

RA428

LYBJ164

[REDACTED]

I sent an email to Mr. Child about this incident via CCSD/Trustees site correspondence, on August 13th, I leave my cell phone number and email address and he never responded to it.

Thanks,

[REDACTED]

• Si quieres que tus sueños se realicen, ayuda a alguien a hacer los suyos realidad.

[REDACTED]



[REDACTED]


[REDACTED]

[REDACTED]

[REDACTED]

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From:  Mike R. Barton
Ramona J. Esparza
Subject: Fwd: Site Visit- Valley HS
To:  Joe Caruso

Wednesday, February 22, 2017 4:41:08 PM 

Attachments:  R Esparza Memo 2-3-17.pdf / Adobe Acrobat Document (511K)

Can you ensure this is provided to the Superintendent.

Mike

Mike R. Barton
Chief Academic Officer

----- Original Message -----

Dr. Barton,

Please see attached memo regarding Trustee Childs site visit on 1-30-17.

Again, thank you for your unyielding support and let me know if you need any additional information.

Regards,

Ramona Esparza
Principal
Valley High School
(702) 799-5450



One School~One Goal
STUDENT SUCCESS



Valley High School

Principal
Ramona Esparza

Assistant Principals
Elena Fabunan
Ramona Fricker
Matthew Jackson
Bency Mangliemot
Jose Silva

Deans
Tricia Keliinai
Thomas Smith
Jacob Thompson

MEMO

Date: February 3, 2017

To: Mike Barton, Chief Academic Officer

From: Ramona Esparza, Principal, Valley High School

Subject: Site Visit

On January 30, 2017, Trustee Kevin Child and Dr. Mike Barton, Chief Academic Officer, visited Valley High School at 7:00 a.m. I inquired about the nature of the site visit. Trustee Child stated he received parent concerns about the gym and boys' restroom. Please note I have not received any parent concerns of that nature. During the site visit, the following areas were observed:

1. Cafeteria
2. Main gym – no evidence of facility repairs in the main gym
3. Boys' restroom near the auxiliary gym- no soap dispensers were evident (work request has been submitted 1/31/17). Mirrors had evidence of scratches (mirrors will be either replaced and/or removed).
4. Garden Area
5. Library
6. JROTC classroom observation
7. Main office

Note: Trustee Child stated to Dr. Barton there were concerns regarding Spanish books. Upon investigation with the administrator that supervises the Foreign Language Department, it was determined there are sufficient Spanish books. For the 2016-17 school year, Spanish supplemental texts were ordered.

Upon exiting the premises at 8:10 a.m., Trustee Child stated that he was here to support me and to let him know what I needed.

I am requesting that this memo serve as a record of this site visit. Although I was notified prior to this request to visit, I was not comfortable with the protocol that Trustee Child used to obtain access to viewing "alleged parent concerns about the facility." Upon review of the areas, there were no imminent

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PHONE (702) 799-5450 FAX (702) 799-0019

RA431
459167



Valley High School

Principal
Ramona Esparza

Assistant Principals
Elena Fabunan
Ramona Fricker
Matthew Jackson
Bency Manglicmot
Jose Silva

Deans
Tricia Keliinai
Thomas Smith
Jacob Thompson

safety or hazard concerns regarding the condition of the facility. The facility is over fifty years old; cleanliness and maintenance is a priority at Valley HS.

I need it to be noted that contrary to Trustee Childs' statement that he is here to support me. I have been notified by the following entities: staff, parents, and community partners that Trustee Child has repeatedly in public settings made negative and disparaging remarks about Valley High School and me (personally.) It is my belief that his intentions are neither positive nor conducive in creating an environment that is supportive of the necessary work that I am doing as a high school principal.


Ramona Esparza, Principal Valley High School


2/3/17

Date

2839 S. Burnham Avenue, Las Vegas, NV 89169
PHONE (702) 799-5450 FAX (702) 799-0019


RA432
152168

From:  Michele S <fourtimesthefun@gmail.com>

Fri, Feb 24, 2017 12:11:16 PM 

Subject: Re: Question

To:  Georgia L. Taton

Attachments:  Attach0 / Uploaded File (6K)

I didn't! Do tell.

I was actually over at PBS Vegas yesterday for lunch with Hope For Nevada and Carolyn Edwards and Kevin Childs were there. (I accidentally sat next to Childs while he ogled my legs. He's as creepy in real

life as the newspaper articles.) HOPE was recapping their legislative lobbying efforts for weighted funding and basically it isn't going to happen unless they lift the property tax cap and there is no appetite for that because Republicans got so burned raising taxes last session. So it's never going to happen. It would cost 1.1 billion to implement just in CCSD, which is why CCSD is suing because the reorganization mandated that the district provide weighted funding with no revenue to actually do it. I feel they will be successful in their lawsuit and I think that's why the senators are meeting on 02/27 to revise that mandate in the reorganization. Edwards feels if we ever got the 1.1 billion, the union would go after it anyway.

The only other meaningful thing I got out of it is we all discussed how our SOTs were going. The consensus is that there are mixed results. Some of the schools are completely disorganized and the parents are not happy. They don't know what's going on. They don't understand it. I spoke on our behalf and said ours is extremely organized, we all know what we're doing, and it's gone very smoothly and I was literally the only person that said that. I texted Chris last night and told him we have our shit together. He said the budget is actually better and I'd be pleasantly surprised. Yeah!

To clarify, on the request to add cheer to the agenda. She wanted ME to add it to the agenda from myself. Not necessarily from her. I sort of feel like that puts me in a conflict of interest since I have a kid on the team. I will tell her that I looked into it and we need to request this at a school level first and go from there. I don't have a problem starting earlier but we travel all summer and I've only got a couple years left before these kids don't want to be around us.

On Fri, Feb 24, 2017 at 11:44 AM, Georgia L. Taton <gltatton@interact.ccsd.net> wrote:

Michele S <fourtimesthefun@gmail.com> writes:


Could we compromise by starting it earlier in the school year instead of waiting until October?

Everything will probably be moved up with the early start. Do we know now that the school starts in early August, will the basketball season still start after Christmas? No clue. If so, she'd get an extra four months of practice anyway then and I'd still get my summer off. HA! I'm all for the summer off! I would just tell her that's an interesting concept but you need to start at the school level first. Actually, I should have Chris talk with SOT about procedures specifically when a teacher asks for something to be placed on the agenda.

The first question asked should be have you taken it to the admin or discussed this at the school level and why do you think this is a SOT issue?

Did you hear about the craziness at the board meeting over the appointment of a new principal at Newton Elementary?

From:  Joe Caruso

Monday, July 18, 2016 9:26:48 PM 

Subject: Re: Fwd(2): CCSD Trustee Kevin Child Must Resign, Please sign petition

To:  Michelle Booth - Communications

Michelle,

Thank you for the e-mail and information.

Joe

Michelle Booth - Communications writes:

----- Forwarded message -----

From: nora luna <noralunafive@gmail.com>

Date: Monday, July 18, 2016

Subject: CCSD Trustee Kevin Child Must Resign, Please sign petition

To: Adriana Arevalo <aarevalo@entravision.com>, Adriana Martinez <lvadriana@aol.com>, Africa Sanchez <alvanias@hotmail.com>, "Aguilar, Brenda" <brenda.aguilar@pprm.org>, Aida Shirley <aida.shirley.lasvegas@gmail.com>, Alejandra Pulido <alejandrapulido90@gmail.com>, Alejandra Romero <alejandraromero012@gmail.com>, Alicia Nuñez <alizhas@hotmail.com>, Alicia Rico <alicia.rico@unlv.edu>, Ana Rios <carolinatobar2003@yahoo.com>, anabel navarro <anabel-37@hotmail.com>, Andrea Martin <andrea_martin99@hotmail.com>, Angelic Garay <angelicgaray@gmail.com>, Angelica Maralason <angelicamaralason@gmail.com>, Anita PO <anap644@hotmail.com>, Anita Revilla Tijerina <anita.revilla@unlv.edu>, Ann Marie <annmarieaho@yahoo.com>, Ann Mueller <coldsprings702@yahoo.com>, Annarella Jordan <annarella.jordan@heart.org>, Arlene Rivera <abogada.arlene@gmail.com>, Astrid Silva <astridvs3@gmail.com>, Beatriz Aguirre <baguirrenv@gmail.com>, Beatriz Martinez <beatriz.martinez.delgado@gmail.com>, Belinda Parica <paricbl@unlv.nevada.edu>, Blanca Vazquez <bva@clarkcountynv.gov>, Bonnie Elda's Friend <bonbartlett@yahoo.com>, "brivas21@yahoo.com" <brivas21@yahoo.com>, Candy Santana <candyoh_2000@yahoo.com>, Carrie Sampson <scarrie81@gmail.com>, Cassandra Smith <cassandra.d.smith@live.com>, Cecilia Maldonado <drcecilia8@yahoo.com>, Celinda Peña <cp_07_epsilon@yahoo.com>, Chelsey Campbell <ccampbell@nvenenergy.com>, Christina Hernandez <cristina.hernandez@unlv.edu>, Claudia Juarez <cjuarez@sre.gob.mx>, Cristorono <cristorono@yahoo.com>, Cynthia Mora <cmora@alz.org>, Cynthia Vazquez <cynthiavazquez08@yahoo.com>, "dalynx@comcast.net" <dalynx@comcast.net>, Dani Dozier <[mayayi702@aol.com](mailto:mamayoki702@aol.com)>, Darlin Delgado <darlindelgado25@gmail.com>, De Salazar <mdsalazar@nvdetr.org>, Diana Diaz <diana.diaz@lvvwd.com>, Diana Gonzalez <ladydi@interact.ccsd.net>, Diana Ramirez <ramirezdiana2006@gmail.com>, Donna Vela <velatrans@yahoo.com>, Dora Perazza <doraelisa19@yahoo.com>, "Dr. Christine Clark" <chris.clark.unlv@me.com>, "Dr. Clarissa Cota" <clarissa.cota@csn.edu>, "Dr. Denise Dávila" <d2davila@yahoo.com>, "Dr. Doris Watson" <doris.watson@unlv.edu>, "Dr. Merlinga Gallegos" <mertica8@gmail.com>, "Dr. Norma Marrun" <normamarrun@gmail.com>, Ebeth Palafox <erpalafox87@gmail.com>, Edith Fernandez <fernandedi@yahoo.com>, Edna Gonzalez <ednagon28@yahoo.com>, Elda Luna <elda_luna@hotmail.com>, Elena Elena de la Peña <elenadlp@gmail.com>, Elena Es-Leyva <xinaloa2cali@yahoo.com>, "elenahermanson@yahoo.com" <

elenahermanson@yahoo.com>, Elizabeth Leyva <eleyva90@yahoo.com>, Emma Garcia <epg@co.clark.nv.us>, Erica Borges <ej_borges@yahoo.com>, Erika Aviles <erickaaviles1@gmail.com>, Erika Merlos <erika.merlos@live.com>, Erin Bilbray <ebilbray@aol.com>, Esperanza Ocampo <espie913@gmail.com>, Estela Guillermo Palomec <estelapalomec@hotmail.com>, Esther Brown <embracingproject@yahoo.com>, Esther Pla <esther.pla@csn.edu>, Eva Melendrez <melendrez3@yahoo.com>, Fanny Garcia <fannygarciawrites@gmail.com>, Fara <fara.kul@gmail.com>, Felicia Ortiz <fortiz505@gmail.com>, Felicia Rivera-Baker <felicia.rivera-baker@citvofhenderson.com>, Fila Gallegos <gallegfh@clarkcountynv.gov>, Gaby Baca <gaby.baca@gmail.com>, Gaby Foster <jngfoster@gmail.com>, Gina <gina_cortes87@yahoo.com>, Gloria Avila <gloglo702@gmail.com>, Gloria Castro <gcastro@hciera.com>, Gloria Duarte <Gduarte@interact.ccsd.net>, Griselda Unionworker <grichimar@aol.com>, Hellen Quan Lopez <hellenq@hotmail.com>, Hellen Taylor <hellecor@gmail.com>, Hergit Llenas <hergit11@hotmail.com>, Herlinda Corn <corn.herlinda@gmail.com>, Hildanis <hcolonfeliciano@interact.ccsd.net>, Ibeth Bojorquez <ibeth.bojorquez@gmail.com>, Imelda Perez <perez.imelda@hotmail.com>, Irene Bustamante <ibustamanteadams@gmail.com>, Iris Contreras <antiguas11@hotmail.com>, Isabelia Otero <isbeliaotero@yahoo.com>, Isela Gonzalez <igonzaalez@entravision.com>, "islehideaway@cox.net" <islehideaway@cox.net>, Ivet Santiago <ivet.santiago@yahoo.com>, Ivette Sanchez <sanchez_ivette2004@yahoo.com>, Jacki Ramirez <jacki@ramirezgroup.com>, "jajmmg@gmail.com" <jajmmg@gmail.com>, Jazmin Crus <cruz.j33@gmail.com>, Jeanette Salas <salasjeannette9@gmail.com>, Jeniffer Lopez <lopezjennifer000@gmail.com>, Jennifer Tran <JennTranMD@gmail.com>, Jessica Nodal <jessicanodal@ymail.com>, "jmontes2@cox.net" <jmontes2@cox.net>, Joan Kato <joankato@gmail.com>, Jocelyn Cortez <jocelync2@yahoo.com>, Jocelyn Torres <jocelynvto@gmail.com>, Josie Martinez <martinezjosie@usa.net>, Judy Fleishman <jfleischman0@gmail.com>, Judy Padilla <jpadilla@govcha.nv.gov>, Julie Gonzalez <gonzajx@interact.ccsd.net>, Karla Banda <karlabanda1@gmail.com>, Katherine Cortez <cortezkj5@gmail.com>, Kathy Ambrosia <k_ambrosio@hotmail.com>, Kelly Benavidez <la_mexican_princess@yahoo.com>, Kenneth Ceballos <kcceballos86@gmail.com>, Kitty Taylor <tkitty0731@yahoo.com>, "ladyreemixx@yahoo.com" <ladyreemixx@yahoo.com>, Laura Espinoza Martinez <lespinosa@sre.gob.mx>, Laura Naumann <lpnaumann@gmail.com>, Laura Nowlan <lauran@seeusnowstaffing.com>, Leilani Carreno <Leilani.aguirre@gmail.com>, Leilani Clark <lclark@iupatdc15.org>, Leonor <dosal40@hotmail.com>, "leslieninopiro@gmail.com" <leslieninopiro@gmail.com>, Leticia Castro <lcastro@entravision.com>, Lina Garcia <Linagarcia.pr@gmail.com>, Linda Montano <llmontano@interact.ccsd.net>, Linda Rivera <lrivera@usbr.gov>, Lisa Pacheco <lisa.pacheco@umcsn.com>, Liz Carrasco <carrascoliz@hotmail.com>, Lizette Ortiz <Lizette.Ortiz84@gmail.com>, Lorena Muñoz <loarrso@hotmail.com>, "lorinavarrete@ymail.com" <lorinavarrete@ymail.com>, Lucero Senator Heller <Lucero.759@gmail.com>, Lucy Flores <lucy@lucyflores.com>, Lucy Valenzuela <losvalenzuela2@cox.net>, Luisa <luisaleija@gmail.com>, Luisa Garay <luisa.ixmatlahua@yahoo.com>, Lydia Ball <lydiaiball@gmail.com>, "Lydia G." <lidiagnvs@yahoo.com>, Lydia Smith <familiasmith@cox.net>, Lydia Toscano <lydia.toscano@libertymutual.com>, Lynnette Sawyer <ls1nypr@yahoo.com>, "Ma. Eda Lopez" <meall2015@gmail.com>, Magaly Hernandez <Magalyh89@icloud.com>, Magdalena Martinez <mmzz@umich.edu>, Maggie Arias Petrel <maggie@globalpromed.com>, Maggie Huerta <maggie.huerta7@gmail.com>, "marcia.gallo@unlv.edu" <marcia.gallo@unlv.edu>, Margarita Ortiz <rsortiz7@cox.net>, Margarita Rebollal <coquinlv@aol.com>, Margie Gallegos <gallegosr77@gmail.com>, "mari_22@hotmail.com" <mari_22@hotmail.com>, Maria Blanco <mblanco5@cox.net>, Maria Calderon <maricalder30@gmail.com>, Maria Castillo Couch <mccouch@lasvegasnevada.gov>, Maria Emilia Guenechea <mguenechea@yahoo.com>, Maria Finney <finneyjm@embarqmail.com>, Maria Lipscomb <mlipscombri@aol.com>, Maria Marinch <maria.marinch@csn.edu>, Maria Olivia <

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Mujeres,

Kevin Child is a CCSD Trustee

Please read the full story at:

<http://m.reviewjournal.com/news/education/clark-county-school-board-trustee-under-fire-facebook-post-about-protesters>

Please sign the petition:

<https://www.change.org/p/ccsd-board-members-resign-ccsd-trustee-kevin-child>

EXHIBIT KK

From: Adam Honey [mailto:ahoney@interact.ccsd.net]
Sent: Monday, June 05, 2017 11:16 AM
To: maggie <maggie@nvlitigation.com>
Cc: Carlos L. McDade <clmcdade@interact.ccsd.net>; Susan Gerace <sgerace@interact.ccsd.net>
Subject: LVRJ v CCSD

Maggie,

Attached are CCSD pages 121-158, which represents the documents located after completing the additional searches Judge Williams directed on 5/9/17 (All principals emails and to/from/cc'd relative to December requests and email searches from Cedric Cole office and staff; there were no responsive emails from Cole or his staff). As you are aware we previously provided the Trustee emails and to/from/cc relative to the docs produced in response to the Feb. request.

In regard to the attached pages, the majority of the pages are emails and attachments to emails previously produced or is information dated after CCSD's searches in February in response to the February 10th records request. We have taken the liberty of redacting student names, 2 support staff employees (one is a parent of an autistic student, whom we also redacted information). We recognize the Court may direct us to un-redact additional information.

For your ease of reference here is a list of the redactions by page number:

134 Name of support staff member/parent of child referred to in email;

136 email addresses of student (2 addresses for one student);

137 email address of same student from 136 and same students name twice in body of email;

138 same student as 136-137, email and name;

147 Same support staff member/parent as 134

148 photo of student and support staff member/ parent's description of student's special needs and therapies;



149 support staff member/ parent's description of student's special needs and therapies (top line) and identity and contact info of support staff member/ parent


We believe the above listed redactions are consistent with the prior court Order that we anticipate Judge Williams will repeat in regard to email redactions at the hearing on June 6th.

Please be aware that I will be out of the office today beginning at approximately 1:30 p.m.

Sincerely,

Adam Honey
Assistant General Counsel
Clark County School District

From:  Nicole W. Rourke
Subject: Re: Confidential re: KidsVention
To:  Joyce Woodhouse <jwoodhouse642@yahoo.com>

Tuesday, April 19, 2016 4:49:52 PM 

Hi, Joyce,

Thank you for the information. We appreciate all the work you do for KidsVention and to bring this event to so many students. I will talk to the Superintendent and make sure he is aware of it.

Talk soon,
Nicole

Nicole Rourke
Interim Associate Superintendent
Community and Government Relations
Clark County School District
5100 W. Sahara Ave.
Las Vegas, NV 89146
(702) 799-1080 office

Joyce Woodhouse <jwoodhouse642@yahoo.com> writes:
Good afternoon:

I have been made aware of some remarks made by Board Member Kevin Childs at KidsVention today, and I wanted you to know about it as soon as possible. He was quite upset that:

- * names of School Board members were not listed in the program
- * he was not introduced.

KidsVention has been an event of Voices In Voting/Kids Voting Southern Nevada since 1994, and the organization is a non-profit that is in partnership with CCSD's Partnership Office. We have never put the board members names in the program. If we did, we would need to put all of the board members' names of all of the sponsoring groups.

In the past we did introduce board members and sponsors from the stage if they were in the audience. However, because we needed to tighten up the program in order to meet bus requirements, all of that was taken out of the program on my decision. There were other sponsors in the audience, who were not introduced, and I did not receive any objections from any of them. Usually, I ask the CCSD Board Chair to participate by introducing one of the debates, but she was not available this year. The VIV/KVSN Board wanted to expand, and I

agree, some recognition to Higher Education, which was why two of the introducers were from NSHE.

At Mr. Child's complaint, I went to the Master of Ceremonies and asked him to introduce Mr. Child. He did.

Please let me know if you need anything from me. We certainly do not want KidsVention or the efforts of VIV/KVSN to be hurt in any way. Thank you for your understanding.

Joyce

P.S. On a personal note, I did "shush" Mr. Child during Kim Russell's presentation of Sojourner Truth and the value of voting. He was shaking his hand clapper, which was inappropriate at the time. Mea culpa.

From:  Joe Caruso
Subject: Re(2): Statement
To:  Beverly P. Mason
Cc:  Nicole W. Rourke

Thursday, April 28, 2016 5:41:03 AM 

Thank you, Beverly!

Beverly P. Mason writes:

Yes, I will. First thing in the morning after I had some sleep..... :-)

Beverly P. Mason, Director
School-Community Partnership Program
4601 W. Bonanza Road
Las Vegas, Nevada 89107
Phone: (702) 799-6560 * Fax: (702) 799-6570

Website: www.partnership.ccsd.net

Facebook: www.facebook.com/ClarkCountySchoolPartnership

Twitter: www.twitter.com/CCSDPartnership

"It is easier to build strong children, than to repair broken men." – Frederick Douglass



Joe Caruso writes:

Good evening,

I discussed your concerns regarding Trustee Child with the superintendent and he asked me to request a statement from you. If possible, would you please include the items we discussed (Rave Review ceremony, KidsVention, and 51s game) and the comments made from Trustee Child in your statement? If so, the superintendent would appreciate that information. If you have any questions regarding this request, please let me know.

Have a good evening.

Joe

From:  Ramona J. Esparza
Subject: Valley HS- Ramos Statement
To:  Celese R. Rayford

Thursday, March 30, 2017 4:07:24 PM



Attachments:  Ramos Statement 3-30-17.pdf / Adobe Acrobat Document (309K)

Celese,

Please see attached statement from Noe Ramos regarding Trustee Kevin Child contacting him on his cell phone on 3-30-17.

Note the following consequences for the incident that occurred on the February 17-19, 2017, Mariachi Conference in Texas:

1. Students were reprimanded in Texas and upon return an after school meeting was held to discuss the incident on Tuesday, February 21, 2017.
2. The group was not permitted to attend and compete at the Monaco MS Mariachi conference/competition.
3. The group will not be permitted to attend and compete in the K.O. Knudson conference/competition.
4. The group will not be permitted to attend the Arizona Mariachi Conference in April 2017.

Mr. Ramos was visibly upset that he was called during class time on his cell phone from Trustee Child. He came to my office immediately after school to inform me about this conversation. He asked me, "Why is he asking me about this, it has been resolved." I contacted you immediately as well. I did my best to reassure him that it has all been addressed.

Respectfully,

Ramona Esparza
Principal
Valley High School
(702) 799-5450



One School~One Goal
STUDENT SUCCESS



VALLEY HIGH SCHOOL

3879 S. Durham Ave. Las Vegas, NV 89119 Phone: (702) 891-1100
Fax: (702) 891-1101

Voluntary Statement Dean's Office

Student Number _____ Date _____

Name: Noe Ramos

Address: _____
Street City State Zip

Occupation or School and Grade: _____

Home Phone: _____ Business/Work Phone: _____

Of my own free will I give the following witness statement:


I spoke with Kevin Child around 2:15pm
March 30, 2017. He asked me what the status was
on our issue that happened on our trip in Texas.
I responded: "It has been taken care of and
dealt with." He said no you and Ramona did
not follow protocol. He then said expect a
phone call from Dr. Barton and tell the
truth exactly what happened. He ended
the call by telling me you are not in trouble
don't be nervous.

Noe Ramos


March 30, 2017

Signature of person giving statement: _____


Page _____ of _____

From:  **Celese R. Rayford**
Ramona J. Esparza

Subject: Fwd: Valley HS- Ramos Statement

To:  **Mike R. Barton**

Thursday, March 30, 2017 4:58:56 PM 

Attachments:  Ramos Statement 3-30-17.pdf / Adobe Acrobat Document (309K)

Dr. Barton,

Please find attached the statement from Noe Ramos, the Mariachi teacher. Below is a brief description of how the incident was resolved. Please note that parents were not contacted. Mrs. Esparza shared this was not necessary as the students were discussing their upcoming performance. The consequences were rendered as the group was informed of the expectations. Room checks were conducted nightly by both Mr. Ramos and Mrs. Esparza.

Dr. Celese Rayford, School Associate Superintendent
Clark County School District Performance Zone 4
5100 W. Sahara Ave.
Las Vegas, NV 89146
Office: 702-799-2640
Fax: 702-799-2647
Email: crayford@interact.ccsd.net

----- Original Message -----

Celese,

Please see attached statement from Noe Ramos regarding Trustee Kevin Child contacting him on his cell phone on 3-30-17.

Note the following consequences for the incident that occurred on the February 17-19, 2017, Mariachi Conference in Texas:

1. Students were reprimanded in Texas and upon return an after school meeting was held to discuss the incident on Tuesday, February 21, 2017.
2. The group was not permitted to attend and compete at the Monaco MS Mariachi conference/competition.
3. The group will not be permitted to attend and compete in the K.O. Knudson conference/competition.
4. The group will not be permitted to attend the Arizona Mariachi Conference in April 2017.



Mr. Ramos was visibly upset that he was called during class time on his cell phone from Trustee Child. He came to my office immediately after school to inform me about this conversation. He asked me, "Why is he asking me about this, it has been resolved." I contacted you immediately as well. I did my best to reassure him that it has all been addressed.


Respectfully,


Ramona Esparza
Principal
Valley High School
(702) 799-5450



One School~One Goal
STUDENT SUCCESS

From:  Mike R. Barton
Ramona J. Esparza
Subject: Fwd: Site Visit- Valley HS
To:  Christine Weiss

Wednesday, February 22, 2017 4:41:31 PM 

Attachments:  R Esparza Memo 2-3-17.pdf / Adobe Acrobat Document (511K)

Please print for Celese's file.

Mike

Mike R. Barton
Chief Academic Officer

----- Original Message -----

Dr. Barton,

Please see attached memo regarding Trustee Childs site visit on 1-30-17.

Again, thank you for your unyielding support and let me know if you need any additional information.

Regards,

Ramona Esparza
Principal
Valley High School
(702) 799-5450



One School ~ One Goal
STUDENT SUCCESS



Valley High School

Principal
Ramona Esparza

Assistant Principals
Elena Fabunan
Ramona Fricker
Matthew Jackson
Bency Manglicmot
Jose Silva

Deans
Tricia Keliinai
Thomas Smith
Jacob Thompson

MEMO

Date: February 3, 2017

To: Mike Barton, Chief Academic Officer

From: Ramona Esparza, Principal, Valley High School

Subject: Site Visit

On January 30, 2017, Trustee Kevin Child and Dr. Mike Barton, Chief Academic Officer, visited Valley High School at 7:00 a.m. I inquired about the nature of the site visit. Trustee Child stated he received parent concerns about the gym and boys' restroom. Please note I have not received any parent concerns of that nature. During the site visit, the following areas were observed:

1. Cafeteria
2. Main gym – no evidence of facility repairs in the main gym
3. Boys' restroom near the auxiliary gym- no soap dispensers were evident (work request has been submitted 1/31/17). Mirrors had evidence of scratches (mirrors will be either replaced and/or removed).
4. Garden Area
5. Library
6. JROTC classroom observation
7. Main office

Note: Trustee Child stated to Dr. Barton there were concerns regarding Spanish books. Upon investigation with the administrator that supervises the Foreign Language Department, it was determined there are sufficient Spanish books. For the 2016-17 school year, Spanish supplemental texts were ordered.

Upon exiting the premises at 8:10 a.m., Trustee Child stated that he was here to support me and to let him know what I needed.

I am requesting that this memo serve as a record of this site visit. Although I was notified prior to this request to visit, I was not comfortable with the protocol that Trustee Child used to obtain access to viewing "alleged parent concerns about the facility." Upon review of the areas, there were no imminent

2839 S. Burnham Avenue, Las Vegas, NV 89169
PHONE (702) 799-5450 FAX (702) 799-0019

RA451
LVRJ186
130



Valley High School

Principal

Ramona Esparza

Assistant Principals

Elena Fabunan
Ramona Fricker
Matthew Jackson
Bency Manglicmot
Jose Silva

Deans

Tricia Kellinoi
Thomas Smith
Jacob Thompson

safety or hazard concerns regarding the condition of the facility. The facility is over fifty years old; cleanliness and maintenance is a priority at Valley HS.


I need it to be noted that contrary to Trustee Childs' statement that he is here to support me, I have been notified by the following entities: staff, parents, and community partners that Trustee Child has repeatedly in public settings made negative and disparaging remarks about Valley High School and me (personally.) It is my belief that his intentions are neither positive nor conducive in creating an environment that is supportive of the necessary work that I am doing as a high school principal.

Ramona Esparza, Principal Valley High School

2/3/17

Date

From:  **Joe Caruso**

Thursday, July 21, 2016 7:59:13 AM 

Subject: Re: Fwd: Kevin Child's Facebook Posts

To:  **Cindy Krohn**

Cindy,

I asked the superintendent and he said to continue sending the Trustees all of the e-mails received regarding this topic.

Joe

Cindy Krohn writes:

Joe,

Would you like me to forward this to the trustees or do you want to discuss with the superintendent first.

Cindy

----- Original Message -----

Board of School Trustees c/o Trustee All

Over 500 people sign this petition.

Kevin Child should resign.

<https://www.change.org/p/ccsd-board-members-resign-ccsd-trustee-kevin-child>

No Justice, No Peace


Angie Sullivan

From:  **Cindy Krohn**
angiesullivan0@gmail.com

Subject: Fwd: Kevin Child's Facebook Posts

To:  angiesullivan0@gmail.com

Cc:  CCSD Trustees

Thursday, July 21, 2016 10:09:43 AM 

The School Board Office is in receipt of your e-mail and has forwarded it to all Trustees as well as the Superintendent's Office. Thank you for writing the Clark County School District.

Cindy Krohn
Clark County School District
Office of the Board of School Trustees
702-799-1072

----- Original Message -----

Board of School Trustees c/o Trustee All

Over 500 people sign this petition.


Kevin Child should resign.

<https://www.change.org/p/ccsd-board-members-resign-ccsd-trustee-kevin-child>

No Justice, No Peace

Angie Sullivan
angiesullivan0@gmail.com

From:  Joe Caruso

Friday, August 19, 2016 6:40:33 AM 

Subject: Re: Fwd: PTA training at Chaparral HS

To:  Cindy Krohn

Cindy,

As a follow-up to the below e-mail, the superintendent stated to send the normal response and copy Trustee Child so that he is aware of the below concern.

Joe

Cindy Krohn writes:

FYI

----- Original Message -----

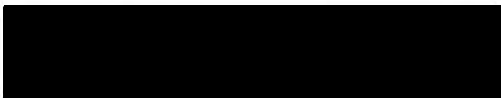
Board of School Trustees c/o Trustee Child



Good evening Mr. Child,

This morning I was at the PTA breakfast at Chaparral HS with my PTA group and my daughter, you came to said hi and asked what school we represented, then asked my daughter about the book that she was reading, she didn't answer to you, closed her book and hide it, I told you that she was shy.

She is not a misbehaving child, she is autistic, her social skills are a deficit. I felt so embarrassed when you mentioned that you can fix the problem if you have her for a fun time and other comments that I just hear and my reaction was just smile to you, this happened in front of other people, as a special education mom and having a Autistic girl that is not easy to explain to every body her condition. Please understand that an Autistic child doesn't interact with unfamiliar people.

Sincerely,



From:  **Joe Caruso**
Subject: Re(2): Emails regarding Facebook
To:  **Cindy Krohn**

Wednesday, July 20, 2016 9:31:41 AM 

Hi, Cindy,

As a follow-up to the below e-mail, please respond to each e-mail and send the e-mail to Trustee Child as normal.

Joe

Joe Caruso writes:
Cindy,

I will check and let you know once I have additional information.

Joe

Cindy Krohn writes:
Joe,

Attached are emails in regards to Trustee Child's Facebook posts. Do you want me to respond or just provide a copy to him. The first two are positive and from a former SBSAC member.

Thank you,
Cindy






From:  **Cindy Krohn**

Monday, July 18, 2016 1:11:48 PM



Subject: Emails regarding Facebook

To:  **Joe Caruso**

Attachments:  [REDACTED] Trustee child (5K)
 [REDACTED] / Trustee child- from a student adv. committee me...
 <caanola@aol.com> / Please resign immediately (4K)
 <hlwjr@embarqmail.com> / Running Over Protestors (4K)
 <ron_barcelona@hotmail.com> / keep it up (7K)

Joe,

Attached are emails in regards to Trustee Child's Facebook posts. Do you want me to respond or just provide a copy to him. The first two are positive and from a former SBSAC member.

Thank you,
Cindy

From: [REDACTED]
Subject: Trustee child
To: [REDACTED] School Board Mail


Saturday, July 16, 2016 11:51:26 PM




Board of School Trustees c/o Trustee Young

Hello trustee young, this is [REDACTED] was in the student advisory committee this past year, I was te super tall kid from mojave. My friend sent me a link and I was a little sad, seeing that trustee child is under a bit of fire right now. Although I have moved up to Utah and out of the school district, I definitely still care about what's going on, but I just want the people of Las Vegas to see trustee child as I did. I want for all of the people to see the loving and caring trustee I know. But the reason I'm emailing you is because you're close to him, and currently I cannot be. Please let him know that he will always be inspiring students, whether or not he takes that (slightly ridiculous) plea to resign. And as for you, I always appreciated being able to hear your insight. I know I might have not had the greatest impact in that committee, and maybe I was, I'm not really sure. What I do know is that through the words of people like you and trustee child and superintendent Skorkowsky, I became inspired to make the people around me better. I still believe in the great things you guys can do. Thanks for reading this if you did, and have a nice day Dr. Young
[REDACTED]

Ps, when I mentioned your past about splitting that school district and the effects of it, I was just going off what my mom said, she speaks very highly of you, and because of her I do too.

