

**MINUTES OF THE FEBRUARY 11, 2025
REGULAR MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES**

February 11, 2025

1. Opening Items

1.01 CALL TO ORDER

The regular meeting of the Board of Trustees was called to order at 2:08 p.m. in the Board Room of the Central Administration Building, located at 425 East Ninth Street in Reno, Nevada.

1.02 ROLL CALL

President Beth Smith and Trustees Christine Hull, Adam Mayberry, James Phoenix, Colleen Westlake, and Alex Woodley were present. Trustee Diane Nicolet was present via video conference. Superintendent Joe Ernst, Student Representative Annie Batavia, and staff were also present.

1.03 PLEDGE OF ALLEGIANCE

Trustee Phoenix led the meeting in the Pledge of Allegiance.

1.04 LAND ACKNOWLEDGEMENT

President Smith read the land acknowledgement.

1.05 CEREMONIAL SWEARING-IN OF SCHOOL POLICE OFFICER

School Police Chief Tracy Moore conducted a ceremonial swearing-in of new School Police Officer Justin Lemarr.

2. Consent Agenda

It was moved by Trustee Phoenix and seconded by Trustee Woodley that **the Board of Trustees approves Consent Agenda Items 2.02 through 2.14.** The result of the vote was Unanimous: (Yea: Christine Hull, Adam Mayberry, Diane Nicolet, James Phoenix, Beth Smith, Colleen Westlake, and Alex Woodley.) Final Resolution: Motion Carries.

- 2.02 The Board of Trustees adopted Washoe County School District Board Resolutions 25-002 and 25-003, Resolutions to Augment the 2024-25 Fiscal Year Budget.
- 2.03 The Board of Trustees approved the Charter Performance Monitoring for Bailey Charter Elementary School as compliant.
- 2.04 The Board of Trustees approved the Charter Performance Monitoring for Coral Academy of Science Charter School as compliant.
- 2.05 The Board of Trustees approved the Charter Performance Monitoring for enCompass Academy Charter School as compliant.
- 2.06 The Board of Trustees approved the Charter Performance Monitoring for High Desert Montessori School as compliant.
- 2.07 The Board of Trustees approved the Charter Performance Monitoring for Mariposa Language and Learning Academy as compliant.
- 2.08 The Board of Trustees approved the Charter Performance Monitoring for Sierra Nevada Academy Charter School as compliant.
- 2.09 The Board of Trustees awarded Bid #25-35-B-12-BC, Tennis Court Resurfacing at North Valleys High School, to Spanish Springs Construction, Inc. in the amount of \$234,980.
- 2.10 The Board of Trustees approved the Agreement to Provide Professional Consultant Services to Benchmark, Inc. for construction inspection for the 2025 Roofing Replacement Projects throughout the district in the amount of \$283,505.
- 2.11 The Board of Trustees approved Amendment #1 to the Agreement to Provide Professional Consultant Services with Wood Rodgers, Inc. for the Debbie Smith CTE Academy High School in the amount of \$134,500.
- 2.12 The Board of Trustees awarded Bid #25-36-B-12-DA, Tennis Court Repair and Resurfacing at Earl Wooster High School, to Spanish Springs Construction, Inc. in the amount of \$263,570.

2.13 The Board of Trustees approved the grant application to the Nevada Department of Education for funding of the 1/5 Public Employees' Retirement System (PERS) service credit for retirement incentives for eligible licensed educational personnel in the amount of \$39,428.13.

2.14 The Board of Trustees approved the Fiscal Year 2026 (FY26) State Competitive Career and Technical Education (CTE) grant application for Washoe County School District CTE programs to the Nevada Department of Education for \$359,650.

3. Items for Presentation, Discussion, Information and/or Action

3.01 PRESENTATION OF A WASHOE COUNTY SCHOOL DISTRICT PROCLAMATION HONORING BLACK HISTORY MONTH IN THE WASHOE COUNTY SCHOOL DISTRICT

The Board of Trustees received a presentation on the importance of Black Student Unions in the Washoe County School District from North Valleys High School student Nahla Mickel and Robert McQueen High School student Eric Burns in honor of Black History Month.

Trustee Woodley read a proclamation from Superintendent Ernst honoring Black History Month in the Washoe County School District.

