limited to the point of contact. Any school staff or community member can have access to that course and are encouraged to take it.

The course is also provided as a Google website for those community members who do not have access to Canvas. The course is self-paced and participants learn about military culture, the Nevada military landscape and the Compact. They learn about the impact military has on military-connected students and it provides strategies for supporting those students. The course provides resources for students, teachers and parents, and I'd like to point out that some of the application components are worded broadly and open to interpretation to allow schools the flexibility to be a Purple Star school without overburdening them with planning. For example, if a school chooses to celebrate April with one activity, they'll meet the requirements. If they choose to celebrate with 10 activities, they exceed the requirements and both are acceptable.

Schools are also required to complete at least one optional activity each year. The optional activities are flexible and allow schools to determine what works best for their community. Schools can even create their own optional activity if it's not listed on the list, and schools are welcome to complete more than one optional activity if they choose and they can change that activity year after year. In order to maintain their designation, Purple Star schools conduct the required and optional activities on an annual basis and then complete an annual reporting form that provides evidence of the activities they've done and a plan for what they plan to do for the next year. So you may be asking yourself how many schools in Clark County are Purple Star Schools?

There's 22. I know, right? And they're listed on the slide for you, but we also have a Purple Star District Award. This award means that every school in the district has been designated a Purple Star school and we have two, Churchill County and Mineral County. It would be quite an undertaking for Clark County, but I think it's attainable. I think it's a goal and I think we can do it and to be the fifth-largest school district in the nation and a Purple Star school, what a great way to become a destination district for military connected families.

Right, but you ready? To assist Clark County in becoming a Purple Star district, we've established the Purple Star District Region Award. I know. As each CCSD region attains 100% of their schools designated, the region will get a designation award and their own banner and their own certificate. And then once all the regions are 100%, the district will be 100%. And you can see from the slide, region one has 16 and I have heard they're very, very competitive and they have challenged and set their marks to be the first one. So I don't know if any other regions are in the room.

Felicia Gonzales:
They're listening.

Kelly Lynn Charles:

They are. So thank you so much for allowing me to present to you this evening. I know that was a whole lot of information in a very short amount of time, but I am happy to answer any questions that you have.

Trustee Bustamante Adams:

Thank you so much. Trustee Dominguez?

Trustee Dominguez:

Thank you, Madam President. I was overjoyed to be part of Indian Springs designation to be a Purple school, so I think this was really amazing. I had a couple of questions and also as a military member that was stationed at Creech Air Force Base, I really appreciated it. I had a question on how these... I'm trying to go back up. These POCs, do they have to be staff members? Can they be community members?

Kelly Lynn Charles:

That is a great question and thank you for that. I've noticed we don't have to say Kelly Lynn Charles for the record every time.

Trustee Bustamante Adams:

No, you don't. You can go directly through.

Kelly Lynn Charles:

I will try. That's a habit. I will try.

Trustee Bustamante Adams:

It saves us a lot of time.

Kelly Lynn Charles:

Thank you. Right, thank you for the question. We do recommend that the point of contact is a staff member because they're the ones that's going to be communicating with me, conversing with the principal and planning all the activities from the school. But there is that implementation team for other additional people, which we highly encourage and even recommend that they include community members.

Trustee Dominguez:

And is that staff member, do they have to be a veteran or a spouse or they can just be supportive of military?

Kelly Lynn Charles:

Yes, they do not need to be a veteran or a spouse. They just need to be supportive to working with us and training the rest of their staff on military culture.

Trustee Dominguez:

Awesome. And then for when... I saw this was so amazing, so when on page slide eight, so obviously there's a lot of schools that are not designated as purple schools, but we still have military kids all over the district. Is there an ability for our seniors to be able to request these Purple cords for graduation?

Kelly Lynn Charles:

I believe the cord system is a site-based decision and so that would be something that I would highly encourage the students to bring to their administration.

Trustee Dominguez:

Got it.

Kelly Lynn Charles:

We actually got in Indian Springs a Purple Star school because the children advocated for it.

Trustee Dominguez:

Nice. And so if a parent is interested or a staff member is interested, what can they do? Do they just contact you? How do they-

Kelly Lynn Charles:

Yes, they can absolutely contact me. Our website, departmentofeddoe.nv.gov/PurpleStarSchools has all the information. It has a link to the application. I also offer monthly support hours between now and February so everybody can join in, stay for as long as they want, get help with their application, get feedback on their application.

Trustee Dominguez:

Thank you.

Kelly Lynn Charles:

Answer any questions

Trustee Dominguez:

And I will put, we are very competitive in region one, so-

Kelly Lynn Charles:

I know.

Trustee Dominguez:

... we're hopeful that we'll get that award. Thank you.

Trustee Bustamante Adams:

Thank you. Trustee Cavazos?

Trustee Cavazos:

Thank you, Madam President and Kelly Lynn... I mean Ms. Charles, sorry. Ms. Charles and Deputy Superintendent Gonzalez. What a fantastic presentation. You see, I have my purple on here. So I just want to say your enthusiasm in presenting this and being able to talk about all the different advantages and the extra work that goes into this and making sure that our military children, I come from a military family, so something very special to me. I did have a couple of short questions here. On page four where we're talking about the placement and the attendance. Can you expand just a tiny bit on the special education services that are provided?

Felicia Gonzales:

Thank you for the question. Special education services are an expectation of the Compact, but there is nothing in addition to what is outlined in IDEA.

Trustee Cavazos:

Okay. And I thank you for that. That was from a constituent who is new to our district and is military and has recently moved here and I'm hoping I will just throw this in. They have an educator in their family that I'm hoping is going to apply to the district and they are military. So the other question had to do with the graduation on the requirements testing, issuing diplomas, does that all fall kind of in the same where this just kind of meeting the expectations and kind of helping them along?

Felicia Gonzales:

Thank you for the question. So graduation requirements, as you can imagine are different in every state. And so for example, if a student transitions here during their senior year and we have different graduation requirements, two things can happen. Either we can waive certain requirements here so that the student can graduate at the school that they attend here in Clark County School District with their diploma. Or there is the option that they can actually receive the diploma from the sending state. So let's just say that they move from Virginia to here. We work through counseling services and we make sure that we provide all the transcripts, all the needed

Felicia Gonzales:

information to the school and showing that they completed whatever courses that were remaining so that they can achieve that diploma from the sending state.

Trustee Cavazos:

I did not know that. Thank you so much for that information. Really appreciate it. Thank you. That's all I had.

Trustee Bustamante Adams:

Thank you. Trustee Barron.

Trustee Barron:

Oh, thank you Madam President, Deputy Superintendent. Thank you. And of course Ms. Charles, I really appreciate it. Sometimes the most difficult thing is actually marshaling resources because believe it or not, there's actually quite a bit of resources. I guess I have two, maybe three questions. The first one is have you had a chance to have any sort of a presentation to the Northwest Vegas Veterans Advisory Council?

Kelly Lynn Charles:

That is a great question. We have been invited but never counted.

Trustee Barron:

I think we're going down the same because of course you may or may not be aware that we also have an educational advisory council, the city of North Vegas, we're pushing the limits, we're edgy, so that'd be a fantastic thing for you to do to present not only to our education advisory council, but also I think to our veterans advisory council because we happen to have the very first municipal partnership here where we actually have a veteran's community advisory resource center that's right next to the Veterans Hospital.

It'd be a fantastic for you to... I'm going to phrase this in the form of a question, so I'm not accused of shamelessly promoting, but it'd be great to also have you, I'm just saying, at the 10th annual Armed Forces and Military Vets and First Responders Appreciation Day that will be coming up on October 1st. That's a Saturday from 10:00 AM to 4:00 PM at Craig Ranch Regional Park. I would never shamelessly promote an event at Craig Ranch Regional Park promoted by the city of North Las Vegas, the most military and first responder friendly municipality in the state maybe fighting it out with those guys there in the north, I guess in Mineral County. But anyhow, it'd be great to have you there to get the word out and I'm not shamelessly promoting.

Kelly Lynn Charles:

Thank you for that, Trustee Baron. We will already be tabling there with some of our JROTC schools. Thank you.

Trustee Bustamante Adams:
Awesome. Vice President Zamora.

Trustee Zamora:

Thank you, Madam President. Kelly, that was amazing. You were definitely... Well, you got me thinking who had the most schools in their district that were Purple Star, but I'll give that one to Trustee Dominguez, I guess. But I do have some schools in region one too, so I get to brag about that a little bit. My question is on page eight, you have JROTC programs, right? It's one of their optional activities. So I feel like these are some of the programs that have a lot of financial... They need a lot of financial help sometimes to keep running in the school. Do you all do anything to help support that?

Kelly Lynn Charles:
To support JROTC?

Trustee Zamora:
For the programs to keep running and-

Kelly Lynn Charles:
We do not.

Trustee Zamora:
On that end. Okay. Just curious. Thank you.

Kelly Lynn Charles:
Absolutely. Thank you.

Trustee Bustamante Adams:
Trustee Stevens.

Trustee Stevens:

Hi, this is amazing. So I'm a military kid. In fact, are there military kids? I'll bet you guys didn't have this because I know I didn't have this and to have this kind of resource in our schools is fantastic, so thank you for doing the work. Thank you for the presentation. I do have one question. On page seven, it's the second bullet point. The POC provides ongoing professional development for staff on addressing and assessing the needs of military students. Is there some sort of curriculum for this for consistency? Where is this point of contact getting the information to make sure that they are getting the right professional development and training?

Kelly Lynn Charles:

Yes, great question and thank you for asking. Our module that they're required to take military children in our schools is set up in such a way that they can provide that module face-to-face to their staff and continue it on an ongoing even quarterly. And the point of contacts also attend a quarterly point of contact meeting with myself. And so I do a mini lesson, for example, working with military children in a time of global crisis for spotting certain signs of trauma and triggers that may not be apparent in civilian students. And so they're able to take whatever they work with for me that quarter and then provide that at the next staff development day.

Felicia Gonzales:

Awesome. I'd also like to add, so we are also supported by the National Office for the Military Interstate Compact Commission of which I did not share in the very beginning. I am the Nevada Commissioner, so I work very closely with Kelly Lynn and we ensure that all materials are updated regularly through the support of the national office. And if there are any changes, which there have been very, very few changes. If anything, there's just some policy changes that have come through. We make sure that that is incorporated in any professional development.

Trustee Stevens:

That is amazing. Thank you. I guess we need to get Region III, get them up there. Thank you.

Trustee Bustamante Adams:

Trustee Biassotti and then I'll go to Trustee Esparza-Stroffregan afterwards if you're still on the phone line. Thank you.

Trustee Biassotti:

Thank you, Madam President. And same with Region II. We've got to get them kicking. I would love to see this in every school. It's definitely something to strive for. Engaging our military can counter the disengagement we see in teens and I really think that this would give them a sense of patriotism, which is so important. With patriotism we can instill values like justice, equality, responsibility and unity. And overall it really encourages our students to do good, which is something we really need in society right now. So thank you so much.

Trustee Bustamante Adams:

Thank you. Trustee Esparza-Stroffregan, any questions?

Trustee Esparza-Stroffregan:

I have a comment and then maybe two questions. Ms. Charles, thank you. Even your tone of voice is uplifting and I can hear the smile. So thank you for your positivity in this presentation. First comment. It's just amazing the sacrifices that our military families and their children make in the service that they do for us all. So I just wanted to put that out there. And having said that, Ms.

Trustee Esparza-Stoffregan:

Charles, first question, the ASVAB, it's on page eight. The test that they take, the ASVAB is... It's offered to all juniors and seniors. Is that just to the Purple Star schools and is there a cost for that?

Kelly Lynn Charles:

Thank you for the question. No, the ASVAB is the test of military... I can't... It's the ASVAB and it's an entrance exam for the military, but it is also the best in my personal opinion, career diagnostic available out there. Students can take it. It is free for every student to take and there is an interpretation that is available after a student takes it that breaks down not just what careers would fit their aptitude at that moment, but also where in the country and the world they're hiring for that career and what the average salary for it is so they can target what they're good at and maybe where they want to live. And it does not require military entrance.

Felicia Gonzales:

I would like to add to that, that it is available to all students in the Clark County School District. You do not have to be in a Purple star school to qualify to take that exam.

Trustee Esparza-Stoffregan:

Perfect. Thank you, Deputy Gonzalez and Ms. Charles. That's exactly what I wanted to know because that's invaluable for our youth to know. Maybe military, it's definitely... What an incredible pathway for them and then for them if they choose to pursue higher education, they could do that with this offering. The last question I have, very interested, you said you would be doing some future training I think with RPDP military children in our schools. Our board is differentiated instruction all the time. I know that they just love when I say can we get trained? So how could we participate so that we could really understand the challenges of our military students and families if possible?

Kelly Lynn Charles:

That is a great question. RPDP will be publishing the schedule rather shortly. It's going to be once a month and it is right down the street at the Department of Education Boardroom from 4:30 to 7:00 and then two days in the summer. But also if the board would like more than happy to come do a training specific and just for you.

Trustee Esparza-Stoffregan:

Thank you so much Ms. Charles. No further questions, President.

Trustee Bustamante Adams:

Thank you. Trustee Barron?

