

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

Monday, June 3, 2013

5:30 p.m.

Roll Call: Members Present
Carolyn Edwards, President
Lorraine Alderman, Vice President
Deanna L. Wright, Clerk
Erin E. Cranor, Member
Chris Garvey, Member
Patrice Tew, Member
Linda E. Young, Member

Pat Skorkowsky, Superintendent of Schools

Also present were: Mary Ann Peterson, Board Counsel, District Attorney's Office; Carlos McDade, General Counsel, Office of the General Counsel; Cindy Krohn, Executive Assistant to the Board, Board Office; and Lisa Chrapcynski, Administrative Secretary II, Board Office.

TELECONFERENCE CALL CONNECTED

Teleconference call with Trustee Tew was connected at 5:30 p.m.

ANNOUNCEMENTS

Trustee Edwards explained that this meeting was scheduled to give the public another opportunity to provide comment on the selection of CCSD's next superintendent.

FLAG SALUTE

Trustee Edwards led the Pledge of Allegiance.

ADOPT AGENDA

Adopt agenda.

Motion: Cranor Second: Young Vote: Unanimous

Trustee Garvey was not present for the vote.

BOARD MEMBER ARRIVES

Trustee Garvey arrived at the Board meeting at 5:33 p.m.

PUBLIC COMMENT PERIOD

Chris Leffler expressed support of Mr. Skorkowsky being appointed as the next superintendent. He said he liked that Pat Skorkowsky is from within Clark County School District, and he appreciated Mr. Skorkowsky's support of the Be Kind Foundation and Be Kind Play Rugby Foundation.

Cameron Stuart said he had been searching for and has requested a job description for CCSD Superintendent of Schools but has not received that information. He talked about the importance of a readily available job description before any search begins.

Elena Rodriguez said it is the Board's responsibility to address the serious issues that the District faces, including the bullying, harassment, and retaliation that District employees experience every day.

Jose Solorio said the forthcoming ballot question, the Education Initiative, will bring substantial dollars to education in 2014, and he asked that the Board begin thinking about this ballot question to help properly fund education.

Anthony Hodges spoke about the importance of education. He said the District needs to focus on educating the children to raise student achievement. He suggested smaller class sizes and hiring more teachers.

Robert L. Green said he was impressed with Interim Superintendent Skorkowsky's leadership, and he spoke in support of him being appointed CCSD Superintendent of Schools. He said he would like to see the Board and the District focus on equity and diversity issues.

Michael Hollis accused Trustee Wright of discrimination and said this is a problem throughout the school district.

Sandra Winters said she was restricted from attending her students' graduation, excluded from an area of the campus, and she has been accused of being a bully by her principal. She said she has also been the victim of harassment in her school.

Trustee Edwards stated that she knows several of the issues that have been raised are being looked into.

APPROVE RESCINDING OF PREVIOUS ACTION

Approval to rescind the previous action taken by the Clark County School District Board of Trustees on May 21, 2013, to enter into negotiations with Mr. Pat Skorkowsky for the position of Superintendent of Schools of the Clark County School District.

APPROVE RESCINDING OF PREVIOUS ACTION (continued)

Public Hearing

Michael Bluestein offered reasons why he felt the Board should rescind their previous action to enter into contract negotiations with Interim Superintendent Skorkowsky.

Cameron Stuart talked about what the constituency would be demanding from this Board, such as a higher level of transparency and adherence to the law, and how this Board would be held to higher attentiveness.

Leanne Ferdig asked that the Board not rescind the previous action to enter into contract negotiations with Interim Superintendent Skorkowsky.

Jose Solorio applauded the Board for taking action and selecting Interim Superintendent Skorkowsky for the position of CCSD Superintendent of Schools and for seeking counsel's advice before taking that action.

Anthony Hodges said because of the Open Meeting Law (OML) the Board must have discussions with the taxpayers before any decisions are made.