From: [REDACTED] Saturday, July 16, 2016 11:40:08 PM 

Subject: Trustee child- from a student adv. committee member

To:  School Board Mail


Board of School Trustees c/o Trustee Child

Dear trustee child,

This is [REDACTED] I was in the student advisory committee this past year. I could see how these last few days have been a little hard on you, I only wish my voice was loud enough for some of the people of Las Vegas to hear me. I believe that you are a good person, and I know that you love your kids. Please don't step down, don't give up on CCSD, because great minds like you aren't that common. I remember one time that I was talking to you, you lifted your hand and told me to do the same, then you grasped my hand and said, "the reason we have gaps between our fingers is to fill them with great people around us", or something to that extent. I know that you fill those gaps with everyone you come in contact with. I hope that next time I see you, I can still call you trustee. And if you can, tell trustee young I said hello, and that I was honored to listen to her input on the issues we discussed every meeting.

Take care, trustee

[REDACTED] (mojave high school rep)

From:  ron_barcelona@hotmail.com

Saturday, July 16, 2016 10:28:56 AM



Subject: keep it up

To:  School Board Mail

Board of School Trustees c/o Trustee Child

Hi Kevin,

Don't let the politically-correct crowd get to you. Do you get copied on the messages I send to the Board? Does anyone mention them? Here is a message I sent around March:

I've been happily teaching as a substitute for CCSD the past couple months (I've also successfully taught many college classes). However, I recently taught a high school ESL (English as a Second Language) class and it was the only class I've taught that I would describe as 'disturbing'. The students (almost all Hispanic) showed little interest in learning. I followed instructions and told students to work on their 'projects', but few of the students seemed to do so. Being able to speak Spanish moderately, I tried to develop their English by saying Spanish words, or pointing to objects/photos and asking them for the English name. This held the attention of some of them for a while, but not for long. I passed out dictionaries to the students for them to browse, but few were opened. Many students played with their cell phones or played games on the computer screens. My efforts to stop these activities worked for a while, but eventually, students often returned to the games. Therefore, exactly what would CCSD do with the proposed additional money for ESL students? Purchase more books the ESL students won't read? I don't know how many of these students came here illegally, but surely many of them, and their parents, did. Therefore, perhaps we should treat the root of the problem and not the symptoms. Perhaps we should provide incentives for illegal immigrants and their children to return to their native countries. Rather than spending \$8,514 per ESL student, as proposed by the legislature (per the NPRI report below), we could offer that cash to the families here illegally if they return, and remain, in their native countries. Our school buses are available over the summer to take them to our border (either north or south) or the airport. Our cafeterias could even fix them to-go lunches. Taxpayers would appreciate it, the overburdened schools would appreciate it, and millions of unemployed US citizens would appreciate it.

Education establishment already setting up the next \$1.5 billion tax increase

More education spending is never enough

By Victor Joecks

..... SB508, which has already passed the Senate, was heard this morning in the Assembly Ways and Means Committee. The bill calls for increased education spending based on giving English Language Learners, students who qualify for Free and Reduced Lunch and special need students additional funding or weights. For instance, the average student received \$5,676 in funding from the Distributive School Account for the current school year. Under SB508, the goal is to fund an ELL student at 1.5 times the amount of base DSA funding, or \$8,514. And that's just DSA funding, Nevada spends around \$4,000 more per-pupil in categorical DSA funding and from local-only taxes and federal funds.

Ron
702 334-2444

From:  **Cindy Krohn**
caanola@aol.com

Wednesday, July 20, 2016 3:12:34 PM  

Subject: Fwd: Please resign immediately

To:  caanola@aol.com

Cc:  Kevin L. Child - Trustee

The School Board Office is in receipt of your e-mail and has forwarded it to Trustee Child as well as the Superintendent's Office. Thank you for writing the Clark County School District.

Cindy Krohn
Clark County School District
Office of the Board of School Trustees
702-799-1072

----- Original Message -----


Board of School Trustees c/o Trustee Child

Apologize and resign immediately from the board. You are not worthy of the position and the children and the county deserve better.

And, by the way the word "english" is capitalized like this: "English".

Craig Andersen
caanola@aol.com

From:  Kelly O'Rourke
Christine M. Mecham

Wednesday, December 16, 2015 12:57:57 PM 

Subject: Fwd:

To:  Elizabeth A. Carrero

Good afternoon -

Below is an email from my 6th grade teacher, Christine Mecham (I thought she had written a paper incident report..so I apologize that this is in email form. If you need her to write something more formal, let me know and I can have her do that, as well.

There is a piece in the statement below that is in black ink...I actually added the sentence as Christine had shared with me but did not put in the email. But I thought it should be noted.

Thank you - let me know what else you need.

Kelly C O'Rourke
Principal
Lied Middle School
5350 W Tropical Parkway
Las Vegas, NV 89130
702-799-4620

This communication is confidential and intended only for the addressee. If you are not the intended recipient you may not copy, disclose, or distribute this message to anyone else, any such action may be unlawful. If you have received this communication in error, please contact the sender of the message to inform him or her of the error.

----- Original Message -----

This morning my class had the opportunity to be involved in the PayBac program. The speaker who was assigned to our class introduced himself as school board member, Kevin Child. he told my students that he and six others "run the school district" and that he was m boss.

He talked to the students about success in life starting with getting an education to earn money, to buy a car and later a house. He told the kids he has eight cars.

He asked the kids if they had dreams. The kids said they did. The presentation took a strange turn when he asked the kids to close their eyes and asked if they wanted to be loved. He asked them to keep their eyes closed and raise their hands. All the children, but one raised his/her hand. The boy who did not was singled out and asked why he did not want to be loved. The boy refused to answer and was asked again if he would share. The boy did not. he began to cry. Mr. Child said, "He must be going through something and that we shc

all be nice to him." He then asked the kids who thought the boy was nice and cool and who wanted to be his friend. The boy was told to look around at all the raised hands. After a couple minutes of the boy crying, Ms. Mecham tried to get the boy out of the situation and said that he could go to the bathroom and get a drink. Mr. Child's told her "no", that the boy needed to stay and listen to what he had to say. Ms. Mecham felt badly she didn't know exactly what she could or could not say.

He went on to ask the kids to close their eyes again. He said he was going to ask a question and no one was allowed to laugh, snicker or smile. He asked who had considered suicide. Again the kids were told to raise their hands. A few hands were raised and he told the kids to open their eyes. The kids looked around. he then told the kids that several years ago his wife had lit several fires in their house and gone upstairs and shot herself.

After that he asked each of the kids to share why they contemplated suicide. The kids shared various responses. One girl said she had been bullied. he told the class to repeat after him, "Sticks and Stones may break my bones but names can never hurt me."

He went on to tell the students that he had dyslexia. That he had been teased as a kid and that the kids called him dumb, stupid and retarded.

He then asked each student what his/her goal was as an adult. The kids shared their ideas. He told the kids to be nice to each other.

After class he asked the one boy who was crying to stay. I stood at the door while they spoke and another student remained in the room. After a few moments I said that the boy needed to go to lunch. The boy went on his way and Mr. Child left.

Best regards,
Christine Mecham
Lied MS Zone 1

From:  **Jeffrey J. Geihs** Thursday, February 16, 2017 10:34:37 AM 
Subject: Re: Trustee Kevin Child
To:  **Jolene Wallace**
Cc:  **Katie M. Pellegrino**  **William L. Evans**  **Pat Skorkowsky**  **Mike R. Barton**

Attachments:  **Memo to Staff Guidelines for Trustee Visit 12.05.16.pdf / Portable Document Form**

Dr. Wallace:

Thank you for this correspondence. Thank you too for your service at Tom Williams Elementary School as Acting Principal. Your leadership there gives me a great sense of confidence. In reference to the guidance/direction you seek, please see attached a memorandum that was sent to principals in Trustee Child's District from Superintendent Skorkowsky. Please follow this direction as specified in the memo. As you are also aware, Trustee Child cannot give you directions; therefore, you are not required to follow such as you stipulated below. I have copied the Superintendent and Dr. Barton here so that they too are aware of this latest circumstance.

Please call me should you have further questions.

Thank you,

Jeff

Dr. Jeffrey Geihs
School Associate Superintendent, Turnaround Zone
President Elect, Nevada Association of School Administrators
jgeihs@interact.ccsd.net
Office: (702) 799-2640

www.ccsdturnaroundzone.net
Facebook - CCSD Turnaround Zone
Twitter - @CCSD_Turnaround

Jolene Wallace writes:

Dr. Geihs...

I am sending this to you based upon the recent directive that came from the Superintendent's office.

On Monday, February 13, 2017, I arrived for my first day as Interim Principal (retiree) at Tom Williams Elementary School. Later that morning, Trustee Kevin Child arrived. He told me he was there for his regularly scheduled parent meeting that was to start at 9:00 am. I accompanied Trustee Child to that meeting so that I could meet parents. The meeting was

also attended by Associate Superintendents Lorna James-Cervantes and Jeff Horn, along with Joe Caruso. The main topic for the meeting was child safety for arrival and departure at school. It was a good meeting with great information.

Trustee Child introduced me and allowed me to speak with parents. I had to leave the meeting before it was over in order to attend to the business of the school. The assistant principals and other staff remained in the meeting.

When the assistant principal returned to the office, he gave me the following information:

"On 2/13/17 I had the privilege to attend a parent meeting at Tom Williams Elementary School site conducted by Mr. Kevin L. Child. The major focus of the meeting was how to keep our children safe to and from school. After this portion of the discussion was over he conducted a question/answering session. After bringing closure to the discussion I thought the meeting was over. As I was getting up to leave he requested to see a show of hands who in the past have experienced difficulty in acquiring satisfaction from the office staff. After seeing a show of hands, he declared he would take care of the situation and they shouldn't have any more problems. I felt this was not the reason for his visitation and therefore should never have been brought up."

Additionally, I received staff complaints regarding noise from the cafeteria after the Parent meeting ended. Staff informed me that Trustee Child stopped in the cafeteria and spoke to the children who were having lunch. I was told that he held a repeat-after-me conversation with the children, thus the noise that was heard in other classrooms during instructional time. Staff said the children were **screaming** their responses, encouraged by Trustee Child. As Trustee Child was leaving, he was eating food from the cafeteria. I only mention this because that is a strict violation of USDA guidelines.

I am seeking your advice and direction in this matter with Trustee Child. He indicated to parents that he plans to come and have a potluck dinner with them. He also instructed me to hold a School Organizational Team (SOT) meeting regarding arrival and departure. He said he will attend the meeting, and he plans to bring a mariachi band. Since being here, we have already solved the arrival and departure issues. The parents are quite happy and complimentary. I cannot accommodate a mariachi band during an SOT meeting.

I respect Trustee Child's position as a School Board Member, but I need the freedom to develop a relationship with parents as a new employee here at Tom Williams. I will await your directions on how to proceed.

Jolene Wallace

Jolene E. Wallace, Ed. D.
Associate Superintendent (Ret.)

Tom Williams Elementary School

702-799-7179

The difference between genius and stupidity is that genius has its limits.


Einstein



Office of the Superintendent
INTEROFFICE MEMORANDUM

DATE: December 5, 2016

TO: Members, Executive Cabinet
School Associate Superintendents
Principals, District D Schools
CCSD Administrative Center Staff
Administration, Human Resources Division
Administration, Transportation Department
Administration, Food Service Department
Administration, Instructional Design and Professional Learning Division

FROM: Pat Skorkowsky,  Superintendent of Schools

SUBJECT: Guidelines for Trustee Visit

In order to ensure a safe and respectful working environment, the following guidelines have been implemented:

1. Trustee Child will not enter the administrative offices of the District without a specific written invitation, and prior to following that invitation, he must check in with the front desk of the administrative office to confirm his invitation. The Superintendent must be notified via e-mail or by telephone of all invitations prior to the meeting.
2. If Trustee Child wishes to meet with a staff member of the District on official business, he is to schedule that meeting to occur at the offices of the Board of School Trustees. The Superintendent must be notified via e-mail or by telephone of all invitations prior to the meeting.
3. Trustee Child is not to appear at any of the District schools unless it is to attend a function which is open to the public or upon the specific written request of the Superintendent or the administrator with authority over that school. In the event that you extend such invitation, you are to forward a copy of that invitation to the Superintendent via e-mail or by telephone in a timely manner.

ps/ec

cc: Board of School Trustees

From: Jeffrey M. Horn

Thursday, September 08, 2016 4:27:24 PM



Subject: Fwd: Incident at PTA meeting (Chaparral HS)

To: Joe Caruso

Hey Joe, can you call me about this when you can.

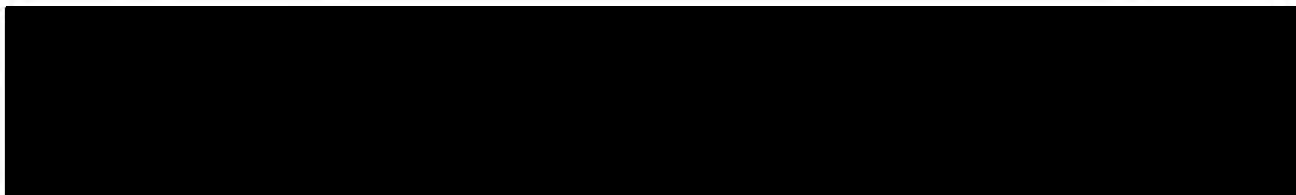
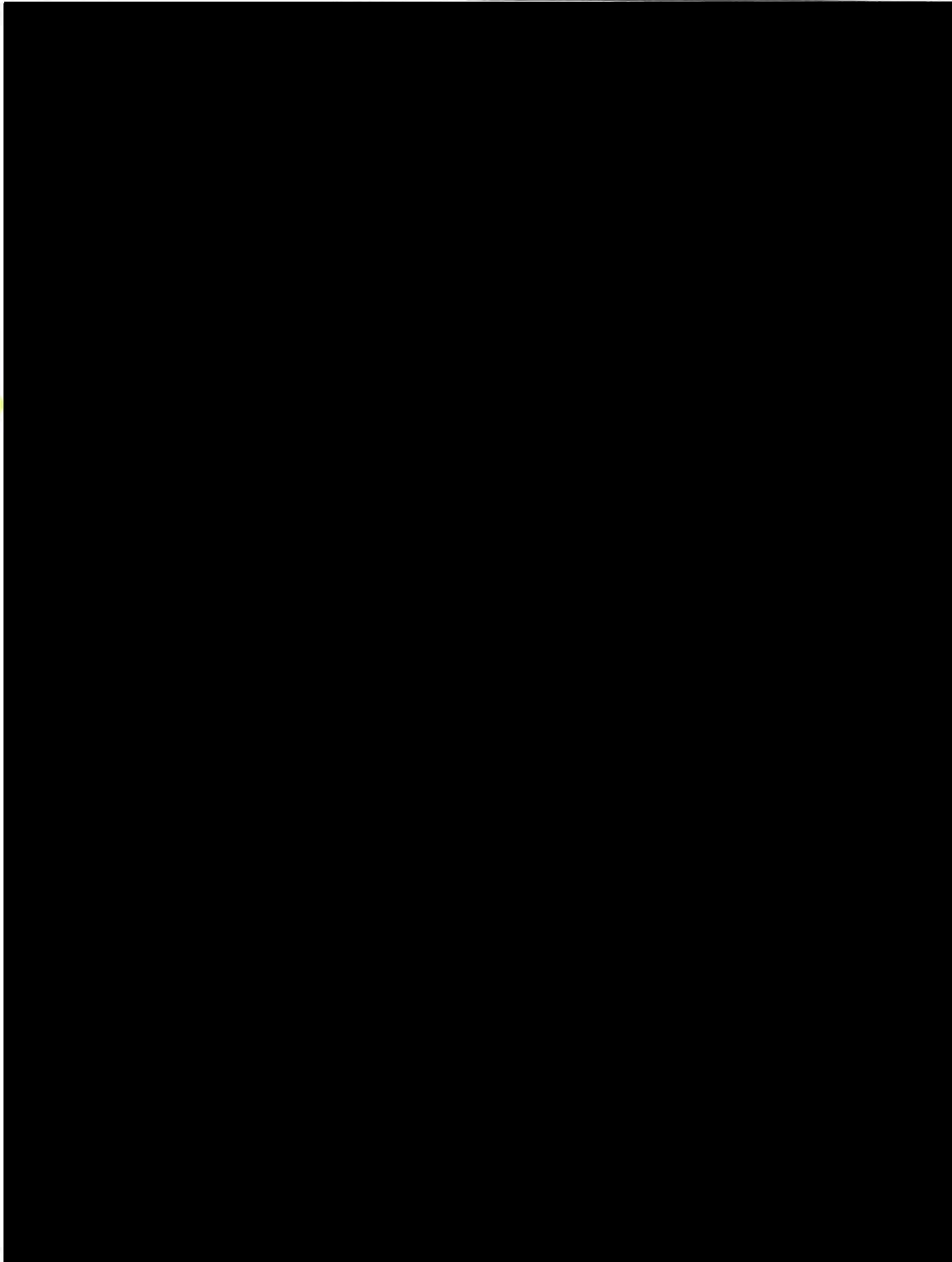
Jeff Horn
Assistant Chief Student Achievement Officer
Performance Zone 10
Office: (702) 799-0863

----- Original Message -----

Good Afternoon Mr. Horn,

On August 13th, I attended to a PTA training at Chaparral HS, my 10 years old daughter [REDACTED] was with me. We were taking breakfast around 9:00 a.m. at the cafeteria with the whole group of PTA members. At one point Mr. Kevin Child approached to our table and started greeting to us, when he saw my daughter sitting at the table reading a book, he asked some questions to her, she didn't answer back and closed her book, I told Mr. Child that she is so shy and won't answer to him, he asked more questions to her and I told him again, "she won't answer, she is too shy", at this moment she was getting anxious and nervous, everybody was looking at her. Mr. Child started to say louder that she wasn't shy, that she didn't know who the boss was, and if she was with him for a fun time, she will behave. I felt embarrassed hearing him saying in a very loud voice all this about my child.

As a parent I felt judged about my parenting, I tried my best, but it is not easy and it is not magic, takes a lot of effort and dedication to have an autistic child be part of the society. Maybe the puzzle piece will never fit in it, but we are doing everything that is possible.



[REDACTED]

I sent an email to Mr. Child about this incident via CCSD/Trustees site correspondence, on August 13th, I leave my cell phone number and email address and he never responded to it.

Thanks,

[REDACTED]

• *Si quieres que tus sueños se realicen, ayuda a alguien a hacer los suyos realidad.*

[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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From:  Mike R. Barton
Ramona J. Esparza
Subject: Fwd: Site Visit- Valley HS
To:  Joe Caruso

Wednesday, February 22, 2017 4:41:08 PM



Attachments:  R Esparza Memo 2-3-17.pdf / Adobe Acrobat Document (511K)

Can you ensure this is provided to the Superintendent.

Mike

Mike R. Barton
Chief Academic Officer

----- Original Message -----

Dr. Barton,

Please see attached memo regarding Trustee Childs site visit on 1-30-17.

Again, thank you for your unyielding support and let me know if you need any additional information.

Regards,

Ramona Esparza
Principal
Valley High School
(702) 799-5450



One School ~ One Goal
STUDENT SUCCESS



Valley High School

Principal

Ramona Esparza

Assistant Principals

Elena Fabunan

Ramona Fricker

Matthew Jackson

Bency Manglicmot

Jose Silva

Deans

Tricia Keliinai

Thomas Smith

Jacob Thompson

MEMO

Date: February 3, 2017

To: Mike Barton, Chief Academic Officer

From: Ramona Esparza, Principal, Valley High School

Subject: Site Visit

On January 30, 2017, Trustee Kevin Child and Dr. Mike Barton, Chief Academic Officer, visited Valley High School at 7:00 a.m. I inquired about the nature of the site visit. Trustee Child stated he received parent concerns about the gym and boys' restroom. Please note I have not received any parent concerns of that nature. During the site visit, the following areas were observed:

1. Cafeteria
2. Main gym – no evidence of facility repairs in the main gym
3. Boys' restroom near the auxiliary gym- no soap dispensers were evident (work request has been submitted 1/31/17). Mirrors had evidence of scratches (mirrors will be either replaced and/or removed).
4. Garden Area
5. Library
6. JROTC classroom observation
7. Main office

Note: Trustee Child stated to Dr. Barton there were concerns regarding Spanish books. Upon investigation with the administrator that supervises the Foreign Language Department, it was determined there are sufficient Spanish books. For the 2016-17 school year, Spanish supplemental texts were ordered.

Upon exiting the premises at 8:10 a.m., Trustee Child stated that he was here to support me and to let him know what I needed.

I am requesting that this memo serve as a record of this site visit. Although I was notified prior to this request to visit, I was not comfortable with the protocol that Trustee Child used to obtain access to viewing "alleged parent concerns about the facility." Upon review of the areas, there were no imminent

2839 S. Burnham Avenue, Las Vegas, NV 89169

PHONE (702) 799-5450 FAX (702) 799-0019

RA472

LVRJ207

151



Valley High School

Principal

Ramona Esparza

Assistant Principals

Elena Fabunan
Ramona Fricker
Matthew Jackson
Bency Manglicmot
Jose Silva

Deans

Tricia Keliinai
Thomas Smith
Jacob Thompson


safety or hazard concerns regarding the condition of the facility. The facility is over fifty years old; cleanliness and maintenance is a priority at Valley HS.


I need it to be noted that contrary to Trustee Childs' statement that he is here to support me. I have been notified by the following entities: staff, parents, and community partners that Trustee Child has repeatedly in public settings made negative and disparaging remarks about Valley High School and me (personally.) It is my belief that his intentions are neither positive nor conducive in creating an environment that is supportive of the necessary work that I am doing as a high school principal.

Ramona Esparza, Principal Valley High School

2/3/17


Date

From:  Michele S <fourtimesthefun@gmail.com>

Fri, Feb 24, 2017 12:11:16 PM 

Subject: Re: Question

To:  Georgia L. Taton

Attachments:  Attach0 / Uploaded File (6K)

I didn't! Do tell.

I was actually over at PBS Vegas yesterday for lunch with Hope For Nevada and Carolyn Edwards and Kevin Childs were there. (I accidentally sat next to Childs while he ogled my legs. He's as creepy in real

life as the newspaper articles.) HOPE was recapping their legislative lobbying efforts for weighted funding and basically it isn't going to happen unless they lift the property tax cap and there is no appetite for that because Republicans got so burned raising taxes last session. So it's never going to happen. It would cost 1.1 billion to implement just in CCSD, which is why CCSD is suing because the reorganization mandated that the district provide weighted funding with no revenue to actually do it. I feel they will be successful in their lawsuit and I think that's why the senators are meeting on 02/27 to revise that mandate in the reorganization. Edwards feels if we ever got the 1.1 billion, the union would go after it anyway.

The only other meaningful thing I got out of it is we all discussed how our SOTs were going. The consensus is that there are mixed results. Some of the schools are completely disorganized and the parents are not happy. They don't know what's going on. They don't understand it. I spoke on our behalf and said ours is extremely organized, we all know what we're doing, and it's gone very smoothly and I was literally the only person that said that. I texted Chris last night and told him we have our shit together. He said the budget is actually better and I'd be pleasantly surprised. Yeah!

To clarify, on the request to add cheer to the agenda. She wanted ME to add it to the agenda from myself. Not necessarily from her. I sort of feel like that puts me in a conflict of interest since I have a kid on the team. I will tell her that I looked into it and we need to request this at a school level first and go from there. I don't have a problem starting earlier but we travel all summer and I've only got a couple years left before these kids don't want to be around us.

On Fri, Feb 24, 2017 at 11:44 AM, Georgia L. Taton <gltatton@interact.ccsd.net> wrote:

Michele S <fourtimesthefun@gmail.com> writes:


Could we compromise by starting it earlier in the school year instead of waiting until October?

Everything will probably be moved up with the early start. Do we know now that the school starts in early August, will the basketball season still start after Christmas? No clue. If so, she'd get an extra four months of practice anyway then and I'd still get my summer off. HA! I'm all for the summer off! I would just tell her that's an interesting concept but you need to start at the school level first. Actually, I should have Chris talk with SOT about procedures specifically when a teacher asks for something to be placed on the agenda.

The first question asked should be have you taken it to the admin or discussed this at the school level and why do you think this is a SOT issue?

Did you hear about the craziness at the board meeting over the appointment of a new principal at Newton Elementary?

From:  **Joe Caruso**
Subject: Re: Fwd(2): CCSD Trustee Kevin Child Must Resign, Please sign petition
To:  Michelle Booth - Communications

Monday, July 18, 2016 9:26:48 PM 

Michelle,

Thank you for the e-mail and information.

Joe

Michelle Booth - Communications writes:

----- Forwarded message -----

From: **nora luna** <noralunafive@gmail.com>

Date: Monday, July 18, 2016

Subject: CCSD Trustee Kevin Child Must Resign, Please sign petition

To: Adriana Arevalo <aarevalo@entravision.com>, Adriana Martinez <lvadriana@aol.com>, Africa Sanchez <alvanias@hotmail.com>, "Aguilar, Brenda" <brenda.aguilar@pprm.org>, Aida Shirley <aida.shirley.lasvegas@gmail.com>, Alejandra Pulido <alejandrapulido90@gmail.com>, Alejandra Romero <alejandraromero012@gmail.com>, Alicia Nuñez <alizhas@hotmail.com>, Alicia Rico <alicia.rico@unlv.edu>, Ana Rios <carolinatobar2003@yahoo.com>, anabel navarro <anabel-37@hotmail.com>, Andrea Martin <andrea_martin99@hotmail.com>, Angelic Garay <angelicgaray@gmail.com>, Angelica Maralason <angelicamaralason@gmail.com>, Anita PO <anap644@hotmail.com>, Anita Revilla Tijerina <anita.revilla@unlv.edu>, Ann Marie <annmarieaho@yahoo.com>, Ann Mueller <coldsprings702@yahoo.com>, Annarella Jordan <annarella.jordan@heart.org>, Arlene Rivera <abogada.arlene@gmail.com>, Astrid Silva <astridvs3@gmail.com>, Beatriz Aguirre <baguirrenv@gmail.com>, Beatriz Martinez <beatriz.martinez.delgado@gmail.com>, Belinda Parica <paricb1@unlv.nevada.edu>, Blanca Vazquez <bva@clarkcountynv.gov>, Bonnie Elda's Friend <bonbartlett@yahoo.com>, "brivas21@yahoo.com" <brivas21@yahoo.com>, Candy Santana <candyoh_2000@yahoo.com>, Carrie Sampson <scarrie81@gmail.com>, Cassandra Smith <cassandra.d.smith@live.com>, Cecilia Maldonado <drcecilia8@yahoo.com>, Celinda Peña <cp_07_epsilon@yahoo.com>, Chelsey Campbell <ccampbell@nvenenergy.com>, Christina Hernandez <cristina.hernandez@unlv.edu>, Claudia Juarez <cjuarez@sre.gob.mx>, Cristorono <cristorono@yahoo.com>, Cynthia Mora <cmora@alz.org>, Cynthia Vazquez <cynthiavazquez08@yahoo.com>, "dalynx@comcast.net" <dalynx@comcast.net>, Dani Dozier <[mayayoki702@aol.com](mailto:mamayoki702@aol.com)>, Darlin Delgado <darlindelgado25@gmail.com>, De Salazar <mdsalazar@nvdetr.org>, Diana Diaz <diana.diaz@lvvwd.com>, Diana Gonzalez <ladydi@interact.ccsd.net>, Diana Ramirez <ramirezdiana2006@gmail.com>, Donna Vela <velatrans@yahoo.com>, Dora Perazza <doraelisa19@yahoo.com>, "Dr. Christine Clark" <chris.clark.unlv@me.com>, "Dr. Clarissa Cota" <clarissa.cota@csn.edu>, "Dr. Denise Dávila" <d2davila@yahoo.com>, "Dr. Doris Watson" <doris.watson@unlv.edu>, "Dr. Merlinga Gallegos" <mertica8@gmail.com>, "Dr. Norma Marrun" <normamarrun@gmail.com>, Ebeth Palafox <erpalafox87@gmail.com>, Edith Fernandez <fernanded@yahoo.com>, Edna Gonzalez <ednagon28@yahoo.com>, Elda Luna <elda_luna@hotmail.com>, Elena Elena de la Peña <elenadlp@gmail.com>, Elena Es-Leyva <xinaloa2cali@yahoo.com>, "elenahermanson@yahoo.com" <

elenahermanson@yahoo.com>, Elizabeth Leyva <eleyva90@yahoo.com>, Emma Garcia <epg@co.clark.nv.us>, Erica Borges <ej_borges@yahoo.com>, Erika Aviles <erickaaviles1@gmail.com>, Erika Merlos <erika.merlos@live.com>, Erin Bilbray <ebilbray@aol.com>, Esperanza Ocampo <espie913@gmail.com>, Estela Guillermo Palomec <estelapalomec@hotmail.com>, Esther Brown <embracingproject@yahoo.com>, Esther Pla <esther.pla@csn.edu>, Eva Melendrez <melendrez3@yahoo.com>, Fanny Garcia <fannygarciawrites@gmail.com>, Fara <fara.kul@gmail.com>, Felicia Ortiz <fortiz505@gmail.com>, Felicia Rivera-Baker <felicia.rivera-baker@cityofhenderson.com>, Fila Gallegos <gallegfh@clarkcountynv.gov>, Gaby Baca <gaby.baca@gmail.com>, Gaby Foster <jngfoster@gmail.com>, Gina <gina_cortes87@yahoo.com>, Gloria Avila <gloglo702@gmail.com>, Gloria Castro <gcastro@hciera.com>, Gloria Duarte <Gduarte@interact.ccsd.net>, Griselda Unionworker <grichimar@aol.com>, Hellen Quan Lopez <hellenq@hotmail.com>, Hellen Taylor <hellecor@gmail.com>, Hergit Llenas <hergit11@hotmail.com>, Herlinda Corn <corn.herlinda@gmail.com>, Hildanis <hcolonfeliciano@interact.ccsd.net>, Ibeth Bojorquez <ibeth.bojorquez@gmail.com>, Imelda Perez <perez.imelda@hotmail.com>, Irene Bustamante <ibustamanteadams@gmail.com>, Iris Contreras <antiguas11@hotmail.com>, Isabelia Otero <isbeliaotero@yahoo.com>, Isela Gonzalez <igonzalez@entravision.com>, "islehideaway@cox.net" <islehideaway@cox.net>, Ivet Santiago <ivet.santiago@yahoo.com>, Ivette Sanchez <sanchez_ivette2004@yahoo.com>, Jacki Ramirez <jacki@ramirezgroup.com>, "jajmmg@gmail.com" <jajmmg@gmail.com>, Jazmin Crus <cruz.j33@gmail.com>, Jeanette Salas <salasjeannette9@gmail.com>, Jeniffer Lopez <lopezjeniffer000@gmail.com>, Jennifer Tran <JennTranMD@gmail.com>, Jessica Nodal <jessicanodal@ymail.com>, "jmontes2@cox.net" <jmontes2@cox.net>, Joan Kato <joankato@gmail.com>, Jocelyn Cortez <jocelync2@yahoo.com>, Jocelyn Torres <jocelynvto@gmail.com>, Josie Martinez <martinezjosie@usa.net>, Judy Fleishman <jfleischman0@gmail.com>, Judy Padilla <jpadilla@govcha.nv.gov>, Julie Gonzalez <gonzajx@interact.ccsd.net>, Karla Banda <karlabanda1@gmail.com>, Katherine Cortez <cortezkj5@gmail.com>, Kathy Ambrosia <k_ambrosio@hotmail.com>, Kelly Benavidez <la_mexican_princess@yahoo.com>, Kenneth Ceballos <kcceballos86@gmail.com>, Kitty Taylor <tkitty0731@yahoo.com>, "ladyreemixx@yahoo.com" <ladyreemixx@yahoo.com>, Laura Espinoza Martinez <lespinosa@sre.gob.mx>, Laura Naumann <lpnaumann@gmail.com>, Laura Nowlan <lauran@seeusnowstaffing.com>, Leilani Carreno <Leilani.aguirre@gmail.com>, Leilani Clark <lclark@iupatdc15.org>, Leonor <dosal40@hotmail.com>, "leslieninopiro@gmail.com" <leslieninopiro@gmail.com>, Leticia Castro <lcastro@entravision.com>, Lina Garcia <Linagarcia.pr@gmail.com>, Linda Montano <llmontano@interact.ccsd.net>, Linda Rivera <lrivera@usbr.gov>, Lisa Pacheco <lisa.pacheco@umcsn.com>, Liz Carrasco <carrascoliz@hotmail.com>, Lizette Ortiz <Lizette.Ortiz84@gmail.com>, Lorena Muñoz <loarso@hotmail.com>, "lorinavarrete@ymail.com" <lorinavarrete@ymail.com>, Lucero Senator Heller <Lucero.759@gmail.com>, Lucy Flores <lucy@lucyflores.com>, Lucy Valenzuela <losvalenzuela2@cox.net>, Luisa <luisaleija@gmail.com>, Luisa Garay <luisa.ixmatlahua@yahoo.com>, Lydia Ball <lydiajball@gmail.com>, "Lydia G." <lidiagnvs@yahoo.com>, Lydia Smith <familiasmith@cox.net>, Lydia Toscano <lydia.toscano@libertymutual.com>, Lynnette Sawyer <ls1nypr@yahoo.com>, "Ma. Eda Lopez" <meall2015@gmail.com>, Magaly Hernandez <Magalyh89@icloud.com>, Magdalena Martinez <mmzz@umich.edu>, Maggie Arias Petrel <maggie@globalpromed.com>, Maggie Huerta <maggie.huerta7@gmail.com>, "marcia.gallo@unlv.edu" <marcia.gallo@unlv.edu>, Margarita Ortiz <rsortiz7@cox.net>, Margarita Rebollal <coquinlv@aol.com>, Margie Gallegos <gallegosr77@gmail.com>, "mari_22@hotmail.com" <mari_22@hotmail.com>, Maria Blanco <mblanco5@cox.net>, Maria Calderon <maricalder30@gmail.com>, Maria Castillo Couch <mccouch@lasvegasnevada.gov>, Maria Emilia Guenechea <mguenechea@yahoo.com>, Maria Finney <finneyjm@embarqmail.com>, Maria Lipscomb <mlipscombrn@aol.com>, Maria Marinch <maria.marinch@csn.edu>, Maria Olivia <

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Mujeres,

Kevin Child is a CCSD Trustee

Please read the full story at:

<http://m.reviewjournal.com/news/education/clark-county-school-board-trustee-under-fire-facebook-post-about-protesters>

Please sign the petition:

<https://www.change.org/p/ccsd-board-members-resign-ccsd-trustee-kevin-child>

IN THE SUPREME COURT OF THE STATE OF NEVADA

CLARK COUNTY SCHOOL
DISTRICT

Appellant,

vs.