3.02 PRESENTATION, DISCUSSION, AND POSSIBLE ACTION TO APPROVE THE 2024/2025 'D' MAJOR PROJECTS PROGRAM FOR CONSTRUCTION PHASE FUNDING FOR THE EDWARD C. REED HIGH SCHOOL MODERNIZATION PROJECT, AND DESIGN PHASE FUNDING FOR A NEW ELEMENTARY SCHOOL ON THE EXISTING EDWARD L. PINE MIDDLE SCHOOL CAMPUS FOR A TOTAL AMOUNT OF \$99,500,000 AS RECOMMENDED BY THE CAPITAL FUNDING PROTECTION COMMITTEE

Tami Zimmerman, Chief Facilities Management Officer, provided a presentation on the next phases of the district's Facility Modernization Plan (FMP), which included the design phase funding of a new elementary school on the existing Edward L. Pine Middle School Campus and the construction phase funding for the Edward C. Reed High School Modernization Project. The scope of work for the design phase of the new elementary school included an assessment of the existing Edward L. Pine Middle School building to determine if parts of the structure could still be used and the development of a conceptual design for the new elementary school. The estimated cost for the design phase of the project was \$12 million. The scope of work for the construction phase of the Edward C.

Reed High School Modernization Project was presented. The guaranteed Maximum Price (GMP) 2 for the construction phase, including furniture, fixture, and equipment (FF&E) was \$87.5 million.

Trustee Hull requested clarification on if existing classrooms would receive new furniture. Ms. Zimmerman explained the FF&E budget was for new classrooms and student spaces only.

Trustee Hull noted no zoning decisions related to the new elementary school located on the Edward L. Pine Middle School campus had been made. She emphasized a need for transparency with the community due to the unique nature of merging elementary schools and suggested the Zoning Advisory Committee meet soon regarding the situation. She also believed the School Naming Committee should be involved.

President Smith wondered how the design phase could move forward without knowing which schools would be merged. She wanted to ensure all school communities had the opportunity to participate in the design process if they would be attending the new school. Ms. Zimmerman mentioned that the district would cast the widest possible net when conducting community meetings to ensure all voices were heard. The current educational specifications allowed for flexibility and the design process was structured to remain adaptable.

It was moved by Trustee Mayberry and seconded by Trustee Woodley that **the Board of Trustees approves funding in the amount of \$99,500,000 for the 2024/2025 'D' Major Projects Program for the construction phase funding for the Edward C. Reed High School Modernization project and the design phase funding for a new elementary school on the existing Edward L. Pine Middle School campus, as recommended by the Capital Funding Protection Committee.** The result of the vote was Unanimous: (Yea: Christine Hull, Adam Mayberry, Diane Nicolet, James Phoenix, Beth Smith, Colleen Westlake, and Alex Woodley.) Final Resolution: Motion Carries.

3.03 DISCUSSION AND POSSIBLE ACTION TO ADOPT WASHOE COUNTY SCHOOL DISTRICT BOARD RESOLUTION 25-004, A RESOLUTION AUTHORIZING THE ISSUANCE OF UP TO \$100,000,000 IN GENERAL OBLIGATION (LIMITED TAX) SCHOOL IMPROVEMENT BONDS (ADDITIONALLY SECURED BY PLEDGED REVENUES), SERIES 2025A, AND AUTHORIZING OFFICERS OF THE DISTRICT TO TAKE OTHER ACTIONS NECESSARY TO COMPLETE THE ISSUANCE AND RELATED MATTERS

Mark Mathers, Chief Financial Officer, explained Washoe County School District Board Resolution 25-004 would authorize the sale of \$100 million in WC-1 bonds for the

financing of the projects approved by the Board as part of the previous agenda item. He noted that the new Moody's debt rating had been released and the district had the highest debt rating of all school districts in Nevada.

It was moved by Trustee Westlake and seconded by Trustee Woodley that **the Board of Trustees adopts Washoe County School District Board Resolution 25-004, A 2025A School Improvement Bond Resolution authorizing the district to issue general obligation bonds in an aggregate principal amount not to exceed \$100,000,000.** The result of the vote was Unanimous: (Yea: Christine Hull, Adam Mayberry, Diane Nicolet, James Phoenix, Beth Smith, Colleen Westlake, and Alex Woodley.) Final Resolution: Motion Carries.

President Smith recessed the meeting for 20 minutes.