Carrie Russo said she had no idea that a decision to appoint a superintendent was a possibility at the May 21 meeting. She said she believes the OML was violated. She asked the Board to reconsider their decision.

Michael Hollis said the Board and the District do not care what type of education the children of Clark County receive. He disagreed with the Board's decision to appoint Interim Superintendent Skorkowsky to the position of Superintendent.

Trustee Edwards said the Board should rescind its previous action at this point to allow the public to have full public comment and then entertain that action again after public input and discussion.

Motion to rescind the previous action taken by the Clark County School District Board of Trustees on May 21, 2013, to enter into negotiations with Mr. Pat Skorkowsky for the position of Superintendent of Schools of the Clark County School District.

Motion: Alderman Second: Wright

Trustee Wright said that although she felt there have been many opportunities for public and community input and that there was proper notice of possible action being taken on May 21, she also felt it would be prudent for the Board to allow another opportunity for public input on this matter.

Trustee Garvey asked if a written opinion has been provided from the Attorney General's Office in response to this issue.

APPROVE RESCINDING OF PREVIOUS ACTION (continued)

Ms. Peterson said a written opinion has not been provided. She explained a public body's right to reconsider an action that was taken.

Trustee Edwards asked if any complaints have been seen by the Board.

Ms. Peterson said two complaints have been forwarded to her electronically from the Attorney General's Office, but no one on the Board has seen any complaints.

Vote on Trustee Alderman's motion: Yeses – 6 (Edwards, Alderman, Wright, Cranor, Garvey, Young

Trustee Tew was unavailable for the vote.

The motion passed.

APPROVE SUPERINTENDENT SELECTION

Approval on the selection of Mr. Pat Skorkowsky to fill the position of Superintendent of Schools of the Clark County School District; direct legal counsel to enter into negotiations for an employment contract with Mr. Pat Skorkowsky; or, alternatively, direct staff on next steps in superintendent search.

Public Hearing

Drew Stevens strongly disagreed with comments made by Michael Hollis with regard to Trustee Wright, and he said he knows Trustee Wright to be an incredible Trustee who serves the community proudly. He applauded the Board for their decision to appoint Interim Superintendent Skorkowsky, and he spoke favorably about Mr. Skorkowsky's ability to lead the District.

Dr. S. S. Rogers spoke in opposition to a superintendent search because he says the money that would be spent on a search could be utilized for teachers or necessities for the District. He expressed support of the Board's decision to appoint rather than to conduct a search.

Lamar Briley spoke in favor of the selection of Mr. Pat Skorkowsky for the position of CCSD Superintendent.

May Kremer thanked the Trustees for providing leadership in CCSD in an expedited manner and for appointing someone from within the District. She disagreed with spending money to hire a search firm.

Pastor Willie Jacobs spoke about how several leaders in Clark County who came in from the outside left abruptly or before the end for their contract because they lacked educational commitment to the community.

APPROVE SUPERINTENDENT SELECTION (continued)

Cameron Stuart said the job description for CCSD Superintendent of Schools must be relevant to the current times and must allow for probable adjustments, and it must be published and made readily available for constituents.

Leanne Ferdig asked the Board to stand firm in their decision made on May 21.

Alex X spoke in opposition to spending money to conduct a superintendent search to hire someone outside of the District.

Eleanor Chow said she believes it is the Board's responsibility to keep the District fiscally sound, set policy, and select the superintendent, which she believes the Board has done. She said she did not think it was necessary for the Board to rescind their action, but it was the right thing to do to answer the concerns of the community. She said the legislature should review and clarify the OML.

Jose Solorio thanked the Trustees for doing their job and for taking the time to give the community an opportunity to provide input on this issue.

Anthony Hodges spoke in favor of selecting a leader from within the District or locally.

Kevinn Donovan spoke in opposition to the Board's decision not to conduct a search and consider other qualified candidates. He suggested that the Board could develop a job description, post the job opening, review the applications, and hire a superintendent. He said the problem is with the process not with Interim Superintendent Skorkowsky.

