

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, November 18, 2021

5:04 p.m.

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

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

**Flag Salute**

Trustee Cavazos led the Pledge of Allegiance with the flag salute led by the Clark High School ROTC.

**Adoption of the Agenda**

*Adopt agenda, except delete Item 3.30 and note reference material provided for Item 5.06.*

*Motion: Garcia Morales Second: Brooks Vote: Unanimous*

**Public Comment on Non-Agenda Items**

Sarah Comroe spoke about the fact that it has taken this long to realize there should be interpreters at Board meetings. She asked that the Board be number one for kids.

Hannah Comroe talked about the inconsistency of Covid-19 protocols across the District. She said communication needs to be improved so all schools are doing the same thing.

Jamie Tadrzynski stated with the upcoming Thanksgiving holiday, this land, which was forcibly taken away from indigenous groups, should be honored. She spoke about culturally responsive teaching.

James Bayliss said he sent an email to staff asking for a call back and he is still waiting. He said there are laws being broken and ethics laws being violated. He talked about what has happened to his son at school and asked that something be done.

**Public Comment on Non-Agenda Items** (continued)

Vicki Kreidel spoke about concerns expressed by many educators and said many are considering leaving the District or are leaving.

Benita Sager stated she has been working this year since August but has not received her pay. She said she has called numerous times to numerous departments. She said this is unacceptable and shameful.

Selene Lozada said she sees the urgency to implement Assembly Bill (AB) 195 and said she wants to be a voice for emergent English learner students. She said these families should receive information and documentation in their native language as well as a qualified interpreter.

Kimberly Matthews said she has been an employee of the District for over eight years, and she stated that Specialized Programs Teacher Assistants (SPTAs) also deserve a bonus for the work they do. She said not only that, but she is seeing people get a bonus for being in positions she has previously held.

Quincey Williams commented on what has happened with the Superintendent's position and said the Board needs better outside counsel. He said the bonuses need to go to the people doing the work.

Kathia Sotelo urged the Board to listen to the many students who have requested police-free schools. She shared some of their concerns, including not wanting Dr. Jara back as Superintendent.

Terri Shuman spoke about the Board's behavior and said maybe the problem is that there has not been sufficient discipline for the behavior.

James Misch explained the new grading policy and said it is insane. He said having a minimum F on a final exam does not help the student and is actually hurting students who it is supposed to be helping.

Ana Gonzalez said she is addressing the Board regarding the language barrier, which is a problem many parents face. She said this prevents parents from understanding or being able to fully express concerns and advocate for benefits. She spoke in support of the implementation of AB195.

**Approve Adoption of Consent Agenda**

Approval of consent agenda, as submitted, as recommended.

**Public Hearing**

Jamie Tadrzynski spoke on Items 3.04, 3.09, 3.18, 3.28, and 3.29. She said the cost for emocha Mobile Health is prohibitive and could be done in-house and done more effectively.

**Approve Adoption of Consent Agenda** (continued)

Jamie Tadrzynski said she thinks the Anti-Defamation League of Nevada program would benefit CCSD as the antiracism policy is being implemented. She asked how the District is planning to handle the mass exodus of licensed personnel that will take place during winter break. She expressed concern with a section of CCSD Policy 5137 which states it does not apply to an employee against another employee or an adult who is not a student or employee against another such adult. She acknowledged Trustee Cavazos and Trustee Cepeda for their work on CCSD Policy 5139 and Assemblywoman Brittney Miller for making this policy a reality. She said now it needs to be implemented and enforced.

Jeff Cohen spoke on Item 3.09 and asked if the Board looked at any other organizations to conduct the antibias training. He asked what they would be teaching the students. He said he would like to see more information.

Desiree Rodriguez spoke on Item 3.11 and said students need access to social and mental health services. She said all schools deserve social workers and counselors who meet with students regularly.

Selene Lozada spoke on Items 3.28 and 3.29. She said it is important to include definitions of language and immigration status in CCSD Policy 5139 and emphasis that there should be no discrimination based on one's language. She said all children deserve an education regardless of their immigration status.

Gloria Castro spoke on Items 3.28 and 3.29 and stated she was there to advocate for AB195 for all documents to be translated. She said the language barrier limits parents' participation in school.

Lisa Bailey spoke on Item 3.29 and stated she was speaking for many of the antiracists and said she was excited to be one of the people who would hold the Board and District accountable for implementing this policy.

Margaret Mooha spoke on Item 3.29. She spoke in support of CCSD Policy 5139, and she shared why this policy is important to her. She said this policy is a step in the right direction toward recognizing systemic racism and addressing it with young people.

James Brustman spoke on Item 3.29. He spoke in support of the adoption of CCSD Policy 5139 in terms of dismantling white supremacy so there is access to quality education for all. He said the antiracism policy will protect all kids.

Natane Hill spoke on Item 3.29, and she asked that restorative policies be utilized in all conflicts, not just racially motivated incidents; that these practices be implemented immediately following an incident; that it be required that facilitators be properly trained and certified in restorative practices; and that the current state of the Equity and Diversity Education Department be addressed.

**Approve Adoption of Consent Agenda** (continued)

Jenna Robertson spoke on Item 3.29 and commented that if implemented well and with proper training, CCSD Policy 5139 will be invaluable in helping students and may serve as a guide to updating current policies.

Heather Bruton spoke on Item 3.29 and in support of the full implementation of the law into CCSD policy. She stated she believes all children deserve to feel safe while learning and parents deserve to feel that their children are safe and being protected.

Darlene Anderson spoke on Items 3.02, 3.03, 3.04, and 3.05. She said the English Language Learner (ELL) advisory committee would be beneficial in working with the teachers to support the students and should not have to come to the Board. She asked why so many African-American students are dropping out of school and why so many are going to prison. She said if the District is receiving federal dollars to provide services but does not have the data, then what the District is doing is questionable.

Sarah Comroe spoke on Items 3.04 and 3.29. She commented that she feels checking in through emocha Mobile Health is pointless and said it makes no sense to spend more money on it. She said in the past month there have been displays of overt racism during Board meetings and asked why they are wasting time with policies if the Board is not going to ensure that everyone is living these policies.

Paul Haack spoke on Items 3.13 and 3.28. He said the Board allows people who speak in favor of anti-bullying and antiracism policies to lie and bully and expect to be taken seriously. He said students are being destroyed by Covid-19 protocols and the Board is ignoring the needs of students for money the District is receiving.

Anna Binder signed up to speak on Items 3.02, 3.03, 3.04, 3.06, 3.07, 3.10, 3.18, and 3.20. She stated Title I funds come with a lot of responsibility, accountability, and data. She said the data the state receives from the districts is flawed. She shared the Uniform Compliant Procedurals Pamphlet used in California. She spoke in favor of Item 3.03. She said the \$2.8 million for emocha Mobile Health seems like a waste. She spoke in support of Item 3.07. She said she was disheartened to see in Item 3.13 that more is being spent on supplies than salaries.

John Carlo signed up to speak on Items 3.08, 3.28, and 3.29. He said the antiracism policy should be an anti-hate policy. He said the Board needs to be very clear with the community on their definition of antiracism. He requested to see the bullying reports filed by principals as required by CCSD Policy 5138.

Kamilah Bywaters spoke on Items 3.04, 3.07, and 3.10. She said the community recommends looking into what teachers are saying about emocha Mobile Health. She asked that the Board consider not moving that item forward.

### **Approve Adoption of Consent Agenda** (continued)

Kamilah Bywaters spoke in support of 3.07 but said if students and families need transportation to the University of Nevada, Las Vegas (UNLV), that could cause discrepancies if some families are unable to receive that service. She asked that when making decisions regarding expulsions, to ensure that all the information has been collected and all the evidence is reviewed. She said Black parents feel as though their voices are not heard when there is a situation involving their children.