THE LAS VEGAS REVIEW-
JOURNAL,

Respondent.

Electronically Filed
Nov 07 2018 03:56 p.m.
Elizabeth A. Brown
Clerk of Supreme Court

CASE NO.: 75534

RESPONDENT'S APPENDIX – VOLUME II

Appeal from Eighth Judicial District Court, Clark County

The Honorable Timothy C. Williams, District Judge

District Court Case No. A-17-750151-W

Margaret A. McLetchie, Nevada Bar No. 10931

Alina M. Shell, Nevada Bar No. 11711

MCLETCHIE LAW

701 East Bridger Ave., Suite 520

Las Vegas, Nevada 89101

Counsel for The Las Vegas Review-Journal

INDEX TO RESPONDENT'S APPENDIX

<u>VOL.</u>	<u>DOCUMENT</u>	<u>DATE</u>	<u>BATES</u>
III	Emergency Motion for Stay Pending Appeal, or in the Alternative Stay Pending Petition for Writ of Mandamus or Prohibition, Filed Under NRAP 27(e)	7/27/2017	RA620-RA689
I	Exhibits 1 -15 to Public Records Act Application Pursuant to NRS 239.001 / Petition for Writ of Mandamus Expedited Matter Pursuant to Nev. Rev. Stat. 239.011	1/26/2017	RA001-RA032
III	Memorandum Regarding CCSD's Privilege and Certifications (Exhibits LL-NN)	6/13/2017	RA480-RA516
II	Memorandum Regarding CCSD's Privilege and Certifications (with Exhibits GG-KK)	6/13/2017	RA238-RA479
III	Minutes of Hearing: Respondent's Motion to Stay Enforcement of Order Granting Writ of Mandamus as to Withheld Records Pursuant to NRCP 62 (c), (d) 7 (e) Pending Appeal on Order Shortening Time	7/27/2017	RA619
I	Minutes of Hearing: Search Parameters	5/9/2017	RA086-RA087
III	Minutes of Hearing: Search Parameters	6/27/2017	RA517-RA518
I	Minutes of Status Check: Hearing (5/9/17)	6/6/2017	RA0237
III	Notice of Appeal	7/12/2017	RA617-RA618
I	Notice of Entry of Order	2/23/2017	RA033-RA043
I	Notice of Entry of Order	6/6/2017	RA223-RA236

<u>VOL.</u>	<u>DOCUMENT</u>	<u>DATE</u>	<u>BATES</u>
III	Notice of Entry of Order	8/4/2017	RA692-RA714
I	Opening Brief in Support of Amended Public Records Act Application Pursuant to Nev. Rev. Stat. 239.001/ Petition for Writ of Mandamus	3/29/2017	RA044-RA085
III	Order Regarding Motion for Stay	7/28/2017	RA690-RA691
I	Transcript of Hearing: Search Parameters	5/9/2017	RA088-RA222
III	Transcript of Hearing: Search Parameters	6/27/2017	RA519-RA616

CERTIFICATE OF SERVICE

I hereby certify that the foregoing RESPONDENT’S APPENDIX – VOLUME II was filed electronically with the Nevada Supreme Court on the 7th day of November, 2018. Electronic service of the foregoing document shall be made in accordance with the Master Service List as follows:

Carlos McDade, General Counsel
Adam Honey, Asst. General Counsel
Clark County School District
5100 W. Sahara Ave.
Las Vegas, NV 89146
Counsel for Appellant,
Clark County School District

/s/ Pharan Burchfield
Employee of McLetchie Law

**DISTRICT COURT
CLARK COUNTY, NEVADA**

Writ of Mandamus

COURT MINUTES

June 06, 2017

A-17-750151-W	Las Vegas Review-Journal, Plaintiff(s) vs. Clark County School District, Defendant(s)
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June 06, 2017	9:00 AM	Status Check
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HEARD BY: Williams, Timothy C.	COURTROOM: RJC Courtroom 12D
---------------------------------------	-------------------------------------

COURT CLERK: Marwanda Knight

REPORTER: Peggy Isom

PARTIES Margaret McLetchie, Esq., appeared on behalf of Pltf

PRESENT: Adam Honey, Esq., appeared on behalf of Deft

JOURNAL ENTRIES

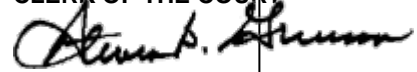
Colloquy between the Court and counsel regarding the items the Court received for in camera review. The Court queried Ms. McLetchie as to what she had received. In response, McLetchie advised she was not aware of items received by the Court, noting the competing orders from the last hearing and that counsel could not agree whether or not the order should require Pltfs receive the certification and a copy of the privilege log. Mr. Honey queried the submission of the orders, which resulted in colloquy between the Court and counsel regarding the same. Further, Mr. Honey noted being reluctant to do things without having an order in place, additional colloquy.

Following the discussion and comments made by the Court as to the submission of documents, COURT ORDERED Defts provide Pltfs with the certifications and privilege logs.

Court noted its review of the proposed orders, noting Pltf's order conformed to the Court's decisions. Order SIGNED IN OPEN COURT and returned to counsel for processing.

COURT FURTHER ORDERED, hearing regarding search parameters SET June 15, 2017 at 10:00 am.

COURT FURTHER ORDERED Pltf's response due by June 13, 2017 for the Court's review.



MEMO

MARGARET A. MCLEATCHIE, Nevada Bar No. 10931

ALINA M. SHELL, Nevada Bar No. 11711

MCLEATCHIE SHELL LLC

701 East Bridger Avenue, Suite. 520

Las Vegas, NV 89101

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Email: maggie@nvlitigation.com

Counsel for Petitioner

EIGHTH JUDICIAL DISTRICT COURT

CLARK COUNTY, NEVADA

LAS VEGAS REVIEW-JOURNAL,

Petitioner,

vs.

CLARK COUNTY SCHOOL DISTRICT,

Respondent.

Case No.: A-17-750151-W

Dept. No.: XVI

**MEMORANDUM REGARDING
CCSD's PRIVILEGE LOG AND
CERTIFICATIONS**

Hearing Date: June 15, 2017

Hearing Time: 10:00 a.m.

MEMORANDUM

I. PROCEDURAL HISTORY

Starting in December 2016, the Las Vegas Review-Journal made a number of requests to CCSD pursuant to the Nevada Public Records Act ("NPROA") targeting documents pertaining to the alleged misbehavior of School Board Trustee Kevin Child (the "Requests"). In the six months that have now passed since December, the Review-Journal has also been doggedly working to obtain both access to the records sought by the Requests—and information about the extent to which CCSD complied with the Requests.

During the hearing in this matter conducted on May 9, 2017, this Court ordered CCSD to conduct additional searches for responsive documents. It also ordered CCSD to produce all documents it had withheld to date, and any additional documents the searches yielded that CCSD contended should not be produced to the Review-Journal, for an *in*

camera review by May 30, 2017. It also required CCSD to produce a privilege log, as well as certifications pertaining to the searches it had conducted. (June 5, 2017 Order Granting Writ of Mandamus, ¶¶ 45-48.) The Court directed the Review-Journal to prepare an order reflecting its orders to CCSD.

Following this hearing, the parties could not agree on the scope of the order. Among other things, CCSD contended that the Order should not require it to provide the Review-Journal with a copy of either the required certification or the privilege log. However, CCSD counsel represented that it would provide a copy of both the certification and the log to the Review-Journal. (See Declaration of Margaret A. McLetchie (“McLetchie Dec.”) ¶6.) The parties submitted competing orders, and an order was not signed by the Court until June 6, 2017.

On May 30, 2017, CCSD provided documents for an *in camera* review. It additionally provided the Court with two certifications to meet the certification requirement and a privilege log (the “Log”¹ which includes a table/log listing documents [pp. 1-7] as well as argument/discussion [pp. 7-11]). Unbeknownst to the Court, and despite its representation to the undersigned noted above, CCSD counsel did not provide a copy of either of these documents to the Review-Journal at that time. Further, while they were presumably available earlier, since the corresponding withheld documents were provided to chambers, CCSD did not provide the Review-Journal with any additional documents that the search yielded until 11:16 a.m. June 5, 2016, the day before the last hearing in this matter. (McLetchie Dec. ¶¶7-9.) At the subsequent hearing held on June 6, 2017 the Court made clear it has expected CCSD to engage in the routine practice of providing privilege logs and certifications to opposing counsel in conjunction with *in camera* submissions. At the hearing, CCSD counsel did finally provide a copy of the log and, later that day, provided copies of the certifications it had provided to the Court a week earlier. (McLetchie Dec. ¶11.)

After review of the log, the Review-Journal contends that CCSD has failed to meet its burden of establishing that the documents it is withholding in their entirety (the “Withheld

¹ The Log is attached hereto as Exhibit GG.

Documents”) are confidential, let alone that any claim of confidentiality outweighs the strong interests in disclosure—which is presumed as a matter of law. However, requiring CCSD to produce documents but allowing it to redact information consistent with Court’s February 23, 2017 Order properly emphasizes disclosure and balances any privacy interests at stake with the substantial interest in public disclosure present in this matter.² The Review-Journal also contends that the certifications CCSD provided are insufficient, and that questions remain about the adequacy of CCSD’s searches for responsive documents.

In short, despite two court orders in this matter and significant (and costly) efforts by the Review-Journal, CCSD has still not produced all documents it should under the NPRA. As detailed below, the importance of the public’s right-to-know cannot be understated in this case. Not only are there serious issues with regard to Trustee Child, but there are critical global concerns with CCSD’s handling of sexual harassment and abuse. These facts urge in favor of access, and this Court should order CCSD to produce the records it is withholding in their entirety, and should also order it to either update its certifications or—without further delay—search for and produce all responsive documents.

II. CERTIFICATIONS

In its first request made on December 5, 2016, the Review-Journal sought “incident reports,” “[a]ll emails from CCSD staff, CCSD police or CCSD officials regarding school visits conducted by Kevin Child,” and “[a]ll emails from emails from CCSD staff, CCSD police or CCSD officials regarding the [guidelines issued on December 5, 2016].” (Exh. G to Opening Brief (“Op. Br.”).) On December 6, 2017, the Review-Journal also asked for “any written complaints” about Trustee Child. (Exh. H. to Op. Br.) CCSD first provided a privilege log on or around February 13, 2017 (Exh D to Op. Br.); however, this initial log does not reflect that any responsive documents were withheld.

Then, in a February 13 request, the Review-Journal asked for “any and all records (including but not limited to investigative memos, notes, reports, summaries, interviews

² That order provides that only “the names of direct victims of sexual harassment or alleged sexual harassment, students, and support staff” may be redacted. (2/23/17 Order, ¶ 34.)

(written or recorded), emails, correspondence, and communications to or from CCSD staff and police)” not previously produced that pertained to or referenced the actions or behavior of Trustee Child. (Exh. I to Op. Br.) In the February Request, the Review-Journal also specifically instructed CCSD as follows to “interpret ‘record’ broadly to include hard copy records as well as electronically stored information ...” (*Id.*).

This Court’s June 6, 2017 Order addressed the facts that CCSD unilaterally limited the scope of the December Requests and the February Request. To ensure that CCSD finally made a complete production and that CCSD designated a person responsible for responding to the Review-Journal’s NPRA requests, this Court ordered CCSD to certify the searches and productions as follows:

CCSD must also provide the Court with a certification by June 6, 2017 attesting the accuracy of the searches conducted and evidencing that CCSD has fully searched the sources set forth [in the Order] for records responsive to the December Requests and February Request by detailing the sources searched, date searches were conducted, and the search terms used to locate responsive documents. CCSD shall also provide a copy of the updated privilege log and the certification to the Las Vegas Review-Journal by June 6, 2017.

(6/5/2017 Order ¶ 48.) The Certifications CCSD provided fail to comply.

CCSD provided two Certifications. First, Dan Wray stated that he conducted a number of searches “of email boxes” between December 9, 2016 and May 15, 2017. (*See* Wray Cert., ¶ 3 and Exh. A to Wray Cert.) However, it is unclear what was done with the results of the searches. Mr. Wray goes on to state that, “[t]o the best of my knowledge, between May 12th and May 15, 2017, I conducted 530 searches resulting in 11,907 emails being identified.” (*Id.*, ¶ 4.)³ Mr. Wray explains that the results of the searches conducted between May 12 and 15, 2017—the 11,907 emails—were provided to CCSD Public Information Officer Cynthia Smith-Johnson for her review. (*Id.*, ¶ 6.) Nothing in the Wray

³ It is unclear what the qualifier “[t]o the best of my knowledge” means; either Mr. Wray conducted the searches or he did not. Further, Exhibit A to the Wray Certification reflects that, in December, CCSD only searched the email boxes of Mike Barton and Pat Skorkowsky.

Certification explains what happened to the searches conducted before May 12. (*See id.*, ¶ 3 (noting searches conducted between December 9 and May 15, 2017).) This is problematic because, according to the Log, the only search of Superintendent Skorkowsky’s emails was conducted on December 9, 2016. (Wray Cert., Exh. A.)

Further, while Mr. Wray states that he searched “email boxes” (¶¶ 3-4), his Certification fails to explain what “email boxes” means—or to explain whether all emails sent or received (including via cc or bcc) were searched, let alone whether CCSD counsel’s assertion to this Court that it is not possible to search for emails other than via individual custodians is accurate. Mr. Wray’s Certification also fails to identify the date ranges he used when searching the identified email boxes.

CCSD also provided a second certification from Ms. Smith-Johnson. It explains that “I have personally reviewed 11,907 emails provided by Dan Wray.” (¶ 3.) Again, this is an issue because it is unclear what occurred with prior searches, including those conducted on Pat Skorkowsky’s inbox. Ms. Smith-Johnson’s Certification states that she “identified 43 pages that [she] believed may be responsive to the record requests...” (Johnson Cert., ¶ 5.) It is unclear what protocol Ms. Smith-Johnson used to decide if a record should be produced. Similarly, it is unclear what Ms. Smith-Johnson did despite her attestation that she reviewed the emails diligently. (*Id.*, ¶ 7.) Further, while there is no certification from CCSD counsel, CCSD counsel made the final determination about what to produce. (*Id.*, ¶ 6.) Most importantly, at best, taken together, the Certifications only “link up” and properly certify 43 pages produced after May 2017. This does not comply with this Court’s mandate for evidence “that CCSD has fully searched the sources ... for records responsive to the December Requests and February Request.” (6/6/2017 Order, ¶ 48.)

Neither the Wray Certification nor the Smith-Johnson Certification addresses the hard copy searches CCSD was required to conduct pursuant to Paragraph 45 of the June 6, 2017 Order. This is so despite the fact that Paragraph 48 specifically requires CCSD to certify all searches conducted pursuant to Paragraph 45. (6/6/2017 Order, ¶ 48.)

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1 In short, CCSD has still not evidenced that it has made full and accurate
 2 productions of responsive documents. Indeed, it does not appear it searched Superintendent
 3 Skorkowsky’s emails after December—despite the February Requests and this Court’s June
 4 6, 2017 Order. The Review-Journal’s prior concerns are well-justified; Exhibit A to the
 5 Wray Certification reveals, for example, that not only did CCSD fail to search
 6 Superintendent Skorkoswky’s emails after December, but that in February, its chosen
 7 “email boxes” to search did not even include Cedric Cole. These concerns are ongoing.
 8 While Exhibit A to the Wray Certification reflects that Mr. Cole’s email boxes were
 9 searched in May, 2017, CCSD’s production of responsive documents *does not include a*
 10 *single email about Mr. Cole’s investigation or report.* (McLetchie Dec. ¶14.) Yet the Log
 11 does not reflect that any emails have been withheld.

12 CCSD’s production also raises other questions about the completeness and
 13 accuracy of CCSD’s productions to date, and whether all responsive documents have in fact
 14 been made availble. Specifically, it appears that CCSD has not provided *all* emails from
 15 senders and recipients (including cc’d email recipients) and their accompanying
 16 attachments. As an example to illustrate the deficiency of CCSD’s search and production,
 17 Bates 124-126 is the first of a series of email messages dated March 30, 2017 entitled
 18 “Valley HS- Ramos Statement.” The first email produced by CCSD sent from Ramona J.
 19 Esparza, the Principal of Valley High School, to Associate Superintendent Celeste R.
 20 Rayford, along with a pdf file of a handwritten statement by Mariachi teacher Noe Ramos.
 21 (Bates 124-126.) CCSD only produced a copy of the email Ms. Esparza sent to Dr. Rayford.
 22 (*Id.*) To satisfy this Court’s June 6, 2017 Order to produce “all responsive records”
 23 (6/5/2017 Order ¶ 46), CCSD should have also produced a copy of the email received by
 24 Dr. Rayford, along with the attachments. While the Review-Journal is not seeking
 25 unnecessary duplication of documents, this issue underscores the Review-Journal’s about
 26 the thoroughness of CCSD’s searches.

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III. PRIVILEGE LOG

The Review-Journal has created a document (“Review-Journal Log”) sequentially listing the Bates ranges corresponding the documents produced without redactions and the documents produced in redacted form, as well as the Bates ranges for the documents withheld. CCSD has produced 131 pages, and is withholding 102 pages. Concerns with any of the redactions made are noted on the Review-Journal Log. The issues pertaining to the Withheld Records are addressed below.

A. CCSD Has Not, and Cannot, Overcome the Heavy Presumption In Favor of Access.

As has been extensively briefed and argued (and as this Court is well aware), the NPRA must be construed liberally, government records are presumed public records subject to the act, and any limitation on the public’s access to public records must be construed narrowly. Nev. Rev. Stat. § 239.001(2) and § 239.001(3). As the Nevada Supreme Court noted in *Reno Newspapers, Inc. v. Gibbons*, “the provisions of the NPRA place *an unmistakable emphasis on disclosure*.” *Reno Newspapers, Inc. v. Gibbons*, 127 Nev. 873, 882, 266 P.3d 623, 629 (2011) (emphasis added). Pursuant to Nev. Rev. Stat. § 239.001(2)-(3), the provision of the NPRA “must be construed liberally” to ensure the presumption of openness; any restriction on disclosure “must be construed narrowly.” Nev. Rev. Stat. § 239.001 (2)-(3). If a statute explicitly makes a record confidential or privileged, the public entity need not produce it. Nev. Rev. Stat. § 239.010(1). A governmental entity seeking to withhold or redact records on some other basis has a heavy burden. It must prove—by a preponderance of evidence—that the records are confidential or privileged *and* that the interest in nondisclosure outweighs the strong presumption in favor of public access. *See, e.g., Gibbons*, 127 Nev. at 880, 266 P.3d at 628.

Thus, in addition to first establishing by a preponderance of the evidence that the records are confidential, CCSD also bears the burden of establishing that the interest in withholding documents outweighs the interest in disclosure pursuant to the balancing test first articulated in *Donrey of Nevada v. Bradshaw*, 106 Nev. 630, 798 P.2d 144 (1990); *see*

also *DR Partners v. Bd. of Cty. Comm'rs of Clark Cty.*, 116 Nev. 616, 621, 6 P.3d 465, 468 (2000) (“Unless a statute provides an absolute privilege against disclosure, the burden of establishing the application of a privilege based upon confidentiality can only be satisfied pursuant to a balancing of interests.”). At every step of this analysis, privileges and limitations on disclosure must be construed narrowly. *DR Partners.*, 116 Nev. at 621, 6 P.3d at 468 (“It is well settled that privileges, whether creatures of statute or the common law, should be interpreted and applied narrowly.”); *see also* Nev. Rev. Stat. § 239.001(3) (requiring that any limitation on the public’s access to public records “must be construed narrowly”).

Further, as this court is well aware, if a public record contains confidential or privileged information only in part, in a governmental entity must redact only the confidential information and produce the record in redacted form. Nev. Rev. Stat. § 239.010(3).

These principles must guide any evaluation of the privilege log and accompanying arguments by CCSD. Notably, while CCSD does articulate privileges it contends justify non-disclosure, it has failed to acknowledge the presumption in favor of access (in either its or in its Log).⁴ Accordingly, on that basis alone, CCSD has failed to meet the burden the Nevada Supreme Court had made clear applies to NPRA matters. In any case, it has failed to meet its burden in this case.

B. The “Office of Diversity and Affirmative Action Privileges” Claimed By CCSD Do Not Justify Secrecy.

CCSD is withholding the following documents in their entirety on the basis of the privileges it describes as “Office of Diversity and Affirmative Action Privileges:”

- **CCSD 034-060;**

⁴ While it discusses the burden (Log, p. 3), CCSD omits the heavy nature of this burden and the presumption in favor of openness. Moreover, it misstates the interest in public disclosure as “the public’s interest in knowing the specific identities of the persons who complained” (*id.*) As detailed below, the Review-Journal and the public have a right to access information about Trustee Child’s alleged behavior, CCSD’s specific findings with regard to that behavior, and, more generally, to assess whether CCSD’s handling of the matter was sufficient.

• **CCSD 0159-0233.**

(See May 30, 2017 Log, pp. 2-5 (log/table) and pp. 7-11 (argument/discussion).) CCSD has summarized these documents as follows:

To the best of CCSD’s knowledge, the only information that has not been provided to Petitioner is internal information received or gathered by Cedric Cole, Executive Director, Office of Diversity and Affirmative Action, in the course of his investigation regarding Trustee Child ...

(Log, pp. 7-8.) Despite CCSD’s claims, emphasizing disclosure and properly applying the *Donrey* balancing test leads to the inevitable conclusion that the public interest in disclosure outweighs the interest in secrecy, which can be properly addressed by appropriate redactions.

None of CCSD’s claimed privileges merit total withholding. While CCSD argues that the fact that Trustee Child “is not subject to internal employer corrective action” necessitates secrecy (Log, p. 10), it is in fact an argument for full disclosure of the records (with appropriate redactions). CCSD is correct that Trustee Child is not its employee; he is employed by the people. The voters who elected him, for example, have a right to assess his behavior. They also more globally have a right to assess CCSD’s handling of the incident, and should have full access to as much information as possible to evaluate for themselves two key questions: (1) did Trustee Child engage in egregious misconduct; and (2) did CCSD properly handle the complaints?

The public’s right to know and to evaluate these questions is underscored by the issues raised by the Review-Journal’s recent reporting regarding sexual misconduct at CCSD. See, e.g., May 23, 2017 LVRJ article by Amelia Pak entitled “Sex misconduct in CCSD is a system-wide crisis of broken trust” (attached as Exh. LL) (noting that CCSD’s number of arrests of teachers for sex abuse is “higher than the number of such arrests for the 2016-17 school year in some of the nation’s largest districts.”).) While the allegations concerning Trustee Child do not pertain to sexual abuse or harassment against students, certainly it can be argued that there is a link between how its top officials comport themselves and the systemic issues CCSD suffers from with regard to sexual abuse. More importantly, the public—and the Review-Journal—are entitled to assess and evaluate whether CCSD properly handles both claims

of sexual abuse and sexual harassment such as that Trustee Child is alleged to have engaged in.

None of the claimed privileges outweigh the significant interests the public has in understanding and evaluating the issues at hand with regard to Trustee Child.

1. CCSD's Policy Cannot Justify Withholding, and the Records Are Not Personnel Records.

CCSD cites CCSD Regulation 4100(X) to justify non-disclosure of the 102 pages of documents it is withholding. As detailed in the Review-Journal's April 24, 2017 Reply, internal CCSD policies cannot trump the NPRA. (*See* Reply Br., pp. 18:10-20:17.) Moreover, the policy itself simply states:

All information gathered by the District in the course of its investigation of an alleged unlawful discriminatory practice will remain confidential **except to the extent necessary to serve other significant needs, or comply with law.**

(emphasis added). Here, of course, production is necessary both to comply with law—the NPRA—and also to serve the significant needs of the public to be able to access and review information about what Trustee Child did, and how CCSD handled what CCSD did. Thus, even if this internal regulation applied, it does not justify non-disclosure in this case.

In a similar vein. CCSD contends that the NPRA does not require the release of confidential employee personnel information, (Log, p. 8.) However, CCSD fails to establish that any records are in fact “personnel records,” and this specious argument is without merit.⁵

2. There Is No Absolute Privilege With Regard to Title VII Investigations.

CCSD's citations and arguments all pertain to the general idea that, while a sexual harassment investigation is being conducted, it is a best practice to maintain confidentiality regarding complaints and witnesses during the investigation. The Review-Journal does not dispute any of this. However, as CCSD's own policy reflects, there is no absolute privilege

⁵ In any case, any need to protect student names can be properly addressed by redactions consistent with this Court's February Order.

that makes documents collected or prepared during a Title VII investigation permanently secret. Indeed, CCSD’s own policy contradicts CCSD’s position in this litigation; as noted above, it provides that information from such an investigation will remain confidential—but only “to the extent necessary to serve other significant needs, or comply with law.” This is consistent with case law, which does not support CCSD’s proposition that investigative materials are cloaked in absolute secrecy.⁶

Notably, CCSD has failed to identify any cases that support its proposition that absolute secrecy applies in the context at hand—a public entity responding to a public records request. Indeed, CCSD has conveniently failed to address the fact that it is a public entity, accountable to the taxpayers. These facts, of course, are key to the analysis at hand. In contrast to CCSD, the Review-Journal has cited cases for this Court that pertain to the application of public records laws to governmental entities’ records pertaining to sexual harassment cases (Op. Br., pp. 17:19-19:5; Reply Br., pp. 17:6-18:3), CCSD has argued these cases are inapplicable because they address other states’ public records law. (Ans. Br., pp. 29:7-30:9.) However, in those cases, the question at hand was exactly the same question the Court must address here—whether production of sexual harassment investigative materials is warranted to further the public’s right to know despite privacy interests. In each of those cases, the courts found that providing a window into the conduct of public officials outweighed any interest in privacy. *See, e.g., Marken v. Santa Monica-Malibu Unified Sch.*

⁶ For example, CCSD appears to plan to rely on its investigation as an affirmative defense in any litigation arising from Mr. Child’s harassment. *See* Exh. V to Op. Br. (March 13, 2017 Letter from Mr. McDade to Ms. McLetchie) at p. 4 (discussing need for prompt investigation of complaints, citing *Faragher v. City of Boca Raton*, 118 S. Ct. 2275 (1998), which establishes an affirmative defense to vicarious liability in such circumstances. *Faragher*, 118 S. Ct. at 2293. In such circumstances, courts have even found that even attorney-client privilege and work product protections are waived, “not only the report [regarding an investigation] itself, but for all documents, witness interviews, notes and memoranda created as part of and in furtherance of the investigation.” *Koss v. Palmer Water Dep’t*, 977 F. Supp. 2d 28, 29 (D. Mass. 2013); *see also Jones v. Rabanco, Ltd.*, No. C03–3195P, 2006 WL 2401270, at *4, 2006 U.S. Dist. LEXIS 58178, at *10–11 (W.D. Wash. Aug. 18, 2006) *Reitz v. City of Mt. Juliet*, 680 F. Supp. 2d 888, 893 (M.D. Tenn. 2010). These cases reinforce the Review-Journal’s proposition that there is no absolute bar on the production of sexual harassment investigative materials.

Dist., 202 Cal. App. 4th 1250, 136 Cal. Rptr. 3d 395 (Cal. 2012) (finding that release of an investigation report and disciplinary record of a sexually harassing teacher was warranted under California’s public records act due to the public’s right to know, even where an explicit privacy statute was also implicated); *Deseret News Pub. Co. v. Salt Lake County*, 182 P.3d 372, 27 IER Cases 1099 (Utah 2008) (holding that a sexual harassment investigation report should be produced because the report “provides a window . . . into the conduct of public officials.”).

3. CCSD Has Not Provided Evidence that the Deliberative Process Privilege Applies.

CCSD claims that withheld internal information it obtained during its investigation of allegations of discrimination or harassment by Trustee Child is subject to the deliberative process privilege because the information “was used as part of the deliberative and decision-making process of District executives” in crafting the Cole Memorandum. (Log, p. 9.) Contrary to CCSD’s assertions, however, the “use” of information in CCSD’s investigation does not render that information privileged. As the Review-Journal set forth in its Opening Brief, the deliberative process privilege protects high-level decision-making—not the information relied on in the decision-making process. (*See* Op. Br., p. 21:1-16 (citing *DR Partners v. Board of County Com’rs of Clark County*, 116 Nev. 616, 623, 6 P.3d 465, 469 (2000); *see also* Reply Brief at pp. 20:18-21:15).)

As the Nevada Supreme Court explained in *DR Partners*, “[t]o qualify as part of ‘deliberative’ process, the materials requested must consist of *opinions, recommendations, or advice about agency policies.*” *Id.* (emphasis added). In *Paisley v. C.I.A.*, a case relied on by the Nevada Supreme Court in the *DR Partners* decision, the Circuit Court of Appeals for the District of Columbia identified two criteria public records must meet in order to qualify as part of the deliberative process: first, “the documents must be ‘pre-decisional,’ *i.e.*, they must be generated antecedent to the adoption of agency policy.” *Paisley v. C.I.A.*, 712 F.2d 686, 698 (D.C. Cir. 1983), *vacated in part on other grounds by* 724 F.2d 201 (D.C. Cir. 1984) (citation and quotation omitted). Second, “the documents must be ‘deliberative’ in nature,

reflecting the ‘give-and-take’ of the deliberative process and containing opinions, recommendations, or advice about agency policies.” *Id.* (citations omitted).

CCSD has not met its burden of showing that this privilege applies, let alone that it outweighs disclosure. Instead, in blanket fashion, CCSD asserts that the deliberative process privilege applies to all the Withheld Records (or at least fails to specify which of its many claimed privileges applies to which records). However, the Log reveals that the documents are not protected by the deliberative process privilege. For example, CCSD has identified **CCSD 0178** as “ID of Employees.” (Log, p. 3.) CCSD has provided no explanation for why or how employee IDs contributed to the creation of the “Guidelines for Trustee Visit” memorandum, let alone how they reflect any give-and-take. As another example, CCSD has identified **CCSD 0204-0223 and 0224-0225** as a complaint regarding harassment by Trustee Child and an addendum to that complaint. (Log, p. 10.) Again, CCSD offers no explanation as to how the complaint and its addendum reflect any give-and-take. **CCSD 0231-0233**, which CCSD has identified in its log as “Personal notes regarding K. Child site visits and interactions” (Log, p. 5) suffers from this same infirmity. CCSD has made no evidentiary showing—let alone a particularized showing—of how these documents were pre-decisional and contributed to its decision-making, let alone actually reflect decision-making.

Even where some documents on its privilege log might ostensibly qualify as “predecisional,” CCSD has failed to make a particularized, non-hypothetical showing that the documents were deliberative in nature. CCSD has five entries which are listed as “Confidential Internal Investigative Notes.” (**CCSD 0042-0048** and **CCSD 0058-060** (Log, p. 2); **CCSD 0184-0188** (Log, pp. 3-4); **CCSD 0196-0230** (Log, p. 4).) CCSD has not established with any particularity whatsoever “the role played by the documents” during the creation of the Cole Memorandum. The multiple entries listed as “Confidential Case Notes” and “Confidential and Internal Investigative Memorandum” (**CCSD 0159-0177**, **CCSD 0179-0188**, **CCSD 0189-0195**, **CCSD 0226-0228**, **CCSD 0229-0230**) suffer from this same infirmity. The mere fact that CCSD “used” or looked at any of these documents during the creation of the Cole Memorandum does not automatically convert them into “predecisional”

documents. Thus, the documents should be released.

Moreover, as set forth in the Review-Journal’s Reply Brief in this case, the deliberative process privilege is a *qualified privilege*. (Reply Br., p. 21:16-25.) Thus, even if this Court were to find that the deliberative process privilege applies to some or all of the documents, the burden shifts to the Review-Journal to demonstrate the public’s interest in the documents outweighs CCSD’s interest in preventing their disclosure. *See DR Partners*, 116 Nev. at 626, 6 P.3d at 471 (citation omitted). The Review-Journal has established throughout the course of this case that the public’s interest in learning about alleged misconduct of an elected school board official outweighs CCSD’s interest in keeping the investigation of Trustee Child’s alleged misbehavior under a veil of secrecy.

4. The Withheld Records Are Not Nonrecords.

CCSD asserts that any withheld information which might constitute “worksheets, drafts, informal notes, or ad hoc reports,” it qualifies as “non-record material” under NAC 239.051. (Log, pp. 10-11.) As argued in the Review-Journal’s Opening and Reply Briefs, none of the withheld material qualifies as “non-records” under NAC 239.051. (Op. Br., pp. 21:17-239; Reply Br., pp. 22:9-23:6.) Section 239.051 only applies to “documentation that does not serve as the record of an official action of a local governmental entity.” NAC 239.051. Contrary to CCSD’s assertions, drafts and informal notes pertaining to its investigation plainly serve as the record of an official action by CCSD—to wit, enacting a policy to protect members of the CCSD community from the alleged misbehavior of Trustee Child. CCSD’s reliance of NAC 239.705 is likewise unavailing. (*See* Log, p. 11.) As set forth in the Review-Journal’s Opening Brief, NAC 239.705 is an administrative regulation defining official state records subject to retention (and nonrecords exempt from retention) that couples with Nev. Rev. Stat. § 239.080, a statute pertaining to the retention and disposition of state records. (*See* Op. Br., pp. 21:24-22:11.) Moreover, NAC 239.705 applies only to records maintained by a governmental entity “as evidence of the organization’s functions, policies, decisions, procedures, operation or other activities.” NAC 239.705. In short, none of the records withheld by CCSD qualify as “non-records” under this section of

the Nevada Administrative Code and this specious argument must be rejected.