Trustee Barron:

No, just a quick note. I'd ask you to, if you could in the presentation for the future, could you please note that our North High school named after our fallen first responder is actually Raul Elizondo, not Paul Elizondo. Just speaking that.

Trustee Bustamante Adams:

Thank you for catching that.

Trustee Barron:

The English teacher in me just comes out every once in a while.

Trustee Bustamante Adams:

Thank you so much. And Superintendent Ebert.

Jhone Ebert:

Thank you. I just wanted to round out Kelly Lynn Charles and Felicia Gonzalez have been doing an amazing job over the years and it's wonderful to witness going across this entire state to support our military families. And a lot of people think just about the adults, but that is our job in K-12 education on how we support the children. And so there are many examples and we are taking on the challenge. Kelly Lynn, I think you're going to need to clone yourself of becoming the fifth-largest school district in the nation to have all of our schools Purple Star. Thank you for what you do.

Kelly Lynn Charles:

And thank you. And I have little flyers to give you if you would like to hand them out to your schools.

Unknown Speaker:

Great timing.

4.03 Notice of Intent – Clark County School District Regulation 2130.

Discussion and possible action on approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Regulation 2130, District Organization, prior to submission to the Board of School Trustees for approval on Thursday, October 30, 2025, is recommended. (For Possible Action) [Contact Person: Felicia Gonzales] (Ref. 4.03)

Motion to adopt agenda item 4.03.

Motion: Biassotti Second: Johnson Vote: Yeses - 4 (Bustamante Adams, Biassotti, Stevens and Zamora); Noes – 3 (Cavazos, Dominguez and Henry)
Motion passed.

Trustee Bustamante Adams:

Thank you so much. I appreciate you both. With that, we're going to go ahead and move to item 4.03, Notice of Intent, Clark County School District Regulation 2130. Turn it over to our deputy superintendent, Ms. Gonzalez.

Felicia Gonzales:

Thank you, Madam President, Members of the Board, Superintendent Ebert. I am joined today by Director Aaron Francher from our Strategy unit. This notice of intent is to make revisions to regulation 2130. The following revisions are being made to align with Nevada law following the 2025 legislative session, specifically Senate bill 460 repealed NRS 388G.500, 610, and 670, as well as revised NRS 388G.650, 660, 680 and 740. In addition, Senate bill 15 revised NRS 388G.630. The repeal of NRS 388G.610, which is reflected in new sections 1, 3, 8, 9, 12, and 18 ends the legal requirement to transfer certain responsibilities from the Clark County School District to individual schools. Now that site-based autonomy is not a mandate, certain determinations will need to be made regarding the level of autonomy schools will have going forward. This is an ongoing discussion which while it necessitates revisions in regulations is not yet resulting in significant changes in our practices.

Revisions to NRS 388G.650 reflected in section 14 allow the district to intervene and require a school to spend its carry forward funds on specific priorities. Revisions to NRS 388G.660 reflected in section 12, make it where the requirement to allocate at least 85% of unrestricted funds to school budgets has been removed. Revisions to NRS 388G.680, which is now reflected in new section 13 amends the deadlines for providing schools with budget information, which will now be determined by the superintendent rather than being fixed on January 15th and November 1st.

Revisions to NRS 388G.740 reflected in new sections five and 19 change the role of the SOT in the selection of principals. Their function is now to identify a desirable list of characteristics and indicate a preference. As a note, the school organizational teams must still approve the school's school performance plan, which includes the school's strategic budget. Revisions to NRS 388G.630 reflected in new section seven, remove the requirement to report to the county commission. And lastly, throughout the document, specific citations in Nevada Revised Statutes or NRS are being replaced with the more general phrase, Nevada law. This is being done as best practice. At this time, we are available to take your questions.

Trustee Bustamante Adams:

Thank you. Do I have any questions from trustees? Before I take those, I just want to let the group know that this is an action item and so I do have some people on public comment. I have three. There's one of them I couldn't read, Ms. Kayla, so I'm going to ask you if this is the one you want to speak on, but if there are anybody that didn't complete a public comment card? Okay, I'll close public comment, take questions from trustees and then come back. Any questions for our deputy superintendent? Trustee Ramona Esparza-Stoffregan, I'll go to you to see if you have any questions.

Trustee Esparza-Stoffregan:

I do, but I think I'll wait for the rest of my trustees. Can you come back to me?

Trustee Bustamante Adams:

Sure, no problem. Trustee Cavazos.

Trustee Cavazos:

Thank you. Can you come back to me? Also, this is a constituent question.

Trustee Bustamante Adams:

Okay, Trustee Dominguez.

Trustee Dominguez:

I'll go first. I read a lot about this because this is a lot, and I think this is one of the biggest issues that we have, is when legislatures make a law and then don't give enough time for the law to be implemented or things to settle and then change it again. I think that's what were happening here. Do we have any direction moving forward for what was 388G? Now, that we don't have that, do we have any direction?

Felicia Gonzales:

Thank you, Trustee Dominguez, for that question. There are still many parts to 388G, which is the reorganization. Just so you know, we are still required to provide yearly training. We currently have a training document that has been submitted to the Nevada Department of Education for review and approval. Then, it comes back and then we send that out to principals and principals utilize that to train their school organizational teams and their school communities on the parts of the law that are still remaining.

Trustee Dominguez:

Yeah. As far as moving forward for the part that is removing the autonomy of the school budget. Do we have any foresight of where we're going to be moving in that or we'll be deciding or we're going to reassess and then think about it later?

Felicia Gonzales:

Thank you for that question. It is a very big question. Currently, right now, in the current school budgets, we have made no changes. We are having preliminary discussions with our new CFO on what that may look like, but no decisions have been made at this point.

Trustee Dominguez:

Okay. We can say at least for this school year, maybe I won't put a timeline, but we're going to continue the same as we had done with 388G.

Felicia Gonzales:

Yes. What is in place for this school year, the budgets that have just been amended and turned in that were due last Friday, everything is still in place.

Trustee Dominguez:

Got it. I know we've just done a lot of training, a lot of training with budgets and with 388G included, so I feel like we got very familiar with 388G and now we submitted all of these documents to the State complying with that. How does that work now that it's not there with the compliance portion of it?

Felicia Gonzales:

Thank you. That is a great question and that is something that we have been working with, with our compliance monitor on the interpretation of how does that look like? I do believe that that will be coming up in her report to address that specific question.

Trustee Dominguez:

Will we be getting... Man, I don't want another training. I'm almost hesitant to even ask, but we need to know how we're going to be moving forward, and so, maybe once a decision or our superintendent has made a decision on how we're moving forward, we can figure out training for us how it's going to move forward with this budget.

Felicia Gonzales:

Number one, it is a requirement of the board to be trained on this reorganizational law. Once we have those training materials back from the State, once they're approved, we can schedule through Joe Caruso a training. But that is about the law, that is not about the budget and what the budget would be moving forward. Once again, that is something that's to be determined, and I believe that Superintendent Ebert will be updating this board on what is being decided so that all of you are aware.

Trustee Dominguez:

We will be patient with the State then. Hopefully, they can take their time. Thank you.

Trustee Bustamante Adams:

Thank you. Vice President Zamora?

Trustee Zamora:

Thank you, Madam President. My one question, is this something that had passed during this past legislative session?

Felicia Gonzales:

Yes. These changes were made through Senate Bill 460 in the past legislative session. One of the changes was made through Senate Bill 15, which amended the reports, we are no longer required to report to the county commission.

Trustee Zamora:

Perfect. Thank you.

Trustee Bustamante Adams:

Trustee Cavazos, are you ready or should I go ahead?

Trustee Cavazos:

Yes, I'm ready. I was actually trying to combine some of these questions so they wouldn't be so long. These are educated questions. They want to know, who is monitoring to ensure the SOTs are correct? I tried to find an example. If the SOT has a student success coordinator who is considered admin for all intents and purposes, does that count as licensed personnel?

Felicia Gonzales:

I am not quite understanding this question.

Trustee Bustamante Adams:

Can you restate it one more time?

Felicia Gonzales:

Yes, could you please restate it?

Trustee Bustamante Adams:

Can you restate it?

Trustee Cavazos:

Sure. I tried to shorten it and I hope I didn't mess it up. I believe what they're asking about is, if it's correct, in other words, if the SOT makeup is correct. They're asking if a student success coordinator, I've been asked this before and I didn't know the answer, so I figured I'd ask you, are they considered basically administrator?

Aaron Francher:

This is [inaudible 01:48:14]. I can answer the first part of your question where you asked about who's monitoring this and how do we make sure the SOTs have the right makeup. That data is collected every October. It gets sent out to principals to report who is on their SOTs. If there are any issues with who's on the SOTs, that is something that would have to be addressed with that

Aaron Francher:

principal. Now, I will say, for the licensed side of things, all of the licensed elections actually go through CCEA.

Trustee Cavazos:

Okay, that makes sense to me, if that makes sense. Again, there were two or three different questions, and I was trying to combine them all. One of the other examples that was given that was, for instance, the chair is supposed to vacate when a teacher gets promoted, so how are student success coordinators allowed to be on SOTs? I think that you have answered that. The other question, which it's like three or four questions, I'm just going to smoosh it together. It was a question about fixing the broken funding model. That's a big question that's always out there all the time, but I think what they're asking here, what I can get from their communication is, if schools are funded differently, if they see one school that appears to be funded at 84%, another school is funded at 115% and they're asking for some explanation, and I didn't feel that was my lane.

Felicia Gonzales:

Trustee Cavazos, if a principal is concerned about how they're funded or even an SOT member, an SOT member should work through their principal. Principals should work through either their School Associate Superintendent and/or their Region Superintendent. But I will tell you that in addition to that, principals have been afforded one-on-one meetings with our CFO and his team to go through the budget so that every line item is clearly explained to the principal. If there's any additional support that's needed and an SOT member has a question, they can work through their principal, provide them the questions, and then the principal can get those responses and get them back to the entire SOT.

Trustee Cavazos:

Thank you so very much. That's all that I had, President.

Trustee Bustamante Adams:

Thank you. Trustee Barron, and then Trustee Esparza-Stoffregan, I'll go to you next.

Trustee Barron:

Yes, thank you very much. I'm satisfied that this regulation was put into place, just more than anything is bringing us into compliance with state law, and I totally understand that. Just to clarify, although I guess CCSD will not be making presentations to our friends at the County Commission, this will still be something where the municipalities, the other municipalities will be still receiving these very timely and actually very helpful presentations. Is that correct?

Felicia Gonzales:

Yes. All cities will still be receiving our presentations.

Trustee Barron:

Thank you very much. I'm hoping that this board can entertain maybe the idea, that's something I talked about with the Superintendent, that perhaps it would be very much in the interest of this board to receive an update from the municipalities. I'll offer the City of North Las Vegas first, since we actually have our own education advisory committee, I call her the education czar, to actually present to this board what we're doing as a city to support the mission of CCSD to provide education and all the support that we can give as a municipality to our residents. Thank you.

Trustee Bustamante Adams:

Thank you. Trustee Ramona Esparza-Stoffregan, are you still there?

Trustee Esparza-Stoffregan:

I am.

Trustee Bustamante Adams:

Okay, go ahead.

Trustee Esparza-Stoffregan:

Okay, so some of them have been answered and that's why I waited. I want to just express that we are trying to get, it's the law, it was passed, it's alignment. Some of the, I would say, apprehension from building leaders that I will say I've been listening to is concerns about the vague language with page 11, where it says that principals are required to develop and submit a plan of operation, which consists of the school performance plan and the portion of the school budget over which the principal has authority at the determination of the superintendent. I know it's not determined now, and those are decisions that will be made in the future.

They normally and typically have been conditioned to 85%. I just would hope that. What is going to be the process for principals to weigh in on maybe this future decision-making. That's my first question.

Felicia Gonzales:

Thank you for that question. As we had stated before, we are still at the very beginning on taking a look at what the implications are of this law and developing out a process so that we can... and we will be bringing together principals and sitting down with them and ensuring that their voices are heard and what the next version of these strategic budgets will look like in the future.

Trustee Esparza-Stoffregan:

Thank you. I think they just wanted to hear that be expressed. The second one I want to go to is the carry forward, and the question is, on page 14, there's the reference to additional language. The district may require schools to spend the carry forward as restricted funds. I know we're in the beginning stages, but I want to ask the question now and put it on record. Who will be reviewing that and then who will approve that? If there's maybe a mismatch with the school saying maybe

Trustee Esparza-Stoffregan:

that is not how I want to spend my carry forward funds, is there an appeal process considered in the future?

Felicia Gonzales:

Thank you. Once again, we have not developed a process for that or what that looks like, but we can certainly consider that there is an appeal process that is built into that.

Trustee Esparza-Stoffregan:

Thank you for that. I think just getting that expressed for some of our leaders is very helpful. Then, the last question that I have is on page seven with, it was a big shift to understand that principals will no longer have the autonomy for certain possible placements. Would you help clarify what the district going forward might consider if there will be personnel placements at schools in the future?

Felicia Gonzales:

Thank you for the question. At this time, we have not made any determinations on what that will look like. At this point we have not made any decisions and we are discussing what that future looks like.