3.04 PRESENTATION, DISCUSSION, AND POSSIBLE ACTION FOR THE BOARD OF TRUSTEES TO ACCEPT THE MID-YEAR CHECK ON THE STATUS OF THE TARGETS FOR THE ANNUAL CONTRACTUAL REQUIREMENT FOR THE PERFORMANCE EVALUATION OF JOE ERNST, WASHOE COUNTY SCHOOL DISTRICT SUPERINTENDENT OF SCHOOLS, FOR THE 2024-25 SCHOOL YEAR

Dr. Tom Alsbury, Balanced Governance Solutions, provided a comprehensive overview of the superintendent evaluation cycle previously approved by the Board under the Balanced Governance model. The Board would receive a mid-year check on the current targets for the 2024-25 School Year Superintendent Evaluation and then approve the targets for the 2025-26 School Year Superintendent Evaluation. The final evaluation for the current school year would occur in October 2025.

Joe Ernst, Superintendent, provided a mid-year check on targets related to the 2024-25 Superintendent Evaluation. Action steps and progress related to each of the six targets was presented, which included relevant data. The six targets were: (1) implement an aligned P-5 strategy that provides a strong, developmentally-appropriate core curriculum focused on building literacy and numeracy; (2) expand access to both extra- and co-curricular clubs and activities matched to the needs and interests of each schools' student community; (3) expand opportunities for parents, guardians, and family members to be involved with their child's education; (4) improve student safety including (a) reducing the number of major assaultive incidents among students, (b) completion of single point entry installation, and (c) improve sense of staff safety; (5) strengthen recruitment, retention, and advancement pathways for all district staff; and (6) increase participation, access, and success for all students to advanced coursework, dual credit, and Career and Technical Education (CTE) classes. The district was seeing mostly positive numbers; however, there continued to be areas where improvement was needed.

The Trustees, individually, praised Superintendent Ernst for the efforts and progress occurring. They appreciated the dialogue happening with staff to determine what strategies were actually working and the willingness to be completely transparent with the data to show what was working and where improvement needed to occur.

Student Representative Batavia expressed appreciation for the focus on creating clubs and other groups on campus that helped to create a sense of belonging among students. She wondered why all clubs were not listed in Infinite Campus. Superintendent Ernst explained the full club system was still being built since the clubs varied from school to school. The district would be working with school administrators over the summer to ensure all clubs were tracked.

It was moved by Trustee Woodley and seconded by Trustee Hull that **the Board of Trustees accepts the Mid-Year Targets Update from Superintendent Ernst.** The result of the vote was Unanimous: (Yea: Christine Hull, Adam Mayberry, Diane Nicolet, James Phoenix, Beth Smith, Colleen Westlake, and Alex Woodley.) Final Resolution: Motion Carries.

3.05 PRESENTATION, DISCUSSION, AND POSSIBLE ACTION TO CONSIDER AND APPROVE THE GOALS AND OBJECTIVES FOR THE ANNUAL CONTRACTUAL REQUIREMENT FOR THE PERFORMANCE EVALUATION OF JOE ERNST, WASHOE COUNTY SCHOOL DISTRICT SUPERINTENDENT OF SCHOOLS, FOR THE 2025-26 SCHOOL YEAR

Dr. Tom Alsbury, Balanced Governance Solutions, reviewed the process the Trustees would use to narrow the 33 goals included in the strategic plan to 6-7 performance targets that would be used for the 2025-26 Superintendent Evaluation. Selecting the goals ahead of the school year provided Superintendent Ernst adequate time to align budgeting, infrastructure, personnel, and planning prior to the start of the school year and allowed the Board to ensure the goals were properly funded within the district's budget to allow for success. A new goal the Board would have the opportunity to select was related to adherence to the principles of Balanced Governance.

Superintendent Ernst provided a detailed overview of the targets he had selected to be included as part of the 2025-25 Superintendent Evaluation. The targets included: Balanced Governance Standards & Practices, Target 1; Strong Start for Every Child, Target 2, Implement an aligned P-3 strategy, and Target 3, Develop and design a detailed plan to expand early childhood education and increase partnerships with community childcare providers; Student Voice & Advocacy, Target 1, Expand access to both extra- and co-curricular clubs and activities, and Target 2, Implement at all middle and high schools' student advisory councils; Safety & Belonging, Target 2, High quality implementation of the Facility Management Plan, Target 7, Expanded opportunities for

parents, guardians, and family members to be involved with their child's education, and Target 9, Improved student safety; Academic Growth & Achievement, Target 2, Accelerate student growth and proficiency, Target 4, Students will learn with high-quality, developmentally appropriate and standards aligned curriculum, Target 6, Teachers, leaders and staff will receive timely focused support, and Target 8, Strengthen recruitment, retention, and advanced pathways for all staff; and Safe & Welcoming Schools, Target 1, Increase participate, access, and success for all students to advanced coursework, dual credit, and CTE classes, Target 3, Expand district partnerships with local businesses and community-based organizations to increase internships and out-of-school time learning opportunities, and Target 5, Provide school and district leaders with the use of data and evidence to inform their strategic decision-making.

