

**MINUTES OF THE OCTOBER 14, 2014
REGULAR MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES**

October 14, 2014

1. Opening Items

1.01 CALL TO ORDER

The regular meeting of the Board of Trustees was called to order at 2:03 p.m. at the Washoe County School District's Central Administration Building, 425 East Ninth Street, Reno, Nevada.

1.02 ROLL CALL

President Barbara Clark and Board Members David Aiazzi, Estela Gutierrez, John Mayer, Barbara McLaury, Howard Rosenberg, and Lisa Ruggerio were present. Student Representative Logan Carlson was not present at the time of roll call. Superintendent Pedro Martinez, Deputy Superintendent Traci Davis, Chief of Staff Kristen McNeill, and staff were also present.

1.03 PLEDGE OF ALLEGIANCE

Dan Carne led the meeting in the Pledge of Allegiance.

1.04 ACTION TO ADOPT THE AGENDA

President Clark mentioned staff was requesting Agenda Item 4.06, Discussion of the proposed adoption of Board Policy 9201, Bullying, Harassment and Discrimination Prohibited, and the deletion of Board Policy 4111.3, Harassment/Sexual Harassment and Intimidation, be pulled from the agenda so it could be reviewed by the Committee on Family Engagement (COFE) prior to being presented to the Board. The item would return to the Board at a future meeting for consideration.

It was moved by Trustee Rosenberg and seconded by Trustee Mayer that **the Board of Trustees pulls Agenda Item 4.06 and approves the agenda as revised.** The result of the vote was Unanimous: Pass (Yea: Barbara Clark, David Aiazzi, Estela Gutierrez, John Mayer, Barbara McLaury, Howard Rosenberg and Lisa Ruggerio.) Final Resolution: Motion Carries

1.05 PUBLIC COMMENT

Student Representative Logan Carlson arrived at the meeting at 2:05.

Jim Pfrommer stated that he had attended a candidates night and heard 4 words repeated from 3 of the 4 candidates for the Board of Trustees: listening, humility, compassion, and trust. It was clear to him that the current Board had turned a deaf ear to what the multitudes had been saying to them and had disregarded what the public wanted. The people had been told "If you only knew," but it was clear from the depositions provided by members of the Board that "the only issue on July 22 was Pedro's bad behavior." He felt any person would be angry if presented with accusations at an illegal meeting. What was even more baffling to him was that Superintendent Martinez had received a favorable review in June 2014, which the Trustees approved. Nevada Revised Statutes (NRS) 241.031 included school district superintendents in the requirement to air out any personnel issues in public. The mess since July 22, 2014, exemplified why the law existed. The District and community could and should move on to focus on education. He applauded the efforts of staff to remain focused on the education of the students. Recently, there had been letters to the editor in the *Reno Gazette-Journal* mentioning the cost of the lawsuit was "just a part of life" and a cooling off period should occur. He felt the community reaction regarding Superintendent Martinez had been thoughtful and they would be able to eventually forgive, but not forget. The 6 Trustees would still need to account for the unnecessary financial loss they had cost the community and the continued disruptive micromanagement of the District's day-to-day activities. It was clear those Trustees were ambivalent to the public's comments, of which there had been over 100 since July 22, 2014, and deaf to the calls for their resignation. He urged the public watching to exercise their dissatisfaction at the ballot box.

Dennis Wilson requested the Board set aside their "internal dialogue" and listen to his comments. The Board had nothing to lose and everything to gain by having a conversation that would make a profound difference in the matter concerning the District. The Board was faced with a monumental task created by recent events, in addition to the ordinary, everyday problems. He felt the Board required a transformation in their thinking. The parents, students and community needed to be included in the process and aligned with the Board's vision. The District could become the new model for leadership and demonstrate the effective exercise of leadership. If the Board was willing to be responsible for past actions and behaviors, they would be equipped with the tools necessary for inventing a new era of transformation. A number of business firms had been working in the area of business consulting with regard to leadership, but there was now a new era of consulting, that of transformational consulting. There was one such consulting firm in Reno, Legacy Transformational Consulting, Inc. They were engaged in creating the opportunity for people to have the tools to transform their way of thinking. He requested the Board invite the Legacy Transformation Consulting to see if they would be able to help transform the Board and the District.