5. To the Extent Any Privilege Applies, CCSD Applies it Too Broadly.

Even if a valid claim of confidentiality applied in this case, CCSD applies its claimed privileges too broadly. For example, to justify non-disclosure it argues that “[t]hese documents were received or gathered by CCSD’s Executive Director of the Office of Diversity and Affirmative in the course of investigating the alleged unlawful discriminatory practice.” (Log, p. 8 (citations omitted).) However, none of the cases cited by CCSD support the proposition that document becomes privilege because it is *collected* for a privileged purpose. *See, e.g., SmithKline Beecham Corp. v. Apotex Corp.*, 232 F.R.D. 467, 478 (E.D. Pa. 2005) (“privilege does not shield documents merely because they were transferred to or routed through an attorney.”) (quoting and citing from *Resolution Trust Corp. v. Diamond*, 773 F. Supp. 597, 600 (S.D.N.Y.1991)).

Accordingly, even if there were an investigative privilege possessed by Mr. Cole, just because he received or gathered a document does not make it also privileged. Thus, documents such as **CCSD 0231-233** (notes made regarding site visits) would have to be produced even if this Court were to find that Mr. Cole’s report and his notes were privileged.

Similarly, CCSD has failed to establish that Mr. McDade’s notes on **CCSD 0189-0195** merit protection (*see* Log, p. 4, fn. 5 (noting only that the handwritten notes were made by Mr. McDade and concluding that the attorney-client privilege extends to these materials).) However, this is not enough to establish that the attorney-client privilege exists. *Columbia/HCA Healthcare Corp. v. Eighth Judicial Dist. Court In & For Cty. of Clark*, 113 Nev. 521, 527, 936 P.2d 844, 848 (1997) (“To suggest, as Sunrise Hospital does, that documents become privileged by injecting an attorney into the investigative process is a specious argument, especially when the investigation occurs in the ordinary course of business” (addressing internal investigation conducted in medical malpractice). Nor should this Court have the burden of articulating the applicability of the attorney-client privilege with regard to these notes for CCSD. *See Reno Newspapers, Inc. v. Gibbons*, 127 Nev. 873, 882–83, 266 P.3d 623, 629 (2011) (finding that, “after the commencement of an NPRA

lawsuit, the requesting party generally is entitled to a log” and explaining that the requesting party is entitled to sufficient information to meaningfully contest the claim of confidentiality...”). Moreover, failing to articulate a sufficient basis for the application of the attorney-client privilege means that CCSD necessarily failed to meet its burden of “proving, by a preponderance of the evidence, that the records are confidential.” *Gibbons*, 127 Nev. 878, 266 P.3d at 626.

6. Any Interests At Stake Can Be Protected Via Appropriate Redactions (or Other Measures).

CCSD contends that CCSD has an “interest in protecting employees from a hostile work environment, intimidation, and retaliation” (Log, p. 8) and has also contended that the identity of complainants should be protected. However, despite its obligation to redact wherever feasible (Nev. Rev. Stat. § 239.010(3)) and despite the fact that “the provisions of the NPRA place an unmistakable emphasis on disclosure,” *Reno Newspapers, Inc. v. Gibbons*, 127 Nev. 873, 882, 266 P.3d 623, 629 (2011), CCSD fails to ever explain why redacting cannot satisfy the interests at stake. In fact, any privacy interests or valid, non-hypothetical concerns about retaliation should be addressed, consistent with this Court’s February Order, by redactions.

Again, CCSD bears the burden to “proving, by a preponderance of the evidence, that the records are confidential.” *Gibbons*, 127 Nev. 878, 266 P.3d at 626. Moreover, hypothetical and speculative concerns cannot satisfy CCSD’s burden. *Id.* at 127 Nev. 873, 880, 266 P.3d 623, 628 (citations omitted). CCSD did provide a declaration from Mr. Cole. However, the Cole Declaration does not justify complete withholding. It does note that he “interviewed several employees all of whom but one expressed fears of retaliation” (Exh. 4 to CCSD’s April 13, 2017 Answering Brief, ¶ 6). It also notes that “[a]t least two employees... expressed fears of repressed opportunities...” (Cole Decl., ¶ 8.) However, it is not clear how Trustee Child could be allowed to limit such opportunities. Moreover, while redactions of the names of victims is appropriate, redacting (let alone complete withholding) is not even needed to address the concerns of other witnesses. Indeed, CCSD, via the

“Guidelines” it issued, has already taken other measures that can properly address concerns of witnesses such as principals.

In short, secrecy is not the only way to protect employees and, to the extent confidentiality of identities is needed, redacting appropriately balances the interests at stake.

IV. CONCLUSION

For all these reasons, CCSD should be ordered to produce all Withheld Records.⁷

Further, CCSD counsel, its Public Information Officer, and its IT person should be required to participate in a meaningful conference with the Review-Journal to finally—once and for all—ensure a complete production is made.

DATED this the 13th day of June 2017.

Respectfully submitted,

/s/ Margaret A. McLetchie

MARGARET A. MCLETSCHIE, Nevada Bar No. 10931

ALINA M. SHELL, Nevada Bar No. 11711

MCLETSCHIE SHELL LLC

701 East Bridger Avenue, Suite. 520

Las Vegas, NV 89101

Telephone: (702)-728-5300

Email: maggie@nvlitigation.com

Counsel for Petitioner

⁷ CCSD should be permitted to redact names consistent with this Court’s February Order but should provide a log explaining any such redactions to the Review-Journal.

MCLETCHE SHELL

Pursuant to NRCP 5(b)(2)(B) I hereby further certify that on the 13th day of June, 2017, I mailed a true and correct copy of the foregoing MEMORANDUM REGARDING CCSD's PRIVILEGE LOG AND CERTIFICATIONS by depositing the same in the United States mail, first-class postage pre-paid, to the following:

/s/ Pharan Burchfield
An Employee of MCLETCHIE SHELL LLC

**EXHIBITS TO LAS VEGAS REVIEW-JOURNAL'S MEMORANDUM
REGARDING CCSD'S PRIVILEGE LOG AND CERTIFICATIONS IN
LAS VEGAS REVIEW-JOURNAL V. CLARK COUNTY SCHOOL DISTRICT
(Case No. A-17-750151-W)**

EXHIBIT	BATES NUMBER	DESCRIPTION
Exh. GG	LVRJ001-LVRJ024	CCSD's most recent Privilege Log, dated May 30, 2017 (provided to the Review-Journal on June 6, 2017).
Exh. HH	LVRJ025-LVRJ041	Certification of Dan Wray (with attachment).
Exh. II	LVRJ042-LVRJ043	Certification of Cynthia Smith-Johnson; dated May 25, 2017.
Exh. JJ	LVRJ044-LVRJ174	Most recent versions of all documents produced by CCSD to the Review-Journal (in redacted or unredacted form).
Exh. KK	LVRJ175-LVRJ214	Email communication from Mr. Honey to Ms. McLetchie providing documents, dated June 5, 2017.
Exh. LL	LVRJ215-LVRJ241	Review-Journal articles: three-part series regarding Clark County School District's broken trust; dates ranging from May 23-25, 2017.
Exh. MM	LVRJ242-LVRJ246	Las Vegas Review-Journal's Sequential Index of All Documents and Assessment of CCSD's Redactions.
Exh. NN	LVRJ247-LVRJ248	Email communication between Mr. Honey and Ms. McLetchie dated May 19, 2017.

1 **DECL**

2 MARGARET A. MCLEATCHIE, Nevada Bar No. 10931

3 ALINA M. SHELL, Nevada Bar No. 11711

4 MCLEATCHIE SHELL LLC

5 701 East Bridger Avenue, Suite. 520

6 Las Vegas, NV 89101

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9 *Counsel for Petitioner*

10 **EIGHTH JUDICIAL DISTRICT COURT**
11 **CLARK COUNTY, NEVADA**

12 LAS VEGAS REVIEW-JOURNAL,

13 Petitioner,

14 vs.

15 CLARK COUNTY SCHOOL DISTRICT,

16 Respondent.

Case No.: A-17-750151-W

Dept. No.: XVI

DECLARATION OF MARGARET
A. MCLEATCHIE

17 I, MARGARET A. MCLEATCHIE, declare, pursuant to Nev. Rev. Stat. § 53.330,
18 as follows:

19 1. I have personal knowledge of the facts set forth below, and, if called as a
20 witness, could testify to them.

21 2. I am an attorney duly licensed to practice law in Nevada.

22 3. I am a partner at the law firm of McLetchie Shell, LLC, and I am counsel
23 for the Las Vegas Review-Journal in the above-entitled matter.

24 4. I am making this declaration to authenticate documents attached as exhibits
25 to Memorandum Regarding CCSD's Privilege Log and Certifications, and to verify factual
26 representations contained therein.

27 5. I have personal knowledge of the matters contained herein and am
28 competent to testify hereto.

Following the May 9, 2017 hearing, the parties could not agree on the scope
of the order. Among other things, CCSD contended that the Order should not require it to

1 provide the Review-Journal with a copy of either the required certification or the privilege
2 log. However, in an email sent on May 19, 2017, CCSD counsel represented that it would
3 provide a copy of both the certification and the log to the Review-Journal. A true and correct
4 copy of that email is attached hereto as Exhibit NN.

5 7. On May 30, 2017, CCSD provided documents for an in camera review. It
6 additionally provided the Court with two certifications to meet the certification requirement
7 and a privilege log.

8 8. Unbeknownst to the Court, and despite its representation to the undersigned
9 noted above, CCSD counsel did not provide a copy of either of these documents to the
10 Review-Journal at that time.

11 9. Further, while they were presumably available earlier since the
12 corresponding withheld documents were provided to chambers, CCSD did not provide the
13 additional documents that the search yielded (and that CCSD was not claiming privilege with
14 regard to, or produced in redacted form) until 11:16 a.m. June 5, 2017, the day before the
15 last hearing in this matter.

16 10. At the subsequent hearing held on June 6, 2017 the Court made clear it has
17 expected CCSD to engage in the routine practice of providing privilege logs and
18 certifications to opposing counsel in conjunction with *in camera* submissions.

19 11. At this hearing, CCSD counsel did finally provide a copy of the log and,
20 later that day, provided copies of the certifications it had provided to the Court a week earlier.

21 12. CCSD's production of responsive documents does not include a single
22 email about Mr. Cole's investigation or report.

23 13. I have reviewed all documents produced by CCSD in response to the
24 Review-Journal's December 5, 2016 and December 6, 2016 requests. No email discussing
25 or mentioning Mr. Coles' investigation or report is included.

26 14. While Exhibit A to the Wray Certification reflects that Mr. Cole's email
27 boxes were searched in May, 2017, CCSD's production of responsive documents *does not*
28 *include a single email about Mr. Cole's investigation or report.*

1 15. Exhibit GG is a true and correct copy of the privilege log that I received
2 hearing the June 6, 2017 hearing.

3 16. Exhibit HH is a true and correct copy of the Certification of Cynthia Smith-
4 Johnson; dated May 25, 2017 which was provided to my office of June 6, 2017

5 17. Exhibit II is a true and correct copy of the Certification of Dan Wray (with
6 attachments) which was provided to my office of June 6, 2017.

7 18. Exhibit JJ are true and correct copies of the most recent versions of all
8 documents produced by CCSD to the Review-Journal (in redacted or unredacted form).

9 19. Exhibit KK is a true and correct copy of an email I received from Mr. Honey
10 on behalf of CCSD on June 5, 2017 providing documents.

11 20. Exhibit LL are a true and correct copies of the Las Vegas Review-Journal
12 articles from a three-part series titled "Sex misconduct in CCSD is a system-wide crisis of
13 broken trust" by Ms. Pak-Harvey, published on May 23, 2017; "Flawed Nevada, CCSD
14 checks expose students to sexual predators" by Meghin Delaney, published on May 24, 2017;
15 and "Training failures major cause of CCSD sexual misconduct crisis" by Meghin Delaney,
16 published on May 25, 2017. These articles can also be found at:

- 17 • [https://www.reviewjournal.com/news/education/sex-misconduct-in-ccsd-](https://www.reviewjournal.com/news/education/sex-misconduct-in-ccsd-is-a-system-wide-crisis-of-broken-trust/)
18 [is-a-system-wide-crisis-of-broken-trust/](https://www.reviewjournal.com/news/education/sex-misconduct-in-ccsd-is-a-system-wide-crisis-of-broken-trust/);
- 19 • [https://www.reviewjournal.com/news/education/flawed-nevada-ccsd-](https://www.reviewjournal.com/news/education/flawed-nevada-ccsd-checks-expose-students-to-sexual-predators/)
20 [checks-expose-students-to-sexual-predators/](https://www.reviewjournal.com/news/education/flawed-nevada-ccsd-checks-expose-students-to-sexual-predators/); and
- 21 • [https://www.reviewjournal.com/news/education/training-failures-major-](https://www.reviewjournal.com/news/education/training-failures-major-cause-of-ccsd-sexual-misconduct-crisis/)
22 [cause-of-ccsd-sexual-misconduct-crisis/](https://www.reviewjournal.com/news/education/training-failures-major-cause-of-ccsd-sexual-misconduct-crisis/)

23 (last checked on June 13, 2017.)

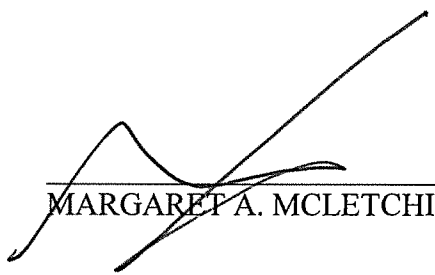
24 21. Exhibit MM is a true and correct copy of Las Vegas Review-Journal's
25 Sequential Index of All Documents and Assessment of CCSD's Redactions, created and
26 maintained by Alina Shell.

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I certify and declare under the penalty of perjury under the law of the State of Nevada that the foregoing is true and correct, and this declaration was executed at Las Vegas, Nevada, the 13th day of June, 2017.



MARGARET A. MCLEITCHIE

EXHIBIT GG

CLARK COUNTY SCHOOL DISTRICT
LVRJ v. CCSD - Case No. A-17-750151-W

*Note of clarification: All individuals previously identified as “Adult” are CCSD employees.

** Pages 121-158 attached hereto were located following the searches directed by the Court at the 5/9/17 hearing and include documents previously produced and records that were not in existence at the time of searches conducted on 2/22/17 in response to the 2/10/17 records request.

Previously produced pages include: 121 and 122 beginning at “Joyce Woodhouse”; 130, 131, 132 (content regarding “petition”); 133 (content regarding “petition”); 134 (content regarding Trustee Child’s interaction with autistic student at Chaparral High School); 140 (content regarding citizen instructing Trustee Child to resign); 141-142 (incident was previously produced in summary form but teacher’s specific account is new); 143-145 (Jolene Wallace’s email was previously produced but Dr. Geih’s response to Ms. Wallace is new); 146, 147-149 (incident at Chaparral High School was previously produced); and 151-152.

The following documents from 0121-0158 are dated after CCSD’s search on 2/22/17, and therefore did not exist at time of the February search: 121-129; 150; and 153-154.

Bates No.	Date	Author	Recipient	Document Type/ Subject Matter	Basis for Withholding
001-014, 016-020, 022-023	As stated on docs	Various CCSD employees (redacted), Superintendent Pat Skorkowsky, Isaac Stein, Linda Burns	Pat Skorkowsky Various CCSD admini- strators (redacted)	E-Mails, Kevin Childs	NRS 239.010; NRS 386.350; CCSD Regulation 1212; 4110; safety and well- being of employees (fear of retaliation) and inherent chilling effect if names of individual employees are released
024-025, 027-029, 031-033	As stated on docs	Various CCSD employees (redacted) and members of general public	Board of Trustees CCSD	E-Mails and correspondence	NRS 239.010; NRS 386.350; CCSD Regulation 1212; 4110; safety and well- being of employees (fear of retaliation) and inherent chilling effect if names of individual employees and general public

0001A-0033A	Various as stated on e-mails	Various	Various	E-Mails / K. Child	are released
0034-0041	10/5/16	Cedric Cole	Internal Draft	Confidential and Internal Investigative Memorandum	Redactions made pursuant to Court Order dated 2/22/17
0042-0048	1/28/16, 2/5/16, 2/9/16, 2/10/16, 2/26/16, 3/23/16, 3/30/16, 4/9/16, 9/7/16, 9/13/16, 9/23/16, 9/29/16 & 10/4/16	Cedric Cole	Internal Draft	Confidential and Internal Investigative Notes (typed)	See Below under Office of Diversity and Affirmative Action Privileges
0049-0053	9/7/16, 9/13/16, 9/23/16, 9/29/16 & 10/4/16	Cedric Cole	None	* Confidential and Internal Investigative Notes (handwritten)	See Below under Office of Diversity and Affirmative Action Privileges
0054-0057	10/19/16	Cedric Cole	Pat Skorkowsky Board of Trustees	Confidential Investigative Memorandum	See Below under Office of Diversity and Affirmative Action Privileges
058-060	1/26/17	Cedric Cole	None	Confidential and Internal Investigative Notes (handwritten)	See Below under Office of Diversity and Affirmative Action Privileges
0061-0062	Intentionally Blank				
0063-0089	Various as stated on e-mails	Various	Various	E-Mails & attachments / K.	Redactions made consistent with Court's Order dated 2/22/17.



				Child	
0090-0108	Various as stated on e-mails	Various ¹	Various	E-Mails / K. Child	Redactions made consistent with Court's Order dated 2/22/17
0109-0120	Various as stated on e-mails	Various ²	Various	E-Mails & attachments / K. Child	Redactions made consistent with Court's Order dated 2/22/17
** 0121-0158 ³	Various as stated on e-mails	Various	Various	E-Mails & attachments / K. Child	Redactions made consistent with Court's Order dated 2/22/17, including student name and description of her special education needs; parent/support staff; 2 nd student name and support staff member; Family Educational Rights and Privacy Act (FERPA). See 20 U.S.C. 1232g; 34 C.F.R. Part 99; NRS 392.029
0159-0177	1/28/16-5/25/17	Cedric Cole	Internal document	Confidential Case Notes	See Below under Office of Diversity and Affirmative Action Privileges
0178	None	Cedric Cole	Internal document	ID of Employees	See Below under Office of Diversity and Affirmative Action Privileges
0179-0183	10/5/16	Cedric Cole	Internal Draft	Confidential and Internal Investigative Memorandum	See Below under Office of Diversity and Affirmative Action Privileges
0184-0188	2/10/16, 2/26/16 ⁴	Cedric Cole	Internal document	Confidential and Internal	See Below under Office of Diversity and Affirmative Action Privileges

¹ These emails represent a search of all persons who are identified as a to/from or cc'd in the documents produced on March 3, 2017, unless any given individuals email had previously been searched. These documents have been previously produced to LVRJ.

² These emails represent those to/from or cc'd to any trustee including K. Child responsive to the record requests at issue in this matter. These documents have been previously produced to LVRJ.


³ These documents are a result of the 5/9/17 hearing and encompass email searches for all principals, individuals who are identified as to/from or cc'd on the documents previously produced in response to the December requests and the staff of the Office of Diversity and Affirmative Action except for those employees whose email had previously been searched. See attachment to Dan Wray Certification for list of individuals searched with date.

⁴ These notes are also memorialized in 0042-0048 and 0159-0177.

				Investigative Notes (typed)	
0189-0195	10/5/16	Cedric Cole	Internal Draft	Confidential and Internal Investigative Memorandum	Attorney – Client Privilege⁵ and See Below under Office of Diversity and Affirmative Action Privileges
0196-0203⁶	1/28/16, 2/5/16, 2/9/16, 2/10/16, 2/26/16, 3/23/16, 3/30/16, 4/9/16, 9/7/16, 9/13/16, 9/23/16, 9/29/16 & 10/4/16	Cedric Cole	Internal Draft	Confidential and Internal Investigative Notes (typed)	See Below under Office of Diversity and Affirmative Action Privileges
0204-0223	5/5/17		Cedric Cole	Complaint Regarding Harassment by Kevin Child	See Below under Office of Diversity and Affirmative Action Privileges
0224-0225	5/22/17		Cedric Cole	Addendum to Complaint	See Below under Office of Diversity and Affirmative Action Privileges
0226-0228	5/16/17	Cedric Cole	Internal Draft	Confidential and Internal Investigative Memorandum	See Below under Office of Diversity and Affirmative Action Privileges
0229-0230	5/26/17	Cedric Cole	Pat Skorkowsky, Carlos McDade, Esq.	Confidential Investigative Memorandum	See Below under Office of Diversity and Affirmative Action Privileges

⁵ The handwritten notes on this draft are those of CCSD General Counsel, Carlos McDade. The draft was in C. Cole's files so is being produced for in camera review in an abundance of caution.

⁶ Duplicative draft of 042-048 but includes a page headed, "Community Concerns" and has handwritten notes throughout.

0231-0233	9/20/14 – 4/14/17 ⁷		None	Personal notes regarding K. Child site visits and interactions	See Below under Office of Diversity and Affirmative Action Privileges
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*The handwritten notes were previously reduced to typewritten notes of the same dates contained in bates 042-048.

Page #	Identity	Redactions
01	Adult 1	-Identity, school and position of writer -Identity of supervisor and one other administrator specifically identified
02	Adult 2	-Identity and school of person making request -Identity of persons (2) forwarding request
03	Adult 3	-School event occurred at -Identity of persons (2) providing information and positions; Identity of teacher -Identity of writer
04	Adult 3	-Identity of schools (3) School 1 – Identity of supervisor and person and position that was to be notified School 2 – Identity and position of person reporting and person reported too School 3 (same as page 03) – Identity of persons (2) providing information and positions; Identity of teacher; Identity of persons (3) information provided too
05	Adult 3	Identity of schools (2)

⁷ Principal Esparza began taking these notes after speaking with Cedric Cole on 1/26/17, as part of his investigation into K. Child.

		School 1 - Room at school event occurred; Identity of person information provided too School 2- Identity and position of person providing information; Room at school event occurred and teacher; Identity of person information provided too
06-07	Adult 4	-Identity of writer -Specific elected position referenced in bullet point 3 and identity of person that ran against writer; identity of person complaint made too
08-09	Adults 5 and 6	Top email – Identity of writer (Adult6) and recipient of email (Adult5) Bottom email (same as pages 10-11) – Identity of writer (Adult5); Specified elected position referenced in bullet point 2 and identities of persons running for that position
10-11	Adult 5	Same as “Bottom email” on pages 08-09 – Identity of writer (Adult5) and person copied (Adult6); Specified elected position referenced in bullet point 2 and identities of persons running for that position
12-13	Adult 7	Top email – Identity of recipient Bottom email (same as pages 14-15) – Identity of writer
14-15	Adult 7	Same as “Bottom email” on pages 12-13 – Identity of writer
16-17	Adult 8	Top email – Identity of recipient and copied to Bottom email (same as page 18-19) – Identity of writer

18-19	Adult 8	-Identity of writer and copied to
20	N/A	-Reason for Mr. Stein not being in attendance (not connected to the substance of this matter)
22	N/A	Same as page 20
24-25	Adult 9	-School event occurred at -Identity of coach and trainer -Identity of writer
27-28	Former Teacher 1	-Identity of writer -Identity of school -Superintendent's e-mail address
29	Parent 1	-Identity of parent
31	Public member 1	-Identity of writer
32	Public member 2	-Identity of writer
33	Public member 3	-Identity of writer

Office of Diversity and Affirmative Action Privileges

(Applicable to 034-060 and 0159-0233, which have been withheld in their entirety under the following privileges)

CCSD has previously asserted privileges relative to the February 10, 2017, record request by way of their communications to Petitioner on February 17th and March 3, 2017, (date of actual production). Petitioner requested further information regarding the searches by way of communication on March 3rd and CCSD provided the requested further information via correspondence dated March 13, 2017⁸.

At hearing on May 9, 2017, the Court directed CCSD to provide one privilege log that lists all documents produced to date and where a privilege is asserted to clearly identify the document. Furthermore, the Court directed CCSD to identify the privileges as they pertain to any given record(s).

To the best of CCSD's knowledge, the only information remaining that has not been provided to Petitioner is internal information received or gathered by Cedric Cole, Executive Director, Office of Diversity and Affirmative Action, in the course of his investigation

⁸ The communications of February 17th, March 3rd and March 13, 2017, are attached hereto for the Court's reference.

regarding Trustee Kevin Child of the alleged unlawful practice of discrimination, harassment, or hostile work environment which is confidential and not required to be disclosed under the public records law.

Pursuant to NRS 239.010, public records must be available to inspection unless there is a statutory exception or “unless otherwise declared by law to be confidential.”

The public records law does not require the release of confidential employee personnel information. See NRS 239.010; NRS 386.350; NAC 284.718; NAC 284.726; CCSD Regulation 1212; CCSD Regulation 4311; CCSD Regulation 4110; Donrey of Nevada v. Bradshaw, 106 Nev. 630 (1990).

The Supreme Court of Nevada has recognized that “any limitation on the general disclosure requirements of NRS 239.010 must be based upon a balancing or ‘weighing’ of the interests of non-disclosure against the general policy in favor of open government.” DR Partners v. Board of County Comm’rs, 116 Nev. 616, 622 (2000) citing Donrey, 106 Nev. at 635-36. A government entity cannot meet its burden by “voicing non-particularized hypothetical concerns.” DR Partners, 116 Nev. at 628.

Here, CCSD’s interest in protecting employees from a hostile work environment, intimidation, and retaliation clearly outweighs the public’s interest in knowing the specific identities of the persons who complained or expressed concern about the conduct of Trustee Kevin Child. Revealing the names would be detrimental to the work environment and well-being of employees and create a chilling effect on future reporting. The fears of hostile work environment, intimidation, and retaliation are not hypothetical or speculative. The fears are stated expressly by employees and members of the public in the redacted communications. One employee states: “Again, we are hesitant to report these issues because we don’t want to alienate our Trustee.” Another employee requests: “Could you please keep this statement completely anonymous?” Yet another employee expresses concerns with an environment that is not “supportive.” Another document reveals similar concerns of intimidation by a member of the public.

These documents were received or gathered by CCSD’s Executive Director of the Office of Diversity and Affirmative Action in the course of investigating the alleged unlawful discriminatory practice; therefore, those documents are confidential. See CCSD Regulation 4110(X); see also DR Partners v. Board of County Commissioners of Clark County, 116 Nev. 616, 621 (2000) (deliberative process privilege); Donrey of Nevada, Inc. v. Bradshaw, 106 Nev. 630 (1990).

The information is also not required to be disclosed because it is protected under the deliberative process privileged. DR Partners v. Board of County Commissioners of Clark County, 116 Nev. 616, 621 (2000).

The Nevada Supreme Court has recognized an “executive privilege” in Nevada in determining whether public records are “confidential by law.” “The deliberative process or ‘executive’ privilege is one of the traditional mechanisms that provide protection to the deliberative and decision-making processes of the executive branch of government. . . .” DR Partners, 116 Nev. at 622. This privilege “shields from mandatory disclosure ‘inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency[.]’” Id. citing Paisley v. C.I.A., 712 F.2d 686, 697 (D.C. Cir. 1983). It also permits “‘agency decision-makers to engage in that frank exchange of opinions and recommendations necessary to the formulation of policy without being inhibited by fear of later public disclosure,’ 712 F.2d at 698, and, thus, protects materials or records that reflect a government official’s deliberative or decision-making process.” Id. at 623 citing EPA v. Mink, 410 U.S. 73, 89 (1973). “To qualify for non-disclosure under this privilege, the requested documents must be both pre decisional and deliberative.” DR Partners, 116 Nev. at 623 citing NLRB v. Sears, Roebuck & Co., 421 U.S. 132, 151-54 (1975) and Vaughn v. Rosen, 523 F.2d 1136, 1143-44 (D.C. Cir. 1975).

Here, the internal information obtained in the investigation of alleged discrimination or harassment was used as part of the deliberative and decision-making process of District executives. It was both pre decisional and deliberative in that it was used to help determine what, if any, actions would be taken with regard to Trustee Child. The information was used as part of the basis for the December 5, 2016 “Guidelines for Trustee Visit” memorandum.

The United States Equal Employment Opportunity Commission (“EEOC”) has stated that employers are obligated to investigate and address instances of harassment, including sexual harassment. The EEOC also states that employees who are subjected to harassment frequently do not complain to management due to fear of retaliation. See U.S., Equal Employment Opportunity Commission, EEOC Notice No. 915.002, Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors, at § V(D)(1) re Failure to Complain (dated 6/18/99, in effect until rescinded or superseded); see also Faragher v. City of Boca Raton, 118 S. Ct. 2275 (1998).

Regarding confidentiality of an investigation, EEOC states that “[a]n employer should make clear to employees that it will protect the confidentiality of harassment allegations to the extent possible. An employer cannot guarantee complete confidentiality, since it cannot conduct an effective investigation without revealing certain information to the alleged harasser and potential witnesses. However, information about the allegation of harassment should be shared only with those who need to know about it. Records relating to harassment complaints should be kept confidential on the same basis.” See EEOC Notice No. 915.002, at § V(C)(1) re Confidentiality.

“To assure employees that such a fear is unwarranted, the employer must clearly communicate and enforce a policy that no employee will be retaliated against for complaining of harassment.” See EEOC Notice No. 915.002, at § V(D)(1) re Failure to Complain.

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“To assure employees that such a fear is unwarranted, the employer must clearly communicate and enforce a policy that no employee will be retaliated against for complaining of harassment.” See EEOC Notice No. 915.002, at § V(D)(1) re Failure to Complain.

As Trustee Child is a corporate officer and not subject to internal employer corrective action, the only manner in which the District may act to protect against potential retaliation is to withhold the identity of the employees. Therefore, the records of the investigation should be kept confidential under EEOC guidance.

The District and public have an interest in a strong system to address complaints of harassment that encourages reporting without fear of retaliation. A balancing of the interests weighs in favor of confidentiality and non-disclosure. See NRS 239.010; Donrey of Nevada v. Bradshaw, 106 Nev. 630 (1990).


NAC 239.051 provides that certain materials of a local government entity are “non record materials.” Those materials are not public records and are not required to be disclosed. Non record materials “means published materials printed by a governmental printer, worksheets, unused blank forms except ballots, brochures, newsletters, magazines, catalogs, price lists, drafts, convenience copies, ad


hoc reports, reference materials not relating to a specific project and any other documentation that does not serve as the record of an official action of a local governmental entity.” NAC 239.051 (emphasis added).

A similar definition is applied to state agencies under NAC 239.705. The phrase official state record and record “does not include non record materials. Non record materials include, without limitation, published materials printed by a governmental printer, informal notes, unused blank forms except ballots, brochures, newsletters, magazines, catalogs, price lists, drafts, convenience copies, ad hoc reports, reference materials not relating to a specific project and any other documentation that does not serve as the record of an official action of a state agency.” NAC 239.705(2) (emphasis added).

To the extent that any remaining information constitutes worksheets, drafts, informal notes, or ad hoc reports, it falls within the definition of “non record materials” it is not required to be produced. These NAC provisions are found in Chapter 239 which pertains to public records, and should be applied in this case.

From:  Cynthia Smith-Johnson
Subject: Fwd: Public Records Act request
To:  "pharan@nvlitigation.com" <pharan@nvlitigation.com>

Friday, February 17, 2017 4:06:02 PM 

Attachments:  CCSD - 2017.02.10 PRA.pdf / Uploaded File (1.7M)

Ms. McLetchie,

We are in receipt of the attached request, dated February 10, 2017, for additional records regarding Kevin Child. Pursuant to NRS 239.0107, we are unable to provide the information to you within 5 business days. The District anticipates a further response by the close of the business day on, March 3, 2017.

If some records become available before that date, we will attempt, but do not make any guarantee, to provide the same on an ongoing as requested in your correspondence.

In order to ensure that CCSD does not waive any privileges by way of this responsive correspondence, CCSD hereby asserts the following privileges but reserves the right to assert additional privileges, if necessary, at the time of production, if any:

The public records law does not require the release of confidential employee personnel information. See NRS 239.010; NRS 386.350; NAC 284.718; NAC 284.726; CCSD Regulation 1212; CCSD Regulation 4311; CCSD Regulation 4110; Donrey of Nevada v. Bradshaw, 106 Nev. 630 (1990); People for Ethical Treatment of Animals v. Bobby Berosini Ltd., 111 Nev. 615, 629 (Nev. 1995); El Dorado Savings & Loan Assoc. v. Superior Court of Sacramento County, 190 Cal. App. 3d 342 (1987).

Further, to the extent documents are received or gathered by the District in the course of investigating an alleged unlawful discriminatory practice those documents are confidential. See CCSD Regulation 4110(X). Also, to the extent records include personally identifiable student information they are confidential under the Family Educational Rights and Privacy Act (FERPA). See 20 U.S.C. 1232g; 34 C.F.R. Part 99; NRS 392.029. Other documents may be subject to the deliberative process privilege. See DR Partners v. Board of County Commissioners of Clark County, 116 Nev. 616, 621 (2000).

RA273
LVRJ012

The United States Equal Employment Opportunity Commission has stated that employers are obligated to investigate and address instances of harassment, including sexual harassment. The EEOC also states that employees who are subjected to harassment frequently do not complain to management due to fear of retaliation. *See Faragher*, 118 S. Ct. 2275, 2292 (1998) (defense established if plaintiff unreasonably failed to avail herself of "a proven, effective mechanism for reporting and resolving complaints of sexual harassment, available to the employee without undue risk or expense"). *See also* Restatement (Second) of Torts § 918, comment (tort victim "is not barred from full recovery by the fact that it would have been reasonable for him to make expenditures or subject himself to pain or risk; it is only when he is unreasonable in refusing or failing to take action to prevent further loss that his damages are curtailed").

Regarding confidentiality of an investigation, EEOC states that "[a]n employer should make clear to employees that it will protect the confidentiality of harassment allegations to the extent possible. An employer cannot guarantee complete confidentiality, since it cannot conduct an effective investigation without revealing certain information to the alleged harasser and potential witnesses. However, information about the allegation of harassment should be shared only with those who need to know about it. Records relating to harassment complaints should be kept confidential on the same basis."

EEOC Notice No. 915.002, date 6/18/99, *in effect until rescinded or superceded*.

"To assure employees that such a fear is unwarranted, the employer must clearly communicate and enforce a policy that no employee will be retaliated against for complaining of harassment." As Trustee Child is a corporate officer and not subject to internal employer corrective action, the only manner in which the District may act to protect against potential retaliation is to withhold the identity of the employees. Therefore, the records of the investigation should be kept confidential under EEOC guidance.