President Smith reviewed the ranking process the Board would use to narrow the list of goals from 33 to 5-6.

President Smith recessed the meeting for 30 minutes for the tabulation of the rankings.

The individual results of the rankings for targets rated as "Must Include" or "May Include" were as follows:

Trustee Hull:

Balanced Governance Standards & Practices

Target 1 – May Include

Strong Start for Every Child

Target 2 – Must Include

Target 3 – May Include

Student Voice & Advocacy

Target 1 – Must Include

Target 2 – May Include

Safety & Belonging

Target 2 – Must Include

Target 7 – Must Include

Target 9 – May Include

Academic Growth & Achievement

Target 4 – Must Include

Target 6 – May Include

Target 8 – Must Include

Target 9 – May Include

Safe & Welcoming Schools

Target 1 – May Include

Target 3 – May Include

Target 5 – May Include

Trustee Mayberry:

Strong Start for Every Child

Target 1 – Must Include

Target 2 – May Include

Target 3 – May Include

Target 5 – May Include

Student Voice & Advocacy

Target 1 – May Include

Target 4 – Must Include

Safety & Belonging

Target 1 – May Include

Target 2 – Must Include

Target 4 – May Include

Target 8 – May Include

Target 9 – Must Include

Academic Growth & Achievement

Target 1 – Must Include

Target 2 – May Include

Target 3 – May Include

Target 4 – May Include

Target 6 – May Include

Target 8 – Must Include

Safe & Welcoming Schools

Target 1 – Must Include

Target 3 – Must Include

Target 4 – May Include

Target 5 – May Include

Trustee Nicolet:

Strong Start for Every Child

Target 1 – May Include

Target 2 – Must Include

Target 3 – May Include

Target 4 – May Include

Student Voice & Advocacy

Target 1 – May Include

Target 2 – May Include

Target 3 – May Include

Safety & Belonging

Target 2 – May Include

Target 3 – May Include

Target 4 – Must Include

Target 5 – May Include

Target 7 – May Include

Target 8 – May Include

Target 9 – Must Include

Academic Growth & Achievement

Target 1 – May Include

Target 2 – May Include

Target 3 – May Include

Target 4 – Must Include

Target 5 – May Include

Target 6 – May Include

Target 7 – May Include

Target 8 – Must Include

Target 9 – May Include

Safe & Welcoming Schools

Target 1 – Must Include

Target 2 – May Include

Target 3 – Must Include

Target 4 – May Include

Target 5 – May Include

Trustee Phoenix

Balanced Governance Standards & Practices

Target 1 – May Include

Strong Start for Every Child

Target 1 – May Include

Target 2 – Must Include

Target 3 – May Include

Target 4 – May Include

Target 5 – May Include

Student Voice & Advocacy

Target 1 – May Include

Target 2 – May Include

Target 3 – Must Include

Target 4 – May Include

Safety & Belonging

Target 1 – May Include

Target 2 – Must Include

Target 3 – May Include

Target 4 – Must Include

Target 5 – May Include

Target 6 – May Include

Target 7 – May Include

Target 8 – May Include
Target 9 – Must Include
Academic Growth & Achievement
Target 1 – May Include
Target 2 – May Include
Target 3 – May Include
Target 4 – May Include
Target 5 – May Include
Target 6 – Must Include
Target 8 – Must Include
Safe & Welcoming Schools
Target 1 – Must Include
Target 2 – May Include
Target 3 – Must Include
Target 4 – May Include
Target 5 – May Include

President Smith:

Balanced Governance Standards & Practices
Target 1 – Must Include
Strong Start for Every Child
Target 1 – May Include
Target 2 – Must Include
Target 5 – May Include
Student Voice & Advocacy
Target 1 – May Include
Safety & Belonging
Target 2 – May Include
Target 3 – May Include
Target 7 – May Include
Target 9 – Must Include
Academic Growth & Achievement
Target 1 – May Include
Target 2 – Must Include
Target 3 – May Include
Target 4 – May Include
Target 8 – Must Include
Safe & Welcoming Schools
Target 1 – May Include
Target 5 – Must Include