Colin Robertson, a parent with a student at Jessie Beck Elementary School, felt responsible, as a citizen of the community, for what the Board's actions showed someone like the Student Representative, Logan Carlson. One of the legal definitions of the word "fiduciary" was a person or group that had the power and obligation to act for another, often without a voice or power, under circumstances that require total trust, good faith, and honesty. The Board was elected both as individuals and as a board to represent and speak and act on behalf of, and in the best interest of, an entire community of people who had placed complete confidence and trust in their abilities to make decisions that would move education forward in Washoe County. Since July 22, 2014, the Board had only moved education backward. Characteristically, fiduciaries were esteemed for having greater knowledge and expertise about the matters being handled. A fiduciary was held to a standard of conduct and trust above that of a stranger or of a casual business person. By that measure, it was clear the actions of the Board as representatives of the children, families, educators, administrators, leaders, and average citizens of the community, had revealed that they lacked the knowledge and expertise to effectively govern the school-based education system in Washoe County. The Board was re-enforcing stereotypes and misinformation about the community. The Board could no longer be trusted to conduct the business of education in the school system with the integrity their fiduciary responsibility required. Not only had the Board "not done good" by their constituents, but their actions had caused harm to the community and it would take a great deal of time, energy, and resources of many kinds to reverse the errors and damage of the actions. He requested the Trustees involved resign and leave with a bit of remnant integrity so their successors, constituents, and staff could pick up the pieces of what remained. The community did not know the details of what had occurred in the meetings that were closed, but the Board did and they should take that information and let the community begin again with a new group of people and a new leader.

Leslie Mix, Latino Leaders Roundtable, stated that the Roundtable represented a large portion of the community. Over 25% of the community was Latino and over 27% of the state was Latino. The Board had hurt the children and parents in the community, especially those who were unable to speak at the meetings. She did not believe a large portion of the Board had an interest in, or care for, the Latino community because if they had, a different action would have been taken. One of the Roundtable's partner organizations hosted a candidate forum and President Clark was not available, nor had she seen many of the Trustees at any events the Latino community cared about. The Roundtable was requesting the Trustees resign. She was concerned over the kind of superintendent the current Board would choose. The community no longer had any trust in the Board.

Ron Sheehan mentioned that there was a recent article in the *Reno Gazette-Journal* where the cost of the actions taken by the Board was estimated at \$500,000. He

wondered if the Board members believed that it was "fair" the taxpayers in the community bear the costs of the Board's actions. He would be asking the Attorney General to divide the final cost 7 ways, between the 6 Trustees involved and the attorney who also participated in the actions, because it was not fair for the taxpayers to cover the costs. He noted any problems that had been hinted at by the comments of "if the public only knew," could have been addressed during the 2 positive evaluation processes Superintendent Martinez had received. He felt Judge Hardy should further sanction the Board for defamation for those types of comments because they were continuing to cast doubt without any proof. The legacy of the Trustees would be what had occurred in the District since July 22, 2014, not any prior good. He noted that the Board wanted to take credit for the graduation rates, so he wondered if what had occurred was due to jealousy on their part because Superintendent Martinez had only acted as a professional since July, while the Board's behavior had been anything but professional. He also felt the Board should take part in anger management classes. Finally, he requested the community take the President's recommendation and not vote for her re-election.

Emiliano Pasillas had been a resident of Reno since 2000, and was a minister in the community. He represented a large portion of the Christian community who felt Superintendent Martinez brought exciting opportunities to the District. Superintendent Martinez had opened doors for parents to become involved in their children's education. He included the religious communities in the area and allowed them to help improve education, as motivators for the students. The community did not know the details or specifics of what had occurred behind closed doors, but the trust from the community was in Superintendent Martinez. The Board's decision had raised questions and concerns not only in the Hispanic community, but the community as a whole. He asked the Trustees to reconsider their decision because they had created a bigger financial burden on the community. Forgiveness and professionalism went hand-in-hand.

Rita McGary was a retired school social worker. She mentioned that during her last year in the District she noticed a change in the way the teachers and counselors at the high schools referred to students who were in danger of not graduating. Instead of just saying a student was not going to graduate and should be sent to Washoe High School or adult education, they started referring to the students by name and asking how they could help the student graduate at their zoned schools. The change in attitude was primarily due to the leadership style of Superintendent Martinez.

Carlos Ramo mentioned that he had been travelling a lot lately and recounted some of the press the District had been receiving outside of the area. The image of the District was shameful because of their actions. The Trustees needed to "have some guts," admit they were wrong, and resign. His children had graduated from the District a number of years ago and he had been very proud of the education they had received, but he could no longer defend the District.

3. Consent Agenda Items

It was moved by Trustee Aiazzi and seconded by Trustee Gutierrez that **the Board of Trustees approves Consent Agenda Items 3.02 through 3.11**. The result of the vote was Unanimous: Pass (Yea: Barbara Clark, David Aiazzi, Estela Gutierrez, John Mayer, Barbara McLaury, Howard Rosenberg and Lisa Ruggerio.) Final Resolution: Motion Carries.