Carla Adsit spoke in support of Interim Superintendent Skorkowsky leading the District. She said she was not in favor of the Board's decision to rescind its earlier action.

Zhan Okuda-Lim commented that there are a lot of issues in the District that need to be addressed, and the community should not stand for the "status quo" that we hear about often in education reform. He disagreed that just because someone has served in the District for 25 years that things would remain the same or "status quo" as suggested by another speaker.

Michael Bluestein said giving someone a chance to see how they perform in the position, as suggested by the previous speaker, would be at the expense of the students. He suggested that two years should be enough time to see if Interim Superintendent Skorkowsy could produce significant results for dropout rates, literacy rates, and test scores.

Trustee Cranor shared her thoughts and the steps that she took as she moved through the process of considering this extremely important decision to be made by the Board.

APPROVE SUPERINTENDENT SELECTION (continued)

Trustee Wright shared some points that aided her in considering the Board's options for hiring a new superintendent.

Trustee Young said each person involved in the District is responsible for helping to education the students, and the superintendent is responsible for leading that charge and leading in the commitment, change, collaboration, consensus, and communication. She shared why she was in support of Interim Superintendent Skorkowsky.

Trustee Garvey expressed confidence in her decision to appoint Pat Skorkowsky to the position of CCSD Superintendent of Schools.

Trustee Alderman shared some information that helped her reach the decision to support appointing Pat Skorkowsky to the position of superintendent.

TELECONFERENCE CALL DISCONNECTED

Teleconference call with Trustee Tew was disconnected at 7:41 p.m.

BOARD MEMBER ARRIVES

Trustee Tew arrived at the Board meeting at 7:41 p.m.

APPROVE SUPERINTENDENT SELECTION (continued)

Trustee Edwards commented that the question raised by some members of the public of who other possible candidates could be is a legitimate question. She said she is also aware of the strong conviction of the Board to continue the work that was started by Dwight Jones, and she does have some questions about whether or not someone coming from the outside could continue that work.

Trustee Edwards said the Board needs to discuss further what their expectations are, and she would suggest that they schedule a retreat to discuss those parameters, job description, expectations, and timelines for those expectations.

Trustee Tew shared her thought process, viewpoint, and concerns as she considered the Board's options to conduct a search or to appoint a superintendent. She said she is in full support of Interim Superintendent Skorkowsky.

Motion to select Mr. Pat Skorkowsky to fill the position of Superintendent of Schools for the Clark County School District and direct legal counsel to enter into negotiations for an employment contract with Mr. Pat Skorkowsky.

Motion: Young Second: Garvey

Trustee Edwards expressed concern with the motion as stated to appoint Mr. Skorkowsky and enter into contract negotiations.

APPROVE SUPERINTENDENT SELECTION (continued)

Ms. Peterson said the motion as stated is acceptable.

Vote on Trustee Young's motion was unanimous.

Trustee Edwards shared some information about the top 20 school districts in the nation in terms of their superintendent contracts, including salaries, as a matter of reference. She suggested as a starting point, to offer a salary of \$250,000 and offer the \$20,000 per year for four years as a bonus at the end of the four-year contract. She suggested using the same allowances that were in the former superintendent's contract, such as allowance for membership in organizations and allowance for travel.

Trustee Young said she is not in support of a bonus for the superintendent where there is no bonus offered for other staff. She said she does not agree with paying a superintendent to stay in place because the commitment to children should be the reason to stay. She said she was agreeable to having the same parameters that were in the former superintendent's contract, but she does not agree with taking away from teachers while giving special perks to the superintendent. She suggested entering into a one- to two-year contract to see how successful Mr. Skorkowsky would be before entering into a long-term contract.