Trustee Esparza-Stoffregan:

Thank you, Deputy. Again, I'm grateful that we can have these hard questions in a very transparent way, just so that we know moving forward these are the things that are weighing on people's minds and our leaders in our buildings. Thank you, Madam President. I have no further questions.

Trustee Bustamante Adams:

Thank you so much. With that then we do have our public comment, those that called in. Ms. Vicki Kreidel, if you'd like to come forth. Mr. Bryan Watcher, and then, Jenna would be the third person. Okay. Thank you, Ms. Kreidel. Brian and Ms. Jenna then, 4.03. Bryan, are you okay? Ms. Jenna, please proceed. Go ahead.

Public Hearing

Jenna Roberson:

Trustees, Superintendent, Jenna Robertson for the record. As a mom of multiple students scattered in magnets and assigned to different schools in the district, there's nothing more frustrating than having the same school rules and policies interpreted and implemented in five different ways at four different schools. I had five students in four schools, so I hope I said that the right way, but that actually happened. Everything from recess, to disciplinary policies and grades, everything is interpreted at a site level. I am not a parent who's sad to see some of these things more centralized. I know that's not popular to a lot of parents, but I really appreciated having all of the students I have in the district.

Jenna Roberson:

Because I wasn't understanding how that was happening, I became involved in the SOT teams. At first, I just started attending and I like to be heard and I have opinions, so I would show up and I would participate in those ways. I was very quickly elected SOT chair. I've been co-chair. No, sorry, chair, vice chair, I've been a community member, and I've just been a parent that shows up. One of the most important roles that we always knew a SOT had was to help elect a principal when that need should arise. I've never participated in that, but I've had several parent friends who have, they've been part of that process. They felt empowered. They felt like they represented the school culture. The students specifically are at their school, the staff at their school, they felt they had a voice and they felt that was a meaningful process. Really, I'm going to be honest, I don't know what the law says about this and I don't know why that part of the policy is changing tonight, but I really hope that that can be reconsidered, perhaps to work with the SOT. I don't know what their role will be. Maybe that's something that is still working out. But I do hear that that's going to become a Superintendent role, to pick the new principal. I just really hope that the SOT is shored up, that you keep the importance of the SOT. I was proud to represent my school and to volunteer my time and serve my schools in those ways.

The SOT is important. I think it helps with transparency, it helps with community engagement. I was so proud this year because I was thinking of running for the SOT team of one of my schools because there was low participation last year, and this year there were so many parents that were going to apply. Heck, I don't have to do it. Thanks. I really hope that the SOT's position is improved and made more important and just make people want to be part of the SOT. Make it feel like they're making a difference, rather than diminishing their role. Thank you.

Trustee Bustamante Adams:

Thank you so much. Mr. Watcher.

Bryan Wachter:

Good evening, ma'am, members of the board, my name is Bryan Wachter. I serve as the President of the Retail Association of Nevada. We represent Nevada's retail industry, largely responsible... Our economic activity is for the over \$3 billion that you folks are spending on education. For that, we are very interested in how you are divvying that up and making sure that our workforce is prepared to be able to enter the economy and to be able to bring value to Nevada. We were very pleased that we think that SB 460 actually eliminated some of the murky and gray zone areas on how the budget had been impacted since the reorganization. It's very nice now, one person's in charge, that's Superintendent. We do though have concerns about how you're getting there.

Tonight, we are under the impression that tonight you're just I think approving your intention to let us know that you're holding a hearing on October 30th. We would officially ask you to not do that, and instead hold a workshop or a public facing meeting with the Superintendent staff and members of the community that are interested in how you're building these regulations. You're not subject to the administrative procedures act under NRS. You have your own separate one that doesn't require you to do that. But there is nothing that would prohibit this board from deciding that you wanted to have a public conversation.

Bryan Wachter:

Part of the reason I think that you need to do that is if you just look on page two, under number two there, it has a reference to what was section 29 is now section 23. But it says here, the Superintendent is going to push out administrative guidelines. This is how she's going to talk to principals. Then, if you jump to what is the new section 23, that does not have anything to do with that at all. I'm guessing that it was supposed to be section 25, but there's a couple of congruency errors between how you're getting there and how you're actually implementing some of these things. Because the board went ahead and I think took the liberty to have the conversations, we have concerns over section 5A. We have concerns over section 5B. We have concerns over section eight, mostly how and by what process. We have concerns over section 8B. We also have concerns over section nine, what is that, new B? Quite frankly, I'm not even sure what some of the words mean in that sentence. Then, when we get into more of the budget in section 12 here, the district or the state says that you don't have to make sure that you're hitting that 85% mark, but what mark are you going to hit and how are you going to arrive at that, and when are we going to know? A lot of this is being left up to the discretion of the Superintendent. We have a lot of faith and luck in her, but she may not be the Superintendent all the time.

Some of these regulations really need to be spelled out as to when things are going to happen and what the process is to make them happen. We hope that you'll actually have a public meeting as opposed to just your hearing.

Trustee Bustamante Adams:

Thank you so much. Is there anyone else here for public comment? I don't see any. Then, I'll close that. I will go ahead and entertain a motion on 4.03. Does anyone have a motion? Trustee Biassotti?

Trustee Biassotti:

I would like to make a motion to adopt agenda item 4.03.

Trustee Bustamante Adams:

Okay. I have a first. Do I have a second?

Trustee Johnson:

I'll second.

Trustee Bustamante Adams:

Thank you. I have a first from Trustee Biassotti. I have a second from Trustee Johnson. Please cast your votes. That motion passes four to three.

4.04 Compliance Monitoring Update.

Presentation, discussion, and possible action on the acceptance of the compliance monitoring update as presented by Yolanda King of King Strategies LLC, is recommended. (For Possible Action) [Contact Person: Jhone Ebert] (Ref. 4.04)

Motion to approve Item 4.04.

Motion: Dominguez

Second: Cavazos

Vote: Unanimous

Motion passed.

Trustee Bustamante Adams:

We'll go ahead and move on to 4.04. It's a compliance monitoring report. This is also an action item. I don't see anybody signed up for public comment on this action item. If there is any, you'd have to fill out a public comment card. Okay, seeing none, I'll close that public comment. Ms. King, I'll turn it over to you to proceed.

Yolanda King:

Hi, good evening, President Bustamante Adams, trustees, and Superintendent Ebert, Yolanda King for the record. I am the compliance monitor for CCSD. Today's report is to update you on the status of the district's corrective action plan. You may recall that the last status report, I reported to you that the status of the 29 action steps and of the 29 action steps 22 had been completed. There remained the seven action steps that were either in partially complete or incomplete status. Today, I would like to update you on the remaining seven and where we are with regard to the completion of those action steps. I am happy to report that two of the action steps that were outstanding have been completed.

The first of the action step that was completed, it was partially complete, moved to complete, and that was the step which included analyzing and evaluating the resources, including the staff of the business and finance unit that's necessary to assist the principals in developing monitoring school budgets.

That was the action step that's noted as 1.1.3C. The CCSD analysis of the budget and financial unit had been completed. That's simply all that that action step is asking for the district to do, is just to analyze what that looks like. There's another action step that, right below that, the 1.1.3C, this is referencing 3D, where it's to develop a staffing model that would align to meet the needs of the school cycles. As mentioned by Deputy Superintendent Gonzales, because of the change with SB460, that still remains to be further evaluated, because we're trying to, the district is trying to figure out what and how the changes to the school budgets and what they will look like as a result of SB460.

Hence the reason why that particular step remains partially complete. The other step that is completed is on the second page, and this is the reference number 2.1.1A. That action step is to develop and implement a system to analyze and evaluate carry forward funds to each school to identify sources and create a method to track and account for how each school used actual carry forward expenditures to improve student achievement. At the last report, this was noted as a partially complete action step, and partially complete, meaning that there are still what I felt that

Yolanda King:

needed to be worked that identified that carry forward dollars were being used in accordance with 388G, and that the carry forward dollars, if used in accordance with 388G, would complete the step of showing, identifying how those dollars are dedicated to student improvement.

That's the whole intent for those carry forward dollars. The priorities that are set in place in 388G is to make sure that those dollars are specifically identified for improving student achievement. I have marked that step or assessed that that step is complete. What the school district did do for improving that step or getting us to the complete status is, through the past or the current fall budget review that this district is currently under, there was additional training that was dedicated for principals to specifically talk about the carry forward dollars and to specifically talk about the use of those dollars. That was reiterated with the schools through the budget training.

In addition to that, the district also has improved upon the clarity of those dollars and the priority of those dollars through conversations that the supervisors are having directly with the principals through their ongoing monitoring of their dollars. That was added, and so I felt that the emphasis that was added to not only the training but also the supervisor monitoring and mentoring, that that was sufficient enough to ensure that that message is getting across and that the principals understand how those dollars are supposed to be used. Like I mentioned, if they're using the manner that's outlined in 388G, those specifically point to student achievement.

That was the other step that was completed. Other than that, we still have five remaining outstanding action steps that will need to be completed, and I am currently working with staff and walking through some of the changes that have been made. I really do hope that when I come back and report to you at the October report that all of those steps probably will have been completed. That concludes my report for today, and I'd be happy to answer any questions that you may have.

Trustee Bustamante Adams:

Thank you, Ms. King. Trustee Johnson.

Trustee Johnson:

Ms. King and Superintendent, how are the two of you working in alignment? Because I know you are, Superintendent, you're implementing a 100-day plan and all of the things that are coming. Then, Ms. King, your oversight is for systems that are legacy systems and some may be changing with the work that you're doing. How are the two of you working in lockstep so that there's not duplication of efforts and you are just being efficient and not wasting time?

Jhone Ebert:

Yeah, what's been really nice, thank you, Trustee Johnson, is the fact that we do have our new CFO as well. I was in the position when all of the... the state position, I placed the monitor here. I'm very familiar with the work that needs to be completed. As our compliance monitor stated, because in our prior presentation the law has changed, and so we are in the process of doing that analysis of, the last few ones that are on here, do they still apply? Because the law no longer exists in that

Jhone Ebert:

area when we first brought it in, so very closely. Justin and then also Deputy Gonzalez, as you know, her prior role as well, we are all very familiar of what needs to transpire. It's now just finishing that last component.

Trustee Johnson:

And decide whether or not to actually do it or not?

Jhone Ebert:

Correct, and then also getting the Interim State Superintendent to sign off on it as well.

Trustee Johnson:

Thank you.

Yolanda King:

Superintendent, if I may add to that, in terms of the coordination, you mentioned the CFO. I am working with the CFO, and he and I have talked about me participating in some of those work groups to try to work through and understand and hear the concerns of the principals. I am participating in those work group conversations as well as speaking with Superintendent, Deputy Superintendent Gonzalez and her team. But the CFO and I are working hand-in-hand. We're trying to identify what this looks like and what's the best step forward.

Trustee Bustamante Adams:

Thank you. Trustee Dominguez?

Trustee Dominguez:

Thank you, Madam President. I appreciate your comments regarding the collaboration you have with the CFO. I know that's really important as we move forward. I needed just a little clarification as we ended last year and moved into new year. Student achievement, when we define what that means, is it gym equipment? Are those things that contribute to student achievement?

Yolanda King:

I will have to ask Superintendent Ebert to answer what that looks like and the meaning of the student achievement.

Jhone Ebert:

In relation to the last item in this question, it actually is in law for those dollars that are to be expended for our students that are at risk, our students that are ELL, things like extended school day, reading centers, pre-K, those are all dollars that can be used. They are defined in those specific categories. In the general fund component, those are places where, again, as Deputy Superintendent Gonzalez had mentioned earlier, it's a matter of working with the principal, right?

Jhone Ebert:

Making sure that we have alignment of where we are in our student achievement, and that those dollars are going exactly to those needs.

Trustee Dominguez:

Thank you.

Trustee Bustamante Adams:

Thank you. Trustee Esparza-Stoffregan, do you have any questions?

Trustee Esparza-Stoffregan:

A comment and a question. Thank you, President. I would just want to publicly thank Ms. King. She's been so responsive to not just doing the monitoring, but even to us as trustees. I know some of us have met with her and she's done some one-on-ones at our request. Ms. King, some of our one-on-ones, I want to just bring it back to succession planning. Now that we don't have this restriction with the timelines of the budget, we talked about how are we preparing not just our principals with their budget understanding and level of problem solving, but our assistant principals. I guess, do you have any thoughts or recommendations for us to consider now that that calendar's been opened up? I'd like to hear your thoughts on that.

Yolanda King:

I would like to just continue working with the CFO and also Superintendent Ebert and her Deputies in identifying. We had discussed that probably the best way to do that is through some additional training, and with the assistant principals for succession planning, just so that they understand if at some point they do step into the principal roles that they're comfortable and understand what the budget and how to create those budgets. Interpret what those budgets mean and understand putting together budget that is something that obviously is going to be useful, beneficial for their school. At this point, I think the best way to do that is just to develop a specific training plan for those assistant principals.

We can discuss if that's something that needs to be a part of a mandatory requirement of their training, the professional learning, or only those maybe who are interested in progressing to the principal level. It seems like training would be the best. They're getting more of that now, but it doesn't hurt to maybe over train in that area specifically, if they're interested in learning what that looks like and if they're going to progress to higher levels other than an assistant principal. I can definitely keep that on the radar and work with the team as well as the CFO on what that training, professional learning training can look like for assistant principals.