- 3.02 The Board of Trustees approved the minutes from the January 14, 2014 Work Session of the Board of Trustees.
- 3.03 The Board of Trustees approved the minutes from the July 29, 2014 Regular Meeting of the Board of Trustees.
- 3.04 The Board of Trustees approved the minutes from the August 12, 2014 Regular Meeting of the Board of Trustees.
- 3.05 The Board of Trustees approved the minutes from the August 26, 2014 Regular Meeting of the Board of Trustees.
- 3.06 The Board of Trustees accepted the donor information collected from the Washoe Education Foundation.
- 3.07 The Board of Trustees approved the award of bid for Musical Instruments, Bid #032-02-08-15, in the amount of \$237,461.32.
- 3.08 The Board of Trustees provided preliminary approval of the proposed revision of Board Policy 6142.1, Sexuality, Health and Responsibility Education (S.H.A.R.E.); and initiated the 15-day public review process.
- 3.09 The Board of Trustees provided preliminary approval of the proposed adoption of Board Policy 6700, Charter Schools; and initiated the 15-day public review period.
- 3.10 The Board of Trustees provided preliminary approval to the adoption of Board Policy 6505, Pathways to Early College Credit, and the deletion of Board Policy 6142, Occupational Education, Board Policy 6171.2, Higher Education Cooperative programs, and Board Policy 6500, Advanced Placement/International Baccalaureate Classes; and initiated the 15-day public review process.

- 3.11 The Board of Trustees provided final approval to the proposed adoption of Board Policy 7088, Performance Based Contracting.

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

- 4.01 **CONSIDERATION OF ADOPTION OF THE STATUTORY PROCEDURE PURSUANT TO NRS 386.270 TO FILL THE VACANCY ON THE BOARD OF TRUSTEES CREATED BY THE ANNOUNCED INTENTION OF TRUSTEE DAVID AIAZZI TO RESIGN FROM THE BOARD EFFECTIVE NOVEMBER 4, 2014, THROUGH APPOINTMENT OF A PERSON HAVING THE QUALIFICATIONS PROVIDED IN NRS 386.240 BY THE REMAINING MEMBERS OF THE BOARD AT A PUBLIC MEETING TO BE HELD AFTER PUBLICATION OF NOTICE OF THE MEETING AT LEAST ONCE EACH WEEK FOR TWO (2) CONSECUTIVE WEEKS IN THE *RENO GAZETTE-JOURNAL*, A NEWSPAPER QUALIFIED FOR SUCH PURPOSE PURSUANT TO NRS CHAPTER 238. THE BOARD MAY REQUIRE INTERESTED PERSONS TO APPLY FOR CONSIDERATION BY THE BOARD TO BE APPOINTED TO FILL THE VACANCY; SUCH APPLICATIONS MUST BE SUBMITTED BY THE APPLICANTS ON OR BEFORE OCTOBER 27, 2014.**

Randy Drake, Chief General Counsel, explained the agenda item was intended to allow the Board to begin the discussion on the replacement process for Trustee Aiazzi. The process was governed exclusively and entirely by Nevada Revised Statutes (NRS) 386.270 which required the District to post a notice in a local newspaper for 2 weeks, which could be the *Reno Gazette-Journal*, *Sparks Tribune*, or *Reno News and Review*. Any person appointed to fill a vacancy must have the qualifications provided under NRS 386.240, which were to be a qualified elector and live in the respective electoral district, which for Trustee Aiazzi's seat was District E. The Board could request interested persons apply for the position and the details could be provided in the newspaper advertisement. If the Board was interested in the final date for applications being October 27, 2014, the ad would need to begin during the current week and run during the following week as well.

President Clark asked if there were any questions for prospective applicants the Board could review. Mr. Drake noted that in 2009, there were 5 questions posed to applicants for the vacancy due to Trustee Leslie Porter's passing. The previous application process requested those interested submit a letter of interest, a resume or curriculum vitae, and respond to the following questions: Why are you interested in serving on the Board of Trustees; What experience, interests, training, or other skills do you feel you would bring to the Board of Trustees; What do you feel are the major challenges facing public education in Washoe County; What do you believe at the District's strengths and

weaknesses and how do you believe the District could be improved; and What is the role of a Trustee.

Trustee McLaury wondered if there was a draft application the Board could review. Mr. Drake mentioned there had not been a form application used during the process in 2009 so staff had not developed one for the current item.

Trustee Gutierrez stated that she liked the previous process and felt the questions were appropriate. She noted the Board had interviewed the top 5 candidates in 2009. She wondered how the review of applications would work, for example would the Board review them together or individually. Mr. Drake remarked that it would be up to the Board to determine how they wanted to review the applications.

Trustee Gutierrez suggested the Board review the applications individually so the item could be placed on future agendas and the process could continue to move forward.

Trustee Aiazzi was concerned about the timeframe. He wanted to make sure the people in District E were represented on the Board. He requested clarification on the process and how the applicants would be narrowed down to those the Board wanted to interview.