Casey Banner spoke on Items 3.04, 3.10, and 3.29. He stated emocha Mobile Health has lost its efficacy, as people are not being honest when they check in. He said there needs to be a way to keep the District safe. He said many schools have been having an increase in theft and violence, and he spoke about specialized behavioral schools and said perhaps there is a way to work with students and not expel them from the District permanently. He asked what the consequences are going to be for violating the antiracism policy and how are staff going to be trained.

Machelle Rasmussen spoke on Item 3.12 said Elementary and Secondary School Emergency Relief (ESSER) funds can do a lot for the District but noted that Item 3.11 shows that the District is allotting only \$4 million to mental health services. She asked for a clear explanation of what the money in Item 3.12 is to be spent on specifically.

*Motion to approve the consent agenda, noting Item 3.30 was deleted.*

*Motion: Garcia Morales Second: Cepeda*

*Trustee Cepeda offered a friendly amendment to the motion to pull Item 3.28 for separate discussion and vote.*

*Trustee Garcia Morales accepted the friendly amendment.*

*Vote on Trustee Garcia Morales's motion was unanimous.*

### **3.01 Approval of the Minutes.**

Discussion and possible action on the approval of the minutes from the special meeting of September 1, 2021, is recommended. **(For Possible Action)** (Ref. 3.01)

### **3.02 Professional Learning Services: Carnegie Learning.**

Discussion and possible action on authorization to contract with Carnegie Learning for the purchase of professional learning services for eight middle schools for approximately 9,067 students, in the amount of \$700,000.00, to be paid from the Title I, Part A, Set-Aside Budget; and Title I, 1003(a), Fund 0280, effective November 19, 2021, through September 30, 2022, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancil] (Ref. 3.02)

**Approve Adoption of Consent Agenda** (continued)

**3.03 Instructional Materials and Services: Crisis Prevention Institute.**

Discussion and possible action on authorization to contract with the Crisis Prevention Institute to provide technical materials, professional learning, and certification, effective November 19, 2021, through June 30, 2022, for an approximate total amount not to exceed \$119,960.00, to be paid from Federal Projects, Fund 5330, Internal Order G6639009522, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.03)

**3.04 emocha Mobile Health, Inc. – Elementary and Secondary School Emergency Relief Fund, United States Department of Education.**

Discussion and possible action to implement the United States Department of Education, Elementary and Secondary School Emergency Relief (ESSER II) Fund to continue to contract with emocha Mobile Health, Inc., to provide COVID-19 employee symptom monitoring, testing, and mitigation measures, effective January 1, 2022, through December 31, 2022, for an approximate amount of \$2,800,000.00, to be paid from the ESSER II Fund, Fund 0280, Grant 66180021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.04)

**3.05 Professional Services: Elementary and Secondary School Emergency Relief Fund, United States Department of Education.**

Discussion and possible action on authorization to implement the United States Department of Education, Elementary and Secondary School Emergency Relief (ESSER II) Fund to provide equity-inclusive professional learning for Clark County School District women administrators to engage in a policy leadership network aligned to the District's Five-Year Strategic Plan, Focus: 2024, facilitated by Voice4Equity LLC, effective December 1, 2021, through June 30, 2023, for an approximate total cost of \$55,283.58, to be paid from the ESSER II Fund, Fund 0280, Grant 66180021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.05)

**3.06 Professional Services: Elementary and Secondary School Emergency Relief Fund, United States Department of Education.**

Discussion and possible action to implement the United States Department of Education, Elementary and Secondary School Emergency Relief (ESSER II) Fund to provide embedded supports to facilitate educator growth and positively impact student achievement utilizing the Insight Education Group, effective November 19, 2021, through June 30, 2022, for an approximate total cost of \$210,000.00, to be paid from the ESSER II Fund, Fund 0280, Grant 66180021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Dustin Mancl] (Ref. 3.06)

**Approve Adoption of Consent Agenda** (continued)

**3.07 Memorandum of Agreement Between Clark County School District and the Board of Regents of the Nevada System of Higher Education on Behalf of the School of Medicine at the University of Nevada, Las Vegas.**

Discussion and possible action on authorization to enter into a Memorandum of Agreement with the Board of Regents of the Nevada System of Higher Education on behalf of the School of Medicine at the University of Nevada, Las Vegas to provide health services to the students, siblings, and families of the Clark County School District, at no cost to the students or Clark County School District, effective November 19, 2021, through November 18, 2023, 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: Dustin Mancl] (Ref. 3.07)

**3.08 Grant Application: Raul P. Elizondo Elementary School — Prevention, Advocacy, Choices, and Teamwork (PACT) Coalition.**

Discussion and possible action on authorization to submit and implement the Prevention, Advocacy, Choices, and Teamwork (PACT) grant at Raul P. Elizondo Elementary School, funded by the PACT Coalition and the Nevada Division of Mental Health and Developmental Services, to implement the Leader in Me program, for an amount not to exceed \$33,413.00, to be paid from Federal Fund 0280, from November 19, 2021, through September 30, 2022, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: RoAnn Triana] (Ref. 3.08)

**3.09 Memorandum of Understanding Between the Clark County School District and the Anti-Defamation League of Nevada.**

Discussion and possible action on authorization to approve the Memorandum of Understanding between the Clark County School District and the Anti-Defamation League of Nevada to design, offer, and manage a comprehensive anti-bias professional learning for students and educators, effective November 19, 2021, through May 31, 2024, in a total amount of \$75,000.00, to be paid from Federal Projects, Fund 0280, with the inclusion for termination by either of the parties by written notice, and for the Superintendent of Schools, Clark County School District, and President and Clerk, Clark County School District Board of Trustees, to sign the Memorandum of Understanding, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.09)

**3.10 Student Expulsions.**

Discussion and possible action on approval of student expulsions according to NRS 392.467 (Board Policy 5114 and Regulations 5114 and 5141.1), as listed, is recommended. (CONFIDENTIAL) **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.10)

**Approve Adoption of Consent Agenda** (continued)

**3.11 Grant Application: School-Based Mental Health Professionals Project, Nevada Department of Education.**

Discussion and possible action on authorization to implement the School-Based Mental Health Professionals Project grant to provide increased access to social and mental health services for students through the federally-awarded Elementary and Secondary School Emergency Relief (ESSER II) Fund and the Governor's Emergency Education Relief Fund (GEER II Fund), in an amount of \$4,123,770.80, to be paid from the School-Based Mental Health Professionals Project grant, Fund 0280, effective November 19, 2021, through June 30, 2022, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.11)

**3.12 Grant Application: Elementary and Secondary School Emergency Relief Fund II, United States Department of Education.**

Discussion and possible action on authorization to implement the Elementary and Secondary School Emergency Relief II funds under the federal Coronavirus Response and Relief Supplemental Appropriations Act to continue the emergency response to the COVID-19 pandemic to provide distance education resources and to safely reopen schools, in an amount of \$346,095,111.00, from December 27, 2020, through September 30, 2023, to be paid from the Elementary and Secondary School Emergency Relief II funds, Fund 0280, Grant 6618021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.12)

**3.13 Grant Application: Elementary and Secondary School Emergency Relief Fund III, United States Department of Education.**

Discussion and possible action on authorization to implement the Elementary and Secondary School Emergency Relief III funds under the federal American Rescue Plan to continue the emergency response to the COVID-19, in an amount of \$777,849,496.00, from March 11, 2021, through September 30, 2024, to be paid from the Elementary and Secondary School Emergency Relief III funds, Fund 0280, Grant 6619021, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.13)