Trustee Esparza-Stoffregan:

Thank you so much Ms. King and I do want to thank our superintendent and the budget team. I've just been privy to the fact that they've been very responsive and listening to the instructional level of the building leaders to try to really problem solve with some of the areas that are very

Trustee Esparza-Stoffregan:

challenging with our budget. I just wanted to publicly put that there, because I think as we're going forward we're going to have to be very much there for them with navigating what we need to with the budget. Thank you. No further questions.

Trustee Bustamante Adams:

Thank you so much. Thank you, Ms. King. This is an action item, so I will entertain a motion to accept the compliance monitoring update. Trustee Dominguez.

Trustee Dominguez:

Thank you, Madam President, I motion to approve 4.04.

Trustee Bustamante Adams:

Thank you. I have a first, do I have a second? Trustee Cavazos.

Trustee Cavazos:

I will second that motion.

Trustee Bustamante Adams:

Okay, I have a first and a second. Please cast your votes.
That motion passes seven to zero.

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

Public Hearing

We will now move on to our business item 5.01, public comment on items not listed as action items on the agenda. Did anyone not get a chance to complete a public comment card?

I think that's it. I will close then that section to accept any more public comment. We have several. And like I said at the beginning of the agenda, because we want to hear everyone, thank you for coming to our business meeting. We will have each person give two minutes of their public comment. Remember this is a business meeting so there is decorum. In the back of your yellow sheets, there is guidelines for public comment. I will be monitoring that. We do want to be able to hear from everyone. The first people that I have that had signed in, Ms. Mitchell, Shelania? is that person here? Ms. Mitchell?

Unknow Speaker:

You said Nuchols?

Trustee Bustamante Adams:

Mitchell. Oh. No, sorry. Ms. Mitchell. But I'm going to spell the name. S-H-E-L-A-N-I-A. No? Okay. Then Stephen Angerson? No? Barbara O'Quinn. Thank you, Ms. Barbara. And then Karen Newcomer? Ms. Karen?

Trustee Zamora:

Can you just remind folks that we have both podiums?

Trustee Bustamante Adams:

Yes, and we have two podiums. Thank you, vice president. The second one is over here, so I'll call you up. Ms. O'Quinn, please proceed.

Barbie O'Quinn:

All righty. I have a question. You had said two minutes, but earlier we were told three minutes for the people who had called in, and then the people that just signed up were getting two minutes. Are you cutting us to two minutes now?

Trustee Bustamante Adams:

Sorry about that. Sorry, if you misunderstood. No, for this section, it's two minutes total for everyone because we want to be able to hear everyone and so it's two minutes. But I would love to be able to... If you have written comment, so that we could keep it as part of the public record, I will take that and include it.

Barbie O'Quinn:

Well, I'm going to go at even faster warp speed then, because I cut it down to three minutes. I was so proud. I'm ready.

Hi, I'm Barbie O'Quinn. I'm speaking to you as a committee community member and a mother who's always placed education at the center of our household. The recent events in our district involving the educators who were unassigned from their classrooms have deeply concerned me. I am truly hoping this board will do the right thing, be great Americans by standing up for our constitution and for our first amendment rights that have been tested time and time again throughout our proud history.

Granted, the comments were absolutely inappropriate for any medium in my opinion, but we are a nation of strong opinions. Personally, I feel there have been much worse comments that have not disrupted the commenter's life to the extent of losing their livelihood. Take grab them by the P word for one or I think it's worth it to have some gun deaths every year. But these were not employees of the CCSD. The question here is have these comments created substantial interference to the educational mission or operation of the school? I say just the opposite.

These comments have provided us with powerful teaching moment for our students. Here we have a real-time example of our constitution at work. Rights being exercised, pressures being applied, and difficult civic choices a community must make in response. By defending the principles of free

Barbie O'Quinn:

expression, even for speech we disagree with, we demonstrate to our children what it means to be citizens in a constitutional democracy.

In closing, let us just consider Voltaire's famous words. "I disapprove of what you say, but I will defend to the death your right to say it."

Trustee Bustamante Adams:

Thank you.

Barbie O'Quinn:

Thank you.

Trustee Bustamante Adams:

Thank you so much Ms. O'Quinn. I do want to remind the audience that there is not clapping in this part of this section, but you can use your fingers to have quiet and it is for not to be disruptive in the business meeting. Thank you so much. We want to make sure we hear you.

Next after Ms. Newcomer, Sarah and I want to spell the last name. M-C-G-A-H-A-N. Is that person here?

Sarah McGahan:

Yes.

Trustee Bustamante Adams:

Okay, you'll be next. Thank you. Ms. Newcomer, please proceed.

Karen Newcomer:

Hi, my name is Karen Newcomer, as you just said, and this is a very unusual situation because I'm obviously not normally a public speaker as you'll see. I've lived in the valley for the last 25 years and I'm very concerned about our current state of politics in our nation and our city. Thank you for allowing me to have time to address my concerns on the attacks to the very first amendment of our constitution, freedom of speech.

The US Supreme Court has outlined specific exclusions to that right. Hate speech is not one of those exclusions. It is protected legally, equally for Moms for Liberty and CCSD employees. Employers often have policies on speech, however, it is difficult to monitor and limit what a person says on their own personal time and apply that policy to everyone equally. Charlie Kirk was a huge proponent of freedom of speech. In many people's view he said horrible and very divisive things. He was not a national treasure. He never held a public office and did not enjoy any more protection from hate speech than any of us. He became very rich and smoothed with very powerful right-wing people by expressing those views. All very legal.

Karen Newcomer:

We should all be leery of any group organized to take away our hard-won civil rights. We can never give into the pressure from a group formed with that goal as their main objective. Speech that celebrates another's demise is not illegal, nor is poor taste. We often disagree with others' choices of words or their point of view. While we desperately need great public servants, we should not curtail their legal civil rights expressed on their own personal time to a point that they are frightened to voice their views, fearful of losing everything. Many find the words, diversity, equity, and inclusion to be beautiful words and goals while others find them reprehensible.

Trustee Bustamante Adams:

Thank you, Ms. Sarah. And I would say that if you'd like to submit your public comments, you can give them to our staff here for the record. Thank you. Ms. Sarah, your next and after her, Ms. Kreidel. Sarah, please proceed.

Sarah McGahan:

Okay. My concerns this evening are in regards to the teachers currently employed by CCSD who have unequivocally violated the school district's code of ethics and our community's trust. Following the assassination of Charlie Kirk, several of your employees made grotesque, belligerent public statements in response to the news of this tragic event. As United States citizens, we have the right to speak our minds and share our ideas without the fear of government censorship. It's wonderful that we have the freedom to show those around us exactly who we are by our words and our actions. One of your teachers, Joe Sedlak, admitted to the world he loved watching Charlie Kirk be shot in the neck in front of thousands of people on a school campus over and over and over again. Robert Cowles, another teacher, stated he couldn't think of anyone more deserving of a shot to the neck than someone who is peacefully debating with college students. Matt McComb, my son's orchestra teacher at Tarkanian Middle School, publicly accused Charlie Kirk of being a piece of trash human, justifying his murder and then stating his death was worth it. Good riddance.

These teachers and sadly others have made it abundantly clear they are not fit to be in a classroom. These teachers openly support violence in schools so long as it silences or eliminates a human being they don't like. What is even more disturbing is clearly these teachers are far too secure in their position because they know you're desperate to fill positions. I'm here to tell you tonight, you cannot afford to be that desperate. You cannot be so desperate to fill a position that you'll keep someone employed who openly, openly, condones murder, violence and hate. At least I can say now as the mother that I am no longer that desperate. As of Monday, my son was unenrolled from CCSD. On behalf of those children whoever, who are still in your care and who do not have a voice nor the choice to unenroll do the right thing.

Trustee Bustamante Adams:

Thank you, Ms. Sarah.

Sarah McGahan:

Thank you.

Trustee Bustamante Adams:

As a reminder, I appreciate that you are respecting how we conduct business because we want to hear you. Thank you for those who are using your fingers and not clapping. I appreciate that. Ms. Kreidel and after that, Aaron, I'm going to spell the last name. S-U-S-U-R-A-S. Is that person in the room? Aaron? Okay. How about Jeremy Heckler? Jeremy, you're after. Ms. Kreidel, please proceed.

Vicki Kreidel:

Good evening. My name is Vicki Kreidel. I'm a CCSD teacher. Recently I've seen some alarming things in CCSD. When I started here at our orientation, I remember Mr. Okazaki telling us we should avoid posting anything that's openly criticizing our admin, our school or the district. I asked this week in a teacher group that I'm in if anyone from CCSD recalls being given specific guidance regarding other social media posts. Everyone said no. So imagine my surprise when I heard people were in trouble for non-CCSD posts on their own social media.

As someone who has watched many teachers go through the disciplinary process, I don't recall anyone ever being disciplined for posts that were political in nature. I'm not saying that the posts I saw were in good taste. It's definitely not something I would've posted, but it does strike me as important that none of us have been given specific guidance on what we are or aren't allowed to post on our personal social media. I scoured CCSD policies, I checked our contract and I found nothing that outlines these boundaries for us. So if we're not supposed to cross certain lines, wouldn't it make sense that we're aware of what they are?

One thing in particular that also bothered me a lot was that the superintendent stated in her email to employees that any employee who posts something that creates a material and substantial disruption to the operation of the district could face discipline. Here's my question. How's it acceptable that two trustees who are sitting on the dais doxxed the employees who are facing discipline. They posted their school sites apparently to be sure there would be a disruption. How are educators in CCSD supposed to feel about trustees who do things like that with their trustee profiles? Thank you.

Trustee Bustamante Adams:

Thank you, Ms. Kreidel, and I appreciate that you follow our rules, that we address the entire team and not just individuals. So I appreciate that.

Mr. Heckler, after you, I believe it's Ms. Rhone, R-H-O-N-E? Is that person in the room? Last name R-H-O-N-E. Okay. Not that. Mr. Lither, are you still in the room? Okay. Mr. Heckler, please proceed.

Jeremy Heckler:

For the record, Jeremy Heckler. I am a teacher librarian in CCSD. I'm here to talk about the power of words. I have been an educator for 19 years and before that, an army journalist who has served in multiple countries telling the army story. In my lifetime I have seen the power of words and I reflect on that today.

Jeremy Heckler:

As a librarian in an elementary school the cruelest words I've ever heard was from a student, from a kindergartner who spent five minutes calling me fat. As a secondary history teacher I once was described by a Spanish phrase that is inappropriate to be said in front of this board. Both were minor things on the road of education.

As a teacher librarian, I'm often reminded that words are powerful things. If they weren't, why would people who are not part of my educational community be so interested in the words my students read? The families, teachers and administrators of schools are being told that their expertise is once again not good enough and that those who wish to replace words with mantra will make the choices. Trust educators. If our expertise is dismissed, what does that say about the years of training and education educators invest to serve their students? Why not trust that we can work with our communities to best meet the needs of their students and find the best words that open up the words of children.

In the public area, I and my colleagues must face worse in the face of what words are and what words mean. The first amendment that protects freedom of speech seems to be put on a scale lately where one set of voices trumps the other as far as what is appropriate or inappropriate. What is worse is now our employers are judge and jury to determine those things while policymakers face none. Instead, let's commit to a standard of respect. Our students deserve nothing less. How can we say we support education when we describe educators with the words that strip them of their dignity and respect. I ask you as a board to... There we go.

Trustee Bustamante Adams:

Mr. Heckler, if you have written comments, you can submit them to Ms. Katelyn there for public record. And thank you for honoring our policy to not to address this as a group. We're not using individual staff member names. I appreciate you guys following that. Mr. Lither, after you, Ms. Kemp, are you in the audience still? Thank you so much. Mr. Lither, please proceed.

Lenny Lither:

Hello. Well, a lot of people are making this about a political agenda, left versus right, free speech versus not free speech, but some of it's also about human decency. Now, every comment that was made does need to be filtered and looked at and examined. So we can't just judge all of the teachers that made comments online with one wide brush. You have to look at each individual one. While the first lady that went up to the podium and spoke said some things about what president Trump had said previously, you know what? I would never have him teaching my child with some of the things he had said about women, especially if I had a teenage daughter. Saying that, when I look at what one teacher had written online regarding, "I watched that video over and over like 50 times by now and not the far away video, but the close-up video loved every fraction of a second and it gets better every watch." Is that honestly somebody that I would trust my child, to teach my child to watch...

Was that a disruption based on the email that the superintendent sent out? In my opinion, from my understanding he had police sent out to help protect him. There's been protests. I can't imagine the number of emails that these poor principals have received. So I'm not saying file all of them. I'm

Lenny Lithner:

saying look closely at them and at least at him. Human decency says that person should be nowhere close to a child. He's not watching some movie or something. He's watching a human being. Even if you disagreed with Charlie Kirk and God knows I did and I would've said so. I would've posted because I'm very open about things I disagree with, he was still a human being who was shot and murdered. And that video was very... I wouldn't even show my 15 year old child that and he's talking about his love of watching someone die and you guys think he should be teaching our children? I hope you do the right thing, examine each one individually.