Trustee Gutierrez mentioned that the Trustees could review the applicants individually and determine their own top 5 candidates, then come together and rank them as a group. Whichever candidates had the most votes would be the top 5. Mr. Drake remarked that in 2009, the Board selected 5-6 candidates as finalists to interview in a public meeting. At the end of the interviews, the Board voted on their choice.

Trustee Aiazzi clarified that the applications would be due on October 27, 2014, then the Trustees would receive all the applications and individually rank them, and on November 18, 2014, the rankings would be made public. Mr. Drake stated the Board could always schedule additional meetings prior to November 18, 2014, and notify the candidates of their desire to interview them.

Trustee Aiazzi commented that if that timeline were followed, the Board would have to conduct interviews at the scheduled December meeting unless additional meetings were scheduled.

Trustee Gutierrez felt there would be ample time to notify and interview candidates with the current meeting schedule.

Trustee Ruggerio asked when the Nevada Association of School Boards (NASB) conference was. Trustee McLaury noted it was scheduled for November 21, 2014, in Henderson.

Trustee Mayer commented that he was also concerned about the residents of District E not having representation on the Board for a period of about 6 weeks if the proposed timeline were used. He felt the Board could conduct a special meeting on November 5, 2014, to screen the applicants, and then conduct interviews at the November 18, 2014, meeting and make a final decision.

Trustee Ruggerio agreed with Trustee Mayer. She felt it was critical the person selected be provided with the opportunity to attend the NASB conference because they provided a lot of key information on how to do the job of a Trustee. NASB did encourage any newly elected trustee from Election Day to participate in the conference. In order to create a cohesive team moving forward, it would be important to provide the same opportunity to the appointed trustee.

President Clark requested the notice also be placed in the *Reno News and Review* and *Sparks Tribune* at the same time it would be posted in the *Reno Gazette-Journal*. She would also like to see the information presented on social media sites and the District's website.

Trustee McLaury mentioned that, depending on the number of applications, the Board could review the applications and hold additional conversations on the timeline and process at the October 28, 2014, Regular Meeting. She recommended a standing agenda item until the process was complete because she did not want to hold up the process if there were only a few applicants. If there were 6-7 applicants, she would be inclined to interview all of them.

Trustee Gutierrez noted that since the electoral district was not as large as one of the at-large districts, there might not be as many applicants. She stated she would be willing to interview additional candidates if there were 6-7 applicants. She did like the idea of conducting interviews at a special meeting on November 5, 2014.

Trustee Mayer suggested that if the Board received less than 7 applications, the Board would review the applications at the October 28, 2014, Regular Meeting and then conduct a special meeting on November 5, 2014, for interviews and final determination.

President Clark felt it would be best to have the item as a standing agenda item. She was concerned that the Trustees would not have enough time to read all the applications and then be prepared to discuss them at the October 28, 2014, meeting. The proposed special meeting on November 5, 2014, could be discussed at the October 28, meeting.

Trustee Gutierrez stated that she liked the idea of the November 5, 2014, meeting because it would allow potential candidates to know a specific day they would be interviewed if selected and the information should be included in the advertisement.

President Clark agreed. She clarified that the advertisement would run in all area newspapers, which would include the 5 questions. The applications would be due on October 27, 2014, an item would be placed on the October 28, 2014, agenda for the item, and it would be noticed the interviews would take place on November 5, 2014.

It was moved by Trustee Mayer and seconded by Trustee Gutierrez that **the Board of Trustees acknowledged the statutory procedure pursuant to NRS 386.270 to fill the vacancy on the Board of Trustees created by the announced intention of Trustee David Aiazzi to resign from the Board effective November 4, 2014, through appointment of a person having the qualifications provided in NRS 386.240 by the remaining members of the Board at a public meeting to be held after publication of notice of the meeting at least once each week for two (2) consecutive weeks in the Reno Gazette-Journal, Sparks Tribune, and Reno News and Review, newspapers qualified for such purpose pursuant to NRS Chapter 238; directed that interested persons must apply on or before October 27, 2014 for consideration by the board to be appointed to fill the vacancy; and directed that applications and the future timeline will be reviewed by the Board of Trustees at its Regular Meeting on October 28, 2014.**

President Clark opened the motion for discussion.

Trustee Ruggerio requested an application packet be put together that would include any information the prospective applicants might need to know about the District, including the Strategic Plan, and that there was a contact person included in case they had questions.

The result of the vote was Unanimous: Pass (Yea: Barbara Clark, David Aiazzi, Estela Gutierrez, John Mayer, Barbara McLaury, Howard Rosenberg and Lisa Ruggerio.) Final Resolution: Motion Carries.

President Clark recessed the meeting for 5 minutes.