Trustee Garvey commented that with the process and timeline for monitoring the superintendent through the monitoring reports, she wants to ensure that it is Superintendent Skorkowsky's performance that is being evaluated. She suggested that the Board take that into consideration when deciding the length of the contract. She said the Board reserves the right to offer Superintendent Skorkowsky more time if they feel his performance warrants it. She also disagreed with offering a bonus to the superintendent when others are being asked to make sacrifices.

Trustee Alderman agreed with those comments made by Trustee Garvey with regard to the timing of the contract and the monitoring reports. She asked if staff had some information in terms of the length of superintendent contracts historically. She suggested that perhaps the Board may have to develop a separate evaluation method because of the timeline issue. She agreed that the superintendent should not be entitled to all those things that other employees are not in terms some of those items that were offered in the previous superintendent's contract.

Trustee Young suggested that the Board could develop a new evaluation process. She said the Board does not have to continue with what has been done over the past 10 years and be tied to the Policy Governance® timeline.

Trustee Wright said she does not believe that offering a certain amount of money to the superintendent would make him stay longer. She said the community has conveyed that they value longevity in the superintendent so the contract should be for longer than two years. She said she believes offering a bonus in the contract is appropriate for the level of work that is being asked of the superintendent. She said if the Board chooses not to offer a bonus, the salary should be more than \$250,000.

APPROVE SUPERINTENDENT SELECTION (continued)

Trustee Edwards explained that her thought was that offering a bonus would supplement the salary, but that if the Board does not agree to offer a bonus, her preference would be to keep the salary at \$250,000. She said the Board needs to look at the process for early termination of the contract by the Superintendent.

Trustee Edwards asked Superintendent Skorkowsy what his position is on having language in the contract that requires the Board to adhere to Policy Governance® as was in the previous superintendent's contract.

Superintendent Skorkowsy said he believes that a governance structure of some type for a board and its superintendent is very important and necessary because it outlines the behaviors that are expected for both parties.

Trustee Young clarified that she feels the Board should review Policy Governance® to see whether or not it is working for them.

Public Hearing

Kevinn Donovan agreed that the Policy Governance® model should be reviewed. He said he does not believe money to be a key factor for Superintendent Skorkowsy in these contract negotiations. He said he understands that there are certain expense allowances that are necessary, but the salary to be offered here should not be compared to other places where the cost of living is higher.

Jose Solorio suggested that the Board should keep the superintendent's salary commensurate with what is expected of the superintendent. He said the contract should be a minimum of three years. He also agreed that Policy Governance® should be reviewed.

Michael Bluestein agreed with Trustee Young that the ending of the contract being December 2014 with an evaluation would be appropriate. He suggested that the Board could always extend the contract if they saw fit to do so based on performance.

RECESS: 8:47 p.m.

RECONVENE: 8:55 p.m.

APPROVE SUPERINTENDENT SELECTION (continued)

Trustee Edwards asked Trustee Tew to work with her on the contract with legal counsel.

AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS

Trustee Young requested an agenda item for discussion of Policy Governance®. She said she also wanted to have a discussion on the process of teachers becoming administrators.

Trustee Cranor noted that she and Trustee Alderman are working on the fiscal governance piece of the Board's policies.

DISCUSSION AND REQUEST FOR SPECIAL MEETINGS

Trustee Edwards asked the Trustees to look at their calendars so they can schedule a retreat and talk about essential items, such as Policy Governance®, the education reforms, and what the goals are for the Superintendent.

The Board agreed to schedule their retreat for Friday, August 9, 2013, at 9:00 a.m.

Trustee Young proposed that the discussion include a review of the qualitative aspect of those things that the superintendent is held responsible for.

PUBLIC COMMENT PERIOD

Cameron Stuart asked what the plan is for the Board to accomplish their Vision.

Jose Solorio talked about some of the comments made by District employees and the issues they are having at their schools, and he suggested that perhaps there is a lack in communication between a diverse workforce and a diverse leadership.

ADJOURN: 9:10 p.m.

Motion: Wright Second: Young Vote: Unanimous