**3.14 Oversight Panel for School Facilities Membership.**

Discussion and possible action on approval to reappoint Rick Darnold to the Oversight Panel for School Facilities, as indicated, for a two-year term expiring December 31, 2023, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.14)

**3.15 Warrants.**

Discussion and possible action on ratification of the warrants as listed in the Bills Payable Transmittal and the Board Memorandum to be presented at the Board meeting, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.15)



## **Approve Adoption of Consent Agenda (continued)**

### **3.16 Recap of Budget Appropriation Transfers.**

Discussion and possible action on authorization to include the Recap of Budget Appropriation Transfers between governmental functions of all funds for the period beginning October 1, 2021, through October 31, 2021, in the official Board minutes as required by Nevada Revised Statutes (NRS) 354.598005, is recommended. **(For Possible Action)** [Contact Person: Jason Goudie] (Ref. 3.16)

### **3.17 Unified Personnel Employment.**

Discussion and possible action on approval to employ unified personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.17)

### **3.18 Licensed Personnel Employment.**

Discussion and possible action on approval to employ licensed personnel, as listed, is recommended. **(For Possible Action)** [Contact Person: Nadine Jones] (Ref. 3.18)

### **3.19 Purchasing Awards.**

Discussion and possible action on approval to purchase goods or services in the estimated total amount of \$14,075,603.84 in compliance with NRS 332, as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.19)

### **3.20 Purchase Orders.**

Discussion and possible action on ratification of the purchase orders in the total amount of \$3,150,293.52 as listed, is recommended. **(For Possible Action)** [Contact Person: Mike Casey] (Ref. 3.20)

### **3.21 Contract Award: Construction Services Phase II Early Grading at Northeast Career and Technical Academy.**

Discussion and possible action on approval of an award of contract to CORE West, Inc., for the best qualified construction manager at-risk (CMAR) for construction services in support of the Northeast Career and Technical Academy Phase II Early Grading in the amount of \$5,239,530.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001639; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.21)

### **3.22 Professional Services Agreement: Test and Balance Services School Replacement at Harley A. Harmon Elementary School.**

Discussion and possible action on approval to enter into a professional services agreement for test and balance services with Tabitt, LLC, to provide testing and balancing services for the school replacement at Harley A. Harmon Elementary School in the amount of \$76,940.00, to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001633; and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee for all project documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.22)

**Approve Adoption of Consent Agenda** (continued)

**3.23 Grant of Easement to City of Las Vegas at Maryland Parkway and Oakey Boulevard.**

Discussion and possible action on approval to grant and convey perpetual traffic signal easements to the City of Las Vegas at Maryland Parkway and Oakey Boulevard property for traffic control purposes, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting documents, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.23)

**3.24 Right of Entry to NV Energy at Carey Avenue and Betty Lane.**

Discussion and possible action on approval for a right-of-entry to NV Energy for Carey Avenue and Betty Lane property, to construct, operate, add to, modify, maintain, and remove communication and electrical facilities as delineated by NV Energy, upon over, under, and through the property, and provide unrestricted passage of employees, contractors and subcontractors, and their vehicles, and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the granting document, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.24)

**3.25 Interlocal Agreement Between the Clark County School District and the Southern Nevada Water Authority for Water Smart Landscape Projects.**

Discussion and possible action on approval of the Interlocal Agreement between the Clark County School District and Southern Nevada Water Authority for the potential projects and participation as described in Exhibit "A", and for Jeff Wagner, Chief of Facilities, to act as the Board of School Trustees' designee to sign the agreement, is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.25)

**3.26 Change in Services.**

Discussion and possible action on ratification of total change in services to the architectural/engineering services agreement for a net increase of \$408,235.00 to the agreements for Replacement School, John C. Fremont Professional Development Middle School (\$408,235.00) to be paid from the 2015 Capital Improvement Program, Fund 3150000000, Project C0001623, is recommended. [Contact Person: Jeff Wagner] (Ref. 3.26)

**3.27 Change Order.**

Discussion and possible action on ratification of total change order for a net increase of \$2,774,487.42 plus 69 days to the construction contract for J. D. Smith Middle School (\$2,774,487.42) (Pace Contracting – 2015 Capital Improvement Program), is recommended. **(For Possible Action)** [Contact Person: Jeff Wagner] (Ref. 3.27)

**3.29 Adoption of Clark County School District Policy 5139.**

Discussion and possible action on approval of the adoption of Clark County School District Policy 5139, Anti-Racism, Equity, and Inclusion, is recommended. **(For Possible Action)** [Contact Person: Mike Barton] (Ref. 3.29)

**Approve Adoption of Consent Agenda** (continued)

**3.31 Memorandum of Agreement Between the Smith Center For Performing Arts and the Clark County School District.**

Discussion and possible action on approval to enter into a Memorandum of Agreement between the Smith Center and the Clark County School District to establish a collaborative project of mutual interest in the area of providing educational opportunities for students at the Smith Center, at no cost to the students or Clark County School District, effective November 18, 2021, through November 18, 2026, 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 agreement, is recommended. **(For Possible Action)**. [Contact Person: Christopher Bernier] (Ref. 3.31)

**3.32 Vegas PBS Legal Counsel Arnold & Porter Kaye Scholer, LLP.**

Discussion and possible action on approval of the rate of compensation of outside or special counsel employed by the District as required by NRS 41.0344 to provide legal counsel from the law firm of Arnold & Porter Kaye Scholer LLP, to provide legal services in connection with FCC regulatory matters effective November 19, 2021, through June 30, 2024, at rates between \$706.50-\$1,210.00 not to exceed a total amount of \$100,000.00 per year, to be paid from Unit 0140, Fund 220 various cost centers, with no impact to the general fund, is recommended. **(For Possible Action)** [Contact Person: Mary Mazur] (Ref. 3.32)

**Approve Amendment of Clark County School District Policy 5137**

Approval of the amendment of Clark County School District Policy 5137, Safe and Respectful Learning Environment Bullying and Cyberbullying, as recommended in Reference 3.28.

*Motion to add "language" and "legal status" to Section 2.a., to read "...age, race, color, national origin, ethnicity, ancestry, religion, gender identity or expression, sexual orientation, physical attributes, physical or mental disability of a person, sex, language, legal status, or any other distinguishing characteristics or background of a person."*

*Motion: Cepeda Second: Cavazos Vote: Unanimous*

**Formative Board Reports and Updates**

None.

**Approve Notice of Intent – Clark County School District Policy 6120**

Approval of the Notice of Intent to Adopt, Repeal, or Amend Clark County School District Policy 6120, Multi-Tiered System of Supports, prior to submission to the Board of School Trustees for approval on Thursday, December 9, 2021, as recommended in Reference 5.01.

Dr. Dustin Mancl, Chief Academic Officer, Academic Unit, presented CCSD Policy 6120, Multi-Tiered System of Supports, as shown in Reference 5.01.

*Motion to approve.*

*Motion: Williams Second: Cepeda Vote: Unanimous*

### **Approve Sex Education Advisory Committee – Request for Approval of Appointment**

Approval of the recommendations made from the Sex Education Advisory Committee Recommending Committee to appoint members to the Sex Education Advisory Committee, as listed, to a two-year term commencing December 1, 2021, through November 30, 2023, as recommended in Reference 5.02.

#### Public Hearing

Jenna Robertson thanked the Board for considering the Sex Education Advisory Committee Recommending Committee's work and for having the best interests of all students in mind. She said she would always advocate for science-based, fact-based, and inclusive sex education curriculum.

Dr. S. S. Rogers said he learned he was kicked off the Committee and without an explanation. He said there is no representation for District C on the Committee. He said this is racist and a lack of respect for the Historic West Las Vegas community.