4.02 DISCUSSION OF APPROPRIATE AND DESIRABLE QUALIFICATIONS AND CRITERIA TO BE CONSIDERED BY THE BOARD OF TRUSTEES FOR SELECTION AND EMPLOYMENT OF A SUPERINTENDENT OF SCHOOLS FOR THE DISTRICT TO SERVE ON AN INTERIM BASIS UNTIL SUCH TIME THEREAFTER THAT A PERMANENT SUPERINTENDENT MAY BE SELECTED AND EMPLOYED BY THE BOARD. THE QUALIFICATIONS AND

CRITERIA FOR POSSIBLE SELECTION MAY INCLUDE, BUT MAY NOT NECESSARILY BE LIMITED TO THE PERSON'S: • CHARACTER • REPUTATION FOR HONESTY AND CANDOR • RESPECT WITHIN AND AMONG THE EDUCATION COMMUNITY AND THE COMMUNITY AT LARGE • WILLINGNESS TO WORK COOPERATIVELY AND CONSTRUCTIVELY WITH THE BOARD OF TRUSTEES, PROFESSIONAL ADMINISTRATORS, TEACHERS, STAFF, AND PARENTS • PROFESSIONAL CREDENTIALS AND LICENSES AS AN ADMINISTRATOR AND EDUCATOR • AVAILABILITY TO COMMENCE IN THE POSITION IN THE NEAR TERM • EXPERIENCE IN THE FIELD OF K-12 EDUCATION • EXPERIENCE AND DEMONSTRATED ABILITY IN CONNECTION WITH FINANCIAL BUDGETS AND RELATED FINANCIAL MATTERS • ABILITY TO WORK CONSTRUCTIVELY IN CONNECTION WITH LEGISLATIVE AFFAIRS AND PRIORITIES

Kent Robison explained he and Mr. Drake had received a letter that he would like to read into the record.

Dear Mr. Drake,

I am writing with regard to item 4.02 on the Board's October 14, 2014, agenda concerning the Board's discussion of appropriate and desirable qualifications and criteria to be considered for selection and employment of a superintendent. This item has not been noticed as a discussion, consideration of the character, conduct, or competence of Superintendent Martinez. (References to NRS 241.020 2(d)4 – 241.033).

Additionally, pursuant to the settlement and release agreement, the Board has agreed not to disparage or malign Superintendent Martinez with any respect to any matter relating to his employment or service, his professionalism, ethics, work ethics, character, or integrity. Any consideration by any Board member or members about Superintendent Martinez, whether directly or by implication, in connection with the agenda item will be beyond the scope of the agenda item, will constitute yet another violation of both the Open Meeting Law and due process rights of Superintendent Martinez, and will violate the settlement and release agreement.

We will continue to defend Superintendent Martinez's rights and remedies under the law as a citizen and a District employee.

Signed,

Carrie L. Parker

Snell and Wilmer, LLP

He concurred with the letter and urged the Board to honor the intent and spirit of the letter.

President Clark opened the meeting to public comment.

Dan Carne indicated he was before the Board as a friend and someone who cared about the District as much as the current Board members. He felt it was not the proper time for the Board to be considering the agenda item, but that the Board needed to instead look at the process of how the District could move forward to the point where they would be able to hire a new superintendent. He recommended the Board consult with those who conducted superintendent searches throughout the country to figure out how they would be able to move forward. Those consultants would be able to tell the community what would need to be done to be able to select from a pool of top candidates for the position. He wanted to make sure the District was able to choose from the "A" candidates. Based on those conversations, then the Board could decide if hiring an interim superintendent was appropriate and if so, where that candidate should come from. He believed that an interim superintendent could hinder the process of searching for a permanent replacement.

Pete Etchart stated that he was a citizen of Washoe County and an employee of the District who reported directly to Superintendent Martinez. He was present at the meeting, taking time from his vacation, to talk about the Pedro Martinez he knew and worked for. When he interviewed for the position of Chief Operations Officer, he felt that he was interviewing Superintendent Martinez as much as Superintendent Martinez was interviewing him. He quickly learned that Superintendent Martinez was a man of faith, who passionately cared about the youth in the community. He learned about Superintendent Martinez's background and how he deeply wanted to help students, just as he was helped when he was younger. He realized that day that Superintendent Martinez was a man he really wanted to work for and was very excited to get the position. What he had found during his time at the District was in incredibly hardworking and dedicated staff led by Superintendent Martinez. He could honestly tell the Board and community that the Pedro Martinez he got to know that day was the same man he still saw day in and day out, nothing had ever waivered, even after everything that had occurred. Every meeting was about how the District could become better to ultimately assist student achievement and prepare students for their future. He wanted the community to know that Superintendent Martinez's ethics had been above reproach. Superintendent Martinez's main direction to him when he was first hired was to protect the District's reputation and Superintendent Martinez said that if he were to encounter anything remotely wrong, to change it, because he had seen how difficult it was for a school district to regain public trust once it was lost. He had been asked many times how the District got into the current situation, and like the community, he continued to hear about deeper issues than just the CPA issue. He had heard that statement from Trustee Rosenberg on numerous times on TV, radio, and in the newspaper. The statements, and the situation, had been very hard on staff and impacted them. He strongly believed staff and the community had a right to the answer about what those other issues were. In Trustee Rosenberg's deposition to the Office of the Attorney General on August 5, 2014, he was asked about those issues, and the answer provided was Superintendent Martinez's "bad" behavior in response to