Trustee Bustamante Adams:

Thank you, Mr. Lithner and I appreciate you respecting our policy to not refer people by individual names. So thank you. Ms. Kemp, and then after you Ms. Kemp is Mark. I am going to spell the last name. D-I-E-F-F-E-N. Okay, awesome. Thank you, Ms. Kemp. Please proceed.

Julie Kemp:

Julie Kemp for the record. Free speech is protected under the first amendment. If we penalize teachers for exercising their right, we are undermining one of the core principles of our democracy, which as we all know, is presently willfully under attack. The teachers who spoke their mind on their private social media accounts were exercising their right to free speech no differently than the person who was killed while he was exercising his same right to free speech. The policy sent out by the district stating that they will not tolerate speech or conduct that causes a material or substantial disruption to its operations is not applicable considering that these teachers spoke their mind on their personal social media accounts outside of school, not in their classrooms.

Ironically, removing teachers from their classrooms does cause a disruption to students' learning, especially in a district notorious for high volume of teacher turnover and vacancy. Keeping focus on what is in the best interest of the children should be what matters most, keeping teachers in their classrooms unless a law has actually been broken. On the other hand, posts by two of the school board members on their social media accounts in response to the teacher's posts were actually illegal. Assembly Bill 296 defines the act of doxxing as a crime. The bill passed the state assembly, the state Senate, and it was approved by Governor Lombardo on June 10, 2025. There's a reason this law was written and passed. The damage done to victims of doxxing is real, and in this case, our CCSD teachers were not immune. The law was passed to be a deterrent for such hateful actions and in the case of the law being broken to attempt to assist the victim in recovering from the damages they endured.

Clark County School District must uphold the law and hold the board members accountable for their actions and the teachers should be reinstated. Parents, students and members of our community are watching. What do you want to model for our children who are the future leaders of our country? Thank you for your time.

Trustee Bustamante Adams:

Thank you so much. After Mark is Amenda. It's N-U-C-H-O-L-S. There I got it right. Okay, Mark, please proceed.

Mark Dieffenbacher:

Hello, my name is Mark Dieffenbacher, member of Surge Las Vegas speaking today as an individual. We all want the same thing, for our schools to be places where every child, no matter their race, background or gender, has the freedom to learn, to think critically and to grow into their full potential. That means protecting the people who make that possible, our educators. But national groups like Moms for Liberty, backed by billionaire interests, are threatening those freedoms here in Nevada. They're set on silencing teachers for things set outside the classroom, banning books and erasing parts of our history.

Recently, two board members aligned with Moms for Liberty posted teacher's personal information online leading to threats and harassment. Our teachers are members of this community. They deserve the same freedoms as anybody else, including the right to express themselves when they're off the clock. And our students deserve schools that reflect the truth.

Let's be clear, this kind of censorship is meant to divide us and distract us from what really matters, giving every student a high quality, honest education, in a safe, inclusive, and fully funded environment. Those here today and the community at large are speaking out in support of our teachers and children to protect our freedoms and to assist you in creating a first choice district. Together we're standing up for the democratic principles that make public education worth fighting for. I urge the board to reinstate the teachers targeted for expressing their opinions and to hold the aforementioned board members accountable. Thank you.

Trustee Bustamante Adams:

Thank you. After Amenda, I have Kimberly, L-I-N-S-D-A-Y. Okay. Ms. Amenda, please proceed.

Amenda Nuchols:

Good evening. My name is Amenda Nuchols. I'm a mom of a CCSD student and I too grew up here and am a former CCSD student. I'm speaking because I'm concerned about teachers being removed from their classrooms for exercising their right to free speech while outside of work. We often think of our teachers in the context of the classroom, but they are also our neighbors, our friends, and our fellow citizens. As American citizens, they have a right that is fundamental to our democracy, the freedom of speech as enshrined in our first amendment. Our teachers are being held to an unfair standard, where their words outside of school hours can be used against them in the workplace. This creates a terrifying effect. It forces talented dedicated educators to self-censor, to shy away from expressing their opinions on social issues, politics and community matters for fear of professional reprisal.

Fear is the weapon of those who would censor free speech in America, and we must not bow to bullies who wield such weapons. A healthy democracy needs engaged citizens and teachers are no exception. As Isaac Asimov famously said, "There is a cult of ignorance in the United States and there always has been. The strain of anti-intellectualism has been a constant thread winding its way through our political and cultural life, nurtured by the false notion that democracy means my ignorance is just as good as your knowledge." When we protect a teacher's right to speak their mind, we don't just protect them, we strengthen our communities and our democracy as a whole. Thank you for your time.

Trustee Bustamante Adams:

Thank you. And I just want to tell you the audience, you're doing good. You have to respect people's differences of opinion, so thank you for respecting our business meeting. After you, Ms. Kimberley, Ms. Erin Phillips, are you in the room? I don't know if... There you are. Okay, please proceed.

Kimberly Linsday:

Good evening. My name is Kimberley Johnston Linsday, Turning Point action field rep and I'm here on behalf of the Moms Coalition. I want to make sure everyone in this room understands what happened with these educators that glorified what happened to Charlie Kirk on a college campus was glorifying a school shooter. Our children's absolutely have been disrupted by this. Our entire world stopped and paid attention to what happened to Charlie Kirk that day. It disrupted the classroom. It disrupted their students. It has absolutely. Your own policy, was it 5141.2, the harassment. The Nevada state, the law, NRSS. What we have here. 391.750 mandates dismissal for unprofessional conduct, evident unfitness for service and gross misconduct.

It is grossly... It's a matter of decency. No one should have to be taught that If you're educating students, you don't glorify a school shooter. We have an issue in this state, do we not, with violence in our schools. Why would you support that? Freedom of speech is awesome. I love it. I'm an advocate for it. I love the constitution. I serve my country. I would die for your right to say whatever you want to say, but you can't scream fire in a theater and you can't yell bomb on a plane. There are rules. You can't do certain things. Be professional. Respect our children. You don't glorify school shooters. I appreciate your guys' time too. Please do the right thing. I have emails. I am expecting updates. Thank you very much. I appreciate your time.

Trustee Bustamante Adams:

Thank you so much. After you Ms. Phillips. Stephan and the last name is F-E-L-G-A-R. Are you in the audience? Okay, you'll be next. Ms. Phillips, please proceed.

Erin Phillips:

Thank you. Good evening, President Adams trustees and Superintendent Ebert. My name is Erin Phillips and I'm a parent in district E, and I'm also, I serve as the CEO of Power to Parent. First, I want to thank Superintendent Ebert for your decisive action in removing from the classroom the teachers who used social media to glorify the assassination of Charlie Kirk. You rightly recognized this as causing substantial disruption to our district and parents appreciated that you acted swiftly to protect students, but removal is only the first step.

CCSD's regulation 4100 on communications and electronic conduct prohibits employees from electronic communications that could be reasonably construed as harassing, threatening, or reasonably... I'm sorry, bullying. And it requires professional appropriate online behavior. Posts celebrating political violence clearly violate that standard and undermine a safe, respectful learning environment. Nevada law also provides clear grounds for dismissal under NRS 391.750. A teacher may be dismissed for immorality, unprofessional conduct and insubordination. Publicly praising an assassination is unprofessional conduct that destroys parent trust and the educational mission.

Erin Phillips:

Now let me be clear, free speech is a fundamental right. These teachers are free to say whatever they want, but they are not entitled to whatever job they want, especially when their words prove them unfit for the responsibility of teaching children. We hold students accountable for similar conduct. If a student posted that they loved every second of a violent killing, discipline would be swift. Educators, our children's role models, must be held to an even higher standard. Tonight I respectfully ask you guys to finish the job. Proceed to terminate employment for the involved teachers under NRS 391.750 and the CCSD policy. Anything less undermines student safety, parent trust, and the integrity of our schools. Thank you.

Trustee Bustamante Adams:

Thank you. After... no shouting, please. Thank you so much. After Stephen, Matthew Winterhawk, are you still here?

Matthew Winterhawk:

Right here.

Trustee Bustamante Adams:

Thank you. Please proceed, Mr. Stephen.

Stephen Felgar:

Good evening. Thank you. I read what the teacher said and it was pretty appalling. I have to admit it. You should never celebrate someone's death. What these teachers did was bad, but what you're doing is worse. It's worse because you're the government. And the government has no business suppressing free speech. In my opinion, that's just un-American. Something else. I'm not an attorney. But I think that your actions are blatantly unconstitutional and illegal and I don't think your material and substantial interference rationale will hold up in court. So I hope this case winds up in court and I hope you lose. Thank you.

Trustee Bustamante Adams:

Thank you so much. After Mr. Winterhawk is Eva Olivia Chase here? Okay. There's a microphone on this side. Mr. Winterhawk, please proceed.

Matthew Winterhawk:

Do I need to push a button or it's working? There we go.

This year's been a turning point for the CCSD lawmakers. They've moved to nearly a tenfold on the pay, giving appointed trustees voting rights in 2027, and then shifting six CCSD charters to state control. That's massive reshuffling of power and parents deserve to know how that benefits students, not just the system. Teachers matter, but accountability matters too.

Right now, this is progress that you have a 94.4% of a retention rate for the school district, I'll give you that. But morale, culture and trust are not fixed by the money alone. This Charlie Kirk incident

Matthew Winterhawk:

right now showed us how fragile trust really is. I do support free speech, but as an educator, you have a higher standard. Teachers hold influence over impressionable kids and with that influence comes responsibility. I did see an initial response and I was glad with it. But I do understand also that you're withheld by certain contracts by the CCA Union and therefore you'll end up in legislation... Or excuse me, litigation and those appropriations against it, so it will cost you and cost this community. I understand that.

But the fact is that at one time inappropriate conversations with students would get you fired. Now, those same conversations get defended as free speech. It's a nice conflation, but it's not a truth. And you all know the difference. And that goes for everyone in this room as well up on the board. This is a very dangerous line to blur. So to be fair on all sides, publish clear standards for what counts as a substantial disruption for your teachers. Report how many of these staff were reassigned and apply the consequences fairly and consistently, no matter the politics, whether it leans left or right. And in the future, the problem inside here is because we have 7,910 square miles managed by one board. It's a problem. Break up the CCSD.

Trustee Bustamante Adams:

Thank you so much. After Ms. Eva, Melodie Phoenix, are you in the audience? Thank you so much. Please proceed, Ms. Chase.

Eva Olivia Chase:

Hi, I am Eva Olivia Chase. I've lived in Las Vegas for 18 years. I work at Shark Reef Aquarium in Mandalay Bay in the education department. As a candidate for Nevada State Assembly District 16 next year after running last year when I got 665 votes or 27% of the vote, I realize the importance of free speech. I may not agree with what someone else will say, but they have a right to say it. And I have the same right to say what I think. That's important to me as an individual. What we need to do, is we need to be fair to these teachers. What they did may not have been exactly correct, however, they were exercising their right of free speech. We have to consider that as we move forward. Our country is under attack and it's coming from within. It is coming from the authority of the nation's capital, and I will not say this person's name. This person is not held accountable for anything that they say. Then why is it that these school teachers are held accountable for what they say? It has to be a two-way street. I'm going to close my comments on this. As a proud progressive Democrat, a U.S. Air Force veteran, a college graduate, and a fully transitioned trans woman, I understand how hate speech can hurt. Let's stand up and please give these teachers their jobs back. Thank you.

Trustee Bustamante Adams:

Thank you, and I appreciate the audience, how you respect differences. Keep up the good work. Now I have Melodie but after you, Timothy Underwood. Are you in the audience? Oh, there you are. Okay, Ms. Phoenix, please proceed.

Melodie Phoenix:

Melodie Phoenix. I went to school at CCSD and now have two children who are doing the same. I'm confused as to the question of why now. Why now have teachers been removed from classrooms when we already have a teacher shortage? Why have they been removed from classrooms for sharing their personal opinions on their personal platforms when the district has never served similar consequences to those in the past who have expressed horrible, hateful views about COVID or Black Lives Matter or the LGBTQ community? You know that they have existed in the past. Your staff has made comments that are horrible, even about George Floyd when that all happened and nothing was done. Nobody monitored at that point, so why now? And I believe it's because you're being pressured by the current people in power. Nevada News and Views is the one who put out the article and named the person in power who's pushing forward for your agenda.

So I don't envy any of you for being put in that position with trying to maintain public education in the fifth-largest school district during these kinds of times. But I didn't ask for your position either, you did. And there are still more people than not who believe in the First Amendment and all that it stands for. In reinstating these teachers who did not force their views within classrooms or to children but did it in their own entitled space, they should be back in classrooms. And I'm sure there will be consequences to you not reinstating them or consequences for reinstating them, but your job is to do the best thing for the students, families, and your staff by the laws set in place to guide your decision. You will be setting a precedent with your decision and I promise you we will have your back for choosing the right one, which is to protect the First Amendment for everyone here. Also mentioned in that same article that rallied everyone here today, was the call for school choice. So you know the [inaudible 02:53:20].

Trustee Bustamante Adams:

Thank you, Ms. Phoenix. You can give your written comments to Katelyn. Mr. Underwood and then Carrie Kaufman. Are you in the audience?

