

MINUTES
CLARK COUNTY SCHOOL DISTRICT
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121

SUPERINTENDENT SEARCH

Thursday, April 19, 2018

5:36 p.m.

Roll Call: Members Present
Deanna L. Wright, President
Carolyn Edwards, Vice President
Lola Brooks, Clerk
Linda P. Cavazos, Member
Kevin L. Child, Member
Chris Garvey, Member
Linda E. Young, Member

Pat Skorkowsky, Superintendent of Schools

Also present were: Mary-Anne Miller, Board Counsel, District Attorney's Office; Carlos McDade, General Counsel, Office of the General Counsel, Ancillary Support; Elizabeth Carrero, Executive Manager/Director II, Office of the Superintendent; Cindy Krohn, Executive Assistant, Board Office; and Jeanetta Edmond, Administrative Secretary II, Board Office.

FLAG SALUTE

Trustee Child led the Pledge of Allegiance.

ADOPT AGENDA

Adopt agenda.

Motion: Edwards Second: Cavazos Vote: Unanimous

PUBLIC COMMENT PERIOD

Alexis Salt said teachers continue to feel ignored and unappreciated. She said she cannot afford not to fight for pay increases for teachers.

Robert Cowles said having Robert Freeman as the attorney investigating allegations against Edward Goldman, Associate Superintendent, Employee-Management Relations, is probably a conflict of interest since Mr. Freeman regularly does work for CCSD. He said the District needs to prove to the legislature that it is spending the money that it receives appropriately.

PUBLIC COMMENT PERIOD (continued)

Chet Miller said the Board continues to repeat how it deals with labor, specifically, how often it goes to arbitration, even against the advice of its own committee.

Autumn Tampa said when support staff won their arbitration, the Board fought it and did not pay support staff, and teachers won their arbitration, and the Board is going to fight it, but when administrators won in arbitration, the Board did not fight them. She said that is disparate treatment and shows a general disrespect.

Vicki Kreidel said she was recruited from California to teach for CCSD and was excited, but since being here she has seen the morale go down and said teachers are feeling worn down, unappreciated, and unhappy.

Elena Rodriguez requested that her name and contact information be provided by CCSD to the external investigator hired to investigate allegations against Dr. Goldman. She urged the Board and Superintendent to be transparent and make the investigator's report public and easily accessible.

David Gomez said District employees have complained to him about something happening at the CCSD Russell bus yard. He said these employees told him that there is something called the "white man's club" at this bus yard.

James Nickerson spoke in support of teachers. He said for the benefit of Clark County, the Board should consider helping the teachers in whatever they need. He said education is the foundation of American society.

Sherri McPherson said she was fired after being a District employee for 31 years with a perfect record. She said her case was included in the letter exposing problems in Employee Management Relations (EMR). She said she was harassed and treated badly. She asked to speak with a Board member about the situation.

Jana Pleggenkuhle said she and others are tired of hearing the Board say how much they support their staff. She said the Board needs to truly listen and understand how hard the teachers' job is. She said actions speak louder than words, and teachers are tired of having to fight for what is right.

APPROVE SUPERINTENDENT SEARCH

Approval regarding aspects of a search and selection of a new Superintendent of Schools for the Clark County School District, including selecting one or more current and/or former Clark County School District employee candidates to be interviewed, namely, Mike Barton, Ed.D., Cody O. Claver, Mark Coleman, Jhone M. Ebert, Robert A. Gerye, Deborah Gruner, John S. Haynal, Mollie Ann Holt, Timothy S. Hughes, April Lealia Key, Ed.S., Antonio Rael, Michele Robinson, Ed.D., Jesse Welsh, Ed.D., and Eva M. White, Ed.D., at a special board meeting on April 27, 2018; and a Community Meeting to meet the selected candidates, as requested in Reference 3.01.

APPROVE SUPERINTENDENT SEARCH (continued)

Public Hearing

Elisabeta Coleman spoke in support of April Lealia Key for superintendent. She talked about how teachers grow and progress under Ms. Key's leadership.

Orvel Jackson thanked the Board for revising their process. He spoke in support of Ms. Key. He shared his experience working and learning through Ms. Key's leadership and guidance.

Robert Cowles said last time the Board hired an external candidate, it had a negative impact. He suggested that we work on mending those relationships that became strained under the leadership of former superintendent Dwight Jones.

Erin Nguyen spoke in support of Ms. Key. She talked about working with Ms. Key and the collaborative environment she fostered.

Yvette Williams shared the qualifications the Clark County Black Caucus believes are important in a superintendent. She spoke in support of Mike Barton, Chief Academic Officer, Academic Unit, for superintendent because of the positive changes the District has seen under Dr. Barton's leadership.

Autumn Tampa commended all of the applicants for applying for the position of superintendent. She expressed concern for CCSD students and employees and shared her hope that the next superintendent would value the whole child and value all CCSD employees equally.

Duane Bickmore spoke in support of Ms. Key, and he talked about her tremendous leadership at Cheyenne High School and how she brought the school and community together.

Elena Rodriguez spoke in support of Ms. Key. She talked about how Ms. Key went above and beyond in helping one student in particular who needed help.

Dina Brossardt spoke in support of Ms. Key. She talked about Ms. Key's leadership and drive to ensure all students succeed.

Jaryelly May spoke in support of Ms. Key. She said Ms. Key's genuine love for her students and active engagement inspired her to become an educator.

Tom Rodriguez spoke in support of Dr. Barton. He spoke about Dr. Barton's ability to lead and his great qualities.