the accusations on July 22, 2014. He respected the Board's positions, responsibilities, and the process, but he requested they reconsider or slow down the process to allow for the transparency and answers the community desired and to allow staff to work to regain the community's trust and continue the vital work of the District.

Isabelle Rodriguez Wilson was the mother of a kindergartener. Her family made the choice to enroll her son in the public education system because they were committed to public education. They were fortunate to have the opportunity to place her son in a private school, but felt public education was the best route for their family and child. She concurred with Mr. Carne, that it was not the correct time for the Board to look at qualifications for an interim superintendent. Additional healing in the community and District needed to occur first. She had no confidence at the moment in the actions and decisions of the Board and those involved in the "fiasco" of the past weeks. She was puzzled about there being a positive public performance review from the Trustees and then what had played out after. The actions of the Board appeared to be bullying toward Superintendent Martinez and was clearly a violation of the Open Meeting Law. She was very disappointed in the fact that there still had not been an apology. Everything that had happened was what she had asked her child not to do. She asked her son to be responsible, to be mindful of his choices, and know there were consequences for actions. One of the largest disappointments for her was the void in leadership the community had observed from the Trustees that created a crisis. It was very unsettling for those who trusted their children to the Trustees to educate them. She no longer had confidence with the Board because of their actions. The District and community needed to start over, which, for her, meant that those involved needed to resign and a clean slate provided. There had been statements made at candidate forums regarding the years of service and good efforts on behalf of the Trustees, but they would not "win today's ballgames with yesterday's home runs." She did not believe precipitous actions for choosing an interim superintendent should be done without in-depth consideration.

Emiliano Pasillas believed that if the Board was going to choose someone to replace Superintendent Martinez, they did need to have the appropriate character to hold the office. He noted that the community had not seen anything blemish Superintendent Martinez's character. Additionally, Mr. Martinez appeared to meet all other criteria in the eyes of the community. He requested the Board seriously consider the qualifications because he did not want the community to go through the same process again. Anyone interested in replacing Superintendent Martinez would not only have to replace him in the District but in the community as well.

Trustee Gutierrez noted that she had 3 scheduled Board meetings remaining before she left office. She had mentioned to the Board that she was interested in helping with the mending process over what had occurred. She was unclear about what the current agenda item was about because the District was like any other large organization and

had the staff available to step in when needed. For example, there was a deputy superintendent that could step in as interim superintendent. It would also be important for the Board to discuss when Superintendent Martinez's last day would be so a transition plan could be put in place. She felt the new Board should discuss the characteristics they would be interested in seeing in a new superintendent and not the current Board. She believed someone from the current Leadership Team should be appointed as the interim superintendent.

Trustee Aiazzi agreed that the Board did need to discuss what would happen next in the District. His understanding of the settlement was that Superintendent Martinez's last day would be November 4, 2014, unless the Board took positive action to retain him after that date. He did not believe that the Board had enough time to decide on an interim superintendent prior to November 4, so someone internally would need to "step up" and fill in until an interim superintendent was named. He believed it should be the current deputy superintendent, but felt it would be important for someone to ask if Deputy Superintendent Davis was interested in the position. He did believe that when a discussion did occur the conversation should be around if an interim or permanent superintendent should be sought. His main problem was that the process was backwards. He wanted to see the contract for a superintendent fixed first and that information included in whatever future position announcement was put forth. The pay, benefits, etc. should be decided first so candidates would know what to expect when they applied. He did not like seeing people be able to dictate the terms of their own contract. Finally, the Board would need to consider where they wanted the District to go. He felt the District had a Strategic Plan so anyone interested in the position would need to be willing to implement the current Strategic Plan.

Trustee Gutierrez indicated that she wanted to be sure the new Board had the ability to have the conversation about what they wanted to see in a superintendent. The current Board needed to come up with a temporary situation to allow the new Board to have those conversations. She agreed that Deputy Superintendent Davis should be approached, but she disagreed on when the final date for Superintendent Martinez was.

Mr. Robison remarked that the decision on Superintendent Martinez's final day was a Board decision; however, it would need to be properly agendaized and noticed before a discussion could occur.

Trustee Aiazzi recommended someone talk with Deputy Superintendent Davis to determine if she would be interested in being named as a temporary interim superintendent, what a possible contract would look like, and a timeframe established.