The District and public have an interest in a strong system to address complaints of harassment that encourages reporting without fear of retaliation. A balancing of the interests weighs in favor of confidentiality and non-disclosure. See NRS 239.010;

Donrey of Nevada v. Bradshaw, 106 Nev. 630 (1990).

Thank you.

Cindy Smith-Johnson
Public Records Request
Office of Community and Government Relations
publicrecordrequest@interact.ccsd.net
702-799-5865
00155503

RA275
LVRJ014

OFFICE OF THE GENERAL COUNSEL



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CLARK COUNTY
SCHOOL DISTRICT

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Erin E. Cranor, Member
Chris Garvey, Member

Pat Skorkowsky, Superintendent

March 3, 2017

Via U.S. Mail and E-mail

Maggie McLetchie, Esq.
McLetchie Shell
Attorneys at Law
701 East Bridger Avenue, Suite 520
Las Vegas, NV 89101

Re: LVRJ Public Records Request Dated February 10, 2017

Dear Ms. McLetchie:

Consistent with our initial response on February 17, 2017 to your records request of February 10, 2017, attached are documents responsive to your request. If CCSD is able to locate any additional documents it will provide a supplementary response.

CCSD has redacted very little information from the attached documents. CCSD has only redacted: the names of individuals who reported a complaint or concern about Kevin Child (and when the title of the individual or name of the school would easily lead to the identity of the individual who reported a complaint or concern, that information has also been redacted); information that would lead to the identification of student names; and personal phone numbers.

CCSD hereby asserts the following privileges and claims of confidentiality. CCSD reserves the right to assert additional privileges or claims of confidentiality, if necessary, at a later date.

Pursuant to NRS 239.010, public records must be available to inspection unless there is a statutory exception or "unless otherwise declared by law to be confidential."

CCSD has redacted information that would reveal personally identifiable student information that is confidential under the Family Educational Rights and Privacy Act (FERPA). See 20 U.S.C. 1232g; 34 C.F.R. Part 99; NRS 392.029.

Information that is personal in nature such as a personal cell phone number has been redacted because that information is not a public record. See NRS 239.010; NAC 239.051; NAC 239.101; NRS 239B.030(2); NRS 239B.040(1); NRS 603.070; NRS 603A.210; Donrey of Nevada, Inc. v. Bradshaw, 106 Nev. 630 (1990).

The public records law does not require the release of confidential employee personnel information. See NRS 239.010; NRS 386.350; NAC 284.718; NAC 284.726; CCSD Regulation 1212; CCSD Regulation 4311; CCSD Regulation 4110; Donrey of Nevada v. Bradshaw, 106 Nev. 630 (1990).

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Furthermore, the Supreme Court of Nevada has recognized that "any limitation on the general disclosure requirements of NRS 239.010 must be based upon a balancing or 'weighing' of the interests of non-disclosure against the general policy in favor of open government." DR Partners v. Board of County Comm'rs, 116 Nev. 616, 622 (2000) citing Donrey, 106 Nev. at 635-36. A government entity cannot meet its burden by "voicing non-particularized hypothetical concerns." DR Partners, 116 Nev. at 628.

Here, CCSD's interest in protecting employees from a hostile work environment, intimidation, and retaliation clearly outweighs the public's interest in knowing the specific identities of the persons who complained or expressed concern about the conduct of Trustee Kevin Child. Revealing the names would be detrimental to the work environment and well-being of employees and create a chilling effect on future reporting. The fears of hostile work environment, intimidation, and retaliation are not hypothetical or speculative. The fears are stated expressly by employees and members of the public in the redacted communications. One employee states: "Again, we are hesitant to report these issues because we don't want to alienate our Trustee." Another employee requests: "Could you please keep this statement completely anonymous?" Yet another employee expresses concerns with an environment that is not "supportive." Another document reveals similar concerns of intimidation by a member of the public.

The purpose of the public record law is to foster democratic principles. CCSD believes the public's interest in access to the documents is to examine the functions of a public agency (which can be done with the documents that are provided), and not in knowing the specific identity of public employees who voiced concern over the actions of the Trustee.

Finally, to the extent documents are received or gathered by CCSD in the course of investigating an alleged unlawful discriminatory practice those documents are confidential. See CCSD Regulation 4110(X); see also DR Partners v. Board of County Commissioners of Clark County, 116 Nev. 616, 621 (2000) (deliberative process privilege); Donrey of Nevada, Inc. v. Bradshaw, 106 Nev. 630 (1990).

The United States Equal Employment Opportunity Commission ("EEOC") has stated that employers are obligated to investigate and address instances of harassment, including sexual harassment. The EEOC also states that employees who are subjected to harassment frequently do not complain to management due to fear of retaliation. See U.S., Equal Employment Opportunity Commission, EEOC Notice No. 915.002, Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors, at § V(D)(1) re Failure to Complain (dated 6/18/99, in effect until rescinded or superseded); see also Faragher v. City of Boca Raton, 118 S. Ct. 2275 (1998).

RA277
LVRJ016

Ltr to Ms. McLetchie

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Regarding confidentiality of an investigation, EEOC states that "[a]n employer should make clear to employees that it will protect the confidentiality of harassment allegations to the extent possible. An employer cannot guarantee complete confidentiality, since it cannot conduct an effective investigation without revealing certain information to the alleged harasser and potential witnesses. However, information about the allegation of harassment should be shared only with those who need to know about it. Records relating to harassment complaints should be kept confidential on the same basis." See EEOC Notice No. 915.002, at § V(C)(1) re Confidentiality.

"To assure employees that such a fear is unwarranted, the employer must clearly communicate and enforce a policy that no employee will be retaliated against for complaining of harassment." See EEOC Notice No. 915.002, at § V(D)(1) re Failure to Complain.

As Trustee Child is a corporate officer and not subject to internal employer corrective action, the only manner in which the District may act to protect against potential retaliation is to withhold the identity of the employees. Therefore, the records of the investigation should be kept confidential under EEOC guidance.

The District and public have an interest in a strong system to address complaints of harassment that encourages reporting without fear of retaliation. A balancing of the interests weighs in favor of confidentiality and non-disclosure. See NRS 239.010; Donrey of Nevada v. Bradshaw, 106 Nev. 630 (1990).

Sincerely,



Carlos L. McDade
General Counsel

RA278
LVRJ017

OFFICE OF THE GENERAL COUNSEL

5100 WEST SAHARA AVENUE • LAS VEGAS, NV 89146 • (702) 799-5373 • FAX (702) 799-5505



CLARK COUNTY
SCHOOL DISTRICT

BOARD OF SCHOOL TRUSTEES

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Lola Brooks, Member
Kevin L. Child, Member
Erin E. Cranor, Member
Chris Garvey, Member

Pat Skorkowsky, Superintendent

March 13, 2017

Via U.S. Mail and E-mail

Maggie McLetchie, Esq.
McLetchie Shell
Attorneys at Law
701 East Bridger Avenue, Suite 520
Las Vegas, NV 89101

Re: LVRJ Public Records Requests re Trustee Kevin Child

Dear Ms. McLetchie:

This letter responds to your recent email correspondence dated March 3, 2017.

A. Documents Already Provided

With regard to the public records request from the Las Vegas Review Journal dated December 5, 2016 (supplemented on December 9), CCSD has provided responsive documents. On February 3, 2017 the District provided you with initial documents Bates labeled 001 to 036. On February 8, 2017, the District provided you with more documents Bates labeled 001 to 023 (which were later revised to include less redactions on February 10 and again on February 13). The District also produced additional documents Bates labeled 024 to 033 and a privilege log on February 13. Finally, pursuant to the Court's Order, on February 24, 2017 the District provided you with revised redacted documents Bates labeled 001 to 033 (and a revised page 1 on February 27).

With regard to the subsequent public records request from the Las Vegas Review Journal dated February 10, 2017, CCSD provided 27 pages of responsive documents on March 3, 2017. Along with the documents, the District provided a letter that set forth privileges and claims of confidentiality.

B. Search Information

In your March 3 letter, you have requested that CCSD provide you with "search information." This is not required by the Nevada public records law. However, as a good faith attempt to help resolve this dispute, and without waiving the right to object to any subsequent requests for information regarding CCSD's search process, CCSD has searched for the terms "Kevin Child" and "Trustee Child" in the following Interact email boxes: Superintendent Patrick Skorkowsky; Dr. Mike Barton (Chief Academic Officer); each of the School Associate Superintendents; and each of the school principals in Trustee Kevin Child's District (which is "District D"). Given that the District employs over 40,000 employees and does not have a global search engine/ability, the District searched each of the above-identified employee's email accounts individually. The District believes that the extensive individual searches already performed are

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the most likely location for responsive documents and that it has complied with the Nevada public records law in this respect.

C. Remaining Information

You have also asked CCSD to disclose what additional documents are being withheld and why. To the best of our knowledge, the only information remaining that has not been provided is internal information received or gathered by the District in the course of its investigation of an alleged unlawful practice of discrimination, harassment, or hostile work environment which is confidential and not required to be disclosed under the public records law.

CCSD hereby asserts the following privileges and claims of confidentiality with regard to that remaining information. CCSD reserves the right to assert additional privileges or claims of confidentiality, if necessary, at a later date.

Pursuant to NRS 239.010, public records must be available to inspection unless there is a statutory exception or "unless otherwise declared by law to be confidential."

1. Discrimination and Harassment Under Federal Law

Internal information received or gathered by the District in the course of its investigation of an alleged unlawful practice of discrimination or harassment is confidential and not required to be disclosed under the public records law. Federal statutes concerning discrimination and harassment as well as the regulations and case law interpreting those statutes provide ample authority for this proposition.

(a) Legal Standard for Discrimination and Harassment

It is an unlawful employment practice for an employer to discriminate against an individual with regard to the terms and conditions of that employment on the basis of the employee's race, color, religion, sex, or national origin. 42 U.S.C. § 2000e-2(a)(1). In Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986), the Supreme Court held that sexual harassment constitutes sex discrimination in violation of Title VII. Courts have recognized different forms of sexual harassment. In "quid pro quo" cases, employers condition employment benefits on sexual favors. In "hostile work environment" cases, employees work in offensive or abusive environments. Ellison v. Brady, 924 F.2d 872, 875 (9th Cir. 1991).

The standard for employer liability for hostile work environment harassment depends typically on whether or not the harasser is the victim's supervisor. An employer is vicariously liable for a hostile work environment created by a supervisor. In Vance v. Ball State University, 133 S. Ct. 2434 (2013), the Supreme Court rejected in part the EEOC's definition of "supervisor." The Court held that an employee is a "supervisor" if the employer has empowered that employee "to take tangible employment actions against the victim, *i.e.*, to effect a 'significant change in employment status, such as hiring, firing,

failing to promote, reassignment with significantly different responsibilities, or a decision causing a significant change in benefits.” The Court stated that an employer is liable for hostile work environment harassment by employees who are not supervisors if the employer was “negligent in failing to prevent harassment from taking place.” In assessing such negligence, the Court explained, “the nature and degree of authority wielded by the harasser is an important factor to be considered in determining whether the employer was negligent.” Also relevant is “[e]vidence that an employer did not monitor the workplace, failed to respond to complaints, failed to provide a system for registering complaints, or effectively discouraged complaints from being filed.”

“[A] hostile environment exists when an employee can show (1) that he or she was subjected to sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, (2) that this conduct was unwelcome, and (3) that the conduct was sufficiently severe or pervasive to alter the conditions of the victim’s employment and create an abusive working environment.” Ellison, 924 F.2d at 875-76.

“[E]mployers are liable for failing to remedy or prevent a hostile or offensive work environment of which management-level employees knew, or in the exercise of reasonable care should have known.” Dawson v. Entek Int’l, 630 F.3d 928, 940 (9th Cir. 2011) (alteration in original) (quoting Ellison v. Brady, 924 F.2d 872, 881 (9th Cir. 1991)).

It is well-established that “notice of the sexually harassing conduct triggers an employer’s duty to take prompt corrective action that is reasonably calculated to end the harassment.” Swenson v. Potter, 271 F.3d 1184, 1192 (9th Cir. 2001) (internal quotation marks omitted). Once an employer is on notice of a sexual harassment complaint, it must conduct an investigation. Id. at 1193.

“Employers should impose sufficient penalties to assure a workplace free from sexual harassment. In essence, then . . . the reasonableness of an employer’s remedy will depend on its ability to stop harassment by the person who engaged in harassment.” Ellison, 924 F.2d at 882. Employers therefore have a duty to undertake a remedy that is likely to be effective. Fuller v. City of Oakland, 47 F.3d 1522, 1528-29 (9th Cir. 1995). “In evaluating the adequacy of the remedy, the court may also take into account the remedy’s ability to persuade potential harassers to refrain from unlawful conduct.” Ellison, 924 F.2d at 882.

(b) Liability for the Conduct of Non-Employees

The Ninth Circuit has also held that an employer may be held liable for sexual harassment on the part of a private individual, such as the casino patron, where the employer either ratifies or acquiesces in the harassment by not taking immediate and/or corrective actions when it knew or should have known of the conduct. Folkerson v. Circus Circus Enterprises, Inc., 107 F.3d 754, 756 (9th Cir. 1997); see also Trent v. Valley Electric Ass’n, Inc., 41 F.3d 524, 526 (9th Cir. 1994) (where employer hires outside trainer to train its employees, a function often carried out by company supervisors, and outside trainer harasses employees, company may be liable under Title VII); Powell v. Las Vegas Hilton Corp., 841 F. Supp. 1024, 1028 (D. Nev. 1992) (where employer egregiously mishandled employees repeated complaints about harassment from casino customers, employer either ratified or was complicitous in the harassment);

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29 C.F.R. § 1604.11(e) (employers may be liable for sexual harassment perpetrated by nonemployees "in the workplace, where the employer . . . knows or should have known of the conduct, and fails to take immediate and appropriate corrective action.").

(c) **Investigation Duties and Confidentiality**

United States Equal Employment Opportunity Commission ("EEOC") has stated that employers are obligated to investigate and address instances of harassment, including sexual harassment. The EEOC also states that employees who are subjected to harassment frequently do not complain to management due to fear of retaliation. See U.S., Equal Employment Opportunity Commission, EEOC Notice No. 915.002, Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors, at § V(D)(1) re Failure to Complain (dated 6/18/99, in effect until rescinded or superseded); see also Faragher v. City of Boca Raton, 118 S. Ct. 2275 (1998).

Regarding confidentiality of an investigation, EEOC states that "[a]n employer should make clear to employees that it will protect the confidentiality of harassment allegations to the extent possible. An employer cannot guarantee complete confidentiality, since it cannot conduct an effective investigation without revealing certain information to the alleged harasser and potential witnesses. However, information about the allegation of harassment should be shared only with those who need to know about it. Records relating to harassment complaints should be kept confidential on the same basis." See EEOC Notice No. 915.002, at § V(C)(1) re Confidentiality (emphasis added).

"To assure employees that such a fear is unwarranted, the employer must clearly communicate and enforce a policy that no employee will be retaliated against for complaining of harassment." See EEOC Notice No. 915.002, at § V(D)(1) re Failure to Complain.

In a case involving the Freedom of Information Act, the Ninth Circuit recognized that FOIA Exemption 6, 5 U.S.C.S. § 552(b)(6), permits the redaction of information that could be used to identify the authors of communications sent to a federal agency complaining about violations of law. Prudential Locations LLC v. United States Dep't of Housing and Urban Dev., 739 F.3d 424, 429-34 (9th Cir. 2013). The Ninth Circuit found that the authors had a cognizable personal privacy interest under Exemption 6 (and relevant factors included the agency's confidentiality policy). The court also found that the authors faced a significant risk of harassment, retaliation, stigma, or embarrassment if their identities were revealed; and there was no cognizable public policy interest that would have been served by revealing their identities, so revealing their identities would have constituted a clearly unwarranted invasion of personal privacy under Exemption 6. Id.; see also Cameranesi v. United States Dep't of Defense, 839 F.3d 751 (9th Cir. 2016) (the names of foreign students and instructors were exempt from disclosure under FOIA, 5 U.S.C.S. § 552(b)(6), because the disclosure of those names would constitute a clearly unwarranted invasion of personal privacy; the evidence demonstrated that disclosure of the identities of the foreign students and instructors could give rise to harassment, stigma, or violence as a result of their association with the United States, exactly the sort of risks that courts have recognized as nontrivial).

(d) **Application of Law to the Facts**

Here, as Trustee Child is a corporate officer and not subject to internal employer corrective action, the only manner in which the District may act to fulfill its obligation to protect its employees against potential retaliation is to withhold the identity of the employees and withhold the internal information received or gathered by the District in the course of its investigation of an alleged unlawful practice of discrimination or harassment. The District and public have an interest in a strong system to address complaints of discrimination and harassment that encourages reporting without fear of retaliation. Based upon the above federal law and EEOC guidance related to discrimination and harassment, and a balancing of the interests in this case, the investigatory information should remain confidential. See also NRS 239.010; Donrey of Nevada v. Bradshaw, 106 Nev. 630 (1990).

2. **CCSD Policy and Regulation 4110**

CCSD Policy and Regulation 4110 sets forth the procedures and requirements related to CCSD employment discrimination, harassment, and sexual harassment of employees. These procedures are based upon the federal authorities described above.

Of particular note, CCSD Regulation 4110(X) states: "All information gathered by the District in the course of its investigation of an allegedly unlawful discriminatory practices will remain confidential except to the extent necessary to conduct an investigation, resolve the complaint, serve other significant needs, or comply with law."

The CCSD Board of Trustees are allowed to promulgate reasonable and necessary regulations in support of its mission. See NRS 386.350 ("Each board of trustees is hereby given such reasonable and necessary powers, not conflicting with the Constitution and the laws of the State of Nevada, as may be requisite to attain the ends for which the public schools . . . are established and to promote the welfare of school children, including the establishment and operation of schools and classes deemed necessary and desirable.")

Therefore, the internal information received or gathered by the District in the course of investigating the alleged discriminatory conduct of Trustee Child should be confidential under CCSD Regulation 4110.

3. **Deliberative Process Privilege**

The information is also not required to be disclosed because it is protected under the deliberative process privileged. DR Partners v. Board of County Commissioners of Clark County, 116 Nev. 616, 621 (2000).

The Nevada Supreme Court has recognized an "executive privilege" in Nevada in determining whether public records are "confidential by law." "The deliberative process or 'executive' privilege is one of the traditional mechanisms that provide protection to the deliberative and decision-making processes of the executive branch of government. . . ." DR Partners, 116 Nev. at 622. This privilege "shields from mandatory disclosure 'inter-agency or intra-agency memorandums or letters which would not be available

Ltr to Ms. McLetchie
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by law to a party other than an agency in litigation with the agency[.]” *Id.* citing Paisley v. C.I.A., 712 F.2d 686, 697 (D.C. Cir. 1983). It also permits “agency decision-makers to engage in that frank exchange of opinions and recommendations necessary to the formulation of policy without being inhibited by fear of later public disclosure,” 712 F.2d at 698, and, thus, protects materials or records that reflect a government official’s deliberative or decision-making process.” *Id.* at 623 citing EPA v. Mink, 410 U.S. 73, 89 (1973). “To qualify for non-disclosure under this privilege, the requested documents must be both predecisional and deliberative.” DR Partners, 116 Nev. at 623 citing NLRB v. Sears, Roebuck & Co., 421 U.S. 132, 151-54 (1975) and Vaughn v. Rosen, 523 F.2d 1136, 1143-44 (D.C. Cir. 1975).

Here, the internal information obtained in the investigation of alleged discrimination or harassment was used as part of the deliberative and decision-making process of District executives. It was both predecisional and deliberative in that it was used to help determine what, if any, actions would be taken with regard to Trustee Child. The information was used as part of the basis for the December 5, 2016 “Guidelines for Trustee Visit” memorandum. As such, the public records law should not require disclosure of that information.

4. Nonrecord Materials

NAC 239.051 provides that certain materials of a local government entity are “nonrecord materials.” Those materials are not public records and are not required to be disclosed. Nonrecord materials “means published materials printed by a governmental printer, worksheets, unused blank forms except ballots, brochures, newsletters, magazines, catalogs, price lists, drafts, convenience copies, ad hoc reports, reference materials not relating to a specific project and any other documentation that does not serve as the record of an official action of a local governmental entity.” NAC 239.051 (emphasis added).

A similar definition is applied to state agencies under NAC 239.705. The phrase official state record and record “does not include nonrecord materials. Nonrecord materials include, without limitation, published materials printed by a governmental printer, informal notes, unused blank forms except ballots, brochures, newsletters, magazines, catalogs, price lists, drafts, convenience copies, ad hoc reports, reference materials not relating to a specific project and any other documentation that does not serve as the record of an official action of a state agency.” NAC 239.705(2) (emphasis added).

To the extent that any remaining information constitutes worksheets, drafts, informal notes, or ad hoc reports, it falls within the definition of “nonrecord materials” it is not required to be produced. These NAC provisions are found in Chapter 239 which pertains to public records, and should be applied in this case.

5. Employee Personnel Information

The public records law does not require the release of confidential employee personnel information. *See* NRS 239.010; NRS 386.350; NAC 284.718; NAC 284.726; CCSD Regulation 1212; CCSD Regulation 4311; CCSD Regulation 4110; Donrey of Nevada v. Bradshaw, 106 Nev. 630 (1990).

RA284
LVRJ023

Ltr to Ms. McLetchie
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Of particular note, NAC 284.718 and NAC 284.726 explicitly protects the employment personnel files of state agencies. Local government entities are entitled to the same level of protection.

6. **Personally Identifiable Student Information**

To the extent that the documents contain personally identifiable student information it is confidential under the Family Educational Rights and Privacy Act (FERPA). See 20 U.S.C. 1232g; 34 C.F.R. Part 99; NRS 392.029.

7. **Personal Information**

Any personal information in the remaining documents is also not a public record. See NRS 239.010; NAC 239.051; NAC 239.101; NRS 239B.030(2); NRS 239B.040(1); NRS 603.070; NRS 603A.210; Donrey of Nevada, Inc. v. Bradshaw, 106 Nev. 630 (1990).

8. **Donrey Balancing Test**

Finally, the Supreme Court of Nevada has recognized that "any limitation on the general disclosure requirements of NRS 239.010 must be based upon a balancing or 'weighing' of the interests of non-disclosure against the general policy in favor of open government." DR Partners v. Board of County Comm'rs, 116 Nev. 616, 622 (2000) citing Donrey, 106 Nev. at 635-36. A government entity cannot meet its burden by "voicing non-particularized hypothetical concerns." DR Partners, 116 Nev. at 628.

Here, CCSD's interest in investigating employees' reports of , and protecting them from, a hostile work environment, intimidation, and retaliation clearly outweighs the public's interest in obtaining access to internal investigatory information regarding the alleged conduct of Trustee Kevin Child. Revealing the internal investigatory information would be detrimental to the work environment and well-being of employees and create a chilling effect on future reporting. The fears of hostile work environment, intimidation, and retaliation are not hypothetical or speculative. The fears are stated expressly by some employees.

The purpose of the public record law is to foster democratic principles. CCSD believes the public's interest in access to documents is to examine the functions of a public agency, and while this is an important interest, it may be accomplished with the documents that have already been provided. The public's interest in reading internal investigation files is outweighed under Donrey by the District's need to meet its statutory duty to have a confidential system for internal investigation of alleged employment issues, enabling it to discover and correct problems in the workplace, while protecting employees who report allegations of unwelcome conduct.

Sincerely,



Carlos L. McDade
General Counsel

RA285
LVRJ024

EXHIBIT HH

STATE OF NEVADA)) ss:
COUNTY OF CLARK)

1. I am currently employed by the Clark County School District as the Chief Technology Officer. I have been employed in this position for approximately 3 years.
2. In total I have been employed by CCSD in the information technology division for approximately 20 years.

4. To the best of my knowledge, between May 12th and May 15, 2017, I conducted 530 searches resulting in 11,907 emails being identified under the terms “Kevin Child” and “Trustee Child.”

6. The 11,907 messages were electronically provided to Cynthia Smith-Johnson for her review.



DAN WRAY

Exhibit “A”

Name	Terms	Date
Mike Barton	"Trustee Child", "Kevin Child", "Guidelines for Trustee Visit", "trustee visit", "school visit"	12/9/2016
Pat Skorkowsky	"Trustee Child", "Kevin Child", "Guidelines for Trustee Visit", "trustee visit", "school visit"	12/9/2016
A.J. Adams	"Kevin Child", "Trustee Child"	2/21/2017
Andrea Klafter-Rakita	"Kevin Child", "Trustee Child"	2/21/2017
Antonio Rael	"Kevin Child", "Trustee Child"	2/21/2017
April Key	"Kevin Child", "Trustee Child"	2/21/2017
Bob Mars	"Kevin Child", "Trustee Child"	2/21/2017
Brenda Larsen-Mitchell	"Kevin Child", "Trustee Child"	2/21/2017
Celese Rayford	"Kevin Child", "Trustee Child"	2/21/2017
Deanne Jaskoiski	"Kevin Child", "Trustee Child"	2/21/2017
Felicia Gonzales	"Kevin Child", "Trustee Child"	2/21/2017
Grant Hanevold	"Kevin Child", "Trustee Child"	2/21/2017
Jeff Geihs	"Kevin Child", "Trustee Child"	2/21/2017
Jeff Horn	"Kevin Child", "Trustee Child"	2/21/2017
Jefferey Hybarger	"Kevin Child", "Trustee Child"	2/21/2017
Karen West	"Kevin Child", "Trustee Child"	2/21/2017
Kaweeda Adams	"Kevin Child", "Trustee Child"	2/21/2017
Kim Mangino	"Kevin Child", "Trustee Child"	2/21/2017
Kristy Keller	"Kevin Child", "Trustee Child"	2/21/2017
Lorma James-Cervantes	"Kevin Child", "Trustee Child"	2/21/2017
Rebecca Kaatz	"Kevin Child", "Trustee Child"	2/21/2017
Ronnie Guerzon	"Kevin Child", "Trustee Child"	2/21/2017
Susan Smith	"Kevin Child", "Trustee Child"	2/21/2017
Ariel Villalobos	"Kevin Child", "Trustee Child"	2/22/2017
Barry Bosacker	"Kevin Child", "Trustee Child"	2/22/2017
Belinda Jones	"Kevin Child", "Trustee Child"	2/22/2017
Belinda Marentic	"Kevin Child", "Trustee Child"	2/22/2017
Bob Mars	"Kevin Child", "Trustee Child"	2/22/2017
Cheryl Butera	"Kevin Child", "Trustee Child"	2/22/2017
Chris Popek	"Kevin Child", "Trustee Child"	2/22/2017
Christina Miani	"Kevin Child", "Trustee Child"	2/22/2017
Diane Lewis	"Kevin Child", "Trustee Child"	2/22/2017
Gerald Bustamante	"Kevin Child", "Trustee Child"	2/22/2017
Gina Piccolo	"Kevin Child", "Trustee Child"	2/22/2017
Gina R. Harvey	"Kevin Child", "Trustee Child"	2/22/2017
Heather Lenz	"Kevin Child", "Trustee Child"	2/22/2017

Henry Rodda	"Kevin Child", "Trustee Child"	2/22/2017
Immer Liza Ravallo	"Kevin Child", "Trustee Child"	2/22/2017
Isaac Stein	"Kevin Child", "Trustee Child"	2/22/2017
Jacqueline Richardson	"Kevin Child", "Trustee Child"	2/22/2017
Jaime Ditto	"Kevin Child", "Trustee Child"	2/22/2017
James Kuzma	"Kevin Child", "Trustee Child"	2/22/2017
Jaymes Aimetti	"Kevin Child", "Trustee Child"	2/22/2017
Jennifer French	"Kevin Child", "Trustee Child"	2/22/2017
Jillyn Pendleton	"Kevin Child", "Trustee Child"	2/22/2017
Joanne Vattiato	"Kevin Child", "Trustee Child"	2/22/2017
John Haynal	"Kevin Child", "Trustee Child"	2/22/2017
John Haynal	"Kevin Child", "Trustee Child"	2/22/2017
Judy Jordahl	"Kevin Child", "Trustee Child"	2/22/2017
Kamille Bryne	"Kevin Child", "Trustee Child"	2/22/2017
Kathleen Decker	"Kevin Child", "Trustee Child"	2/22/2017
Kathleen Decker	"Kevin Child", "Trustee Child"	2/22/2017
Krista Yarberry	"Kevin Child", "Trustee Child"	2/22/2017
Kristie Cole	"Kevin Child", "Trustee Child"	2/22/2017
Larry McHargue	"Kevin Child", "Trustee Child"	2/22/2017
Lea Chua	"Kevin Child", "Trustee Child"	2/22/2017
Lene Muth	"Kevin Child", "Trustee Child"	2/22/2017
Lezlie Koepp	"Kevin Child", "Trustee Child"	2/22/2017
Lisa Medina	"Kevin Child", "Trustee Child"	2/22/2017
Lucia Valenzuela	"Kevin Child", "Trustee Child"	2/22/2017
M. Olivia Egemba	"Kevin Child", "Trustee Child"	2/22/2017
Margarita Gamboa	"Kevin Child", "Trustee Child"	2/22/2017
Mary Hafner	"Kevin Child", "Trustee Child"	2/22/2017
Michael Blume	"Kevin Child", "Trustee Child"	2/22/2017
Misti Taton	"Kevin Child", "Trustee Child"	2/22/2017
Pamela S. Simone	"Kevin Child", "Trustee Child"	2/22/2017
Ramona Esparza	"Kevin Child", "Trustee Child"	2/22/2017
Rebecca Tschinkel	"Kevin Child", "Trustee Child"	2/22/2017
Robert Henry	"Kevin Child", "Trustee Child"	2/22/2017
Robert T. Tarter	"Kevin Child", "Trustee Child"	2/22/2017
Sarah Popek	"Kevin Child", "Trustee Child"	2/22/2017
Sonya Holdsworth	"Kevin Child", "Trustee Child"	2/22/2017
Stacey White	"Kevin Child", "Trustee Child"	2/22/2017
Stephanie Morgan	"Kevin Child", "Trustee Child"	2/22/2017
Susan Karout	"Kevin Child", "Trustee Child"	2/22/2017
Terri Knepp	"Kevin Child", "Trustee Child"	2/22/2017
Thelma Davis	"Kevin Child", "Trustee Child"	2/22/2017
Carolyn Edwards	"Kevin Child", "Trustee Child"	3/28/2017
Chris Garvey	"Kevin Child", "Trustee Child"	3/28/2017

Deanna Wright	"Kevin Child", "Trustee Child"	3/28/2017
Erin Cranor	"Kevin Child", "Trustee Child"	3/28/2017
Kevin Child	"Kevin Child", "Trustee Child"	3/28/2017
Linda Young	"Kevin Child", "Trustee Child"	3/28/2017
Lola Brooks	"Kevin Child", "Trustee Child"	3/28/2017
Brianna D. Mills	"Kevin Child", "Trustee Child"	4/5/2017
Deborah Bunse	"Kevin Child", "Trustee Child"	4/5/2017
Diana McAllister.	"Kevin Child", "Trustee Child"	4/5/2017
Katie Hougland	"Kevin Child", "Trustee Child"	4/5/2017
Rosanne Richards	"Kevin Child", "Trustee Child"	4/5/2017
Susan Unaité,	"Kevin Child", "Trustee Child"	4/5/2017
A.J. Adams	"Kevin Child", "Trustee Child"	5/12/2017
Aalya Page	"Kevin Child", "Trustee Child"	5/12/2017
Alaina Criner	"Kevin Child", "Trustee Child"	5/12/2017
Alasha Woods	"Kevin Child", "Trustee Child"	5/12/2017
Alfred Pasquarelli	"Kevin Child", "Trustee Child"	5/12/2017
Alice Roybal Benson	"Kevin Child", "Trustee Child"	5/12/2017
Alyson Jones	"Kevin Child", "Trustee Child"	5/12/2017
Amanda L. Ruth	"Kevin Child", "Trustee Child"	5/12/2017
Amber Cross	"Kevin Child", "Trustee Child"	5/12/2017
Amy Herring Smith	"Kevin Child", "Trustee Child"	5/12/2017
Amy K. Adams	"Kevin Child", "Trustee Child"	5/12/2017
Amy Negrete	"Kevin Child", "Trustee Child"	5/12/2017
Amy Siembida	"Kevin Child", "Trustee Child"	5/12/2017
Amy Wagner	"Kevin Child", "Trustee Child"	5/12/2017
Amy Yacobovsky	"Kevin Child", "Trustee Child"	5/12/2017
Amy Dockter-Rozar	"Kevin Child", "Trustee Child"	5/12/2017
Ana De Beauvernet	"Kevin Child", "Trustee Child"	5/12/2017
Andre D. Yates	"Kevin Child", "Trustee Child"	5/12/2017
Andre Long	"Kevin Child", "Trustee Child"	5/12/2017
Andre Long	"Kevin Child", "Trustee Child"	5/12/2017
Andrea Connolly	"Kevin Child", "Trustee Child"	5/12/2017
Andrea J. Clarke	"Kevin Child", "Trustee Child"	5/12/2017
Andrea Katona	"Kevin Child", "Trustee Child"	5/12/2017
Andrea Klafter-Rakita	"Kevin Child", "Trustee Child"	5/12/2017
Angela Jacobs	"Kevin Child", "Trustee Child"	5/12/2017
Anita Williams	"Kevin Child", "Trustee Child"	5/12/2017
Ann Angulo	"Kevin Child", "Trustee Child"	5/12/2017
Ann Schiller	"Kevin Child", "Trustee Child"	5/12/2017
Anna Bautista	"Kevin Child", "Trustee Child"	5/12/2017
Anna Belknap	"Kevin Child", "Trustee Child"	5/12/2017
Anna Hurst	"Kevin Child", "Trustee Child"	5/12/2017
Anne Grisham	"Kevin Child", "Trustee Child"	5/12/2017