Peter Guzman said he previously advocated for including local candidates in this process. He spoke in support of Dr. Barton. He said Dr. Barton is in a position to capitalize on the positive things happening in the District.

APPROVE SUPERINTENDENT SEARCH (continued)

Public Hearing

Fernando Romero spoke in support of Dr. Barton. He said Dr. Barton knows the community and he knows what the District and the teachers and the community needs and will work to get it.

David Gomez spoke in support of Dr. Barton. He talked about the positive impact Dr. Barton had on the students and community at West Prep when he was principal there.

Lisa O'Keefe spoke in support of Ms. Key. Spoke about Ms. Key's effectiveness as a leader and her positive leadership style.

Jamie Rosenthal spoke in support of Ms. Key. He said he believes Ms. Key is capable of taking the District and the students to the next level.

Bishop Leon Smith spoke in support of Dr. Barton. He said the District needs a superintendent that would be in place long enough to put the proper systems in place so students can advance.

Kay Carl suggested that the Board not focus on a person's title, but rather compare the candidate's current job description to CCSD's job description. She said each of the candidates should provide the Board with a plan of objectives during this process.

Brent Husson encouraged the Board to spend more time on this process and spend more time with the candidates.

Jaymes Aimetti spoke in support of Dr. Barton. He spoke about Dr. Barton's leadership qualities and his abilities and firsthand knowledge of working in the Clark County School District.

Sylvia Lazos said with the addition of internal candidates, the Board created a process that could be uneven. She suggested that the search firm be brought back into the process and asked to look at the internal applicants that the Board selects, and that there be some transparency and disclosure of the meetings and conversations of the candidates. She offered what she believed to be a fair rubric on which to rate the internal candidates.

Glenn Christenson agreed with previous speakers' comments with respect to the search process. He talked about the importance of the Trustees' job in selecting a superintendent and expressed concern with how the selection process has been handled.

Felicia Ortiz agreed with concerns expressed regarding the search process stated by the previous speaker. She said she does not support Dr. Barton because she feels it is time for a change.

RECESS: 7:12: p.m.

RECONVENE: 7:22 p.m.

APPROVE SUPERINTENDENT SEARCH (continued)

Public Hearing

Jana Pleggenkuhle said with the changes happening in CCSD, things cannot be done as they always have been. She said the District needs a superintendent that understands the challenges that these changes bring and can support all CCSD employees and students.

Sandy Miller thanked the Board for opening the process to internal candidates. She hoped the Board would consider Eva White for the position of superintendent.

Avian Burkes, a former student, spoke in favor of Dr. Barton. He said Dr. Barton's words of encouragement inspired him when he was a student and later as he joined the U.S. Marine Corps and then the Las Vegas Metropolitan Police Department.

Robert L. Green spoke in support of Dr. Barton. He said Dr. Barton has been a leader in the District for many years, and has been supportive of students with challenges, specifically those who come from minority and low-income homes.

Abraham Felix spoke in support of Dr. Barton. He talked about the positive impact Dr. Barton had on him when he was a student.

Gene Collins spoke in support of Dr. Barton. He shared that because of Dr. Barton's leadership, his grandson is successful. He said the District needs someone who understands the community.

Lisa Mayo (phonetic) said she does not agree with hiring from within, and she spoke in support of Donald T. Haddad for superintendent.

Deborah Gruner said she originally chose to submit an application for superintendent because she did not see a large number of community members involved in the process. She said she learned at this meeting that Dr. Barton and Ms. Key can bring the community out, which is a great skillset and should be recognized. She agreed with the imbalance in the search process because of the revision that was made. She also agreed that 45 minutes to interview a candidate is not enough time to find out who the individuals are.

Marzette Lewis suggested that a school district of this size cannot be managed successfully by one superintendent. She said this school district needs to be broken up.

Chet Miller asked the Board to consider the fact that the superintendents that have been brought in from outside of the District were in place for the shortest amount of time. He said he is very concerned with the candidates brought forward by the search firm.

The Trustees put forward their choices for candidates and agreed to move three finalists forward to the interview process.

APPROVE SUPERINTENDENT SEARCH (continued)

Motion to bring forward along with the three external candidates identified by Ray and Associates, Dr. Mike Barton, Dr. Jesse Welsh, and Dr. Eva White.

Motion: Edwards Second: Young Vote: Unanimous

The Board briefly discussed the structure of the interview process.

AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS

Trustee Young said she would like to discuss how the Board should handle the situation in the future when a public official wants to speak at a Board meeting in terms of how long they are allowed to speak.

Trustee Garvey requested an agenda item to discuss contracts for at-will positions that are not affected by going back to a licensed position. She also requested an agenda item to discuss changing the Board policy to have the District counsel report directly to the Board instead of the Superintendent.

DISCUSSION AND REQUEST FOR SPECIAL MEETINGS

None.

PUBLIC COMMENT PERIOD

David Gomez questioned the validity of statements made concerning Dr. Goldman.

Robert Cowles said teachers need an act of good faith from the Board, and he suggested that be to direct the Superintendent to stop the lawsuit challenging the arbitrator's decision. He suggested that the Board then convince the Governor that a special session is needed to adequately fund the 2019 fiscal year, and then work with employees to achieve adequate funding.

Marzette Lewis talked about the West Las Vegas community. She said Dr. Goldman should not be doing anything in the school district.

PUBLIC COMMENT PERIOD (continued)

Sarah Sunnasy said the District and the Board need to demand what is needed in terms of funding for education, and everyone needs to work together.

ADJOURN: 8:41 p.m.

Motion: Edwards Second: Brooks Vote: Unanimous