Trustee Gutierrez noted that past practice had been that the Board would appoint someone from the Leadership Team, such as when Chief of Staff McNeill was appointed as interim superintendent when Superintendent Heath Morrison left.

Trustee Rosenberg was frustrated that the Board was not able to ask either Deputy Superintendent Davis or Chief of Staff McNeill if they would be interested in the appointment because of the constraints of the Open Meeting Law, even though the conversation was logically moving in that direction.

Trustee McLaury mentioned that she would like to see someone appointed who had an extensive K-12 educational background, either from the classroom or as an administrator. The individual should also have an understanding of the financial background of schools. She felt there were a number of people in Nevada and the western United States who had the qualifications the Board was looking for.

President Clark opened the meeting to public comment.

Nathan DuPree hoped that nothing would be done to cause the community to once again lose trust in the Board. He wanted to make sure everything was done properly so the community would know the process was transparent and the Board could regain some trust.

John Wynn believed the Board's job was very difficult and wanted to show his support for the community as a whole. Whatever decision was made, he hoped for a smooth transition for the District. There would not be an "easy" solution because not everyone would be pleased.

Norris DuPree graduated from Hug High School in 1992 and was now attending the University of Nevada, Reno (UNR), working on his doctorate in psychology. When Pedro Martinez was selected as superintendent he was proud because there was someone who had a similar background to his and had been able to work his way up. It allowed him to gain trust in the District. He was concerned about the District's ability to retain good minority teachers and administrators. While he did not have all the information available that the Board did when they made their decision, he wanted the Board to know that part of building trust in the various subpopulations was to have someone who "looked like you" in higher positions. He encouraged the Board to keep Deputy Superintendent Davis because she was able to help build trust in the community.

Michael Rand, Pastor, 2nd Baptist Church, expressed concern over the current situation because it placed the District in a frightening situation where the future was not clear. It was important for everyone to be involved in the discussion about what would be best for the community, but the Board would need to make the final decision, and even if unpopular, stick by it. It did make sense that the person who was qualified to be the deputy superintendent would be qualified to be the superintendent.

Trustee Aiazzi requested the Board move agenda item 7.01, Board Member Requests for Future Board of Trustees' Agendas and Agenda Items, so those present would be able to hear the next steps in the process.

7. Closing Items

7.01 BOARD MEMBER REQUESTS FOR FUTURE BOARD OF TRUSTEES' AGENDAS AND AGENDA ITEMS

Trustee Gutierrez stated that she was not interested in having an application process for an interim superintendent and requested they appoint Deputy Superintendent Davis as the interim superintendent.

Trustee Rosenberg requested an agenda item related to the next steps in hiring an interim and a new superintendent.

Trustee Aiazzi requested that any agenda items related to an interim superintendent or permanent superintendent be listed as "For Possible Action" so the Board could make some decisions.

President Clark recessed the meeting for 20 minutes.

5. Reports

5.01 BOARD REPORTS

Trustee Gutierrez explained she was appointed to the Jobs for Americas Graduates in Nevada Board, whose mission was to increase high school graduation rates. She was looking forward to continuing to work with the District as a part of the program after her term was finished.

Trustee Mayer stated he had been conducting visits to the schools, including the Dilworth Middle School Science, Technology, Engineering and Mathematics (STEM) Academy, Silver Lake Elementary School, and Roger Corbett Elementary School. The schools were doing a number of great things to keep the students interested and involved. He was also impressed with the work being done in the kindergarten classrooms and that the activities were much more academically challenging than they had been before.

Student Representative Carlson mentioned the Wooster High School Band had attended a competition in Elk Horn, California, and placed 1st in the concert band competition and 2nd in the jazz band competition. He also provided the Board with an update on the Student Advisory Board (SAB). SAB would be holding their second meeting on October

21, 2014, where they would discuss topics they would be interested in working on over the year and a possible retreat for members.

Trustee Rosenberg attended the Challenger Program Dinner and listened to a speech from Catherine Sullivan, the first woman to walk in space. Ms. Sullivan explained the Challenger Program available to students and what the program would be able to provide them with.

President Clark indicated she had attended the ribbon cutting ceremony for the Challenger Program.

5.02 SUPERINTENDENT'S REPORT

Superintendent Martinez stated that he was honored to represent the District at a ceremony in Washington, D.C. where the District received the National Freedom Award. The District was nominated by David Clark, a colleague of Michael Landsberry at Sparks Middle School. The Award was given to 15 employers throughout the country out of 2800 submissions. The District was one of the first employers to receive the Award on their first nomination. The District received the award because of the support they provided after the incident at Sparks Middle School. He also attended a meeting at Anderson Elementary School with the Washoe Education Foundation. He mentioned 2 years ago, Anderson Elementary School was a 2-star school, they were now a 4-star school and their science scores had gone from 25% to 74% proficiency in 1 year. The school was able to increase the scores by embedding science and social studies into every lesson and activity. It was important to note that almost every kindergartener in the school started below grade level because they lived in poverty and did not have the same supports many others had.