Carrie Kaufman:

I am here.

Trustee Bustamante Adams:

Okay. Mr. Underwood, please proceed.

Timothy Underwood:

Thank you. I was going to give a speech on my five years of public records investigation and corruption on this district, but I'm changing the topic. This is not a free speech issue, it's a conduct issue. When school teachers, leaders of school children in public applaud and cheer the killing, the murder, the political assassination of an innocent man, that school teacher signals to vulnerable students that it's okay to kill, to murder, to assassinate innocent people. That's the conduct that is unforgivable and in defense of our trustees that are being blamed for doxing, nobody was doxed. Their addresses were not released so that takes care of that. And I'd like to ask, how would those defending the unprofessional conduct of these transgressive teachers feel if it was Alexandria

Timothy Underwood:

Ocasio-Cortez who was gunned down by a zealous right-wing assassin and you had school teachers applauding her murder? I don't think you'd feel the same. It's bad conduct. It must be punished. Thank you.

Trustee Bustamante Adams:

Mr. Underwood. After you Ms. Kaufman, Alan Hines. Are you in the audience, Alan? Okay. Ms. Kaufman, please proceed.

Carrie Kaufman:

I'm Carrie Kaufman. A few years ago on New Year's Eve, I found myself talking to my cousin's son. He was a junior at Rancho High School and he was telling me about his social studies teacher. Just out of the blue here he was telling me what a great teacher he was, the facts about government in history that totally blew his mind and how his teacher treated them like sentient beings, not stupid children. "That's really cool," I said. "Yeah." He said, "Mr. Coles is cool." I smiled in surprise and texted Mr. Coles to let him know the impact he was having.

The other day a friend of mine mention Robert Frost's poem, The Road Not Taken. In the dreaded run-up to this meeting, I began to personify those roads. I've begun to see them as the road of courage and the road of cowardice. The road of courage is a hard road. It is full of truth and wisdom. It scoops people out of ditches and lifts them up on its shoulders. It protects the vulnerable when the road of cowardice intersects. The road of cowardice only cares about getting to its end, about pleasing the masters who ride it. It throws the vulnerable under the wheels of the powerful whose vehicles straddle the lanes. The road of cowardice wants to survive. The road of courage wants to go places. I've come to realize that CCSD was built on the road of cowardice and Robert Coles has traveled the road of courage all his life.

Trustee Bustamante Adams:

Can you stop for a second? Just pause her.

Carrie Kaufman:

What's going on?

Trustee Bustamante Adams:

Yes. No. Just refrain from using CCSD staff's names. That would be helpful.

Carrie Kaufman:

Who? Oh, somebody else used it.

Trustee Bustamante Adams:

Yep. And my parliamentary person here is catching me and reminding me to make sure that we follow our guidelines so she's catching me.

Carrie Kaufman:

Okay.

Trustee Bustamante Adams:

I'm giving you your time. Keep going. You have five minutes, but I won't start that. Five seconds, but I won't start that.

Carrie Kaufman:

I had this discussion with my daughter earlier today.

Trustee Bustamante Adams:

So hold on. Keep going.

Carrie Kaufman:

Now he's dealing with an onslaught of hate and the people who run this district are eyeing how to figure out how to throw him under the bus. It is shameful. It's not unexpected, but it's pretty cruel minded.

Trustee Bustamante Adams:

Thank you, Ms. Kaufman. I appreciate you. After Mr. Alan, Darryl Cornell? Are you in the audience? No, I didn't say it right. It's D-A-R-O-L-D. I did not say it right. No? Okay. Then hold on for a second, Alan. We have this whole... How about Clint Hatfield? Is there a Clint Hatfield?

Unknown Speaker:

Yeah, he left to use the bathroom.

Trustee Bustamante Adams:

Okay, let me know when he comes back in. How about Diana Johnson? Okay. Alan, please proceed.

Alan Hines:

Okay. Superintendent Ebert, President Bustamante Adams and board trustees, my name is Alan Hines. I'm a member of Surge Las Vegas and I'm speaking today as an individual. While most of us cannot recite all of the amendments of the U.S. Constitution, the majority of us know that the First Amendment clearly states our right to freedom of speech. As such, it is our duty to defend not only our own right but the right of all individuals to legally express their thoughts and opinions. Teachers should not be retaliated against for legal public comments made outside of contract teaching time. Just as Charlie Kirk should not have been assassinated for his racial, political, and religious views, or Jimmy Kimmel suspended from broadcast based on his criticisms of our president. Tolerance should be exercised in all cases.

Alan Hines:

I was made aware of one of the comments made by one of the teachers who was removed from his classroom. I found his comment to be personally appalling, but I also realized that I would not have heard or seen that comment if not for the doxing done by a Moms of Liberty member and shared by two school board trustees. This action was inappropriate and I understand that it's also illegal. Broadcasting teacher personal information that helps or encourages others to find them, challenge them or harm them, is blatantly wrong. At a time when we are greatly in need of teachers, I feel we need to do all that we can to keep the ones that we have. The board needs to give all teachers the support they need. Sometimes this might require an intervention to explore their mental or emotional state and maybe an assignment to a sensitivity session would be in order.

Trustee Bustamante Adams:

Thank you so much. And next after... So you're Ms. Johnson, right?

Diana Johnson:

I am.

Trustee Bustamante Adams:

And then I think that I... Mr. Hatfield, are you back? Okay, you'll be over here. Thank you. Ms. Johnson, please proceed.

Diana Johnson:

Thank you and thank you for allowing me to speak today. I'm going to go quickly. I'm here to speak about a social studies teacher at Cimarron High School and a special education teacher at Rogich Middle School. One stated that no one was more deserving of a gunshot wound to the neck than Charlie Kirk. While a special education teacher was even more vile, posting that he watched the close-up murder video over 50 times and loved watching every fraction of a second of it and that it "gets better with every watch." Now I hear a lot about freedom of speech and I am a constitutionalist and therefore clearly pro-First Amendment so let's talk about that briefly. It's sometimes referred to as the Establishment clause. More specifically, what the government cannot establish. Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof or abridging the freedom of speech or of the press or of the right of the people peacefully to assemble and to petition the government for a redress of grievances.

Notice how the First Amendment doesn't speak to consequences of the hate speech. It speaks only to an establishment of law. The people we entrust with the education of our children is an immense responsibility that requires trust. Trust that our children will learn and not be indoctrinated into the ideologies of those teaching them. When a teacher uses such poor judgment as to post incredibly extreme and frankly grotesque opinions, it destroys the trust of the community at large. We cannot be in our children's classroom all day or even in the after-school clubs our children may attend. We need to trust that the person who is in a position of authority over them has good judgment. The student population is widely diverse and they should be celebrated and embraced.

Diana Johnson:

That teachers showed a frankly pathological hatred for a Christian conservative. Can you imagine if this conversation would be for somebody who is maybe a person of color or LGBTQ? I see no difference and neither should you. But I am here to tell you a huge part of the student body is both Christian or [inaudible 03:02:55].

Trustee Bustamante Adams:

Thank you, Ms. Johnson. If you'd like to present your written comments to Ms. Katelyn, we'll put it in the public record and thank you for following our guidelines by not mentioning people by name. After Mr. Hatfield, Maria Teresa I think it says Hank, H-A-N-K? Okay, Mr. Hatfield, please proceed.

Clint Hatfield:

Good evening. Thank you for having me. My name is Clint Hatfield. I just want to reiterate everything our side has said. For 15 days we've been flooded with emotions. We've been flooded with social media posts of people celebrating with vile lust for murder. They've been showing the most disgusting words and saying the most disgusting things. I am a supporter of the First Amendment. I will die for that. But to glorify an assassination and like Joe said like it said, he watched it 50 times.

Trustee Bustamante Adams:

Hold on for a second. Mr. Hatfield, I know that you were out the room, but if you could not use the name.

Clint Hatfield:

Okay. Sorry I used his name. All right. His teacher had said that he watched it over 50 times. The close-up version. How disgusting is that? It's vile. It's in poor taste. The man, I think he should be taken out of the school. Those types of mentality should not be around children because they will tell those children their political beliefs. They'll tell those children which way to think. Those children can see their social media because it's a public place for them to go. They can go and look at their teacher's posts and see this and then those kids will say, "Oh, it's okay to say this murder was a good thing" because his opinions went against my beliefs. He was a Christian, so it's okay that he died. Lies are spread about him saying he was racist. Over 60 plus hours of Charlie Kirk's speeches, not a single racist word has ever been spoken by the man. Not a hateful word has ever been spoken by the man. This is my time.

Trustee Bustamante Adams:

Stop his time. Stop his time. I've already said it. You need to respect people's differences. It is an opportunity for us to hear it and so Mr. Hatfield, please.

Clint Hatfield:

I appreciate your [inaudible 03:05:34]. Thank you. The intolerance from the left is just disgusting at this moment. I, as a parent demand that we hold these resignations and these teachers be taken away. They should not teach here.

Trustee Bustamante Adams:

Thank you. After Mr. Hatfield, we have Mrs. Hank and then Bryan Wachter. Are you still here? Okay. Ms. Hank, please proceed.

Maria Teresa Hank:

Mabuhay and Aloha President Bustamante Adams, Superintendent Ebert and members of the Board of Trustees. For the record, my name is Maria Theresa Hank. As a mom who had three of my four children graduate from the CCSD school system, I stand here today in strong support of our CCSD educators and their constitutional right to free speech under the First Amendment. It is deeply troubling to me that two members of this very board chose to publicly expose the private information of two teachers, an act known as doxing. This was not just a lapse in judgment. It was a breach of trust and a dangerous escalation. No educator should ever fear harassment, threats or retaliation simply for exercising their right to speak on issues. The First Amendment protects us all, including educators. This board should be a model of how integrity, transparency, and respect for civil liberties, not a source of intimidation.

I urge the board to take immediate steps to ensure the privacy and safety of our teachers, to hold those responsible for the doxing accountable and to reaffirm its commitment to protecting the constitutional rights of all district employees. Our educators deserve our gratitude and our protection, not political retribution. [Foreign language 03:07:23] and thank you for your time.

Trustee Bustamante Adams:

Thank you. After Mr. Wachter. Jenna, are you still here? I think I saw you. Okay. There you go. Please proceed, Bryan.

Bryan Wachter:

Good evening, ma'am. My name is Bryan Wachter. I'm a parent here in the Clark County School District. I found it kind of interesting for the purpose of this conversation, that out in your entryway here before the boardroom is a collection of all the important American documents, but missing from the wall seems to be the Bill of Rights, and I think that's an important thing to note as we're here having this conversation. I was at Mojave High School as a junior or senior sitting in government class and listening to the words of Ronald Reagan when he said that democracy is only a generation away from extinction. And I don't know that at 16 I understood what that meant, but in the last five years I've seen what that meant and what that means is as a collection of society, we are deciding what people can say and what people can't say.

And we're here today because a few of those teachers might be fired for expressing their personal political views online. And some argue this is a simple matter of human resources, but I think Alexis

Bryan Wachter:

de Tocqueville would see it differently. He warned that in a democracy, the majority can exert an immense suffocating pressure to create a single formidable circle of thought. And what we are witnessing is not a debate, but an attempt to silence dissent, and it is coercive to our democracy. We have to make sure, and some of my very good friends are government employees, and they have just as many rights as I do to be able to speak out, especially in a public forum and be able to share those views.

And I think it is going to have a dramatic effect on government employees, if you decide that this is how you are going to serve and make a living, if you have to check your First Amendment rights and your civil liberties at the door in order to do so. The fact that there are economic consequences, as if some of these public officials are toddlers that need to be punished, is wrong. If you open the door to now policing what thoughts are and their teachers on their private computers, we will be here forever. You have three teachers right now in your district who have positive posts on Facebook about joining militias. What are we going to be investigating and how much?

Trustee Bustamante Adams:

Thank you, Mr. Wachter. After Ms. Jenna, Mark N-O-K-E? Okay, thank you. Ms. Jenna, please proceed.

Jenna Roberson:

Thank you. Good evening. Again, Trustees, Superintendent Ebert. I'm Jenna Robertson for the record, mom of three students in district F, G and C, and two recent graduates from A. I came here tonight with a different public comment, but I find the fact that this is a free speech issue ironic because, not naming names, members of this board, current and recent past, have posted horrible things on their social media about students, parents, staff members. And the reply we get back, the official reply from this board time and time again, is that it's a free speech issue and they have a right to say it. So where were their consequences? Those affected didn't call enough schools and scream at enough office managers to make a difference? They didn't create enough chaos outside schools with students present to make a difference?

The problem with this really is that it feels disingenuous, right? The easy thing to do is to send these teachers home and then deal with it or not. But this is a bigger issue. Other people have been targeted by members of this board and nothing has ever been done. There are no consequences. So if you're going to make this a free speech issue about these teachers, make it a free speech issue across the board and there should be consequences no matter what your level. It's my understanding that you guys are not employees of the district. I think that's right. So maybe the consequences don't apply equally, but if there's not consequences to the board, why in the heck are there consequences to teachers doing... I won't say less because I didn't agree with what was said either personally, but if you are going to argue trustees rights to say what they say, there should be equal application to the teachers involved. Thank you.