Trustee Westlake

Balanced Governance Standards & Practices

Target 1 – Must Include
Strong Start for Every Child

Target 2 – Must Include

Target 3 – May Include

Student Voice & Advocacy

Target 1 – Must Include

Target 2 – May Include

Target 3 – Must Include

Target 4 – May Include

Safety & Belonging

Target 1 – May Include

Target 2 – May Include

Target 3 – May Include

Target 4 – May Include

Target 5 – May Include

Target 6 – May Include

Target 7 – May Include

Target 8 – May Include

Target 9 – Must Include

Academic Growth & Achievement

Target 1 – May Include

Target 2 – Must Include

Target 3 – May Include

Target 4 – May Include

Target 5 – May Include

Target 6 – May Include

Target 7 – May Include

Target 8 – Must Include

Target 9 – May Include

Safe & Welcoming Schools

Target 1 – May Include

Target 2 – May Include

Target 3 – Must Include

Target 4 – May Include

Target 5 – May Include

Trustee Woodley

Strong Start for Every Child

Target 2 – Must Include

Target 3 – May Include

Student Voice & Advocacy

Target 1 – May Include

Safety & Belonging

Target 7 – May Include
Target 9 – Must Include
Academic Growth & Achievement
Target 2 – Must Include
Target 6 – May Include
Target 8 – May Include
Safe & Welcoming Schools
Target 1 – May Include
Target 5 – May Include

The top 10 targets and their average ranking were as follows:

Strong Start for Every Child

Target 2 – 3.86

Student Voice & Advocacy

Target 1 – 3.29

Safety & Belonging

Target 2 – 3.29

Target 9 – 3.86

Academic Growth & Achievement

Target 2 – 3.29

Target 4 – 3.14

Target 8 – 3.86

Safe & Welcoming Schools

Target 1 – 3.43

Target 3 – 3.29

Target 5 – 3.29

President Smith noted there were three targets that stood out with an average rating of 3.86: Strong Start for Every Child, Target 2; Safety & Belonging, Target 9; and Academic Growth & Achievement, Target 8. She indicated that past practice was to formally adopt the top selections first and then continue the discussion and ranking of the remaining goals.

Trustee Mayberry highlighted that Target 1 under Safe & Welcoming Schools also stood out receiving a 3.43 rating.

It was moved by Trustee Woodley and seconded by Trustee Mayberry that **the Board of Trustees approves the top four rated goals as follows: Strong Start for Every Child, Target 2; Safety & Belonging, Target 9; Academic Growth & Achievement, Target 8; and Safe & Welcoming Schools, Target 1.** The result of the vote was Unanimous: (Yea: Christine Hull, Adam Mayberry, Diane Nicolet, James Phoenix, Beth Smith, Colleen Westlake, and Alex Woodley.) Final Resolution: Motion Carries.

Dr. Alsbury noted there was not a strict number of targets to be used for superintendent evaluations and the Board could move forward with the four goals just approved; however, he recommended five to six goals for a superintendent entering their second year.

President Smith reviewed how a re-ranking could occur to determine the remaining goals.

Trustee Woodley indicated the Board had previously finalized the goals through discussion rather than re-ranking. He highlighted that the approved targets were under all but one of the goals of the strategic plan, Student Voice & Advocacy.

The Trustees discussed the possibility of including additional targets but showed a preference towards simplicity and focus rather than including a larger number of goals for Superintendent Ernst to focus on. They concluded it would be appropriate to have a target within each strategic plan goal.

It was moved by Trustee Mayberry and seconded by Trustee Westlake that **the Board of Trustees includes Target 1 under Student Voice & Advocacy.** The result of the vote was Unanimous: (Yea: Christine Hull, Adam Mayberry, Diane Nicolet, James Phoenix, Beth Smith, Colleen Westlake, and Alex Woodley.) Final Resolution: Motion Carries.

It was moved by Trustee Hull and seconded by Trustee Mayberry that **the Board of Trustees approves the goals and objectives for the 2025-26 School Year performance evaluation for the Washoe County School District Superintendent of Schools as follows: Strong Start for Every Child, Target 2; Student Voice & Advocacy, Target 1; Safety & Belonging, Target 9; Academic Growth & Achievement, Target 8; and Safe & Welcoming Schools, Target 1.** The result of the vote was Unanimous: (Yea: Christine Hull, Adam Mayberry, Diane Nicolet, James Phoenix, Beth Smith, Colleen Westlake, and Alex Woodley.) Final Resolution: Motion Carries.