6. Recognitions

6.01 CLASS ACT

Class Act was a program to honor students, K-12, who excelled in academics, athletics, the arts, community service, mentoring or church leadership. Each month, News 4, United Federal Credit Union, and the Reno Aces recognized students who made positive contributions in their schools and communities.

Nayeli Macias, 8th grader at Sparks Middle School and volunteer with the Boys & Girls Club, was recognized as the recipient of the Class Act Award.

Trustee Rosenberg presented a resolution on behalf of the Board of Trustees honoring Nayeli for her commitment to the Boys & Girls Club and always willing to help with Club activities, especially for the younger children.

6.02 EXCELLENCE IN EDUCATION

Excellence in Education was a program designed to acknowledge outstanding Washoe County educators who did something to make a difference in their students' lives. Students, parents and other educators were asked to nominate deserving teachers. Each month, News 4, United Federal Credit Union and the Reno Aces recognized those educators.

Shawn McMurtry, computer teacher at Wooster High School, was recognized as the recipient of the Excellence in Education Award.

Trustee Aiazzi presented a resolution on behalf of the Board of Trustees honoring Mr. Murtry when he was a 4th grade teacher at Mathews Elementary School for always looking for the positive in his students, motivating them to learn, and encouraging them to put forth their best effort.

6.03 NATIONAL BULLYING PREVENTION MONTH

The Board of Trustees recognized October 2014, as National Bullying Prevention Month. Trustee Ruggerio presented a resolution on behalf of the Board of Trustees to Diedrichsen Elementary School and Billingshurst Middle School for their efforts in preventing bullying and providing support to their students.

6.04 NATIONAL PRINCIPALS MONTH

The Board of Trustees recognized October 2014 as National Principals Month. Trustee McLaury presented a resolution on behalf of the Board of Trustees honoring Melissa Thoroughman, Principal, Caughlin Ranch Elementary School, as a representative for all principals in Washoe County, due to Caughlin Ranch Elementary School being named a National Blue Ribbon School by the U.S. Department of Education and designated as an "Exemplary High Performing" school.

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

4.03 DISCUSSION OF PROPOSED REVISIONS TO BOARD POLICY 1310, POLITICAL ACTIVITY IN SCHOOLS

President Clark opened the meeting to public comment.

Chuck Johnson explained he had been before the Board on September 23, 2014, to file a public complaint regarding some election materials posted in the schools. He received a letter on September 30, 2014, from the District explaining that there would

be an investigation into his complaint. He appreciated that the District had been willing to address his concerns. He noted that after the October break, the flyer he previously spoke of had been removed; however, it was replaced with a new one. He provided the Board with a picture of the flyer and bulletin board. He did not believe that another investigation was required, just an email to all principals stating that all political material should be removed. He hoped something would be done before the election in 3 weeks.

Trustee Aiazzi asked about section 2c and requested clarification. Lindsay Anderson, Director, Government Affairs, mentioned that the intent was to assure that students would not be used as "mail carriers" for political materials coming from the schools.

Trustee Aiazzi agreed with the interpretation. He did not want to limit a student's ability to volunteer for a campaign or give a particular student material from a campaign. He wanted to make sure it was clear the District would not be making a student distribute political materials, but would allow them to do it on their own. Lisa Scurry, Policy Coordinator, noted that the distribution of flyers and other materials was addressed in Board Policy 1140, Distribution and Display of Informational and Non-School Materials, and would include political materials.

There being no further questions, the policy would return to the Board at a future meeting for preliminary approval.

4.04 DISCUSSION OF PROPOSED REVISIONS TO BOARD POLICY 3410, SYSTEM OF ACCOUNTS

President Clark opened the discussion on Board Policy 3410, System of Accounts. There being no questions, the policy would return to the Board at a future meeting for preliminary approval.

4.05 DISCUSSION OF PROPOSED REVISIONS TO BOARD POLICY 3051, FUND BALANCE

President Clark opened the discussion on Board Policy 3051, Fund Balance. There being no questions, the policy would return to the Board at a future meeting for preliminary approval.

7. Closing Items

7.02 PUBLIC COMMENT

There was no public comment at this time.

7.03 NEXT MEETING ANNOUNCEMENT

The next Regular Meeting would take place on October 28, 2014, beginning at 2:00 p.m. in the Board Room at the Central Administration Building.

7.04 ADJOURN MEETING

There being no further business to come before the members of the Board, President Clark declared the meeting adjourned at 5:02 p.m.

Barbara Clark, President

Lisa Ruggerio, Clerk