Trustee Bustamante Adams:

Thank you so much. Mark, after you it's Theresa Yancy-Benson? Are you still here? Okay. Mark, please proceed. Oh, wait, wait, wait. I think your mic's not on, is it? There you go. Okay.

Mark Hoke:

Unlike many people in this room, I was personally affected by what happened. My daughter is a student at Cimarron Memorial High School. The day of September 12th, I visited the principal, saw extra CCSD police there, but it turned out they weren't there to protect the students. They were there to protect that teacher who was allowed in the building that day. And another student brought a gun in, in the hallway where my daughter was. CCSD chose to protect a teacher who said something unbelievably reprehensible and did not think to protect those kids. They protected him. My daughter could have been killed that day.

And everybody in here is talking about free speech and everything else and disruption, you should have been there when I went down to Cimarron at eleven o'clock that day, again, to pick my daughter up and see all the parents and all the kids crying. That's the disruption that this man caused. You all should be ashamed of yourselves saying, "Oh, it didn't cause a problem." These kids are scared to go to school. Look at my daughter right now. They were scared that day. Some of them stayed home. And all you guys can talk about is, "Oh, we should be protecting him." No. We should be protecting those kids.

Those teachers who did this, and I coached in public school system for 20 years in Pennsylvania, have lost the confidence of these children. They're scared to have them back in the classroom. At Cimarron you have 2,200 students to protect and I'm sorry, but this one man does not deserve the protection that those kids deserve, and they should not be allowed back in the classroom period. End of story, and I hope you make the right decision and protect these kids better next time. Metal detectors there, guards. Do something right.

Trustee Bustamante Adams:

Thank you, Mark. Theresa, after you it's Emily. I think it says Abrego, A-B-R-E-G-O. Are you in the audience, Emily? Yep. Okay. Miss Theresa, please proceed.

Theresa Yancy-Benson:

Good evening school board members. I'm here in strong support of dedicated educators within the Clark County School District who are currently facing public targeting for exercising their constitutional right to freedom of speech. As educators, they have devoted themselves to serving students, supporting families, and strengthening our community. Like all citizens, they are entitled to share their perspectives on matters of public concern, particularly when doing so on their personal social media accounts and outside of the scope of their official duties. Their speech is protected under the First Amendment, which ensures that public employees do not surrender their rights as private citizens. It is deeply troubling that instead of engaging in healthy civic dialogue, some have chosen to retaliate by exposing those educators' personal information online. This act is known as doxing, and it is not only a dangerous invasion of privacy, but is also recognized as a crime under Nevada law.

Theresa Yancy-Benson:

With the passage of AB 296, doxing is considered a punishable offense, in some cases even a felony because of the significant harm it can inflict including threats, harassment, and disruption to one's personal and professional life. No educators should be subjected to intimidation, harassment, or threats to their safety for speaking their mind as a private citizen. Silencing educators through fear undermines democratic participation and deprives our community of important voices and conversations about education and public life. I urge you to stand firmly against the harassment of these educators, to recognize and defend their right to free speech and to hold accountable any individuals who engage in unlawful acts of doxing. Protecting the safety and dignity of our teachers is essential and not only to their well-being, but also to the integrity of our schools in the example we set for our students. Their educators deserve our respect, protection, and support and I respectfully ask that you affirm their right to freedom of speech and condemn any attempt to dox or intimidate them. And we grandparents are watching.

Trustee Bustamante Adams:

Thank you so much. After Emily, it's Cyrus, H-O-J-J. Cyrus, are you here?

Barbara O'Quinn:

Yes.

Trustee Bustamante Adams:

Okay. Emily, please proceed.

Emily Abrego:

Hello, President Bustamante Adams, Superintendent Ebert and members of the board. I am Emily Abrego, a student at O'Callaghan Middle School. I am here to speak about the reduction in campus monitors at my school because of budget cuts. We used to have four campus monitors, but now we will go down to only having two. This cut also means we are losing the only female campus monitor on campus. Fewer adults will watch hallways, lunch, and after school, which could put students at risk. She is kind, supportive and makes students feel safe. Many of us trust her and she's a big reason why I enjoy coming to school. Superintendent Ebert, Region Superintendent Mr. Theodore Robison and School Associate Superintendent Mr. Ronnie Guerzon, I ask you to please help adjust the budget so we can keep the only female campus monitor. Having her at our school makes a difference in our safety and how comfortable we feel daily. Please help us to find a way to keep her. Thank you for listening and for caring about student like me.

Trustee Bustamante Adams:

Thank you. Miss Emily. Cyrus, after you is Anthony Jenkins. Anthony, are you?

Unknown Speaker:

Can the next one go?

Trustee Bustamante Adams:

What do you mean?

Unknown Speaker:

I want to go after the next one. Is that okay?

Trustee Bustamante Adams:

No. But is Anthony here? Anthony?

Unknown Speaker:

Then I'll go.

Trustee Bustamante Adams:

Okay. Hold on for a second. Anthony, did you say you were here?

Anthony Jenkins:

Right here.

Trustee Bustamante Adams:

Okay. Right up here in the front. Thank you so much. Hold on for a second, Cyrus. I want to make sure you're not interrupted.

Cyrus Hojjaty:

Thank you.

Trustee Bustamante Adams:

In that seat right there. Thank you. Okay, Cyrus. Thank you. You're welcome. Please proceed, Cyrus.

Cyrus Hojjaty:

Good evening everyone. Thank you for having me here. Cyrus Hojjaty. All I'm asking is the removal of double standards, if there's any. If God forbid if somebody who advocated positions that was the opposite of Charlie Kirk, and God forbid something happened to them and a teacher advocated or celebrated the fact that the loss of that advocacy person was gone, that standard should be applied to them. Very simple. So for an example, let's just say if somebody... And again, my question is, where do you draw the line between hate speech and free speech? For an example, if I make pretty controversial statements talking about, let's just say if I don't believe race is a social construct, that groups of people lived much different civilizations a thousand years ago, that a lot of the changes that's happened among gender, especially women in the last 60 years, some of it

Cyrus Hojjaty:

have not been beneficial to them or society as a whole, how is that protected speech? Because it's pretty controversial when you think about it.

I mean, when you have all these European-themed hotels on the Strip, that should tell you something about race. And I think that Charlie Kirk was a symbol of what a lot of people did not admire, his background, his views, the fact that he became successful and able to start a family while he was young. And I feel that there's been an effort to essentially undo that for the last 60 years. And by the way, there's a lot of corporate money that has been pushed for social justice organizations. You look at our unions, our casino elites, Wall Street. When you think about it, there's a lot of dark money into these factors. Private equity, they're all pushing this. And so sure, there are straight white males that are the problem, but they're the ones who are pulling the strings behind all of this, all these NGOs, and laughing their way to the bank. Just follow the money. Thank you.

Trustee Bustamante Adams:

Thank you. Next is Barbie. Oh, no. Sorry, Mr. Anthony. Hold on for a second. Is Ms. O'Quinn still here?

Barbara O'Quinn:

I just went.

Trustee Bustamante Adams:

You just went. Okay, so I'll remove that. Hold on for a second, Mr. Anthony. After Jill Douglas... Are you here? Okay. Mr. Jenkins, please proceed.

Anthony Jenkins:

Thank you. Thank you to the board for allowing me this opportunity. In response to the matter that has been talked about, one must not be blind nor dimmed by the facts of the matter under the veil of superficiality or ignorance or anger. Especially fear, because fear is a mind killer. But we must stay true to the principles that was instilled in the First Amendment. The drafters of it trusted future generations to abide by it, to be guided by that as well as other earlier historical examples like George Santayana who said that those who cannot remember the past are condemned to repeat it. That's paraphrased as those who fail to learn from history are doomed to repeat it. Added to by those who fail to learn from history correctly are simply doomed. Another historical example is Catullus, who was respected and approved by Julius Caesar, who was the target of many of Catullus criticisms. Thank you.

Trustee Bustamante Adams:

Thank you, Mr. Jenkins. If you have written remarks, we'll be happy to take it. Ms. Katelyn over here can receive that from you. After Jill, Norma, and the last name is S-C-U... Scurlock. And sometimes I cannot read the writing and I don't want to mispronounce your name. So Ms. Norma, are you here? Yes.

Norma Scurlock:

Yes.

Trustee Bustamante Adams:

Okay, Ms. Jill, please proceed.

Jill Douglass:

Good evening Superintendent and Trustees. I'm Jill Douglass. I stand before you today with a simple yet urgent message. A school is not an arena for celebrating political violence or for normalizing hate. When a teacher entrusted with shaping young minds uses their platform to laud the assassination of a Charlie Kirk, it is not a private act of free speech. It is a violation of the sacred trust we place in our schools. Yes, we value free speech, but free speech is never absolute. My husband served in the military. He did not have free speech. I worked in corporate America. I was told I had to protect the brand. I did not have free speech. We don't have free speech here tonight to say the names of certain individuals. In a school environment speech that encourages violence, that celebrates bloodshed or dehumanizes another human being crosses a line. It undermines safety, trust, and the dignity of every student, especially those whose beliefs, backgrounds, and identities differ. We must ask ourselves, how can students feel safe in a learning environment expressing themselves... How can students feel safe learning and expressing themselves when those who are supposed to guide them model vile behavior such as celebrating murder? How do we explain to a child that compassion matters when they see cruelty being cheered openly by authority figures? This is a moral issue. Teachers should be role models, not provocateurs of hate. And when they choose to spew hatred publicly, they fracture the bond between the educator, the student, the schools, and the communities. Teachers must represent the Clark County School District brand appropriately. And so I ask you history must not be remembered for us by what we said. We will be remembered for what we tolerated. Let it not be said that Clark County tolerated the celebration of an assassination. Let it be said that we stand firm for dignity, respect [inaudible 03:25:23]-

Trustee Bustamante Adams:

Thank you, Ms. Jill, I appreciate you. You're free to leave your public comments with, your written comments with Ms. Kaitlin, if you want it in the public record. After you Ms. Norma, Paul and the last name is H-O-A-C-K. He left?

Unknown Speaker:

He left.

Trustee Bustamante Adams:

Okay. Thank you.

Unknown Speaker:

He'll return later.

Trustee Bustamante Adams:

Thank you miss. Tanya Attebery, are you still on the... Okay. There you go. Ms. Norma, please proceed.

Norma Scurlock:

I'm here to talk about the evil people celebrating the assassination of Charlie Kirk that worked for CCSD. How evil do you have to be to celebrate death and not just death, an assassination the assassination of a human being, a husband, a mentor, a father with two small children, babies? These people and the people who support them are anti-human, hate-driven and it's shameful. Our children deserve better. We already have so much violence in CCSD. We don't need teachers or anyone at CCSD spewing hate. This is not free speech. It's substantially disruptive school operations. That's a Supreme Court precedence and code of Ethics Regulation R 3100 for CCSD, also NRS 281A Ethics and Government also NRS 391 Immoral and Unprofessional Conduct for celebrating political violence. As is a citizen and taxpayer of this community I want these people to be held accountable. I want to see them never teaching or around our kids ever again. They must be held accountable. And as for free speech, I am for free speech. Free speech is speech you hate, not speech you love, but this is different. This is celebrating death. This speech is immoral, evil, anti-human, anti-God. Our community needs to pray for these people, for CCSD and most of all the children of our community.

We always pray for unity. This should have brought us all together, but the radicals didn't want this. How do we accept people that pray for our death?

Trustee Bustamante Adams:

Thank you. And Ms. Norma, can you just say your name for the record? Your full name. Thank you.

Norma Scurlock:

Yes. My name is Norma Scurlock.

Trustee Bustamante Adams:

Thank you so much. After you Ms. Tanya, Stephanie Kinsley. Please proceed Tanya.

Tanya Attebery:

Tanya Attebery for the record. First of all, I am a woman of faith. Label me Christian, label me Baptist. I am a woman of faith first. Freedom of speech is a fundamental right. When a complaint

Tanya Attebery:

was filed against me, my principal said the same thing, I do have my first amendment right. After the review process, my complaint was dismissed because I focus on policies and procedures, not character assassinations. I was targeted because I used the word indoctrination, but my point was I don't force my political ideology, sex life or religion on my students. Fringe groups get attention because they are the loudest. Feuds never gain any ground on resolutions. Educator's free speech, celebrating the killing of any person is disturbing. Parents need to be the driving force behind those consequences. As for Charlie Kirk, if he were in this room to his haters and celebrators of death, he would hand them the microphone.

He often asked, "Prove me wrong," which promoted civil discourse. He invited challenges to his views. For that we watched his public execution. I want to be remembered for courage for my faith. That would be the most important thing. A faith that is alive, a faith that multiplies, a faith that inspires millions to stand with courage Charlie Kirk, I am just as guilty of keeping my head down compromising, but today can be a turning point in CCSD. Be examples for our most precious audience the kids. How we resolve differences trickles down through generations. Words and actions do matter, and that's what we are seeing in this board is the expression of our fundamental right to speak, but also understand there are consequences to those freedoms. Thank you.

Trustee Bustamante Adams:

Thank you, Ms. Attebery. After you Ms. Kinsley, David Gomez. Please proceed.