AnneMarie Clark Stover	"Kevin Child", "Trustee Child"	5/12/2017
Anthony Gelsone	"Kevin Child", "Trustee Child"	5/12/2017
Anthony Hylton	"Kevin Child", "Trustee Child"	5/12/2017
Anthony Lato jr	"Kevin Child", "Trustee Child"	5/12/2017
Anthony Nunez	"Kevin Child", "Trustee Child"	5/12/2017
Antoniette (Brewer) Irby	"Kevin Child", "Trustee Child"	5/12/2017
Antonio Rael	"Kevin Child", "Trustee Child"	5/12/2017
April Key	"Kevin Child", "Trustee Child"	5/12/2017
April Key	"Kevin Child", "Trustee Child"	5/12/2017
April L. Valenzuela	"Kevin Child", "Trustee Child"	5/12/2017
Ariel Villalobos	"Kevin Child", "Trustee Child"	5/12/2017
Audrey Carroll	"Kevin Child", "Trustee Child"	5/12/2017
Ayoka Snipes	"Kevin Child", "Trustee Child"	5/12/2017
Barbara Collins	"Kevin Child", "Trustee Child"	5/12/2017
Barbara K. Lindsay	"Kevin Child", "Trustee Child"	5/12/2017
Barbara Perez	"Kevin Child", "Trustee Child"	5/12/2017
Barry Ackerman	"Kevin Child", "Trustee Child"	5/12/2017
Belinda Jones	"Kevin Child", "Trustee Child"	5/12/2017
Belinda Marentic	"Kevin Child", "Trustee Child"	5/12/2017
Belinda Schauer	"Kevin Child", "Trustee Child"	5/12/2017
Bency Manglicmot	"Kevin Child", "Trustee Child"	5/12/2017
Benjamin Day	"Kevin Child", "Trustee Child"	5/12/2017
Bevelyn Smothers	"Kevin Child", "Trustee Child"	5/12/2017
Beverly Huntsman	"Kevin Child", "Trustee Child"	5/12/2017
Billie Rayford	"Kevin Child", "Trustee Child"	5/12/2017
Brenda Swann	"Kevin Child", "Trustee Child"	5/12/2017
Brent Fujino	"Kevin Child", "Trustee Child"	5/12/2017
Brenton Lago	"Kevin Child", "Trustee Child"	5/12/2017
Brian Wiseman	"Kevin Child", "Trustee Child"	5/12/2017
Bridget Leatherman	"Kevin Child", "Trustee Child"	5/12/2017
Brodie Christian	"Kevin Child", "Trustee Child"	5/12/2017
Cailin Ellis	"Kevin Child", "Trustee Child"	5/12/2017
Carmen West	"Kevin Child", "Trustee Child"	5/12/2017
Carol Allred	"Kevin Child", "Trustee Child"	5/12/2017
Carol Erbach	"Kevin Child", "Trustee Child"	5/12/2017
Carol Foster	"Kevin Child", "Trustee Child"	5/12/2017
Carol L. Leonard	"Kevin Child", "Trustee Child"	5/12/2017
Carol Meltzer	"Kevin Child", "Trustee Child"	5/12/2017
Carolyn King	"Kevin Child", "Trustee Child"	5/12/2017
Caryl Suzuki	"Kevin Child", "Trustee Child"	5/12/2017
Cathleen Furtado	"Kevin Child", "Trustee Child"	5/12/2017
Cathy Conger	"Kevin Child", "Trustee Child"	5/12/2017
Cathy Maggiore	"Kevin Child", "Trustee Child"	5/12/2017

Cedric Cole	"Kevin Child", "Trustee Child"	5/12/2017
Celese Rayford	"Kevin Child", "Trustee Child"	5/12/2017
Celeste Oaks	"Kevin Child", "Trustee Child"	5/12/2017
Celia Isbell	"Kevin Child", "Trustee Child"	5/12/2017
Charles Tribuli	"Kevin Child", "Trustee Child"	5/12/2017
Chelsea Gibson	"Kevin Child", "Trustee Child"	5/12/2017
Cheryl joyce	"Kevin Child", "Trustee Child"	5/12/2017
Chris Gonzales	"Kevin Child", "Trustee Child"	5/12/2017
Chris Popek	"Kevin Child", "Trustee Child"	5/12/2017
Christina L. Saheb	"Kevin Child", "Trustee Child"	5/12/2017
Christine Miani	"Kevin Child", "Trustee Child"	5/12/2017
Christine Prosen	"Kevin Child", "Trustee Child"	5/12/2017
Christine Weiss	"Kevin Child", "Trustee Child"	5/12/2017
Christopher Lounsdbery	"Kevin Child", "Trustee Child"	5/12/2017
Christopher Sparrow	"Kevin Child", "Trustee Child"	5/12/2017
Christy Beaird	"Kevin Child", "Trustee Child"	5/12/2017
Cindy Krohn	"Kevin Child", "Trustee Child"	5/12/2017
Clarence Ehler	"Kevin Child", "Trustee Child"	5/12/2017
Clifford Hughes	"Kevin Child", "Trustee Child"	5/12/2017
Corean Mayorga	"Kevin Child", "Trustee Child"	5/12/2017
Cynthia Marlowe	"Kevin Child", "Trustee Child"	5/12/2017
Dana Roseman	"Kevin Child", "Trustee Child"	5/12/2017
Daniel Hungerford	"Kevin Child", "Trustee Child"	5/12/2017
Daniel Ward	"Kevin Child", "Trustee Child"	5/12/2017
Danielle Miller	"Kevin Child", "Trustee Child"	5/12/2017
Danny Eichelberger	"Kevin Child", "Trustee Child"	5/12/2017
Darlin Delgado	"Kevin Child", "Trustee Child"	5/12/2017
Darren Hall	"Kevin Child", "Trustee Child"	5/12/2017
Darren Sweikert	"Kevin Child", "Trustee Child"	5/12/2017
Darryl Wyatt	"Kevin Child", "Trustee Child"	5/12/2017
David Bechtel	"Kevin Child", "Trustee Child"	5/12/2017
David C. Wines	"Kevin Child", "Trustee Child"	5/12/2017
David Cortez	"Kevin Child", "Trustee Child"	5/12/2017
David Erbach	"Kevin Child", "Trustee Child"	5/12/2017
David Frydman	"Kevin Child", "Trustee Child"	5/12/2017
David Hudzick	"Kevin Child", "Trustee Child"	5/12/2017
David Rose	"Kevin Child", "Trustee Child"	5/12/2017
David W. McElwain	"Kevin Child", "Trustee Child"	5/12/2017
David Wilson	"Kevin Child", "Trustee Child"	5/12/2017
Dawn A. Burns	"Kevin Child", "Trustee Child"	5/12/2017
Dawn Estes	"Kevin Child", "Trustee Child"	5/12/2017
Deanna Kowal Jaskolski	"Kevin Child", "Trustee Child"	5/12/2017
Debbie Kral	"Kevin Child", "Trustee Child"	5/12/2017

Deborah Harbin	"Kevin Child", "Trustee Child"	5/12/2017
Deborah Palermo	"Kevin Child", "Trustee Child"	5/12/2017
Debra Jones	"Kevin Child", "Trustee Child"	5/12/2017
Del Bean	"Kevin Child", "Trustee Child"	5/12/2017
Demitrius Johnson	"Kevin Child", "Trustee Child"	5/12/2017
Denise Murray	"Kevin Child", "Trustee Child"	5/12/2017
Dennis Kubala	"Kevin Child", "Trustee Child"	5/12/2017
Derek Bellow	"Kevin Child", "Trustee Child"	5/12/2017
Derek Stevens	"Kevin Child", "Trustee Child"	5/12/2017
Devan Jones	"Kevin Child", "Trustee Child"	5/12/2017
Devin P. Heintz	"Kevin Child", "Trustee Child"	5/12/2017
Diana Cockrell Albiston	"Kevin Child", "Trustee Child"	5/12/2017
Diane Lewis	"Kevin Child", "Trustee Child"	5/12/2017
Domenic Russo	"Kevin Child", "Trustee Child"	5/12/2017
Donald Kramer	"Kevin Child", "Trustee Child"	5/12/2017
Donna Levy	"Kevin Child", "Trustee Child"	5/12/2017
Dustin Mancl	"Kevin Child", "Trustee Child"	5/12/2017
Edward Maylock	"Kevin Child", "Trustee Child"	5/12/2017
Edward O'Connell	"Kevin Child", "Trustee Child"	5/12/2017
Elizabeth Carrero	"Kevin Child", "Trustee Child"	5/12/2017
Elizabeth Chandler	"Kevin Child", "Trustee Child"	5/12/2017
Elizabeth Katten	"Kevin Child", "Trustee Child"	5/12/2017
Elizabeth L Smith	"Kevin Child", "Trustee Child"	5/12/2017
Ellen Stayman	"Kevin Child", "Trustee Child"	5/12/2017
Elmer Mamzanares	"Kevin Child", "Trustee Child"	5/12/2017
Emil Wozniak	"Kevin Child", "Trustee Child"	5/12/2017
Eric P. Johnson	"Kevin Child", "Trustee Child"	5/12/2017
Erica Etienne	"Kevin Child", "Trustee Child"	5/12/2017
Eugene Scavetta	"Kevin Child", "Trustee Child"	5/12/2017
Felice Kadlub	"Kevin Child", "Trustee Child"	5/12/2017
Felicia Gonzales	"Kevin Child", "Trustee Child"	5/12/2017
Florence Barker	"Kevin Child", "Trustee Child"	5/12/2017
Francis Hall	"Kevin Child", "Trustee Child"	5/12/2017
Frank Cooper	"Kevin Child", "Trustee Child"	5/12/2017
Frank Pesce III	"Kevin Child", "Trustee Child"	5/12/2017
Frederick Watson	"Kevin Child", "Trustee Child"	5/12/2017
Gary Prince	"Kevin Child", "Trustee Child"	5/12/2017
Georga Taton	"Kevin Child", "Trustee Child"	5/12/2017
George Anas	"Kevin Child", "Trustee Child"	5/12/2017
George Leavans	"Kevin Child", "Trustee Child"	5/12/2017
Gia Moore	"Kevin Child", "Trustee Child"	5/12/2017
Gina Piccolo	"Kevin Child", "Trustee Child"	5/12/2017
Gina R. Harvey	"Kevin Child", "Trustee Child"	5/12/2017

Glen Hickey	"Kevin Child", "Trustee Child"	5/12/2017
Glenda Goetting	"Kevin Child", "Trustee Child"	5/12/2017
Glenn Manansala	"Kevin Child", "Trustee Child"	5/12/2017
Grant Hanevold	"Kevin Child", "Trustee Child"	5/12/2017
Greg Mingo	"Kevin Child", "Trustee Child"	5/12/2017
Greg Snelling	"Kevin Child", "Trustee Child"	5/12/2017
Greg Snelling	"Kevin Child", "Trustee Child"	5/12/2017
Gregory Cole	"Kevin Child", "Trustee Child"	5/12/2017
Gregory Jacobs	"Kevin Child", "Trustee Child"	5/12/2017
Gregory Misel	"Kevin Child", "Trustee Child"	5/12/2017
Greta A. Peay	"Kevin Child", "Trustee Child"	5/12/2017
Gwen Gibson	"Kevin Child", "Trustee Child"	5/12/2017
Heather Skramstad	"Kevin Child", "Trustee Child"	5/12/2017
Heidi M. Hoshibata	"Kevin Child", "Trustee Child"	5/12/2017
Henry Rodda	"Kevin Child", "Trustee Child"	5/12/2017
Hilary Jones	"Kevin Child", "Trustee Child"	5/12/2017
Holly Jaaks	"Kevin Child", "Trustee Child"	5/12/2017
Howard Gerrard	"Kevin Child", "Trustee Child"	5/12/2017
Ian Holmes	"Kevin Child", "Trustee Child"	5/12/2017
Isaac Stein	"Kevin Child", "Trustee Child"	5/12/2017
Jackie Richardson	"Kevin Child", "Trustee Child"	5/12/2017
Jackie Walker	"Kevin Child", "Trustee Child"	5/12/2017
Jaclynn L. Rasnick	"Kevin Child", "Trustee Child"	5/12/2017
Jacqueline Carducci	"Kevin Child", "Trustee Child"	5/12/2017
Jacqueline Gillespie	"Kevin Child", "Trustee Child"	5/12/2017
Jaime Ditto	"Kevin Child", "Trustee Child"	5/12/2017
Jaime Mckee	"Kevin Child", "Trustee Child"	5/12/2017
James Cavin	"Kevin Child", "Trustee Child"	5/12/2017
James Ertman	"Kevin Child", "Trustee Child"	5/12/2017
James Kuzma	"Kevin Child", "Trustee Child"	5/12/2017
Jamey Hood	"Kevin Child", "Trustee Child"	5/12/2017
Jamie Agresti	"Kevin Child", "Trustee Child"	5/12/2017
Jamie L. Gunderson	"Kevin Child", "Trustee Child"	5/12/2017
Jamie M. Brown	"Kevin Child", "Trustee Child"	5/12/2017
Janet Dobry	"Kevin Child", "Trustee Child"	5/12/2017
Janice Augente	"Kevin Child", "Trustee Child"	5/12/2017
Janice Messinger	"Kevin Child", "Trustee Child"	5/12/2017
Jason Fico	"Kevin Child", "Trustee Child"	5/12/2017
Jaymes Aimetti	"Kevin Child", "Trustee Child"	5/12/2017
Jayne G. Malorni	"Kevin Child", "Trustee Child"	5/12/2017
Jean King	"Kevin Child", "Trustee Child"	5/12/2017
Jean Reynolds	"Kevin Child", "Trustee Child"	5/12/2017
Jeanna Lefave	"Kevin Child", "Trustee Child"	5/12/2017

Jeanne M. Donadio	"Kevin Child", "Trustee Child"	5/12/2017
Jeanne Plese	"Kevin Child", "Trustee Child"	5/12/2017
Jefferey Hybarger	"Kevin Child", "Trustee Child"	5/12/2017
Jeffery Cooley	"Kevin Child", "Trustee Child"	5/12/2017
Jeffrey Geihs	"Kevin Child", "Trustee Child"	5/12/2017
Jeffrey Horn	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer Boccia	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer French	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer Furman-Born	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer Hamby	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer J. Varrato	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer Lile	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer M. Mayon	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer Newton	"Kevin Child", "Trustee Child"	5/12/2017
Jennifer T. Coleman Vobis	"Kevin Child", "Trustee Child"	5/12/2017
Jesse Welsh	"Kevin Child", "Trustee Child"	5/12/2017
Jessica R. Bouchte	"Kevin Child", "Trustee Child"	5/12/2017
Jessica R. Sifuentes	"Kevin Child", "Trustee Child"	5/12/2017
Jillyn Pendleton	"Kevin Child", "Trustee Child"	5/12/2017
Joan Lombard	"Kevin Child", "Trustee Child"	5/12/2017
Joanna Gerali-Schwartz	"Kevin Child", "Trustee Child"	5/12/2017
Joanne Donadio	"Kevin Child", "Trustee Child"	5/12/2017
Joanne N. Luttrell	"Kevin Child", "Trustee Child"	5/12/2017
Joanne Vattiato	"Kevin Child", "Trustee Child"	5/12/2017
Jody K. Myers	"Kevin Child", "Trustee Child"	5/12/2017
Joe Caruso	"Kevin Child", "Trustee Child"	5/12/2017
Joe Caruso	"Kevin Child", "Trustee Child"	5/12/2017
Joe Murphy	"Kevin Child", "Trustee Child"	5/12/2017
John Anzalone	"Kevin Child", "Trustee Child"	5/12/2017
John Haynal	"Kevin Child", "Trustee Child"	5/12/2017
John Heidron	"Kevin Child", "Trustee Child"	5/12/2017
John Lynch	"Kevin Child", "Trustee Child"	5/12/2017
John Pecce	"Kevin Child", "Trustee Child"	5/12/2017
John W. Lockhart	"Kevin Child", "Trustee Child"	5/12/2017
Jolene R. Markwith	"Kevin Child", "Trustee Child"	5/12/2017
Jon Herring	"Kevin Child", "Trustee Child"	5/12/2017
Jorge Delgado-Ortiz	"Kevin Child", "Trustee Child"	5/12/2017
Joseph Dusenbery Jr	"Kevin Child", "Trustee Child"	5/12/2017
Joseph Rekrut	"Kevin Child", "Trustee Child"	5/12/2017
Joseph Uy	"Kevin Child", "Trustee Child"	5/12/2017
Joshua Hager	"Kevin Child", "Trustee Child"	5/12/2017
Joshua Miller	"Kevin Child", "Trustee Child"	5/12/2017
Joy Lea	"Kevin Child", "Trustee Child"	5/12/2017

Joyce Herrera	"Kevin Child", "Trustee Child"	5/12/2017
Juanita Frasier	"Kevin Child", "Trustee Child"	5/12/2017
Juareen Castillo	"Kevin Child", "Trustee Child"	5/12/2017
Judy Jordahl	"Kevin Child", "Trustee Child"	5/12/2017
Kalandra Sheppard	"Kevin Child", "Trustee Child"	5/12/2017
Karen A. Johnson	"Kevin Child", "Trustee Child"	5/12/2017
Karen Diamond	"Kevin Child", "Trustee Child"	5/12/2017
Karen Johnson	"Kevin Child", "Trustee Child"	5/12/2017
Karen Smallwood	"Kevin Child", "Trustee Child"	5/12/2017
Karen West	"Kevin Child", "Trustee Child"	5/12/2017
Kathy Konowalow	"Kevin Child", "Trustee Child"	5/12/2017
Kathy Kulas	"Kevin Child", "Trustee Child"	5/12/2017
Kathy L. Mead	"Kevin Child", "Trustee Child"	5/12/2017
Kathy Mead	"Kevin Child", "Trustee Child"	5/12/2017
Katie Decker	"Kevin Child", "Trustee Child"	5/12/2017
Keith France	"Kevin Child", "Trustee Child"	5/12/2017
Keith Wipperman	"Kevin Child", "Trustee Child"	5/12/2017
Kelly Bucherie	"Kevin Child", "Trustee Child"	5/12/2017
Kelly Grondahl	"Kevin Child", "Trustee Child"	5/12/2017
Kelly O'Rourke	"Kevin Child", "Trustee Child"	5/12/2017
Kelly Rafalski	"Kevin Child", "Trustee Child"	5/12/2017
Kelly Reed	"Kevin Child", "Trustee Child"	5/12/2017
Kemala Washington	"Kevin Child", "Trustee Child"	5/12/2017
Kenneth Paul	"Kevin Child", "Trustee Child"	5/12/2017
Kenneth Sobaszek	"Kevin Child", "Trustee Child"	5/12/2017
Kenneth Wronski	"Kevin Child", "Trustee Child"	5/12/2017
Kent Roberts	"Kevin Child", "Trustee Child"	5/12/2017
Kerry Pope	"Kevin Child", "Trustee Child"	5/12/2017
Kevin McPartlin	"Kevin Child", "Trustee Child"	5/12/2017
Kim Grytdahl	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly Bass	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly Cunningham	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly Daniels	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly F. Moody	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly Loomis	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly Mangino	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly S. Wooden	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly Swoboda	"Kevin Child", "Trustee Child"	5/12/2017
Kimberly Hammond	"Kevin Child", "Trustee Child"	5/12/2017
Kip Krzmarzick	"Kevin Child", "Trustee Child"	5/12/2017
Kody Barto	"Kevin Child", "Trustee Child"	5/12/2017
Kori Deal	"Kevin Child", "Trustee Child"	5/12/2017
Kris Huffman	"Kevin Child", "Trustee Child"	5/12/2017

Krista Yarberry	"Kevin Child", "Trustee Child"	5/12/2017
Kristen L. Patrick	"Kevin Child", "Trustee Child"	5/12/2017
Kristian Ryerson	"Kevin Child", "Trustee Child"	5/12/2017
Kristie Cole	"Kevin Child", "Trustee Child"	5/12/2017
Kristy Keller	"Kevin Child", "Trustee Child"	5/12/2017
Kristy Keller	"Kevin Child", "Trustee Child"	5/12/2017
Kurt Arnold	"Kevin Child", "Trustee Child"	5/12/2017
Larraine Blume	"Kevin Child", "Trustee Child"	5/12/2017
Larry McHargue	"Kevin Child", "Trustee Child"	5/12/2017
Laura Denué	"Kevin Child", "Trustee Child"	5/12/2017
Laura Dickensheets	"Kevin Child", "Trustee Child"	5/12/2017
Laure Forsberg	"Kevin Child", "Trustee Child"	5/12/2017
Lea Chua	"Kevin Child", "Trustee Child"	5/12/2017
Lee Douglass	"Kevin Child", "Trustee Child"	5/12/2017
Lee Esplin	"Kevin Child", "Trustee Child"	5/12/2017
Lee Koelliker	"Kevin Child", "Trustee Child"	5/12/2017
Lewis H. Layton	"Kevin Child", "Trustee Child"	5/12/2017
Lewis Layton	"Kevin Child", "Trustee Child"	5/12/2017
Lezlie Funchess	"Kevin Child", "Trustee Child"	5/12/2017
Lezlie Koepp	"Kevin Child", "Trustee Child"	5/12/2017
Linda Burns	"Kevin Child", "Trustee Child"	5/12/2017
Linda M. Bostic	"Kevin Child", "Trustee Child"	5/12/2017
Lindsay Tomlinson	"Kevin Child", "Trustee Child"	5/12/2017
Linnea Westwood	"Kevin Child", "Trustee Child"	5/12/2017
Lisa Cano Burkhead	"Kevin Child", "Trustee Child"	5/12/2017
Lisa M. Jackson	"Kevin Child", "Trustee Child"	5/12/2017
Lisa McKenrick	"Kevin Child", "Trustee Child"	5/12/2017
Lisa Medina	"Kevin Child", "Trustee Child"	5/12/2017
Lisa Rustand	"Kevin Child", "Trustee Child"	5/12/2017
Lolo James	"Kevin Child", "Trustee Child"	5/12/2017
Loretta D. Asay	"Kevin Child", "Trustee Child"	5/12/2017
Lori Andrews	"Kevin Child", "Trustee Child"	5/12/2017
Lori Desiderato	"Kevin Child", "Trustee Child"	5/12/2017
Lori Lawson Sarabyn	"Kevin Child", "Trustee Child"	5/12/2017
Lorna James-Cervantes	"Kevin Child", "Trustee Child"	5/12/2017
Lory A. Hayon	"Kevin Child", "Trustee Child"	5/12/2017
Lucy Keaton	"Kevin Child", "Trustee Child"	5/12/2017
Lynda Pearson	"Kevin Child", "Trustee Child"	5/12/2017
Lynn E. Trell	"Kevin Child", "Trustee Child"	5/12/2017
Lynne Ruegamer	"Kevin Child", "Trustee Child"	5/12/2017
Marbella Alfonso	"Kevin Child", "Trustee Child"	5/12/2017
Marcell Farnsworth	"Kevin Child", "Trustee Child"	5/12/2017
Marcus Mason	"Kevin Child", "Trustee Child"	5/12/2017

Margaret Froby	"Kevin Child", "Trustee Child"	5/12/2017
Margaret Harmon	"Kevin Child", "Trustee Child"	5/12/2017
Margarita Gamboa	"Kevin Child", "Trustee Child"	5/12/2017
Maribel Mcadory	"Kevin Child", "Trustee Child"	5/12/2017
Mario Quinonez	"Kevin Child", "Trustee Child"	5/12/2017
Mark Dominguez	"Kevin Child", "Trustee Child"	5/12/2017
Mark Jones	"Kevin Child", "Trustee Child"	5/12/2017
Mark Oakden	"Kevin Child", "Trustee Child"	5/12/2017
Mark Ralston	"Kevin Child", "Trustee Child"	5/12/2017
Mark Schumm	"Kevin Child", "Trustee Child"	5/12/2017
Martha Slack	"Kevin Child", "Trustee Child"	5/12/2017
Martin Rasmussen	"Kevin Child", "Trustee Child"	5/12/2017
Mary E. Pike	"Kevin Child", "Trustee Child"	5/12/2017
Mary Hafner	"Kevin Child", "Trustee Child"	5/12/2017
Mary Scialabba	"Kevin Child", "Trustee Child"	5/12/2017
MaryAnn Mueller	"Kevin Child", "Trustee Child"	5/12/2017
Maureen Langenbach	"Kevin Child", "Trustee Child"	5/12/2017
Maureen Stout	"Kevin Child", "Trustee Child"	5/12/2017
Maurice Perkins	"Kevin Child", "Trustee Child"	5/12/2017
Meg Nigro	"Kevin Child", "Trustee Child"	5/12/2017
Melanie kakalo	"Kevin Child", "Trustee Child"	5/12/2017
Melonie Poster	"Kevin Child", "Trustee Child"	5/12/2017
Merry Sillitoe	"Kevin Child", "Trustee Child"	5/12/2017
Michael D. Gentry	"Kevin Child", "Trustee Child"	5/12/2017
Michael Darby	"Kevin Child", "Trustee Child"	5/12/2017
Michael Englert	"Kevin Child", "Trustee Child"	5/12/2017
Michael Kennedy	"Kevin Child", "Trustee Child"	5/12/2017
Michael O'Dowd	"Kevin Child", "Trustee Child"	5/12/2017
Michael Piccininni	"Kevin Child", "Trustee Child"	5/12/2017
Michael Sharpan	"Kevin Child", "Trustee Child"	5/12/2017
Michael W. Malich	"Kevin Child", "Trustee Child"	5/12/2017
Michael Wilson	"Kevin Child", "Trustee Child"	5/12/2017
Michele Wooldridge	"Kevin Child", "Trustee Child"	5/12/2017
Michelle Adams	"Kevin Child", "Trustee Child"	5/12/2017
Michelle Booth	"Kevin Child", "Trustee Child"	5/12/2017
Michelle Case	"Kevin Child", "Trustee Child"	5/12/2017
Mike Barton	"Kevin Child", "Trustee Child"	5/12/2017
Mike Houle	"Kevin Child", "Trustee Child"	5/12/2017
Mikie Young	"Kevin Child", "Trustee Child"	5/12/2017
Mindi Martinez	"Kevin Child", "Trustee Child"	5/12/2017
Miriam Benitez	"Kevin Child", "Trustee Child"	5/12/2017
Misti Taton	"Kevin Child", "Trustee Child"	5/12/2017
Monica Cortez	"Kevin Child", "Trustee Child"	5/12/2017

Monica Lang	"Kevin Child", "Trustee Child"	5/12/2017
Mork Connors	"Kevin Child", "Trustee Child"	5/12/2017
Naji Mehanna	"Kevin Child", "Trustee Child"	5/12/2017
Nancy Heavey	"Kevin Child", "Trustee Child"	5/12/2017
Nathan Miller	"Kevin Child", "Trustee Child"	5/12/2017
Nathaniel Whitney Jr	"Kevin Child", "Trustee Child"	5/12/2017
Neddy Alvarez	"Kevin Child", "Trustee Child"	5/12/2017
Nicole Coloma	"Kevin Child", "Trustee Child"	5/12/2017
Nicole Lehman-Donadio	"Kevin Child", "Trustee Child"	5/12/2017
Nicole Rourke	"Kevin Child", "Trustee Child"	5/12/2017
Nikki Thorn	"Kevin Child", "Trustee Child"	5/12/2017
Nina M. Papazis	"Kevin Child", "Trustee Child"	5/12/2017
Norberta Anderson	"Kevin Child", "Trustee Child"	5/12/2017
Norma Herrera	"Kevin Child", "Trustee Child"	5/12/2017
Northey Henderson	"Kevin Child", "Trustee Child"	5/12/2017
Oscar Winchester Jr	"Kevin Child", "Trustee Child"	5/12/2017
Pamela Hays	"Kevin Child", "Trustee Child"	5/12/2017
Pamela Simone	"Kevin Child", "Trustee Child"	5/12/2017
Patricia Blomstrom	"Kevin Child", "Trustee Child"	5/12/2017
Patricia Cobb	"Kevin Child", "Trustee Child"	5/12/2017
Patricia DeClercq	"Kevin Child", "Trustee Child"	5/12/2017
Patricia Garcia	"Kevin Child", "Trustee Child"	5/12/2017
Patricia Harris	"Kevin Child", "Trustee Child"	5/12/2017
Patricia McKeegan	"Kevin Child", "Trustee Child"	5/12/2017
Patti Schultz	"Kevin Child", "Trustee Child"	5/12/2017
Patricia Schepers	"Kevin Child", "Trustee Child"	5/12/2017
Patty Rosales	"Kevin Child", "Trustee Child"	5/12/2017
Patty Rosales	"Kevin Child", "Trustee Child"	5/12/2017
Paul Catania	"Kevin Child", "Trustee Child"	5/12/2017
Paul E. Shelley	"Kevin Child", "Trustee Child"	5/12/2017
Paul Fagone	"Kevin Child", "Trustee Child"	5/12/2017
Paula Naegle	"Kevin Child", "Trustee Child"	5/12/2017
Pauline Mills	"Kevin Child", "Trustee Child"	5/12/2017
R Leyva	"Kevin Child", "Trustee Child"	5/12/2017
Rachelle L. Nearn-Mooreh	"Kevin Child", "Trustee Child"	5/12/2017
Ramona Esparza	"Kevin Child", "Trustee Child"	5/12/2017
Randal Adams	"Kevin Child", "Trustee Child"	5/12/2017
Randy Cheung	"Kevin Child", "Trustee Child"	5/12/2017
Ray Mathis	"Kevin Child", "Trustee Child"	5/12/2017
Raymond Negrete	"Kevin Child", "Trustee Child"	5/12/2017
Rebecca A. Johnson	"Kevin Child", "Trustee Child"	5/12/2017
Rebecca Tschinkel	"Kevin Child", "Trustee Child"	5/12/2017
Reece Oswalt	"Kevin Child", "Trustee Child"	5/12/2017

Reid Kimoto	"Kevin Child", "Trustee Child"	5/12/2017
Rene Cazier	"Kevin Child", "Trustee Child"	5/12/2017
Rhonda R. Aviles	"Kevin Child", "Trustee Child"	5/12/2017
Ricardo Meza	"Kevin Child", "Trustee Child"	5/12/2017
Rich Muraco	"Kevin Child", "Trustee Child"	5/12/2017
Richard Blanchard	"Kevin Child", "Trustee Child"	5/12/2017
Rick Ditondo	"Kevin Child", "Trustee Child"	5/12/2017
Rick McEnaney	"Kevin Child", "Trustee Child"	5/12/2017
Rick Neal	"Kevin Child", "Trustee Child"	5/12/2017
Rick Winget	"Kevin Child", "Trustee Child"	5/12/2017
RoAnn Triana	"Kevin Child", "Trustee Child"	5/12/2017
Robert Gerye	"Kevin Child", "Trustee Child"	5/12/2017
Robert Henry	"Kevin Child", "Trustee Child"	5/12/2017
Robert Hinchliffe	"Kevin Child", "Trustee Child"	5/12/2017
Robert Jones	"Kevin Child", "Trustee Child"	5/12/2017
Robert Mars	"Kevin Child", "Trustee Child"	5/12/2017
Robert Park	"Kevin Child", "Trustee Child"	5/12/2017
Robert Solomon	"Kevin Child", "Trustee Child"	5/12/2017
Robert Tarter	"Kevin Child", "Trustee Child"	5/12/2017
Robinrenee Wilson	"Kevin Child", "Trustee Child"	5/12/2017
Rod Adams	"Kevin Child", "Trustee Child"	5/12/2017
Rod Knowles	"Kevin Child", "Trustee Child"	5/12/2017
Rodericks Fobbs	"Kevin Child", "Trustee Child"	5/12/2017
Rodney Saunders	"Kevin Child", "Trustee Child"	5/12/2017
Ron Mader	"Kevin Child", "Trustee Child"	5/12/2017
Ron Schroeder	"Kevin Child", "Trustee Child"	5/12/2017
Ronnie Guerzon	"Kevin Child", "Trustee Child"	5/12/2017
Roxanne Kelley	"Kevin Child", "Trustee Child"	5/12/2017
Ryan Lewis	"Kevin Child", "Trustee Child"	5/12/2017
Ryan Merritt	"Kevin Child", "Trustee Child"	5/12/2017
Samuel Rado	"Kevin Child", "Trustee Child"	5/12/2017
Sandra Ransel	"Kevin Child", "Trustee Child"	5/12/2017
Sandy Ginger	"Kevin Child", "Trustee Child"	5/12/2017
Sara S. Swanson	"Kevin Child", "Trustee Child"	5/12/2017
Sarah Popek	"Kevin Child", "Trustee Child"	5/12/2017
Scarlett Perryman	"Kevin Child", "Trustee Child"	5/12/2017
Scott Du Chateau	"Kevin Child", "Trustee Child"	5/12/2017
Scott Fligor	"Kevin Child", "Trustee Child"	5/12/2017
Scott Walker	"Kevin Child", "Trustee Child"	5/12/2017
Sean Davis	"Kevin Child", "Trustee Child"	5/12/2017
Seth Singer	"Kevin Child", "Trustee Child"	5/12/2017
Shannon Donlin	"Kevin Child", "Trustee Child"	5/12/2017
Shannon Evans	"Kevin Child", "Trustee Child"	5/12/2017