Stephanie Kinsley said Nevada is number one in the nation for human trafficking, and she said the schools are failing. She disagreed with the sex education curriculum, stating it is unhealthy to introduce this to children at a young age.

Anna Binder said the Department of Education's 2020 Nevada academic standards for health and physical education is being referenced and discussed in this agenda item. She said she turned over information related to inflammatory comments being made on social media to the American Civil Liberties Union (ACLU) and asked if the ACLU would provide a legal opinion.

Paul Haack said the District is one of the worse in the country and is failing. He said it is none of the Board's business what their children know regarding sex education. He said instead to teach the students how to research and how to study.

Jamie Tadrzynski said the work the Committee does is important and should be commended. She said students should learn about their bodies in a healthy and age-appropriate way.

Sarah Comroe said every year she has several dozen students select sex education as something they would like to change in CCSD. She said there needs to be a science-based, comprehensive, and age-appropriate sex education curriculum in the schools.

Kamilah Bywaters asked if there could be a conversation and an amendment to include Dr. S. S. Rogers to serve on the Committee. She spoke in support of Dr. S. S. Rogers serving on the Committee.

Casey Banner said there are licensed professionals teaching this subject and a committee that regulates which materials they are allowed to use. He said he supports students having access to the best scientifically backed information possible.

## **Approve Sex Education Advisory Committee – Request for Approval of Appointment**

(continued)

Mack Miller said parents have to meet the responsibility for sex education for their child. He said it is the parents' right. He said the District's job is to education children in the core curriculum. He said his daughter was able to check a book out of the library that he said was inappropriate for her age and he would be looking into it.

Selene Lozada said she believes parents have the right to educate their children about sex. She said she does not believe sex education should be a decision made by Board members. She said this is a very diverse community with different education, principles, and morals. She proposed creating workshops for parents to learn how to educate their children at home.

Dr. Mancl and Sheryl Colgan, Director, Science, Health, Physical Education, and Driver Education, Academic Unit, presented the Sex Education Advisory Committee Recommending Committee's list of members to appoint to the Sex Education Advisory Committee, as shown in Reference 5.02.

Trustee Williams stated this agenda item is not the Board approving sex education curriculum but putting a committee in place as required by Nevada Revised Statutes (NRS). She said sex education is an opt-in subject so parents should be getting permission slips for their children.

Trustee Ford explained that the Board must form a Sex Education Advisory Committee and approve members every two years per NRS, and the law ensures that the Committee is made up of parents, educators, medical experts, and religious representation. She asked for an update to ensure the Committee is meeting regularly. She also stated there was discussion in a briefing about getting an update and having a discussion in six months about possibly opening the application process to appoint a student to serve on the Committee.

*Motion to approve.*

*Motion: Ford    Second: Cepeda    Vote: Unanimous*

## **Approve 2022-2023 School Calendars and 2023-2024 School Calendars**

Approval to adopt the 2022-2023 School Calendars for Staff and Students, and the 2023-2024 School Calendars for Staff and Students, as recommended in Reference 5.03.

Nadine Jones, Chief Human Resources Officer, Human Resources Division, and Demetrius Johnson, Executive Director, Recruitment and Development, Human Resources Division, presented the 2022-2023 School Calendars for Staff and Students, and the 2023-2024 School Calendars for Staff and Students, as shown in Reference 5.03.

## **Public Hearing**

Sarah Comroe said she does not understand why the Monday and Tuesday of Thanksgiving week are not unassigned days. She said attendance and focus are low during that week.

**Approve 2022-2023 School Calendars and 2023-2024 School Calendars (continued)**

Terri Shuman referred to March and April of 2024 and said support staff cannot take two unassigned days and not get paid in the same pay period. She asked if April 1, 2024, could be switched with April 26, 2024, instead.

Jenna Robertson said she is in support of the full week off for Thanksgiving. She said it would be a morale boost. She expressed hope that the Juneteenth Holiday is added to the calendar and diversity is celebrated in a real way in this District.

Jose Solorio spoke in support of adding the Juneteenth Holiday to the calendar. He suggested adding September 16 or May 5, stating both are important days celebrating Mexican-American culture.

Trustee Williams acknowledged that Juneteenth was declared a federal holiday. She asked if it was possible to add Cinco de Mayo to the calendar at this time.

Ms. Jones stated Juneteenth was brought forward because it has been recognized as a federal holiday, but Cinco de Mayo is not a federal holiday. She offered that perhaps staff could look at adding Cinco de Mayo as an unassigned day.

Mr. Johnson explained that there is room in the 2022-2023 and 2023-2024 calendar to absorb unassigned days but noted every unassigned day is a day that nine-month employees are not getting paid. He discussed the impact of adding days to the school calendar.

Trustee Williams asked about adding Monday and Tuesday to the week of Thanksgiving as mentioned by public speakers.

Mr. Johnson said it could potentially be done for these calendars but said it would impact future calendars by shortening first semester too much. He said it would also be adding unassigned days for support staff, which impacts them and said it also impacts Free and Reduced Lunch (FRL) students.

Trustee Ford said she would be in support of adding Monday and Tuesday to Thanksgiving break. She said she would be concerned about students who rely on those meals during those days. She asked if it would be possible to switch April 1, 2024, with April 26, 2024, as requested by Ms. Shuman.

Mr. Johnson stated the April 26, 2024, staff development day is a request from principals to be able to meet with new staff that has transferred to their building and because it is as close to the Smarter Balanced Assessment Consortium (SBAC) testing window as possible.

**Approve 2022-2023 School Calendars and 2023-2024 School Calendars (continued)**

Trustee Ford suggested staff talk to principals to see if there may be another option and talk to nine-month employees to see if that is something they are concerned about and consider revising the calendar in the future.

Ms. Jones stated the two unassigned days discussed by Ms. Shuman was a concern brought forward by the Education Support Employees Association (ESEA). She said it was considered but the change was not made because principals who are on the calendar committee thought it would be more useful the way it was. She said the thought process was that the amount of notice allows time to plan and prepare as much as possible. She noted also that the number of workdays does not change. She added that she feels that it may be more confusing for families to have the entire week of Thanksgiving off in some years but not in others.

Trustee Ford suggested that a solution might be that employees have the option to take out an advance to have enough money to pay for housing, for instance, and that would not affect the calendar.

Trustee Guzmán said she does not agree with having two unassigned days within one pay period. She asked if staff could talk to principals and asked them if there is a way to switch those days.

Trustee Cavazos said she was thinking of what other school districts are doing in terms of mental health and adding Monday and Tuesday to Thanksgiving week as a way to give employees a break and time to spend with their families. She said she was also concerned about support staff.

Trustee Brooks said she agrees that it might be more confusing to go back and forth with having the entire week of Thanksgiving off and she also does not want to impact support staff negatively. She said she would also prefer that the semesters be more balanced.

Trustee Cepeda said she cannot support having two unassigned days within the same pay period for support staff.

Trustee Williams agreed that it would be confusing to have a full week for Thanksgiving one year and not the next. She said she was deeply concerned about the students who receive FRL.

*Motion to approve the calendars with the intent of ensuring that there would not be two unassigned days within the same pay period.*

*Motion: Williams      Second: Guzmán*

Trustee Brooks asked for clarification of the two days in question.

Mr. Johnson clarified the two days would be March 29, 2024, and April 1, 2024.

*Vote on Trustee Williams' motion was unanimous.*

### **Approve 2021-2022 School Calendar for Staff**

Approval to amend the 2021-2022 School Calendar for Staff, to include the Juneteenth Holiday, as recommended in Reference 5.04.

#### Public Hearing

Sarah Comroe spoke in support of adding the Juneteenth Holiday. She stated this is an important day to have and noted there are school programs that take place during the summer. She stated if we celebrate July 4<sup>th</sup>, we should celebrate Juneteenth.