Stephanie Kinsley:

Hi, my name is Stephanie Kinsley. I'm here from My Children's Advocate. So anything you think the other board member posted about the teachers, it was me. I came here to speak out about the disgusting outrage that I have against this school system. There's obviously an epidemic of violence in CCSD. You can see the teachers here who are so full of hate and ignorance, they focus more on equity than meritocracy because they think kids only know how to fail based off their race. They think Charlie Kirk was hateful and racist. It shows you how ignorant they are to any... They've never read Thomas Sowell who says the same things. These teachers are not educated, they're not informed. I really feel that there's an intentional attack on our kids through the schools. I feel that you can't be this wrong on accident. So from common core to the masks to the vacs, the same teachers who are fighting for this teacher to keep his job, were happy to let everyone else get fired when they wouldn't take a vaccine.

So let's just really see who we're dealing with. We're not dealing with people who use science and logic. We have people who hate the truth, they reject the truth, and these are hateful people who will get violent when they hear the truth and that's why they glorify the killing of Charlie Kirk. And parents don't want these people. The same people who groom kids, they're violent, their union dues pay for abortions. We don't want them around our children. We don't want them around our children. Their worst fear from us is I may come in and squirt them with some holy water. These people are violent and we don't want them around our children-

Trustee Bustamante Adams:

Hold on a second. Hold on for a second, Ms. Kinsley, I want to give you the respect to hear you. I'm asking the audience be respectful for the difference of opinion. It's our business meeting. Stephanie, address the room. Keep going. Stay focused right here. Right here. Okay. So remember, respect difference of opinion. So Ms. Kinsley, hold on for a second. I want you to proceed because we want to hear you. Please go.

Stephanie Kinsley:

So again, these teachers are ignorant, they're racist. They fund murder with abortion through their tax, their union dues. So these are not people that should be trusted around children.

Trustee Bustamante Adams:

Thank you so much. Mr. Gomez and then Monica Higgins. Monica, are you in the room? Oh, wonderful. Mr. Gomez, please proceed.

David Gomez:

David Gomez for the record, Nevada Peace Alliance President. What I hold in my hand is a Bible, The Holy Bible, King James Bible. But if we were to go back the day when we were looking for a superintendent and someone put on a KKK uniform all over their platform and wanted to be the superintendent of our school district, would anybody in this room agree with that person regardless of where it's at? I don't think so, but to all my Christians that think they're Christians that stand in the garage and say, "I'm going to become a car," I want to tell you something. If you don't know where we are, you're fooling yourself. You are fooling yourself. We are in the last days. Look around, look at who you're looking at. We're looking at an evil that did not exist before, but yet we say in God, we trust on our money, we use it. All of us do. In God, we trust one nation under God. We use God to our convenience, but we forget it when we have to remember what Jesus said.

He says in the last days it will be worse than Noah and the days of Noah, they were doing some horrendous things, but yet no Black person in here, including myself, would agree with someone wearing a KKK uniform regardless if they were on their private or non-private, asking to be the superintendent of instruction of this school district. They know that regardless of where they stand, but we have a right to agree to disagree, but at this point, if you do not know as a Christian where you are, you are fooling yourself. Am I supposed to forgive that person? Yes, I am. But am I supposed to let them slide with the problems that they created? No, I do not. That does not mean I do not love that person. Thank you.

Trustee Bustamante Adams:

Thank you, Mr. Gomez. Monica, after you, Leslie, I think it's Q-U Quinn. Okay, thank you. That helped. Ms. Monica, just state your name for the record and proceed.

Monica Higgins:

Hi there. My name's Monica Higgins. I am a lifelong resident here, born and raised, third generation. Every single person who has a paycheck that is funded by a taxpayer of the United States of America signs a code of conduct, code of ethics, a employment visa. Sorry, I wrote it down, but you know what I'm talking about. That includes every single one of you. But if you're paid for this position that includes the street sweeper and everyone else in between. I find it absolutely abhorrent that these people seem to think that a social media post when you are in a position of power, either by election or teaching young people, young impressionable minds, that you can post whatever you want. But when you are putting your name and face out there and you are a teacher especially or an administrator or any other employee of this school district, this is unacceptable.

There is no suspension. That is not going to cut it. And if you people aren't going to stand up and do it, wait until you see the thousands upon thousands of people who will picket these schools every single day until every one of these people are fired. Nothing less will matter. These are the future indoctrinators of next year's Trantifa or Antifa, whatever you want to call it. It's a destruction of what this country was founded upon. I don't care if you like it, I don't care if you do. Freedom of speech is a right, but you know what else is a right? Having monsters removed from our society and the important position of influencing the next generation of voters, of people, of members of society as a whole. You cannot call people Nazis and this that and the other and Hitler every single frigging day and think there's not going to be consequences. There's already one man who's got murdered in public for his right to speak. How many of you are mad about Jimmy Kimmel?

Trustee Bustamante Adams:

Thank you so much. Leslie, after you Grace Trujillo. Grace Trujillo, are you in the audience? Oh, awesome. Thank you so much. Ms. Quine, just say your name for the record and please proceed.

Leslie Quine:

Okay, Leslie Quine. Good evening everyone. We live in the greatest country in the world, the United States of America. We are a constitutional republic. The land of the free because of the brave. Educating children should not be about political propaganda. We are in a place in US history where the First Amendment has been diminished to such a disturbing twisted level with no concern for the unintended consequences. None of us should tolerate insults towards life and humanity that is equivalent to a predator and as evidenced on the social media in recent weeks of the several CCSD staff. Having a job working with children comes with responsibility. Abusing public trust must not be tolerated. NRS 281 A describes the abuse of public trust. The policy outlines that a public office is a public trust that must be held for the benefit of the people. Disparaging remarks that demonstrate a failure to uphold this trust could be subject to disciplinary action.

NAC 284.650 describes the causes for disciplinary action, which may include related inappropriate for abusive, include conduct that is inappropriate. Why are the written standards and rules and policies employee conduct not being followed? I don't understand that. We are not in the Lord of the Flies Island. The hate being expressed is extremely concerning and must not be tolerated any longer. We all bleed the same color and should not forget we live on the same planet. Our children deserve better. Thank you for removing teacher or any staff that glorify murder and school

Leslie Quine:

shooters. Thank you to the two CCSD trustees for standing up and being a shield for our children. You are the storm of truth. Thank you. There should be more of you.

Trustee Bustamante Adams:

Thank you so much. Yes and thank you Mr. Gomez. You let us know that somebody lost their wallet, so check your personal belongings.

Trustee Zamora:

It has been turned into security in the front. It was a wallet, so if you lost a wallet, please go to security outside. Thank you.

Trustee Bustamante Adams:

Thank you so much. After Mr. Trujillo, Elizabeth and D-E-L-O-T-E. Are you here? You are. Okay. Mr. Trujillo, please proceed.

Grace Trujillo:

Hello, Isidro. Hi. My name is Grace Trujillo. Thank you Board Members. You guys represent what we are CCSD is all diverse and you are not excluding anyone. And if you are a teacher and you just speak for one side, you are actually abandoning your role because you're excluding other students. Friends free speech is vital to our school's mission of inspiring and connecting students. But there's a line when educators celebrate violence such as expressing joy over a Christian's death like some did after Charlie Kirk's assassination, they betray that mission. Such attitude creates toxic environment making Christian students and staff feel targeted and unsafe. Remember the Supreme Court's ruling in Tinker versus Des Moines? Students expression is protected, but schools can limit disruptive speech. In Pickering versus board of education balance is key. Nothing to understand it happened before. Teachers have the right to speak, but that cannot come at the expense of school harmony or trust. Celebrating violence isn't free speech. It's a threat to our community fueling intolerance district-wide.

Imagine a student overhearing their teacher cheer for harm against their faith. That moment of fear shatters their sense of belonging. We are CCSD. Our school must be a place of respect, not hatred. We must defend free speech but also hold teachers accountable to model respect and reject words that threaten others. Let's unite for schools where every voice matters and every student feels safe. Let's promote healthy debate. No hate, no violence. We are CCSD.

Trustee Bustamante Adams:

Thank you so much. Elizabeth, or no, I'm not saying it right. E-L-I-S-H-E. I think you're going to correct me.

Elisha Ba Delote:

Eliaha Ba.

Trustee Bustamante Adams:

Elisha Ba. Okay, after you it's Bianca, are you still in the room? Okay, you are. Wonderful. Please proceed.

Elisha Ba Delote:

Hi, my name is Elisha Ba Delote and I'm just here speaking as a faithful woman and a woman of faith, and I'm just going to speak, what would God do and speak at this moment? Because in the light of the tragic assassination of Charlie Kirk, I strongly condemn educators who have callously celebrated or dismissed his death through inflammatory social media posts and comments. Such reckless words are as one in Proverbs 12: 18, "There is one who speaks rashly like a piercing sword, but the tongue of the wise brings healing." Wound rather than heal tainting the principle of spree speech with harmful rhetoric. Violence suppresses speech, but debate fosters understanding and growth. These actions undermine the dignity of human life and erode the trust placed in those shaping young minds. As Matthew 12: 37 reminds us, "For by your words, you will be acquitted and by your words, you will be condemned." So I leave you this in Proverbs 10, "The wise store up knowledge, but the mouth of the fool hasten destruction." Thank you.

Trustee Bustamante Adams:

Thank you so much. Ms. Bianca and then after you, Christina Hernandez, are you still in the room? Christina? Ms. Bianca, please proceed.

Bianca Barnes:

Thank you. We want teachers who are able to teach with compassion and professionalism. These publicly posted comments demonstrate their inability to do either. With failing math and reading levels and inability to keep our children safe from bullying to the points of on-campus harm and even murder and inability to support and protect our teachers from harm so that they may teach in a safe and civil environment and an inability to keep plumbing and AC working in schools as board members, the very least you can do is ensure that we have teachers who are capable of caring for our children with compassion and professionalism. An adult who lacks the good judgment and restraint required to abstain from posting hateful comments about a husband, father, and fellow American is not someone that we can trust with our children. Whether CCSD members like it or not, Nevada is split.

There are children whose parents fall on all sides of the political aisle. Therefore, CCSD professionals must be able to respect all sides publicly. I'm not suggesting that individuals are not allowed their own opinions or to privately express their hate-filled thoughts in hearts. What I am suggesting is that your job is to ensure that anyone entrusted with the care of Nevada's children must be held to a professional standard. Would you expect that someone who makes the comments that we, I'm not going to repeat them again, but the comments that we've heard repeatedly, would you expect someone who makes those comments to be capable of a compassionate and professional attitude towards children who they know come from parents who disagree with them? Board, please be honest with yourself and with us. We know with 100% certainty that if a Black public figure had been murdered or an LGBT public figure had been

Bianca Garnes:

murdered, and there were teachers who made the same comments about that figure, none of us would need to be here pleading with you to perform your roles from an unbiased perspective.

We know with 100% certainty that you would have terminated these individuals immediately and without public input. Those of you who are reluctant to act, please be honest with yourselves and admit that and please conduct yourselves as though you represent all of Clark County School District and not just those with whom you share political beliefs because I'm here to remind you that that is what you swore to do. Thank you.

Trustee Bustamante Adams:

Thank you, Ms. Bianca, and then we have Christina, and then our last person Kyla? Kyla, are you still? Kyla. Kyla. Kyla. M-A-E-S-E. Are you still in the room? No? Okay. Ms. Christina, you are our last person.

Christina Hernandez:

Okay. Good evening trustees. For the record, my name is Christina Hernandez and I have two children in your district as well as I'm a product of your district. I'm here today to speak out against the silencing of current teachers who have been reassigned based on their private comments made regarding the killing of Charlie Kirk. I understand the times we're currently living through as well as you understand that time. I understand that there are voices louder than ours that are currently having their moment. With that knowledge I ask you to consider what your role is and how you will uphold these teachers' rights or will you silence them and make an example that teachers in our districts do not have the right to freedom of speech. I recall when Turning Point USA came onto my campus with a fake border raw and antagonized our students, our staff, and our faculty telling us to go back to where we came from. They were able to share their xenophobic views on our campus because it was their right to do so. And while it was hateful and hurtful to many of us, it was their right.

So I ask you today to not silence these teachers to provide them the same right that Charlie Kirk and his followers had and have. Thank you.

Trustee Bustamante Adams:

Thank you so much. That ends our public comments 5.01.

Upcoming Meeting of the Board of Trustees

Trustee Bustamante Adams:

We're going to go ahead and move to 6.01, our upcoming meeting of Board of Trustees. The next one will be Wednesday, October 1st, 2025 at 4:00 p.m. in this boardroom.

Adjourn: 9:13 p.m.

Motion to Adjourn

Motion: Cavazos

Second: Barron

Vote: Unanimous

Motion passed.

Trustee Bustamante Adams:

With that, I will entertain a motion to adjourn our meeting. Trustee Cavazos?

Trustee Cavazos:

Madam President, I'd like to make a motion to adjourn the meeting.

Trustee Bustamante Adams:

Thank you, Trustee Barron?

Trustee Barron:

Second.

Trustee Bustamante Adams:

I have a first and a second. Please cast your votes. With that motion passes seven to zero. Thank you. Have a good evening.