Shannon LaNeve	"Kevin Child", "Trustee Child"	5/12/2017
Shannon Schumm	"Kevin Child", "Trustee Child"	5/12/2017
Shannon Williamson	"Kevin Child", "Trustee Child"	5/12/2017
ShannonKelly Smith	"Kevin Child", "Trustee Child"	5/12/2017
Sharlette Redick	"Kevin Child", "Trustee Child"	5/12/2017
Sharon Popolo	"Kevin Child", "Trustee Child"	5/12/2017
Shaun Cochran-Hall	"Kevin Child", "Trustee Child"	5/12/2017
Shawn Halland	"Kevin Child", "Trustee Child"	5/12/2017
Shawn Nielsen	"Kevin Child", "Trustee Child"	5/12/2017
Shawn Paquette	"Kevin Child", "Trustee Child"	5/12/2017
Shawna Jessen	"Kevin Child", "Trustee Child"	5/12/2017
Sheila Fredi Cooper	"Kevin Child", "Trustee Child"	5/12/2017
Sherian McGlothen	"Kevin Child", "Trustee Child"	5/12/2017
Sherrie Gahn	"Kevin Child", "Trustee Child"	5/12/2017
Sheryl Colgan	"Kevin Child", "Trustee Child"	5/12/2017
Sommano Singharath	"Kevin Child", "Trustee Child"	5/12/2017
Sonya Holdsworth	"Kevin Child", "Trustee Child"	5/12/2017
Spencer Beals	"Kevin Child", "Trustee Child"	5/12/2017
Stacey Scott	"Kevin Child", "Trustee Child"	5/12/2017
Stacey White	"Kevin Child", "Trustee Child"	5/12/2017
Stanley Madison	"Kevin Child", "Trustee Child"	5/12/2017
Stefanie Machin	"Kevin Child", "Trustee Child"	5/12/2017
Stephanie C. Landeros	"Kevin Child", "Trustee Child"	5/12/2017
Stephanie Hirsch Morgan	"Kevin Child", "Trustee Child"	5/12/2017
Stephanie Taylor	"Kevin Child", "Trustee Child"	5/12/2017
Stephanie Wong	"Kevin Child", "Trustee Child"	5/12/2017
Steve Piccininni	"Kevin Child", "Trustee Child"	5/12/2017
Susan Echols	"Kevin Child", "Trustee Child"	5/12/2017
Susan Harrison	"Kevin Child", "Trustee Child"	5/12/2017
Susan M. DeHart	"Kevin Child", "Trustee Child"	5/12/2017
Susan M. Smith	"Kevin Child", "Trustee Child"	5/12/2017
Susan M. Smith	"Kevin Child", "Trustee Child"	5/12/2017
Susan Tully Karout	"Kevin Child", "Trustee Child"	5/12/2017
Tam Larnerd	"Kevin Child", "Trustee Child"	5/12/2017
Tammy Cullum Boffelli	"Kevin Child", "Trustee Child"	5/12/2017
Tammy Malich	"Kevin Child", "Trustee Child"	5/12/2017
Tammy Malich	"Kevin Child", "Trustee Child"	5/12/2017
Tammy Villareal-Crabb	"Kevin Child", "Trustee Child"	5/12/2017
Tara Imboden	"Kevin Child", "Trustee Child"	5/12/2017
Tedone Phengrasamee	"Kevin Child", "Trustee Child"	5/12/2017
Teresa Holden	"Kevin Child", "Trustee Child"	5/12/2017
Terri Knepp	"Kevin Child", "Trustee Child"	5/12/2017
Thomas Gerbracht	"Kevin Child", "Trustee Child"	5/12/2017

Tim Stephens	"Kevin Child", "Trustee Child"	5/12/2017
Timothy Adams	"Kevin Child", "Trustee Child"	5/12/2017
Timothy J. Jackson	"Kevin Child", "Trustee Child"	5/12/2017
Tina Statucki	"Kevin Child", "Trustee Child"	5/12/2017
Toby Babina	"Kevin Child", "Trustee Child"	5/12/2017
Todd Lindberg	"Kevin Child", "Trustee Child"	5/12/2017
Tony Davis	"Kevin Child", "Trustee Child"	5/12/2017
Traci Holloway	"Kevin Child", "Trustee Child"	5/12/2017
Travis Warnick	"Kevin Child", "Trustee Child"	5/12/2017
Trent Day	"Kevin Child", "Trustee Child"	5/12/2017
Tya R. Mathis	"Kevin Child", "Trustee Child"	5/12/2017
Tyler Hall	"Kevin Child", "Trustee Child"	5/12/2017
Virginia Ratliff	"Kevin Child", "Trustee Child"	5/12/2017
Wanda Renfrow	"Kevin Child", "Trustee Child"	5/12/2017
Warren Mckay	"Kevin Child", "Trustee Child"	5/12/2017
Wendy DeMille	"Kevin Child", "Trustee Child"	5/12/2017
Wendy Garrett	"Kevin Child", "Trustee Child"	5/12/2017
Wendy Phelps	"Kevin Child", "Trustee Child"	5/12/2017
Wendy Phelps	"Kevin Child", "Trustee Child"	5/12/2017
Wendy Roselinsky	"Kevin Child", "Trustee Child"	5/12/2017
William Silva	"Kevin Child", "Trustee Child"	5/12/2017
Zachary M. Stork	"Kevin Child", "Trustee Child"	5/12/2017
Zachary Robbins	"Kevin Child", "Trustee Child"	5/12/2017
Angelica Montalvo	"Kevin Child", "Trustee Child"	5/15/2017
Linda Mellies	"Kevin Child", "Trustee Child"	5/15/2017

EXHIBIT II

CERTIFICATION OF CYNTHIA SMITH-JOHNSON

I, CYNTHIA SMITH-JOHNSON, certify as follows:

1. I am employed by Clark County School District ("CCSD" or "the District") in the Office of Community and Government Relations and work full time processing and responding to public records requests. I make this certification based on my personal knowledge and experience. If called as a witness, I could and would competently testify to the facts set forth herein.
2. I have been in my current position for approximately 6 years. Prior to my current position processing public records requests, I was a Document Control Specialist for CCSD's Process Management department for 6 years. I have a Bachelor's of Science Degree in Psychology from the University of Nevada, Las Vegas.
3. As of the executing of this Certification, I have personally reviewed 11,907 emails provided by Dan Wray, Executive Director of Technology Information Systems Department, between the dates of May 10, 2017 and May 15, 2017, to identify emails responsive to the December and February records requests by the Las Vegas Review Journal.
4. My review included emails of all principals in the District, which I reviewed on 5/10/17 and 5/11/17; all persons identified as a person who sent, received or were cc'd on any of the emails produced responsive to the December requests including persons in group emails (Cedric Cole was among persons searched based on his email address being in the group emails) (5/11/17, 5/12/17 and 5/15/17); and the support staff of the Office of Diversity (5/15/17).
5. As a result of my review of the 11,907 emails, I identified 43 pages that I believed may be responsive to the records requests notwithstanding federal student privacy laws and privileges under NRS Ch. 239.

6. I provided those 43 pages to the CCSD legal office wherein it is my understanding they make final determinations regarding whether a document is responsive to a given request(s) and ultimately produced, redacted or withheld.

7. I reviewed all emails diligently and to the best of my ability to ensure the accuracy of my review.

I certify under penalty of perjury that the foregoing is true and correct.

Dated 5/25/17


Cynthia Smith-Johnson

EXHIBIT JJ

Date: September 13, 2016

Re: Incident Report (Trustee Kevin Child)

Time: approximately 11:27 am (after 1st lunch)

After 1st lunch on Tuesday, September 13, 2016, I was on duty by the 300/400 hallway. As I was clearing the hallway, I saw Mr. Kevin Child walking towards me, and as he approached me, he asked me if I was a monitor. I replied, "No, Sir. I am one of the assistant principals." As I responded to his question, I noticed that he looked at me from head to toe and back which made me uncomfortable. He acknowledged me by saying, "Oh you are one of the assistant principals" but as he spoke he continued to look at me from head to toe and back. This made me so uncomfortable. He continued to converse with me about the school, and I responded by telling him how I love the school and I also said that our principal, Ms. Esparza, is so awesome. Mr. Child continued to look at me from head to toe and back which made me very uncomfortable. I noticed that he repeated the words that I said about Ms. Esparza and Valley HS, but as he spoke to me, he looked at me from head to toe and back. When he walked away, another assistant principal, Ms. Ramona Fricker, was walking towards me so I approached her and told her what just transpired. I told Ms. Fricker that it made me so uncomfortable. She remarked, "Ewww, he checked you out? That's disgusting." As I walked towards the top of the ramp, I saw my principal, Ms. Ramona Esparza, and I told her what just transpired and again, I told her that it made me really very uncomfortable.




Assistant Principal
Valley High School

001

0001A308
LVRJ044

From:  Nicole W. Rourke

Monday, October 24, 2016 6:59:15 PM 

Subject: Cannon MS Request

To:  Cedric Cole

Cedric,

The request we discussed was sent to me via text from Beverly Mason:

FYI - Principal McKay at Cannon requested that Trustee Child not attend PAYBAC in November due to his disruption last year. We told him that we could not bar him from coming but that we would note his request. We let him know that he has attended the last couple with no incidents. However he did introduce himself today as "I'm the BIG boss. I'm everybody's boss. I'm a trustee."

I will email Principal McKay and send him your number.

Thanks,
Nicole

002

0002A
RAS09
LVRJ045

Wednesday, December 16, 2015

Following today's PAYBAC Program at Lied Middle School, I received a telephone call from Kelly O'Rourke, principal at Lied Middle School, and Christie Ford, assistant principal at Lied Middle School. The reason for the telephone call was to inform me of an incident with one of today's PAYBAC speakers, Trustee Kevin Child.

Ms. O'Rourke and Ms. Ford related to me what Ms. Christine Mecham, sixth grade accelerated English teacher, had experienced in her classroom this morning with Trustee Child as her assigned PAYBAC speaker. She shared that Trustee Child had told the class about his former wife's suicide in graphic details about setting the downstairs on fire before killing herself. Trustee Child had asked the students to close their eyes and raise their hands if they had ever felt unhappy. It was stated that he asked them to open their eyes and see who had their hands raised.

Ms. O'Rourke and Ms. Ford stated that one of the students, whose hand was raised, was a very quiet young man. Trustee Child asked the young man why he was not happy. The young man stated that he was bullied at school. Ms. O'Rourke and Ms. Ford said Trustee Child told the whole class that there was no such thing as bullying. It was shared that Trustee Child told the class "sticks and stones can break my bones but words cannot hurt me" and asked them to repeat it over and over.

Ms. O'Rourke and Ms. Ford said that Ms. Mechum could see that the young man was embarrassed and upset about being singled out and the overall conversation. It was stated that Ms. Mechum asked the young man to step outside and get a drink of water to help calm down the young man. Ms. O'Rourke and Ms. Ford were told that Trustee Child told Ms. Mechum that the young man needed to stay to hear what he had to say. It was stated that Trustee Child told Ms. Mechum that "he was her boss and that the young man needed to stay in the classroom."

Ms. O'Rourke and Ms. Ford stated that they were very pleased with today's PAYBAC Program. They shared that teachers were already discussing the great speakers and experiences they had in their classrooms, with the exception of what transpired in Ms. Mechum's classroom.

Kurt Arnold
Coordinator
School-Community Partnership Program

003

0003A
RA310
LVRJ046

Tuesday, December 9, 2014

Jeffrey Behavior Junior/Senior High School

I was instructed by my immediate supervisor, Beverly P. Mason, to wait and see if Mr. Child showed for the PAYBAC Program at Jeffrey Behavior Junior/Senior High School. I was instructed to notify Nicole Rourke, Executive Director of Government Affairs, if Trustee Kevin Child was in attendance at Jeffrey Behavior Junior/Senior High School. When Trustee Child did arrive, I notified Ms. Rourke via a telephone call. I was instructed not to say anything to Trustee Child about the previous incident.

No incidents were reported to me by the administration at Jeffrey Behavior Junior/Senior High School.

Tuesday, May 12, 2015

Walter Johnson Junior High School

George Anas, principal at Walter Johnson Junior High School, called following their PAYBAC Program to report that a suicide protocol was initiated due to Trustee Child's presentation in room 602 (Mr. Darren Motamedy).

I reported this incident to my immediate supervisor, Beverly Mason.

Wednesday, December 16, 2015

Lied Middle School

Ms. Kelly O'Rourke, principal at Lied Middle School, and Ms. Christine Ford, assistant principal at Lied Middle School, contacted me via a conference call following their PAYBAC Program to inform me of an incident with Trustee Kevin Child.

Trustee Child discussed suicide with the students in room 610 (Ms. Christine Mecham). I was provided with the details of the incident by Ms. O'Rourke and Ms. Ford, which I composed into a narrative. I was instructed to compose an e-mail message to Superintendent Pat Skorkowsky and attach the incident narrative. Elizabeth Carrero, Nicole Rourke, and Beverly Mason were copied on the e-mail message sent to Superintendent Skorkowsky (attached)

I reported this incident to my immediate supervisor, Beverly Mason

004

0004A
RA311
LVRJ047

Tuesday, April 29, 2014

Dell H. Robison Middle School

Kevin Child (prior to becoming Trustee Child) was assigned room #500 at Dell H. Robison Middle School. The room contained several teachers and their students in a small classroom located off the front entrance.

This is the first occurrence, that I was aware of, in which Mr. Child brought up the subject of suicide with the students. It was reported to me by a school administrator that Mr. Child asked the students to close their eyes and raise their hands if they ever thought of suicide. It was reported that he asked the students to keep their hands in the air and open their eyes to see how many classmates had thoughts of suicide.

I spoke to Mr. Child about the incident at Dell H. Robison Middle School. I explained to him that the Professionals And Youth Building A Commitment (PAYBAC) Program was not the program to discuss suicide with students. I also explained the impact that his discussion on the subject had on the school's counselors, administrators, students, and parents, and the protocol that had to occur following the PAYBAC Program.

He stressed that suicide was an important topic that needed to be discussed with students because kids are taking their own lives. I again explained that the PAYBAC Program was not the time to discuss the subject of suicide.

I reported this incident to my immediate supervisor, Beverly Mason.

October 30, 2014

K.O. Knudson Middle School




I was notified by Ms. Monica Cortez, principal at K.O. Knudson Middle School, that Kevin Child had brought up the subject of suicide with students in room 601 (Ms. Lindsey Springer) during his PAYBAC Program presentation.


Ms. Cortez explained that a suicide protocol was initiated for the students who spoke with the school's counselor.

I reported this incident to my immediate supervisor, Beverly Mason.

005

0005A
RA312
LVRJ048

From:  Gia Moore
Subject: Incidents at Magnet Schools of America
To:  Pat Skorkowsky
Cc:  Joe Caruso

Thursday, May 12, 2016 11:13:26 AM 

Good morning,

I wanted to bring to your attention some unfortunate incidents that occurred recently at the Magnet Schools of America (MSA) Conference on May 5 and 6. As you are aware, Trustee Kevin Child attended the Magnet Schools of America Conference last week. His behavior at the conference at times was extremely unprofessional. Below, I have outlined examples of his behavior.

- On May 5, during the morning session where Magnet Schools of Distinction Awards were distributed, Trustee Child became irritated that he could not sit with the schools that were receiving recognition. It was explained to him that the schools were lined up in the order in which they would be announced, so he would have to sit in another section. As the schools lined up and were called to the stage, he wanted to go on the stage and take a photo with each school. He had to be told by an MSA official that this was inappropriate and that he would have to be seated.
- Later on the evening of May 5, a private event was held for district officials from across the country which included the Superintendent of Miami-Dade County School District and the Miami-Dade Board of Trustees. Trustee Child also attended this event. At a certain point during the evening, Sara Wheeler, President Elect for MSA, came to me and showed me Trustee Child's business card. She expressed to me that she felt that his behavior was inappropriate and that he was distributing his card to the Superintendent, Miami-Dade Board of Trustees, and MSA Board members. I told Ms. Wheeler that I was extremely sorry for his behavior. I approached Trustee Child to address this with him, but he stated to me that he was leaving as he needed to go spend time with his girlfriend as "she was not invited."
- On Friday May 6, during the Region VIII meeting, an election was held for the Region VIII Director position in which I was a candidate. He went from table to table to tell members that they needed to vote for me, exclaiming "Go CCSD!" As the meeting was called to order, he sat at my table and stated to me, "I made sure you would be elected." I told him that his "campaigning" was unnecessary as the members had seen my platform for my candidacy and biographical information two months prior. I happened to win, however, an MSA official brought to my attention that Ginger Cole, the woman I ran against, had filed a complaint with Maree Sneed, who is an MSA board member and

006

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LVRJ049

attorney. I am still uncertain what will come out of this complaint.

I hope that you will understand that it is difficult for me to bring this forward as I pride myself in being able to handle issues that may occur with another professional. However, when it comes to the reputation of the district and preserving my professional reputation, I take matters very seriously. His behavior has continued since our return from the conference. He has been telling individuals that he is the reason why I was elected to my position with MSA. I feel like this diminishes my last 14 years of dedication and hard work with our magnet schools as well as my past decade of involvement with MSA. To say that I am disappointed is truly an understatement.




Sincerely,


Gia Moore
Director
Magnet Schools and Career and Technical Academies
Select Schools
Clark County School District
702.799.8492
WAN 0633-4042

Work Hard. Be Nice.

007

0007A
R314
LVRJ050

From:  Joe Caruso
 Subject: Re: Miami MSA Conference Incidents
 To:  Kelly Bucherle
 Cc:  Pat Skorkowsky

Friday, May 20, 2016 1:20:31 PM 

Kelly,

Thank you for the e-mail and information.

I hope that you are doing well.

Joe

Kelly Bucherle writes:
 May 13, 2016

Dear Superintendent Skorkowsky,

It is unfortunate to have to connect back to CCSD in this manner, but I feel compelled to ensure leadership and the Board of School Trustees understand the severe lack of decorum and unprofessional behavior that Trustee Kevin Child displayed while participating in the Magnet Schools of America National Conference in Miami May 4-7, 2016.

I had only one personal experience with him, but on five separate occasions, non-CCSD attendees and MSA Board members approached me and made comments or statements about his behaviors:

- On May 5, 2016, while receiving word recipients to their seats in accordance to the announcement of their award, Trustee Child approached me and asked what he was to do. I informed him that he would join the audience with 30 other attendees. He proceeded to say he could not with the award. I again told him he could not and he said he wanted to be up on stage with the leadership when they were their award. I informed him he could not and only if everyone else would not either. I then had to assist him to court by calling CCSD personnel in which he could join in the audience.
- For the Region III elections for MSA Director, Mia Moore (CCSD) was running against the incumbent. Mr. Child campaigned in support of Mia directly in front of her in the home. First election officer Cole (incumbent) reported to me and MSA Board Members that she was harassed and belittled by this incident behavior and lack of decorum by anyone let alone a School Board Trustee. This has never occurred before due to his behavior. MSA will have to provide guidance to follow in these meetings and elections.
- During the VIP reception, paid for by our sponsorships, Mr. Child told MSA personnel that he wished to bring his girlfriend/wife to the dinner, he was told that, unfortunately, he could not as the invitation was not for a plus one. He was angry and proceeded in the reception to let more than one person know he was leaving and not happy.

008

0008A
 RA315
 LVRJ051

He appeared overly anxious to meet Superintendent Alberto M. Carvalho. (I actually watched this scenario and wanted to crawl under a table).

During the second awards ceremony on Friday, Mr. Child walked up and stood in front of the MSA Board (first row) to take pictures of CCSD awardees; others politely used the aisle to take photographs. Two additional persons asked me if he was really a Trustee of CCSD.




I am not thrilled to write this letter, as I know Trustee Childs is an elected official. I am greatly concerned that he represents any of us.


Sincerely,

Kelly Bucherle

009

0009A
RA316
LVRJ052

From:  Kelly Bucherle
Subject: Miami MSA Conference Incidents
To:  Pat Skorkowsky
Cc:  Joe Caruso

Friday, May 20, 2016 12:58:17 PM 

May 13, 2016

Dear Superintendent Skorkowsky,

It is unfortunate to have to connect back to CCSD in this manner, but I feel compelled to ensure leadership and the Board of School Trustees understand the severe lack of decorum and unprofessional behavior that Trustee Kevin Child displayed while participating in the Magnet Schools of America National Conference in Miami May 4-7, 2016.

I had only one personal experience with him, but on five separate occasions, non-CCSD attendees, and MSA Board members approached me and made comments or statements about his behaviors.

- On May 5, 2016 while ushering award recipients to their seats in accordance to the announcement of their award, Trustee Child approached me and asked where he was to sit? I informed him that he could sit in the audience with other attendees. He proceeded to see if he could sit with the awardees; I again, told him he could not and he said he wanted to be up on stage with the leadership when they receive their award. I informed him he could not and other district officials would not either. I then had to assist him (escort) in finding CCSD personnel in which he could join in the audience.
- For the Region VIII elections for MSA Director, Gia Moore (CCSD) was running against the incumbent. Mr. Child campaigned in support of Gia directly in front of the incumbent. Post election, Ginger Cole (incumbent), reported to me and MSA Board Members, that she was humiliated and belittled by this incident behavior and lack of decorum by anyone, let alone a School Board Trustee. *This has never occurred before, due to his behavior, MSA will have to provide guidance to follow in these meetings and elections.*
- During the VIP reception, paid for by our sponsorships, Mr. Child told MSA personnel that he wished to bring his girlfriend/wife to the dinner; he was told that, unfortunately, he could not as the invitation was not for a plus one. He was angry and proceeded in the reception to let more than one person know he was leaving and not happy.
- He appeared overly anxious to meet Superintendent Alberto M. Carvalho. (I actually watched this scenario and wanted to crawl under a table).
- During the second awards ceremony on Friday, Mr. Child walked up and stood in front of the MSA Board (first row) to take pictures of CCSD awardees; others politely used the aisle to take photographs. Two additional persons asked me if he was really a Trustee of CCSD!

I am not thrilled to write this letter, as I know Trustee Childs is an elected official. I am greatly concerned that he represents any of us.

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0010A
RA317
LVRJ053

Sincerely,

Kelly Bucherie

011

0011A
RA318
LVRJ054

From:  Pat Skorkowsky Wednesday, April 20, 2016 9:24:42 PM 
Subject: Re: Confidential re: KidsVenton
To:  Joyce Woodhouse <jwoodhouse642@yahoo.com>

Joyce,

Please accept my apology on behalf of the students, teachers and administrators. It was an exceptional event and I was thrilled to see the joy on our students' faces as they participated in this event.

I did share with President Young and had a conversation with Trustee Child.

Again, I apologize.

Pat

Pat Skorkowsky
Superintendent of Schools

Every student in every classroom, without exceptions, without excuses

Joyce Woodhouse <jwoodhouse642@yahoo.com> writes:
Good afternoon

I have been made aware of some remarks made by Board Member Kevin Childs at KidsVenton today, and I wanted you to know about it as soon as possible. He was quite upset that
* names of School Board members were not listed in the program
* he was not introduced.

KidsVenton has been an event of Voices In Voting/Kids Voting Southern Nevada since 1994, and the organization is a non-profit that is in partnership with CCSD's Partnership Office. We have never put the board members names in the program. If we did, we would need to put all of the board members' names of all of the sponsoring groups.

In the past we did introduce board members and sponsors from the stage if they were in the audience. However, because we needed to tighten up the program in order to meet our requirements, all of that was taken out of the program on my decision. There were other sponsors in the audience who were not introduced, and I did not receive any objections from any of them. Usually, I ask the CCSD Board Chair to participate by introducing one of the

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LVRJ055

debates, but she was not available this year. The VIV/KVSN Board wanted to expand, and I agreed some recognition to Higher Education, which was why two of the introducers were from NSHE.

At Mr. Child's complaint, I went to the Master of Ceremonies and asked him to introduce Mr. Child. He did.






Please let me know if you need anything from me. We certainly do not want KidsVenture or the efforts of VIV/KVSN to be hurt in any way. Thank you for your understanding.

Joyce

P.S. On a personal note, I did "shush" Mr. Child during Kim Russell's presentation of Sojourner Truth and the value of voting. He was shaking his hand clapper, which was inappropriate at the time. Mea culpa.

013

0013A320
LVRJ056

From:  Joyce Woodhouse <jwoodhouse642@yahoo.com> 4/19/2016 2:05:14 PM 
Joyce Woodhouse <jwoodhouse642@yahoo.com>
Subject: Confidential re: KidsVention
To:  Pat Skorkowsky  nrourke@interact.ccsd.net  bmason@interact.ccsd.net

Attachments:  Attach0 / Uploaded File (5K)

Good afternoon:

I have been made aware of some remarks made by Board Member Kevin Childs at KidsVention today, and I wanted you to know about it as soon as possible. He was quite upset that:
* names of School Board members were not listed in the program
* he was not introduced.

KidsVention has been an event of Voices In Voting/Kids Voting Southern Nevada since 1994, and the organization is a non-profit that is in partnership with CCSD's Partnership Office. We have never put the board members names in the program. If we did, we would need to put all of the board members' names of all of the sponsoring groups.

In the past we did introduce board members and sponsors from the stage if they were in the audience. However, because we needed to tighten up the program in order to meet bus requirements, all of that was taken out of the program on my decision. There were other sponsors in the audience, who were not introduced, and I did not receive any objections from any of them. Usually, I ask the CCSD Board Chair to participate by introducing one of the debates, but she was not available this year. The VIV/KVSN Board wanted to expand, and I agree, some recognition to Higher Education, which was why two of the introducers were from NSHE.

At Mr. Child's complaint, I went to the Master of Ceremonies and asked him to introduce Mr. Child. He did.

Please let me know if you need anything from me. We certainly do not want KidsVention or the efforts of VIV/KVSN to be hurt in any way. Thank you for your understanding.

Joyce




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
0014A321
LVRJ057

P.S. On a personal note, I did "shush" Mr. Child during Kim Russell's presentation of Sojourner Truth and the value of voting. He was shaking his hand clapper, which was inappropriate at the time. Mea culpa.

015

0015A322
LVRJ058

From:  Pat Skorkowsky
Subject: Re: Guidelines for Trustee Visit
To:  Robert T. Henry
Cc:  Tammy A. Malich

Thursday, December 08, 2016 9:37:58 PM 

Dr. Henry,

There was an investigation and these are the guidelines. We must all comply and there are no exceptions.

My apologies.

Pat

Pat Skorkowsky
Superintendent of Schools

Every student in every classroom, without exceptions, without excuses

Robert T. Henry writes:

Good Morning Mr. Skorkowsky,

I read your memo "Guidelines for Trustee Visit." I am writing to express my concerns regarding the direction you have given. I wish to express concerns as to how it applies to me and the programs for which I have supervisory responsibility. Your direction places me in an uncomfortable and unique position. I have never in my life intentionally defied a direction given to me, however, in this instance any action I or administrators identified take places us in a "no win" situation. If Trustee Child comes to our campus and we comply by asking Trustee Child to leave our campus as he has not been invited, we at the very least will offend him. If we allow him to stay even though his visit was not scheduled, we place ourselves in violation of your direction. To me, that is a "no win" for all of us.

While Mr. Child presents some challenges when he visits our programs, I honestly believe that he has his heart in the right place. He impresses me as someone who continues to advocate for children. He encourages our students to make the most of their educational opportunities. For that I applaud him. Yes, sometimes his antics are a bit unconventional, but he is at least doing something that may help

I want to be a good and valued employee - one who follows direction, however, in this instance I am conflicted.

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LVRJ059




bob


To argue with a person who has renounced the use of reason is like administering medicine to the dead. Thomas Paine

Robert T. Henry, Ed. D., Executive Director
Clark County School District
Education Services Division
Department of Adult Education
2701 E. St. Louis Avenue
Las Vegas, NV 89104
Phone: 702.799-8650 x5301
Fax: 702.799-8608

017

0017A
RA324
LVRJ060

From:  Robert T. Henry
Subject: Guidelines for Trustee Visit
To:  Pat Skorkowsky
Cc:  TammyA Malich

Tuesday, December 06, 2016 6:14:47 AM 

Good Morning Mr. Skorkowsky,

I read your memo "Guidlines for Trustee Visit." I am writing to express my concerns regarding the direction you have given. I wish to express concerns as to how it applies to me and the programs for which I have supervisory responsibility. Your direction places me in an uncomfortable and unique position. I have never in my life intentionally defied a direction given to me; however, in this instance any action I or administrators identified take, places us in a "no win" situation. If Trustee Child comes to our campus and we comply by asking Trustee Child to leave our campus as he has not been invited, we at the very least will offend him. If we allow him to stay even though his visit was not scheduled, we place ourselves in violation of your direction. To me, that is a "no win" for all of us.

While Mr. Child presents some challenges when he visits our programs, I honestly believe that he has his heart in the right place. He impresses me as someone who continues to advocate for children. He encourages our students to make the most of their educational opportunities. For that I applaud him. Yes, sometimes his antics are a bit unconventional, but he is at least doing something that may help.

I want to be a good and valued employee - one who follows direction; however, in this instance I am conflicted.

bob

To argue with a person who has renounced the use of reason is like administering medicine to the dead. Thomas Paine

Robert T. Henry, Ed. D, Executive Director
Clark County School District
Education Services Division
Department of Adult Education
2701 E. St. Louis Avenue
Las Vegas, NV 89104
Phone: 702.799-8650 x5301

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0018A
RA325
LVRJ061

Fax: 702.799-8608

019

0019A
RA326
LVRJ062

From: Pat Skorkowsky
Subject: Re: Fwd: Magnet Open House
To: Isaac Stein

Thursday, December 08, 2016 9:30:22 PM

Isaac,

Trustee Child may attend the below event, however, in the future the invitations must come from the principal.

Have a good evening

Pat

Pat Skorkowsky
Superintendent of Schools

Every student in every classroom, without exceptions, without excuses

Isaac Stein writes:

Just an FYI Mr. Pesce will be here for the event. I do not believe I will be in attendance as I have family obligations. Additionally my Magnet Theme Coordinator and teachers will be in attendance with Mr. Pesce. Trustee Child has been extremely supportive of our Magnet Program and the teachers that teach our Magnet Courses.

All my best,
Isaac

Have a great holiday should I not see you before the break

Isaac Stein, Principal
Desert Pines High School
Performance Zone 14 - Turnaround
(702) 799-2196 ext. 4100
ISS128@interact.ccsd.net

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Original Message

020

0020A
RA327
LVRJ063

Good morning Trustee Child,

This is your formal invitation to attend the Magnet Open House at Desert Pines HS on Saturday, December 10, 2016. The event is being held from 9-11 am on our campus. We appreciate the support you give to Desert Pines HS and all of our programs. We would be honored if you would attend.



Best Regards,


Chef Linda Burns
Desert Pines High School
Culinary/Hospitality Instructor
Servsafe Instructor/Proctor
lmburns@interact.ccsd.net
702-799-2196
cell 702-469-9861

1

021

0021A
RA328
LVRJ064

From:  Isaac Stein
Linda M Burns
Subject: Fwd: Magnet Open House
To:  Pat Skorkowsky

Wednesday, December 07, 2016 7:54:10 AM 

Just an FYI, Mr. Pesce will be here for the event. I do not believe I will be in attendance as I have family obligations. Additionally, my Magnet Theme Coordinator and teachers will be in attendance with Mr. Pesce. Trustee Child has been extremely supportive of our Magnet Program and the teachers that teach our Magnet Courses.

All my best,
Isaac

Have a great holiday should I not see you before the break.

Isaac Stein, Principal
Desert Pines High School
Performance Zone 14 - Turnaround
(702) 799-2196 ext. 4100
ISS128@interact.ccsd.net

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— Original Message —

Good morning Trustee Child,

This is your formal invitation to attend the Magnet Open House at Desert Pines HS on Saturday, December 10, 2016. The event is being held from 9-11am on our campus. We appreciate the support you give to Desert Pines HS and all of our programs. We would be honored if you would attend.

Best Regards,

Chef Linda Burns
Desert Pines High School

0022

0022A329
LVRJ065

Culinary/Hospitality Instructor
Servsafe Instructor/Proctor

023

0023A
RA330
LVRJ066

October 7, 2016
Clark High School
Visitor Stands

During the early minutes of the third quarter at the Clark-Durango Football Game, hosted at Clark High School, I noticed an individual on the track just behind our cheerleaders, nearest the stands. He was walking towards the fence that separated our fans from the field of play. He was talking and gesturing back and forth as if to be asking the crowd where someone was located. One of our Freshmen Football coaches who were seated in the stands, walked down the bleachers, and talked to the individual. The coach pointed in my direction and the individual began to walk towards me, still on the track.

When he was directly below me, he indicated that I was the person he was looking for and motioned me to him. I walked down, thinking he was either a parent of one of my athletes or a representative of Clark High School.

He introduced and identified himself as Trustee Childs. Upon getting a closer look I recognized him and identified myself as Tim Jackson, Athletic Administrator at Durango High School.

Immediately after the introductions, Trustee Childs stated the following: "What are you going to do about these football players kneeling during the national anthem?"

For background purposes, there have been a number of Durango Football players that have taken a knee during the national anthem in support of NFL player Colin Kaepernick's protest of the treatment of minorities in the US. When Durango Athletic personnel became aware of this potential protest, it was the decision of the Athletic Administration to not interfere with them or their right to peacefully protest. Furthermore, there was a team discussion held with a veteran of the Armed Services before the first occurrence.

When Trustee Childs asked his question, my response was, "Sir, what exactly would you like me to do?" I expressed that they were not causing a disruption to the game or the activities leading up to the game. I also stated that what they were doing was not against school rules nor were they breaking the law. I went on to say that there really is nothing I can do.

Trustee Childs did not like this response. He made numerous statements, among which were the following:

"I know they think it's their rights, but these kids don't have rights, they can't vote."

"You don't do this at someone else's field, you can do this at Durango, they need to stand up."

"Did you serve? How can you let this happen?"

"I think I need to talk to them about this."

After each statement, I reiterated that there was nothing I could do or would do. I also told him my personal feelings on what they were doing and that I understood his point, but that I did not see how we could do anything about it.

At this point, Trustee Childs made a statement that caused me realize there was no rationalizing with him. He said the following:

"We gave them their freedom, what more do they want?"

This statement caused me great grief, because I took it to be a racist statement at the very least.

After a few more statements, Trustee Childs expressed to me that he would "be talking to Pat (Skorkowsky) and Trustee Edwards about this situation".

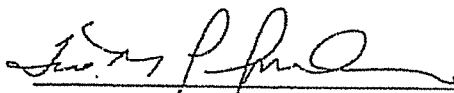
He then left and walked towards the south end zone where the Clark teaching staff was seated for a cook out.

As the game progressed, I began to worry that Trustee Child may attempt to talk to the team after the game when they do their post-game talk in the end zone. As the game neared its conclusion, I made my way to the field. I informed the head coach (MG) that I wanted him to get the team off the field as quickly as possible.

As I was monitoring the "end of game handshake" with the coaching staff, our trainer (BH) informed me that Trustee Child had actually been amongst the team on our sidelines right after half time, at the start of the third quarter.

Apparently when I noticed him approaching the fence, he had just left our team sidelines. The trainer (BH) informed me that Trustee Child was asking about our team "kneeling during the National Anthem".

Durango Football left the field and boarded the bus without incident.



Timothy J. Jackson, CMAA
Athletic Administrator
Durango High School

10/10/16
Date

7/25/16

To Whom It May Concern:

As a school district employee, I was very saddened by what transpired last week. While at work, Kevin Child said that he would be personally attacking the Superintendent and CCSD for their efforts in the re-organization. He mentioned that the board met with their attorney and they think the Superintendent is doing too much and would be potentially taking action against him and his team. As an employee, I write this confidentially as I fear a hostile work environment. I just think that you should know what is taking place as he wants to attack the district in a way that I do not think is fair.