Jamie Tadrzynski gave some background of Juneteenth, June 19, 1865, and how it came about. She pointed out that we celebrate July 4<sup>th</sup> but said in 1776 freedom was not freedom for all. She said it is culturally responsive to acknowledge Juneteenth.

Darlene Anderson said African-American children are not being successful in this District. She said she would like to understand what is happening on staff development days because it does not recognize all children.

*Motion to approve.*

*Motion: Williams      Second: Guzmán      Vote: Unanimous*

### **Board Member Leaves**

Trustee Williams left the dais.

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

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the application for the Federal Impact Aid Section 7003 and interested persons shall be given an opportunity to be heard concerning the Indian Policies and Procedures of the Clark County School District. Those wishing to address the Board in person at the meeting may sign up to speak by calling the Board Office at 702-799-1072 during regular business hours. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting, or comments may be submitted in writing by email to [BoardMtgComments@nv.ccsd.net](mailto:BoardMtgComments@nv.ccsd.net) by 2:00 pm, Thursday, November 18, 2021.

Trustee Cavazos read the public hearing statement.

#### Public Hearing

Darlene Anderson asked how is it that there is still no focus on American Indian/Alaska Natives being American. She said they are Americans first. She asked why it is necessary to describe how the School Organizational Teams (SOTs) would work with them. She asked how Native American's are being represented here.



**Public Hearing on and Possible Approval of the Review of American Indian/Alaska Native Policies and Procedures for Federal Impact Aid Section 7003 (continued)**

Dr. Christopher Bernier, Chief of Staff, Office of the Superintendent; Dr. Brad Keating, Director, Government Relations Department, Office of the Superintendent; and Della Frank, Coordinator, Indian Education Opportunities Program, Office of the Superintendent, presented the Indian Policies and Procedures of the Clark County School District.

*Motion to approve.*

*Motion: Garcia Morales    Second: Cepeda    Vote: Unanimous  
Trustee Williams was not present for the vote.*

**Approve Public Hearing on and Possible Approval of the 2021-2023 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 2021-2023 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](mailto:BoardMtgComments@nv.ccsd.net) by 2:00 p.m., Thursday, November 18, 2021.

Trustee Cavazos read the public hearing statement.

Trustee Guzmán said she would be abstaining from voting on this item because she is employed by the Nevada State Education Association (NSEA) and ESEA is a local for NSEA.

**Public Hearing**

Terri Shuman said contracts are difficult and not everyone will be happy, and she asked the Board to consider voting in favor of the 2021-2023 Negotiated Agreement.

Jan Giles spoke in favor of the collective bargaining agreement that was ratified this past weekend. She said ESEA believes the contract before the Board is a step in the right direction, and she spoke about the work that still needs to be done.

Kamilah Bywaters spoke in support of the 2021-2023 Negotiated Agreement.

**Board Member Returns**

Trustee Williams returned to the dais.

**Approve Public Hearing on and Possible Approval of the 2021-2023 Negotiated Agreement between the Clark County School District and the Education Support Employees Association** (continued)

Luke Puschnig, General Counsel, Office of the General Counsel, presented the 2021-2023 Negotiated Agreement between CCSD and ESEA.

*Motion to approve.*

*Motion: Cavazos Second: Ford Vote: Yeses – 6 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales, Williams); Abstain – 1 (Guzmán)*

*The motion passed.*

**Public Hearing on and Possible Approval of the New Memorandum of Agreement between the Clark County School District and the Education Support Employees Association Regarding the Provision of Improved Services**

This is the time and place to conduct a public hearing on, discussion of, and possible action on approval of the new Memorandum of Agreement between the Clark County School District and the Education Support Employees Association Regarding the Provision of Improved Services. 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 [BoardMtqComments@nv.ccsd.net](mailto:BoardMtqComments@nv.ccsd.net) by 2:00 p.m., Thursday, November 18, 2021.

Trustee Cavazos read the public hearing statement.

Trustee Guzmán said she would be abstaining from voting on this item because she is employed by the Nevada State Education Association (NSEA) and ESEA is a local for NSEA.

**Public Hearing**

Jan Giles said this Memorandum of Agreement (MOA) is very important to support professionals, and she talked about how support professionals would benefit from the MOA and opportunities it would bring.

Darlene Anderson stated she would like to understand the relationship between Clark County and The Harbor.

Mr. Puschnig presented the new Memorandum of Agreement between the Clark County School District and the Education Support Employees Association Regarding the Provision of Improved Services.

*Motion to approve.*

*Motion: Brooks Second: Williams Vote: Yeses – 6 (Brooks, Cavazos, Cepeda, Ford, Garcia Morales, Williams); Abstain – 1 (Guzmán)*

*The motion passed.*

## **Approve Selection of an Outside Expert to Conduct an Investigation into Allegations of a Hostile Work Environment**

Approval on selection of an outside expert to conduct an investigation into allegations of a hostile work environment at the executive and administrative levels of the Clark County School District.

Trustee Cepeda stated this item is being brought forward to address the relationship problem with the Superintendent and culture problem that exists in the District. She said the purpose of this item is to determine whether they Board wants an investigation.

### **Public Hearing**

Sarah Comroe asked if there would be an investigation into the hostile work environment created by the executive and administrative level employees. She asked who or what positions would be investigated.

Jose Solorio questioned whether the Board is functioning correctly and whether they have the appropriate relationship with their Superintendent and whether that relationship has been conducive to creating a good environment for the schools.

Diana Battista said she is not in support of this at this time. She asked if this is being offered to other staff and students. She asked if retaliation and a hostile work environment protection is included in certain employment contracts. She asked if the money to be spent on this could be better spent elsewhere to help staff and students.

Chris Giunchigliani said she does not agree that this is the right time for an investigation. She suggested voting this down and engaging in Board training and reestablishing relationships. She said that would be a better use of funds.

John Johnson said he believes it is too late for this investigation. He said if allegations were made by the Superintendent to the Board of harassment and bullying, the Board should not have terminated the Superintendent.

Darlene Anderson stated the District needs a lot of training regarding the use of federal dollars.

Kamilah Bywaters said this agenda item was confusing and unclear. She said this possible investigation into only the executive and administrative level is an affront to students, teachers, and support professionals who have shared their experiences of a toxic culture and climate.

Lisa Bailey said there is a lot of hostility in these Board meetings and people feel as though these meetings are hostile environments. She told the Board not to waste its time and money on this investigation, to let Dr. Jara's investigation do the work.

### **Approve Selection of an Outside Expert to Conduct an Investigation into Allegations of a Hostile Work Environment (continued)**

Georgeann Ray said the things she has seen watching recent Board meetings were very upsetting. She said coming to a Board meeting has become hostile. She said these meetings should be open to everyone.

Jaime Tadrzynski questioned why Dr. Jara began to make claims of a hostile work environment only after he was terminated. She asked why he did not use EthicsPoint® as he suggested teachers do. She said teachers have been talking about this hostile work environment for years. She said this investigation is not worth spending the money on.

Jan Giles said if the Board does this for one, they must do it for all. She spoke about the hostile work environment in schools that employees are subjected to. She said ESEA receives calls daily regarding retaliation and hostile work environments. She suggested that if they could make EthicsPoint® work, the Board could save a lot of money.

David Gomez questioned if the Board was not harassing anyone, why would they need to worry about an investigation. He agreed that the Board should not spend money on an investigation. He said he missed the previous Board because of their composure.

Rudy Zamora said we need to make sure money is not being spent on something that is useless and said this is a tantrum, and money should not be spent on it. He said money should be invested in the classroom and in students. He suggested that if the Board is going to do this, they should also do it for educators.