4. Reports

4.01 STUDENT REPRESENTATIVE REPORT

Student Representative Annie Batavia reported on activities related to the Superintendent's Student Advisory Council.

4.02 BOARD REPORTS

Members of the Board of Trustees reported on their activities, meetings, and events.

Trustee Nicolet left the meeting at 6:10 p.m.

4.03 SUPERINTENDENT'S REPORT

Superintendent Joe Ernst reported on his activities including meetings with staff, community leaders, and the media.

5. Closing Items

5.01 PUBLIC COMMENT

Theresa Smith was a teacher in the district and also served as a mentor to new educators. She spoke of the importance of mentorship in retaining new teachers because mentors were able to provide guidance and emotional support, which were critical during the first year of teaching. She believed the mentorship program could be improved by pairing mentors before the school year began so they could assist with classroom set up, student behavior management, and navigating curriculum. She also recommended extending the program through at least the third year of teaching so new educators continued to have the support they needed in the early years of their careers.

Darrell Crowther was a middle school music teacher in the district. He spoke of the importance of music education for building creativity, discipline, and teamwork among students. He mentioned he was also a mentor teacher and believed the partnership was just as important to veteran teachers as it was to first year teachers since new teachers brought an enthusiasm and energy many mentors might no longer feel. He reiterated Ms. Smith's point of view of the importance of mentors for new teachers. He added that the Board needed to prioritize teacher retention and improving mentor programs was one solution.

The Board received an email from Julio Gonzalez.

5.02 NEXT MEETING ANNOUNCEMENT

The next Regular Meeting would take place on Tuesday, February 25, 2025.


5.03 ADJOURN MEETING

There being no further business to come before the members of the Board, President Smith declared the meeting adjourned at 6:34 p.m.

Elizabeth Smith, President

Alex Woodley, Clerk

From: Cesar G
Sent: Thursday, January 30, 2025 11:55 AM
To: Public Comments
Cc: ♥ BABE ♥
Subject: [EXTERNAL] Removal of Elon Musk Mural

 External Email: This email originated outside of WCSD. Please exercise caution. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Members of the Washoe County School Board,

I hope this message finds you well. I am writing to express concern over the mural of Elon Musk that currently adorns the walls of Smithridge STEM Academy Elementary School. While I recognize that Musk is a prominent figure in technology and innovation, I believe it is important for our school community to reflect values that align with inclusivity, respect, and positive role models for our students.

Musk has been a controversial figure, with his public statements and actions often sparking heated debates and controversy. In light of recent events that our country is currently facing that are beyond controversial, idolizing Elon Musk has a new meaning. Albeit this mural is merely a portrait, his recent actions during a press conference resembled and had many similarities of a reprehensible and heinous time in world history. His behavior on social media and in the public eye has raised concerns about his impact on discourse, especially in educational environments. Given these factors, I respectfully request that the school board consider removing the mural of Elon Musk from the school.

As an immigrant, United States Citizen, and more importantly a father to a child that attends The Smithridge STEM Academy Elementary School, many of my sons classmates and friends come from so many diverse and immigrant backgrounds we simply should not have someone such as Elon Musk pictured and idolized alongside people that have had such amazing impact and contribution in our country's history.

Our schools should serve as a space where students are inspired by positive, uplifting examples of leadership and innovation. I believe that there are many figures—both historical and contemporary—who better exemplify the qualities we want to encourage in our students. These role models promote inclusivity, kindness, and responsibility, values that will better serve our students in their academic and personal growth.

In accordance to the Washoe County School District

The Washoe County School District in Nevada has a student body with the following ethnicities:

- White: 41.6%
- Black: 2.7%
- Asian or Asian/Pacific Islander: 4.3%
- Hispanic/Latino: 42.3%
- American Indian or Alaska Native: 1.2%
- Native Hawaiian or other Pacific Islander: 1.5%
- Two or more races: 6.3%
- English learners: 14% (2023-2024)

Given these statistics, it is clear that many of our students come from immigrant and historically marginalized communities. For these students, the image of Elon Musk—whose controversial actions and statements often undermine the dignity and respect of working people—does not reflect the values we want our children to emulate. The mural does not honor the richness of their backgrounds nor does it inspire them to pursue their potential with compassion, integrity, and respect for all people.

I appreciate your attention to this matter and the board's ongoing commitment to creating a supportive and enriching educational environment for all students. Thank you for considering this request.

Sincerely,
Julio Cesar Gonzalez
Parent and concerned community member