Jim Frazee said as a taxpayer it is upsetting that the Board is going to be sued for over \$2 million dollars because of this. He agreed this allegation needs to be investigated and the culture needs to be changed. He said it should not be an all or nothing but instead they need to start at the top and then work their way all the way down.

Suynn Davis said she has been embarrassed by the Board's behavior. She talked about how the Board should have handled it if they believed Dr. Jara was creating a hostile work environment.

Dolly Rowan said there is a lot of hostility in the District that has been ignored for many years. She said she does not believe the Board needs to add fuel to the fire with this investigation.

Anna Binder said she was threatened that she would be isolated and said if that can happen to her, no one is safe.

Trustee Garcia Morales stated the changes she would like to see come out of this. She said the expectation is to understand what is preventing the Board from developing working relationships between the Board and the Superintendent, which would ultimately help to ensure the success of the organization.

**Approve Selection of an Outside Expert to Conduct an Investigation into Allegations of a Hostile Work Environment** (continued)

*Motion to authorize up to four members who are not named in the demand letter to work with the Purchasing Department to identify and select a firm not to exceed \$100,000.00; to authorize the Chief Financial Officer to identify funds in the general budget and work out a timeline and present it to the Board after the firm is contracted; to embargo the information named within the claim until final results are reported; to embargo the investigation and the information named within the claim until final results are reported; and to ensure all staff complies with the investigation.*

*Motion: Garcia Morales      Second: Williams*

Trustee Guzmán said she feels the motion would cause further division on the Board. She said “hostile work environment” should be fully defined, as it is against a protected class and difficult to prove.

Trustee Ford asked if this item is intended to investigate the three Trustees named by Dr. Jara, being Trustee Cavazos, Trustee Guzmán, and herself.

Trustee Garcia Morales stated she was clear in her motion to authorize up to four members not named in the demand letter to work with the appropriate parties to move this process forward.

Trustee Ford restated her question.

Trustee Cepeda stated the purpose of the investigation is to understand the relationship as a whole Board in the context of the relationship with the Superintendent and his executive cabinet.

Trustee Ford said the item to reconsider the Superintendent’s contract was placed on the agenda prior to the Superintendent informing them of a hostile work environment. She stated no evidence has been presented that would put Trustee Cavazos, Trustee Guzmán, and herself under investigation. She said she would not support this.

Trustee Brooks said continuing to not address issues head on is why the Board continues to function the way that it does. She said this cannot be investigated internally because it would be a conflict of interest. She said she would be in support of this.

*Trustee Brooks offered a friendly amendment to the motion that it be limited to the Board officers not named in the investigation to limit it to two people and not have any potential Open Meeting Law (OML) issues.*

Trustee Williams stated most principals are in a three- to five-year contract and are expected to turn a school around in three years, yet 305,000 students are placed in the care of one person, the Superintendent, and he is expected to turn things around. She stated there is miscommunication between the Board and the Superintendent and there has been overreach by the Board for many years. She said this Board does not follow their own policies, are very split, and do not communicate nor work well together.

**Approve Selection of an Outside Expert to Conduct an Investigation into Allegations of a Hostile Work Environment** (continued)

Trustee Cavazos asked Mary-Anne Miller, Board Counsel, District Attorney's Office, to explain the definition of and the parameters by which a hostile work environment must be proven.

Ms. Miller stated it is a broad title and an investigation would further identify the nature of the allegations.

Trustee Cavazos read the legal definitions of a hostile work environment, harassment, the parameters around unlawful harassment, and the required elements of a hostile work environment claim. With that, she asked how the motion on the floor correlates to the agenda item because the item is so general and so vague, yet the parameters in the motion are very specific. She said also the intent stated by Trustee Cepeda and the motion stated by Trustee Garcia Morales are two different things. She said if this were to move forward, it would go far beyond \$100,000 and would be so divisive that it would impact any future attempts by the Board to come together.

Ms. Miller stated that Trustee Cepeda's explanation of the agenda item falls within the four corners of the language of the item and that the motion is specific enough for the Board to act upon it if it wishes to do so.

There was further discussion of the intent of the agenda item and the motion.

*Trustee Garcia Morales restated her motion as follows: Motion to authorize the officers not named in the demand letter to work with the Purchasing Department to identify and select a firm not to exceed \$100,000.00; to authorize the Chief Financial Officer to identify funds in the general budget and the two officers not named in the demand letter to work out a timeline and present it to the Board after the firm is contracted; to embargo the investigation and the information from the investigation named within the claims until final results are report; and to ensure all staff complies with the investigation.*

Trustee Cavazos asked if it was Trustee Cepeda's intent to tie the agenda item directly to the demand letter.

Trustee Cepeda suggested that the officers could hash out the details in an officers' meeting and said that would be her recommendation if there is an appetite to amend the motion.

Trustee Cavazos said she feels that would be a fair compromise.

Trustee Garcia Morales stated that she stands firm on her motion to have the Trustees not named in the demand letter be involved to ensure that the members not named in the demand letter are making the decisions about the process.

**Approve Selection of an Outside Expert to Conduct an Investigation into Allegations of a Hostile Work Environment** (continued)

Ms. Miller reminded the Board that this would have to be brought back before the Board for approval.

Trustee Garcia Morales stated that her motion creates the parameters for Item 5.08, the process and the selection of the firm. She asked what it would take for Trustees to be in support of this motion.

Trustee Guzmán stated that the motion is creating a divide and is not looking into the hostile work environment defined in the agenda item, which is for the Superintendent and cabinet members. She said she is uncomfortable with the motion and does not feel it is following the agenda item. She said she would not be in support of the motion.

Trustee Ford said if the intent was for all Trustees to be looked at, it would not exclude Trustees named in the demand letter. She suggested that the Trustees not vote on this item and allow Trustee Cepeda and/or another Trustee to bring this back when they have something substantial with reference material that includes firms, data, and estimated costs and more clarity in what is being asked. She said she would not be supporting the motion.

Trustee Garcia Morales said she appreciates her colleagues sharing their insight and her motion stands.

*Trustee Williams agreed with the amendment to the motion.*

**Call for the Question**

Trustee Williams called for the question.

*Vote on Call for the Question was unanimous.*

*Vote on Trustee Garcia Morales's motion: Yeses – 4 (Brooks, Cepeda, Garcia Morales, Williams); Noes – 3 (Cavazos, Ford, Guzmán)  
The motion passed.*

**Approve Reconsider Agenda Item 3.01 of the October 28, 2021, Meeting of the Board of Trustees**

Approval on termination for convenience by the Board of Trustees of the employment agreement of Dr. Jesus Jara pursuant to Paragraph 7(b) of the Employment Agreement. (*Contact: Item for Reconsideration placed on agenda by Vice President Irene Cepeda, who voted on the prevailing side of the motion, and request joined by Trustee Lola Brooks and Trustee Evelyn Garcia Morales pursuant to NRS 386.330*). This action requires a majority vote to reconsider before Item 5.10 below can be considered. If a motion to reconsider Item 3.01 passes, the previous action to terminate the contract is rescinded.

**Approve Reconsider Agenda Item 3.01 of the October 28, 2021, Meeting of the Board of Trustees** (continued)

Trustee Cepeda stated she brought this item forward because she is aware of an OML violation, and this item would help seek to remedy that violation. She also said she is aware of multiple unethical communications, which has led to an OML violation.

**Public Hearing**

Sarah Comroe disagreed with consideration of this agenda item, as well as the previous one, noting the concerns and stories of the hostile work environment Dr. Jara has created for his employees.

Terri Shuman said she did not support hiring Dr. Jara as Superintendent from the beginning. She said this is a difficult situation and she is leaving it up to the Board to make the right choice.

Jim Frazee said he hoped the Board supported this item because he would like to hear an honest conversation. He said it is time to have an ethical conversation in public.

Jose Solorio said the Board is not hearing all of the voices in their districts, only the voices of the ones who attend the meetings. He said he supports this item.

Dr. S. S. Rogers spoke in opposition to this item. He said Dr. Jara has lost the confidence and the trust of the Historic West Las Vegas community and District C.

Diana Battista said she cannot support this item. She said by reconsidering the termination of Dr. Jara, the Board is saying Dr. Jara's contract is more important than her child. She said the Board needs to understand the pain of the parents and the staff.

Roger West shared his experience as a principle and spoke about systems and structures that were put in place under Dr. Jara's leadership which he said have had a tremendously positive impact on him.

Chris Giunchigliani recalled the actions in recent past meetings, stating the Board violated laws during those actions.

John Johnson said he did not read in Dr. Jara's demand letter that he wanted to be rehired and he wanted an investigation. He said he believes Dr. Jara feels he has a winnable case.

Fernando Romero said the Trustees are elected officials, not employees, and he thinks Ms. Miller made a wrong decision and hoped that the Board would look into it. He suggested the Board give Dr. Jara the money he is asking for and let him go.



**Approve Reconsider Agenda Item 3.01 of the October 28, 2021, Meeting of the Board of Trustees** (continued)

Kelly Adkison said that she submitted a notice of maladministration previously which stated that Dr. Jara did not take an oath of office, so she said she is confused about why his termination would be reconsidered.

Suynn Davis named the previous CCSD Superintendents over the last 20 years. She said she wanted to thank Dr. Jara for what he has done for the Jo Mackey iLead Academy for the Digital Sciences community.

Rudy Zamora said he and other parents in Trustee Cepeda's district have tried to contact her but have not heard from her or other Trustees. He asked why the Board is focusing on Dr. Jara instead of focusing on the students.

Nicole Hess urged the Trustees to uphold their previous vote and vote no on this item, and she shared reasons why this should be done, citing goals that the Superintendent did not meet.

Hannah Comroe said people came and spoke to the Board about retaliation they have faced from Dr. Jara. She asked how hiring him back would help toward the healing the District needs.

Machelle Rasmussen said 600 support professionals and 850 teachers have left the District. She said the Board needs to look at Dr. Jara's actions and this should not be reconsidered.

Brenda Guigui finished reading Chris Giunchigliani's comment, and in that comment she asked that the Board not reconsider its decision to terminate the Superintendent's contract. She said people were upset that Dr. Jara was coming to CCSD in 2018 because of his history.

Dolly Rowen said she feared that the Trustees have already made their decisions on this item. She disagreed with reinstating Dr. Jara. She stated things are not going to get better, it is not going to bring everyone together, and it is going to cause further division.

Kamilah Bywaters asked who is controlling the Board at the expense of the students and of the interests of the community. She said the Board has heard the personal stories of the toxic environment the staff and students have experienced. She said to not listen to the community is a disservice.

Darlene Anderson said the critical thing to do is to listen to the community and look at who is really being served. She said when she looks at the outcomes of public education in the Historic West Las Vegas community, she does not see the support. She asked in terms of special education, how the Board was ensuring the Superintendent was doing the work.

Trustee Ford asked what the OML violation was that brought this item forward.

**Approve Reconsider Agenda Item 3.01 of the October 28, 2021, Meeting of the Board of Trustees** (continued)

Trustee Cepeda stated that four Trustees communicated on the agenda item. She said she would be filing an ethics violation. She said there have been unethical communications happening.

Trustee Ford described what would have been the proper procedure to follow.

There was continued discussion regarding why this item was brought forward, the possibility of OML violations, and how the Board should move forward.

Trustee Ford said she had concerns of possible OML violations during the May 13, 2021, Board meeting. She stated that on June 29, 2021, she filed a complaint with the attorney general that is currently in the review process.

Motion to approve.

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

*The motion passed.*

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees): Termination of Employment Contract**

Approval on termination for convenience by the Board of Trustees of the employment agreement of Dr. Jesus Jara pursuant to Paragraph 7(b) of the Employment Agreement. (*Contact: Item for Reconsideration placed on agenda by Vice President Irene Cepeda, who voted on the prevailing side of the motion., and request joined by Trustee Lola Brooks and Trustee Evelyn Garcia-Morales pursuant to NRS 386.330*).

**Public Hearing**

Sarah Comroe asked which four Trustees were involved in the OML violation. She said whether or not there was an OML violation, the fact remains that Dr. Jara did not do a good job and the District deserves better.

Chris Giunchigliani said she saw serial communications taking place and said she would be filing her own OML complaint. She said the students and staff have been left behind and said the Board ignored its constituent base.

John Johnson said if the Board has not spoken with Dr. Jara to get his thoughts on this, they are only adding fuel to his lawsuit.

Dolly Rowen said sadly the Board has made its decision, and she said she fears this will be part of the destruction of the District. She said bringing Dr. Jara back is not going to help build the District.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Termination of Employment Contract (continued)**

Suyann Davis said the District has been in this state for a while and it cannot all be blamed on Dr. Jara. She asked that whatever the Board does, let it be for the benefit of the students.

Kelly Adkison said Dr. Jara has not taken an oath of office. She said Items 5.09 and 5.10 are null and void if the Superintendent has not taken an oath.

Nicole Hess stated the Trustees' constituents do not want Dr. Jara as Superintendent. She said he has not achieved or made significant progress on any of his goals. She said she is disappointed in the Trustees that voted to reconsider this item.

Hannah Comroe said she is disgusted that the Board does not listen to the public and that they do not care about the teachers and staff. She said bringing Dr. Jara back is only going to continue the climate and culture issues in the District.

Jose Solorio wondered if the Superintendent could be terminated for convenience, whether any employee of the school district has any rights. He said the way the Board monitors the Superintendent is by setting goals, not by micromanaging. He implored the Board to bring Dr. Jara back.

Darlene Anderson spoke about the Board meeting she attended on May 9, 2019, and she said she did not understand how the Board was assessing the Superintendent. She said she filed a complaint with the attorney general because of a particular agenda item at that meeting.

Anna Binder asked if the Board could spend \$100,000 for an investigation, why not spend that money for outside counsel to ask vital questions instead of having attorneys that are employed by the government to not represent individual Trustees or represent their interests.

Rudy Zamora said the Board is in place to work for the constituents, and the Board needs to do what they are asking. He said if the Board votes in favor of this, they are only creating more issues than they have created for the children. He said Dr. Jara does not represent the Latino community.

Jenna Robertson spoke about issues concerning transportation for Individualized Education Plan (IEP) students, which impacts students' instructional time and services they are entitled to by law.

There was some discussion regarding the Board's action to reconsider the vote to terminate the Superintendent, what is before the Board now, the previous vote taken on October 28, 2021, to terminate the Superintendent's contract, and any possible liability or ramifications in the case that this is being done incorrectly.

Trustee Cepeda said she is asking for a proper transition and a plan to ensure that the positive work that is being done continues.

**Approve Item Posted Pursuant to NRS 386.330 (Written Request of Three Trustees):  
Termination of Employment Contract (continued)**

Trustee Garcia Morales said the District needs stability and said the Board's priority and obligation is to make the best decisions in the best interests of CCSD.

*Motion to not terminate for convenience.*

*Motion: Garcia Morales    Second: Williams*

Trustee Ford discussed how she has shared her concerns regarding Dr. Jara not being the right person to lead the District and how information came forward about him creating a hostile work environment. She said that once the Board voted to terminate Dr. Jara's contract, she was excited to move on and look for better leadership for the District. She said the person that brought this information forward is Fikisha Miller, Chief Negotiator and Assistant General Counsel, Office of the General Counsel, and that she should be included in the investigation.

**Call for the Question**

Trustee Williams called for the question.

*Vote on Call for the Question was unanimous.*

*Vote on Trustee Garcia Morales's motion: Yeses – 4 (Brooks, Cepeda, Garcia Morales, Williams);  
Noes – 3 (Cavazos, Ford, Guzmán)*

*The motion passed.*

**Approve Interim Superintendent Selection**

Approval on a process and/or appointment for an interim superintendent.

**Public Hearing**

Sarah Comroe said because of the Board's decision on the previous item, an interim superintendent would only be needed if Dr. Jara resigned.

John Johnson stated Dr. Jara does not have his job back as Superintendent until he accepts his job back. He said if Dr. Jara does not accept this, the Board will need a plan.

Georgeann Ray said what took place at the November 14, 2021, Board meeting was a waste of time and said she did not want that to happen again. She encouraged the Trustees to hold parent and community meetings.

Trustee Cavazos stated that during the November 14, 2021, Board meeting, the Board agreed that they did not want an interim superintendent who was seeking the permanent position and that they did not want a long application process but wanted a letter of interest and a resumé. She asked Ms. Miller if there was any indication regarding Dr. Jara.

**Approve Interim Superintendent Selection** (continued)

Ms. Miller stated Dr. Jara did not indicate whether or not he wanted to be reinstated.

Trustee Cavazos asked if Ms. Miller has communicated with Dr. Jara's attorney since the submission of the demand letter.

Ms. Miller stated she had spoken with Dr. Jara's attorney.

Trustee Cavazos asked if the Board needed to have that information.

Ms. Miller stated she did speak with Dr. Jara's attorney but said she does not have any information relevant to the Board's decision to share with them.

Trustee Cavazos proposed that if anyone has any names to submit for the interim superintendent position, they do so now.

*Motion to postpone Item 5.11 until the Board is able to get confirmation from Ms. Miller that Dr. Jara wanted to be reinstated as Superintendent.*

*Motion: Williams      Second: Garcia Morales*

Trustee Guzmán said she has an issue with putting out the names of individuals before having a conversation with them.

Trustee Ford noted that if the Superintendent declines to come back, the Board will not have another meeting until after December 2, 2021. She said it makes sense to solidify some sort of process now.

Trustee Cepeda said for the future the Board needs to establish a process for termination for cause and termination for convenience. She said for this situation she would be in support of anyone who is interested submitting their letter of interest and resumé. She said she does not feel comfortable with Trustees submitting names for a potential interim superintendent. She said she would also support the Board choosing from names submitted by Dr. Jara.

*Trustee Brooks offered a friendly amendment to the motion to postpone Item 5.11 until they get confirmation of whether or not Dr. Jara would be returning and, if necessary, have Dr. Jara submit four names for the Board to select an interim superintendent.*

*Trustee Williams agreed to amend her motion to speaking with Dr. Jara after receiving confirmation of whether or not he would be returning as Superintendent to have him submit three or four names in writing for the Board to select an interim superintendent.*

### **Approve Interim Superintendent Selection** (continued)

Trustee Ford suggested announcing that the Board is interested in hearing from potential interim superintendent candidates; those interested could email Cindy Krohn, Director, Board Office; that could be compiled and sent to the Board; the Trustees could send their top choices and that could be compiled to show the candidates chosen by a majority of the Board; and the Board could plan to have a special meeting in the event Dr. Jara declines to continue his employment with CCSD.

*Trustee Garcia Morales supported Trustee Williams' amendment to the motion.*

### **Call for the Question**

Trustee Garcia Morales called for the question.

*Vote on Call for the Question: Yeses – 6 (Brooks, Cepeda, Ford, Garcia Morales, Guzmán, Williams); No – 1 (Cavazos)*

*The motion passed.*

*Trustee Williams restated her motion to postpone Item 5.11 until the Board receives confirmation, via Board counsel, of whether Dr. Jara would be continuing as Superintendent provided that if he declines to continue as Superintendent, he could present three or four names in writing to Board counsel, and the Board could then vote on one of those named to be interim superintendent.*

*Vote on Trustee Williams' motion: Yeses – 5 (Brooks, Cepeda, Garcia Morales, Guzmán, Williams); Noes – 2 (Cavazos, Ford)*

*The motion passed.*

### **Trustee Discussion Items**

Trustee Guzmán requested that Trustees receive their briefings on consent agenda items in public before the Board meeting.

There was discussion regarding the Board's process for making requests.

Trustee Cavazos said she would make note of Trustee Guzmán's request but noted they need to follow the procedure that has been approved.

### **Trustee Community Activity Reports**

None.

### **Public Comment on Non-Agenda Items**

Michael Jahn said the Board has created chaos and instability in the District. He said no one of quality would want to work for this Board.

Jose Solorio expressed hope that after what took place at this meeting, they can all move forward and work together and work with Dr. Jara if he continues as Superintendent.

**Public Comment on Non-Agenda Items (continued)**

Kelly Adkison stated she would be serving the Board with three notices. She discussed that affidavits of maladministration were previously sent to Trustees and that Trustees have not responded.

Jenna Robertson said after years of attending meetings, she still does not know what the Board is doing and said she wished she could submit a vote of no confidence for the Board.

John Johnson said he is convinced that some Trustees have spoken to Dr. Jara and know what he intends to do or they just did not listen to anything he said. He said the Board is under a time constraint because of their decision.

Darlene Anderson said the Board does not know and does not care how well the students in the Turnaround program are doing. She said the children in juvenile hall are not receiving an education. She said she does not understand the Board's understanding of governance.

Casey Banner thanked Trustee Williams for an issue she assisted him with so that he was able to get the medication he needed. He expressed concern that the Clark County Education Association (CCEA) was not helpful at all when it came to his health insurance issue and said they instead appear to be playing politics and running smear campaigns against two Trustees.

Jordan Sommaggio stated there are many issues that need to be addressed in the District and suggested these issues can be addressed in meaningful ways. He spoke about how the YMCA is in place to strengthen community and relieve burdens from government, but he expressed how partnering with CCSD has been challenging.

Sarah Ashton-Cirillo said the idea of banning books has made its way to Las Vegas. She said this cannot be allowed no matter who sits in leadership positions in CCSD.

Ed Gonzalez thanked the Board for passing Item 3.07. He said he is hopeful that the clinic at Sister Robert Joseph Bailey Elementary School would be opened. He expressed concern for employees who have spoken out against Dr. Jara and hoped that they are not retaliated against. He also expressed concern that the Board is not functional and said he wants to make sure people are working together.

Terri Shuman disagreed with the Board's plan to ask Dr. Jara for names of potential interim superintendent candidates.

Rudy Zamora thanked the Board for the recent redistricting meeting. He offered to have a taco truck or hotdog stand outside next time a Board meeting runs this late.

**Public Comment on Non-Agenda Items (continued)**

Hanna Comroe asked what happens to the salary that would be paid to a substitute when there is no substitute and the students are instead split up between classrooms. She suggested that the teachers who end up with those extra students should split the money. She hoped that employees do not face retaliation but said it would probably just continue. She suggested that the Board members turn their microphones on whenever they speak.

**Board Self-Assessment Assignment**

None.

**Upcoming Meeting of the Board of Trustees – Wednesday, December 1, 2021, 9:00 a.m.**

Trustee Cavazos said the upcoming work session scheduled for Wednesday, December 1, 2021, at 9:00 a.m. would be held in the boardroom.

**Adjourn:** 1:43 a.m.

*Motion: Cavazos    Second: Guzmán    Vote: Unanimous*