Thanks.

RECEIVED


JUL 27 2016

SUPERINTENDENT'S OFFICE




026
0026A333
LVRJ069

From:  Patrick Skorkowsky 
"Pat Skorkowsky" <psorkowsky@interact.ccsd.net>
rachel.douglas11@yahoo.com
rachel.douglas11@yahoo.com

Subject: Fwd(2): Resignation of Rachel Douglas effective immediately

To:  Linda E. Young - Trustee

Cc:

Attachments:  Attach0.html / Uploaded File (10K)  Attach0.html / Uploaded File (7K)
 Attachments_201683.zip / Uploaded File (777K)

----- Original Message -----
FYI.

----- Original Message -----

From: Rachel Douglas <[mailto:rachel.douglas11@yahoo.com]
]rachel.douglas11@yahoo.com>
Rachel Douglas <[mailto:rachel.douglas11@yahoo.com]
]rachel.douglas11@yahoo.com>
August 3, 2016 8:21:27 AM
Subject: Resignation of Rachel Douglas effective immediately
To: Pat Skorkowsky [mailto:JLK531@interact.ccsd.net]
]JLK531@interact.ccsd.net View in Browser
Attachments: Attachments_201683.zip Uploaded File 777K

To Whom It May Concern,


It is with a heavy heart that I inform you that I am immediately resigning from my social studies position at Rancho High School. I am very thankful for the opportunity to teach a wonderful group of bright and respectful students during the school year of 2015-2016. I will look back fondly of my experiences with each of them

Recently, my significant other and I have had to make some important career decisions that will affect our futures. While I wanted very much to stay and teach the next group of amazing students at Rancho High School, there were many reasons for my decision to leave the Clark County School District.

Following the recent events these past few weeks in which unarmed black men were killed by police officers, many people have taken to the streets in protest. This may seem like an insignificant item to mention, but as a social studies teacher watching current events are extremely important as these issues will be discussed in the classroom in the upcoming school year. It was brought to my attention that a board of trustee member of District D, Kevin L. Child posted some insensitive remarks on social media. I have attached screen shots for you to see yourself. When this was discovered, many teachers were appalled. A few teachers started a petition to have him removed. Many teachers want to speak up but are fearful of retaliation. With a person in this position of power such as Mr. Child, there is no excuse for acting unprofessional on social media. What concerns me is that while this person is an elected official with CCSB, he does not feel his comments or actions have any bearing on his job whatsoever or he would not have posted the statements or questions. Teachers have been fired for posting racist or unprofessional comments on social media. Sadly, I do not want to work for a school district that doesn't take these kinds of actions seriously. Why is his behavior acceptable? Clark County School District is the fifth largest school district in the country and with that comes many challenges. However, some of the most critical positions in CCSB lie at the top leadership level. It saddens me that poor leadership would allow this type of behavior. Why are people so afraid to speak out when someone is wrong? Those are questions you should be asking teachers and other employees of CCSB.

There are many reasons why I have decided not to return to CCSB, Kevin L. Child being one of them. A new teacher contract was approved this school year which increased salaries for most teachers. This however came at a price. I was informed that because the salaries for teachers need to be increased we can no longer afford the same number of teacher positions as the budget is not increasing, which means class sizes will increase. My average class size at Rancho High School this last year was forty students. I was told that this coming year that class sizes will be 50+. How are teachers supposed to manage that? Just when teachers think they are finally getting something they deserve they still get walked on. This is also true for new teacher sign-on bonuses. We are required to complete several hours of professional development to earn that money. Yes there are much more challenging issues in CCSB and if I was in the school district longer I am sure my letter would be several pages long. But in the end the top leaders are the ones failing teachers and ultimately the most important individuals - the students. When top leaders in power cannot provide a good working environment for

From:  Cindy Krohn

Tuesday, August 16, 2016 5:44:06 PM 

Subject: Fwd: PTA training at Chaparral HS

To:  Joe Caruso

FYI

----- Original Message -----

Board of School Trustees c/o Trustee Child

Good evening Mr. Child,

This morning I was at the PTA breakfast at Chaparral HS with my PTA group and my daughter, you came to said hi and asked what school we represented, then asked my daughter about the book that she was reading, she didn't answer to you, closed her book and hide it, I told you that she was shy.

She is not a misbehaving child, she is autistic, her social skills are a deficit. I felt so embarrassed when you mentioned that you can fix the problem if you have her for a fun time and other comments that I just hear and my reaction was just smile to you, this happened in front of other people, as a special education mom and having a Autistic girl that is not easy to explain to every body her condition Please understand that an Autistic child doesn't interact with unfamiliar people.

Sincerely,



029

0029A
336
LVRJ072



NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
Las Vegas Branch 1111

3065 W. Rancho Dr. Suite 154 ♦ Las Vegas, Nevada 89130 ♦ Phone (702) 638-1300 ♦
Fax (702) 369-1342 ♦ Website: www.naacplv.org

Roxann McCoy, President

Dear Clark County Board of Trustees,

We were recently shocked to see that Clark County School District Board of Trustee Kevin Child (District-D), posted this outrageous question on his Face book page last Thursday:

"If protesters are in the road and blocking it and not in the crosswalk...would you run them over?"

This suggestive question followed several days of highly publicized protests around the nation, many of which were organized by Black Lives Matter groups to express their anger at the disproportionate number of deaths of black men shot by police officers.

It is outrageous that an elected official, charged with ensuring the safety and wellbeing of children, would tacitly encourage violence against people expressing their constitutionally guaranteed rights of speech. What if students and parents took to the streets to protest policies of this school board? Would Trustee Child question whether drivers should target those protestors as well? His post demonstrates incredibly poor judgment and causes many of his constituents to question whether he can effectively carry out the duties of his office. Violence, and its encouragement, should never be condoned as an appropriate course of action by anyone, especially an elected representative.

Because the public deserves a representative that understands and supports the rights we are all guaranteed under the constitution, and respects the lives of those with whom they may agree or disagree. We urge the Clark County School District Board of Trustees to reiterate their support for valuing constitutional rights and human life and condemning violence by holding Trustee Child accountable for these outrageous, violence inducing comments.


Left unaddressed, Trustee Child's harmful and inappropriate remarks call into question the nation's fifth largest school district's commitment to public debate, and safety of those who may disagree with its policies. Mr. Child is a public figure whose words and actions have consequences. Trustee Child's right to express himself is guaranteed under the Constitution as well, but encouraging violence is not protected speech.

Our children are repeatedly taught about their right to question government action and their right to rise up in protest - from the Boston Tea Party to the march from Selma to Montgomery - protest is a cornerstone of democracy. Trustee Child's post, however, teaches children a very different message. It is up to this Board to act. You must show the parents and students of Clark County that the values demonstrated by Trustee Child are not the values the Clark County School Board of Trustees.


We hope you take swift and meaningful action to address this issue.


Respectfully submitted,


030
0030A337
LVRJ073


From:  **Cindy Krohn**
angiesullivan0@gmail.com

Subject: Fwd: Kevin Child's Facebook Posts

To:  angiesullivan0@gmail.com

Cc:  CCSD Trustees

Bcc:  Joe Caruso

Thursday, July 21, 2016 10:09:43 AM 

The School Board Office is in receipt of your e-mail and has forwarded it to all Trustees as well as the Superintendent's Office. Thank you for writing the Clark County School District.

Cindy Krohn
Clark County School District
Office of the Board of School Trustees
702-799-1072

----- Original Message -----

Board of School Trustees c/o Trustee All

Over 500 people sign this petition.

Kevin Child should resign.

<https://www.change.org/p/ccsd-board-members-resign-ccsd-trustee-kevin-child>

No Justice, No Peace


Angie Sullivan
angiesullivan0@gmail.com

031
0031A
RA338
LVRJ074

Title: Please resign immediately : InterAct

Page 1 of 1

From:  caanola@aol.com

Saturday, July 16, 2016 1:17:01 PM 

Subject: Please resign immediately

To:  School Board Mail

Board of School Trustees c/o Trustee Child


Apologize and resign immediately from the board You are not worthy of the position and the children and the county deserve better

And, by the way the word "english" is capitalized like this: "English"

Craig Andersen

032
0032A
RA339
LVRJ075

From:  hlwj@embarqmail.com

Saturday, July 16, 2016 7:44:18 AM 

Subject: Running Over Protestors

To:  School Board Mail

Board of School Trustees c/o Trustee Child

Your question asking people if they would run over protestors is repugnant and you are ill, very ill and need mental health help. Are you aware that The U S Constitution provides rights for citizens to protest? I doubt that you are aware of many aspects of your miserable life. You should resign immediately!

033
0033A
PA340
LVRJ076

From: [REDACTED] Jillyn Pendleton

Thursday, June 04, 2015 9:23:44 AM

Subject: Fwd: Concerns

To: [REDACTED] April L. Key

Please see below. Again, we are hesitant to report these issues because we don't want to alienate our Trustee, but his behavior continues to be an issue. He was here again today.

Jill Pendleton
Principal, Clark High School
799-5800 x. 4100

----- Original Message -----

Ms. Pendleton,

I am writing today because of a specific concern I have regarding the visitation of our trustee. I understand it is important for the school board to connect with the students in their district, however, I feel that Trustee Childs has overstepped the bounds of mere connection. The fact that he attended our Aloha dance, in full, made me very uncomfortable. Here is a grown man interacting with students on an overly familiar level: dancing, chatting, gossiping, etc. It is inappropriate for an adult to tell children how "beautiful" they are and to try to connect with these students on a personal level. While Mr. Childs may have an investment in our region, a discussion should be had regarding how personal he gets with the students. I had several of my student council kids confide in me that he made them uncomfortable. He has been at every major student council event and has taken selfies with them and tried to, for lack of a better way to phrase it, befriend them on a personal level.

You know that I am all about student engagement and making sure that our students feel safe and comfortable at all times. I just feel that this level of interaction was too much and too inappropriate on so many levels. I would appreciate it if his visits were more limited and if he didn't interact with our students on a personal level. He is a grown-up and may need to be reminded of appropriate interactions regarding underage students.


Thank you for your time and consideration in reading this email. I am truly concerned and wanted to pass my concerns along.

Sincere regards,

[REDACTED]
Ed W. Clark High School ~ [REDACTED]
[REDACTED]

"Around here, however, we don't look backward for very long. We keep moving forward, opening up new doors and doing new things, because we're curious and curiosity keeps leading us down new

From:  ImmerLiza U. Ravalo

Thursday, March 10, 2016 4:11:27 PM 

Subject: fallout?

To:  Deborah Bunse

you sent the email to the teachers in trustee childs' paybac? any responses?
complaints?
how's student that you pulled to do begin protocol/

(FYI i saw my old boss last night and shared with him...)

Can we count on your support for Nevada's Big Give on March 10, 2016? Plan on rallying your friends and supporting Robison Middle School SOCCER. Start now by adding a reminder to your calendar at <https://nvbiggive.razoo.com/us/story/Dell-H-Robison-Middle-School-Soccer>.

Immer Liza U. Ravalo

Assistant Principal

Dell H. Robison Middle School


Clark County School District

825 Marion Drive | Las Vegas | Nevada | 89110

Tel: 702-799-7300 | Fax: 702-799-7302 | ravalo@interact.ccsd.net

WAN: 0334-4203




From:  Deborah BunseFriday, March 11, 2016 7:27:44 AM 

Subject: Re: fallout?

To:  ImmerLiza U. Ravallo

ImmerLiza U. Ravallo writes:

you sent the email to the teachers in trustee childs' paybac? any responses? complaints? Feedback was not only two references to the mention of suicide but also his personal possessions. What was related to me made it sound like he was bragging. I think I get what he was trying to convey; so, in and of themselves the comments or his thinking was on the right path. He could have just phrased his presentation (not so personal w/the wife's suicide) in another manner. Make sense? how's student that you pulled to do begin protocol/ I completed the initial screener only ---no imminent risk. Not even moderate. However, due to issues that came out I was glad  was concerned and that I met w/the student. The parent was contacted, we had a conference w/parent & student and recommendations made. We do have to add screeners to pg. 5 which is also completed. It was refreshing to meet a parent who was very appreciative of the intervention and who I believe will follow through.

(FYI i saw my old boss last night and shared with him...)

Can we count on your support for Nevada's Big Give on March 10, 2016? Plan on rallying your friends and supporting Robison Middle School SOCCER. Start now by adding a reminder to your calendar at <https://nvbiggive.razoo.com/us/story/Dell-H-Robison-Middle-School-Soccer>.

Immer Liza U. Ravallo

Assistant Principal

Dell H. Robison Middle School

Clark County School District

825 Marion Drive | Las Vegas | Nevada | 89110

Tel: 702-799-7300 | Fax: 702-799-7302 | ravallo@interact.ccsd.net

WAN: 0334-4203

Deborah Bunse
CounselorRA343
0065079

Title: Re: fallout? : InterAct

Page 2 of :

Dell H. Robison M. S.

799-7300, ext. 4303

DMB334@interact.ccsd.net

RA344
0066080

From: ImmerLiza U. Ravalo
Deborah Bunse

Friday, March 11, 2016 10:40:27 AM

Subject: Fwd: Re: fallout?

To: Elena G. Baker Principal

just keeping you in the loop-checking up with bunse re: paybac

Thank you to all of our donor support for Nevada's Big Give on March 10th. We didn't reach our big goal online, but we made a dent and You can STILL help us by rallying your friends and supporting Robison Middle School SOCCER through a direct donation to the team--and we will try again next year!! Contact me or 702-799-7300.

Immer Liza U. Ravalo

Assistant Principal

Dell H. Robison Middle School

Clark County School District

825 Marion Drive | Las Vegas | Nevada | 89110

Tel: 702-799-7300 | Fax: 702-799-7302 | ravalo@interact.ccsd.net

WAN: 0334-4203



----- Original Message -----

From: Deborah Bunse
Subject: Re: fallout?
To: ImmerLiza U. Ravalo
Friday, March 11, 2016 7:27:44 AM

ImmerLiza U. Ravalo writes:

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Immer Liza U. Ravalo

Assistant Principal

Dell H. Robison Middle School

Clark County School District

825 Marion Drive | Las Vegas | Nevada | 89110

Tel: 702-799-7300 | Fax: 702-799-7302 | ravalo@interact.ccsd.net

WAN: 0334-4203



Deborah Bunse

Counselor

Dell H. Robison M. S.

799-7300, ext. 4303

DMB334@interact.ccsd.net

From:



Friday, December 09, 2016 8:12:53 AM

Subject:

statement about K.C.

To:

Lea D. Chua

Mrs. Chua,


Could you please keep this statement completely anonymous?

With everything that I have been seeing on the news about Trustee Childs, I wanted to pass along some information that happened with him 2 years ago. I'm not sure if this is relevant since it happened so long ago, but I saw on the news he is denying the complaints written about him. In 2014 he came into my 2nd grade classroom and introduced himself. He was talking to the students and asked them to "finish this sentence... Snitches get what?" Students did not answer. He finished the saying and told them "snitches get stiches! That's a saying they use in prison. It means if you tattle on someone, you're going to get punished for it." The kids began to look very worried and I told them he was just joking around. The kids did not laugh. He went on to give a statistic saying 1 in every 20 or so students end up in jail, and since there were about 20 students in my classroom, that one of them was going to end up in jail. Again, I tried lightening the mood by telling my students he was joking, but they did not find it funny. Thank you.

Grade

Gene Ward Elementary School
(702) 799-5650

From:  Kimberly S. Mangino

Thursday, November 10, 2016 12:45:04 PM 

Subject: article

To:  Susan M. Unaite

Administrators union files complaint citing retaliation in talks with CCSD
Las Vegas Review-Journal
Nov. 9, 2016

The Clark County school administrators union has filed a labor complaint against the school district after nearly 18 months without a contract, accusing officials of retaliation against the union for its support of the mandated district reorganization.

The Clark County Association of School Administrators and Professional-Technical Employees also claims that District D Trustee Kevin Child threatened the group's executive director with physical violence over the union's stance on the reorganization law, AB394.

Union members last saw a retroactive salary raise in 2014, before the contract for roughly 1,300 employees expired last year.

While district trustees have delayed negotiations, the teachers and police unions have received favorable contracts, the union wrote in its Oct. 20 complaint filed with the Employee-Management Relations Board.

According to the complaint, the district is retaliating against the union for its stance on the decentralization of the district, noting that trustees and the union "have differing viewpoints on the benefits and implementation of AB394."

The union — which represents principals, central office administrators and professional technical employees — has said it supports the reorganization, which will give more power to individual schools, allowing principals and school organizational teams to craft the school's budget and giving less power to the district's central office.

The union also claims that trustees are stalling on negotiations until the district adopts its new decentralized model.

In a statement, the school district said it has been experiencing budget constraints during negotiations with the union and all other district unions.

"CCSD values its employees and any allegation that we would retaliate through our bargaining process is unfounded," spokeswoman Michelle Booth said in a statement.

Stephen Augspurger, the union's executive director, declined to comment on the matter as contract negotiations head to arbitration next month.

But at a school board meeting in August, he said Child threatened him twice after discussing AB394.

"He said, 'Steve, I am so mad at you, I'm going to kick your ass,'" Augspurger told the trustees during the public comment period.

In another instance, Augspurger said, Child told him the district would settle the contract for the support staff union with no money left for administrators.

Child said he never threatened Augspurger, calling the accusation completely false.

"I respect the office, I respect people," he said.

Contract negotiations with school district unions have been an obstacle since the district faced a \$67 million budget deficit last year.

Support staff, who had also gone years without salary step increases, just had their contract finalized on Tuesday after negotiations also went to arbitration.

The union is calling on the district to provide reasons for rejecting previous contract proposals and negotiate a 2015-2017 contract in good faith. The district has not yet filed a response with the labor board.


<http://www.reviewjournal.com/news/education/administrators-union-files-complaint-citing-retaliation-talks-ccsd>

Kimberly S. Mangino
Assistant Chief Student Achievement Officer
Performance Zone 2
702-799-1719

Every individual matters. Every individual has a role to play. Every individual makes a difference.

~ Jane Goodall

From:  Katie N. Hougland

Tuesday, January 31, 2017 11:13:05 AM 

Subject: Case ID#12200 (Cashman MS)

To:  Felicia N. Gonzales

Cc:  Rosanne Richards  Brianna D. Mills  Diana McAllister

Hello,

On behalf of Dr. Barton, please address the following concern received in the Superintendent's Office. Please send your response to Rosanne Richards and copy myself at which time the concern can be closed.

Thank you.

Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:


CASE ID#: 12200

Customer: 

School Name: Cashman MS

Student: N/A

Phone: 702-

Ms.  wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

From: [REDACTED] Felicia N. Gonzales

Friday, February 03, 2017 4:15:14 PM

Subject: Re(3): Fwd: Case ID#12200 (Cashman MS)

To: [REDACTED] Mike R. Barton

Mike,

I do not feel comfortable calling a parent regarding a complaint about a trustee and asking for a letter as if I was the one investigating. Why can't Joe call the parent and ask her for this?

Please advise. Thanks.

Felicia Gonzales
Associate Superintendent - PZ6
(702)799-2640

Joe Caruso writes:

Hi, Felicia,

As a follow-up to the below e-mail, the superintendent has asked if you would contact Ms. [REDACTED] and request that she write a letter regarding her concerns with Trustee Child. Once you receive the letter from Ms. [REDACTED] please e-mail it to me and I will provide the letter to the superintendent.

Thank you in advance for your assistance.

Have a good weekend!

Joe

Joe Caruso writes:

Hi, Felicia,

Thank you for the e-mail and information. I will share the below information with the superintendent and follow-up with you once I receive guidance on how to proceed.

Have a good afternoon!

Joe

Felicia N. Gonzales writes:

Joe,

We addressed Ms. [REDACTED] request for clarification on Ms. [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings.

Rosanne advised me to forward the second part to you to address regarding She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

Here is some info on what this may be related to:

Ms. [REDACTED] invited him to a PTA formation meeting on December 15 (cleared by your office for this specific purpose) and then disinvited him in front of the assistant principal and a parent right before the meeting. According to the assistant principal, Sindy Biernacki, he explained to Ms. [REDACTED] that she invited him to ensure the school was not interfering with the PTA process and that he plans to sit in the meeting, which he did along with a FACES rep and Julie Williams from Nevada PTA.

Felicia Gonzales
School Associate Superintendent
Performance Zone 6
Clark County School District
(702) 799-2640

----- Original Message -----

Hello,

On behalf of Dr. Barton, please address the following concern received in the Superintendent's Office. Please send your response to Rosanne Richards and copy myself at which time the concern can be closed.

Thank you.

Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:

CASE ID#: 12200
Customer: [REDACTED]
School Name: Cashman MS
Student: N/A
Phone: 702-[REDACTED]

Ms. [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and

Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

From: [REDACTED] Ramona J. Esparza

Friday, February 03, 2017 11:02:38 AM

Subject: Site Visit- [REDACTED]

To: [REDACTED] Mike R. Barton

Cc: [REDACTED] Celese R. Rayford

Attachments: [REDACTED] R. Esparza Memo 2-3-17.pdf / Adobe Acrobat Document (511K)

Dr. Barton,

Please see attached memo regarding Trustee Childs site visit on 1-30-17.

Again, thank you for your unyielding support and let me know if you need any additional information.

Regards,

[REDACTED]

[REDACTED]



High School


MEMO

Date: February 3, 2017

To: Mike Barton, Chief Academic Officer

From:  High School

Subject: Site Visit


On January 30, 2017, Trustee Kevin Child and Dr. Mike Barton, Chief Academic Officer, visited  High School at 7:00 a.m. I inquired about the nature of the site visit. Trustee Child stated he received parent concerns about the gym and boys' restroom. Please note I have not received any parent concerns of that nature. During the site visit, the following areas were observed:

1. Cafeteria
2. Main gym – no evidence of facility repairs in the main gym
3. Boys' restroom near the auxiliary gym- no soap dispensers were evident (work request has been submitted 1/31/17). Mirrors had evidence of scratches (mirrors will be either replaced and/or removed).
4. Garden Area
5. Library
6. JROTC classroom observation
7. Main office

Note: Trustee Child stated to Dr. Barton there were concerns regarding Spanish books. Upon investigation with the administrator that supervises the Foreign Language Department, it was determined there are sufficient Spanish books. For the 2016-17 school year, Spanish supplemental texts were ordered.

Upon exiting the premises at 8:10 a.m., Trustee Child stated that he was here to support me and to let him know what I needed.

I am requesting that this memo serve as a record of this site visit. Although I was notified prior to this request to visit, I was not comfortable with the protocol that Trustee Child used to obtain access to viewing "alleged parent concerns about the facility." Upon review of the areas, there were no imminent



High School

safety or hazard concerns regarding the condition of the facility. The facility is over fifty years old; cleanliness and maintenance is a priority at [REDACTED] HS.

I need it to be noted that contrary to Trustee Childs' statement that he is here to support me, I have been notified by the following entities: staff, parents, and community partners that Trustee Child has repeatedly in public settings made negative and disparaging remarks about [REDACTED] High School and me (personally.) It is my belief that his intentions are neither positive nor conducive in creating an environment that is supportive of the necessary work that I am doing as a high school [REDACTED]

[REDACTED]
High School

2/3/17
Date

RA356
0078J092

From: [REDACTED]

Thursday, February 16, 2017 9:07:41 AM

Subject: Trustee Kevin Child

To: [REDACTED] Jeffrey J. Geihs

Cc: [REDACTED] [REDACTED]

Dr. Geihs...

I am sending this to you based upon the recent directive that came from the Superintendent's office.

On Monday, February 13, 2017, I arrived for my first day as [REDACTED] Elementary School. Later that morning, Trustee Kevin Child arrived. He told me he was there for his regularly scheduled parent meeting that was to start at 9:00 am. I accompanied Trustee Child to that meeting so that I could meet parents. The meeting was also attended by Associate Superintendents Lorna James-Cervantes and Jeff Horn, along with Joe Caruso. The main topic for the meeting was child safety for arrival and departure at school. It was a good meeting with great information.

Trustee Child introduced me and allowed me to speak with parents. I had to leave the meeting before it was over in order to attend to the business of the school. The assistant principals and other staff remained in the meeting.

When the assistant principal returned to the office, he gave me the following information:

"On 2/13/17 I had the privilege to attend a parent meeting at [REDACTED] Elementary School site conducted by Mr. Kevin L. Child. The major focus of the meeting was how to keep our children safe to and from school. After this portion of the discussion was over he conducted a question/answering session. After bringing closure to the discussion I thought the meeting was over. As I was getting up to leave he requested to see a show of hands who in the past have experienced difficulty in acquiring satisfaction from the office staff. After seeing a show of hands, he declared he would take care of the situation and they shouldn't have any more problems. I felt this was not the reason for his visitation and therefore should never have been brought up."

Additionally, I received staff complaints regarding noise from the cafeteria after the Parent meeting ended. Staff informed me that Trustee Child stopped in the cafeteria and spoke to the children who were having lunch. I was told that he held a repeat-after-me conversation with the children, thus the noise that was heard in other classrooms during instructional time. Staff said the children were **screaming** their responses, encouraged by Trustee Child. As Trustee Child was leaving, he was eating food from the cafeteria. I only mention this because that is a strict violation of USDA guidelines.

I am seeking your advice and direction in this matter with Trustee Child. He indicated to parents that he plans to come and have a potluck dinner with them. He also instructed me to

hold a School Organizational Team (SOT) meeting regarding arrival and departure. He said he will attend the meeting, and he plans to bring a mariachi band. Since being here, we have already solved the arrival and departure issues. The parents are quite happy and complimentary. I cannot accommodate a mariachi band during an SOT meeting.

I respect Trustee Child's position as a School Board Member, but I need the freedom to develop a relationship with parents as a new employee here at [REDACTED] I will await your directions on how to proceed.

[REDACTED]

[REDACTED]

[REDACTED] Elementary School

The difference between genius and stupidity is that genius has its limits.

Einstein

From: [REDACTED]
Subject: Fwd: Trustee Kevin Child
To: [REDACTED] Lorna M. James-Cervantes

Thursday, February 16, 2017 9:56:58 AM



Lorna...

So sorry I forgot to copy you o this.

[REDACTED]

[REDACTED]

[REDACTED] Elementary School

The difference between genius and stupidity is that genius has its limits.

Einstein

----- Original Message -----

Dr. Geihs...

I am sending this to you based upon the recent directive that came from the Superintendent's office.

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I respect Trustee Child's position as a School Board Member, but I need the freedom to develop a relationship with parents as a new employee here at [REDACTED]. I will await your directions on how to proceed.

[REDACTED]

[REDACTED]

[REDACTED] Elementary School

The difference between genius and stupidity is that genius has its limits.

Einstein

From: [REDACTED] Lorna M. James-Cervantes

Thursday, February 16, 2017 10:16:26 AM

Subject: Fwd(2): Trustee Kevin Child

To: [REDACTED] Mike R. Barton

Cc: [REDACTED] Jeffrey J. Geihs

Mike,

I want to make sure you are aware of this situation from Trustee Child's PAC meeting. I was not aware of the situation in the cafeteria as I left after the meeting concluded, and thought he did too. Joe and I did tell him that it was up to the SOT to determine agenda items.

Lorna James-Cervantes
School Associate Superintendent, PZ5 and ZOOM Schools
702-799-2640

----- Original Message -----

From: [REDACTED] Thursday, February 16, 2017 9:56:58 AM
Subject: Fwd: Trustee Kevin Child
To: Lorna M. James-Cervantes

Lorna...

So sorry I forgot to copy you o this.

[REDACTED]

[REDACTED]

[REDACTED] Elementary School
[REDACTED]

The difference between genius and stupidity is that genius has its limits.

Einstein

----- Original Message -----

Dr. Geihs...

I am sending this to you based upon the recent directive that came from the Superintendent's office.

On Monday, February 13, 2017, I arrived for my first day as [REDACTED] Elementary School. Later that morning, Trustee Kevin Child arrived. He told me he was there for his regularly scheduled parent meeting that was to start at 9:00 am. I accompanied Trustee Child to that meeting so that I could meet parents. The meeting was also attended by Associate Superintendents Lorna James-Cervantes and Jeff Horn, along with Joe Caruso. The main topic for the meeting was child safety for arrival and departure at school. It was a good meeting with great information.

Trustee Child introduced me and allowed me to speak with parents. I had to leave the meeting before it was over in order to attend to the business of the school. The assistant principals and other staff remained in the meeting.

When the assistant principal returned to the office, he gave me the following information:

"On 2/13/17 I had the privilege to attend a parent meeting at [REDACTED] Elementary School site conducted by Mr. Kevin L. Child. The major focus of the meeting was how to keep our children safe to and from school. After this portion of the discussion was over he conducted a question/answering session. After bringing closure to the discussion I thought the meeting was over. As I was getting up to leave he requested to see a show of hands who in the past have experienced difficulty in acquiring satisfaction from the office staff. After seeing a show of hands, he declared he would take care of the situation and they shouldn't have any more problems. I felt this was not the reason for his visitation and therefore should never have been brought up."

Additionally, I received staff complaints regarding noise from the cafeteria after the Parent meeting ended. Staff informed me that Trustee Child stopped in the cafeteria and spoke to the children who were having lunch. I was told that he held a repeat-after-me conversation with the children, thus the noise that was heard in other classrooms during instructional time. Staff said the children were **screaming** their responses, encouraged by Trustee Child. As Trustee Child was leaving, he was eating food from the cafeteria. I only mention this because that is a strict violation of USDA guidelines.

I am seeking your advice and direction in this matter with Trustee Child. He indicated to parents that he plans to come and have a potluck dinner with them. He also instructed me to hold a School Organizational Team (SOT) meeting regarding arrival and departure. He said he will attend the meeting, and he plans to bring a mariachi band. Since being here, we have already solved the arrival and departure issues. The parents are quite happy and complimentary. I cannot accommodate a mariachi band during an SOT meeting.

I respect Trustee Child's position as a School Board Member, but I need the freedom to develop a relationship with parents as a new employee here at [REDACTED] I will await your directions on how to proceed.

[REDACTED]


[REDACTED]

[REDACTED] Elementary School
[REDACTED]

The difference between genius and stupidity is that genius has its limits.

Einstein


From:  Jeffrey J. Geihs




Thursday, February 16, 2017 10:34:37 AM 

Subject: Re: Trustee Kevin Child

To: 

Cc:   Pat Skorkowsky  Mike R. Barton

Attachments:  Memo to Staff Guidelines for Trustee Visit 12.05.16.pdf / Portable Document Form...


Thank you for this correspondence. Thank you too for your service at  Elementary School as  Your leadership there gives me a great sense of confidence. In reference to the guidance/direction you seek, please see attached a memorandum that was sent to principals in Trustee Child's District from Superintendent Skorkowsky. Please follow this direction as specified in the memo. As you are also aware, Trustee Child cannot give you directions; therefore, you are not required to follow such as you stipulated below. I have copied the Superintendent and Dr. Barton here so that they too are aware of this latest circumstance.

Please call me should you have further questions.

Thank you,

Jeff


Dr. Jeffrey Geihs
School Associate Superintendent, Turnaround Zone
President Elect, Nevada Association of School Administrators
jgeihs@interact.ccsd.net
Office: (702) 799-2640

www.ccsdturnaroundzone.net
Facebook - CCSD Turnaround Zone
Twitter - @CCSD_Turnaround

 writes:

Dr. Geihs...

I am sending this to you based upon the recent directive that came from the Superintendent's office.

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also attended by Associate Superintendents Lorna James-Cervantes and Jeff Horn, along with Joe Caruso. The main topic for the meeting was child safety for arrival and departure at school. It was a good meeting with great information.

Trustee Child introduced me and allowed me to speak with parents. I had to leave the meeting before it was over in order to attend to the business of the school. The assistant principals and other staff remained in the meeting.

When the assistant principal returned to the office, he gave me the following information:

"On 2/13/17 I had the privilege to attend a parent meeting at [REDACTED] Elementary School site conducted by Mr. Kevin L. Child. The major focus of the meeting was how to keep our children safe to and from school. After this portion of the discussion was over he conducted a question/answering session. After bringing closure to the discussion I thought the meeting was over. As I was getting up to leave he requested to see a show of hands who in the past have experienced difficulty in acquiring satisfaction from the office staff. After seeing a show of hands, he declared he would take care of the situation and they shouldn't have any more problems. I felt this was not the reason for his visitation and therefore should never have been brought up."

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I am seeking your advice and direction in this matter with Trustee Child. He indicated to parents that he plans to come and have a potluck dinner with them. He also instructed me to hold a School Organizational Team (SOT) meeting regarding arrival and departure. He said he will attend the meeting, and he plans to bring a mariachi band. Since being here, we have already solved the arrival and departure issues. The parents are quite happy and complimentary. I cannot accommodate a mariachi band during an SOT meeting.

I respect Trustee Child's position as a School Board Member, but I need the freedom to develop a relationship with parents as a new employee here at [REDACTED]. I will await your directions on how to proceed.

[REDACTED]

[REDACTED]

[REDACTED] Elementary School







The difference between genius and stupidity is that genius has its limits.

Einstein

Email Search of Persons who Sent or Received
Prior Responsive Documents (including cc')

Search Terms
"Trustee Child"
and
"Kevin Child"

From:  Amber Cross <amber@interactccsd.net>
 Amber Cross <support@comcate.com>
 Amber Cross <support@comcate.com>

Wed, Jan 25, 2017 1:48:03 PM 

Subject: A Comcate eFM case has been reassigned

To:  Brianna D. Mills

Case ID#: 12200

Case Detail page: <https://clients.comcate.com/rogs/caseDetail.php?ag=262&id=1164939>

Topic>Subtopic: SCHOOL AND DISTRICT INFORMATION>Office of the Superintendent

Case Location:

4622 W Desert Inn Rd

Las Vegas, NV 89102

Action that triggered this email: Case reassigned


Customer: 



Owner: Brianna Mills


Date case was created (Days outstanding): 01/25/2017 (0)

Your role on this case: Primary Owner

Original Request:

Ms  wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

From:  Brianna D. Mills
Amber Cross <amber@interact.ccsd.net>
Amber Cross <support@comcate.com>
Amber Cross <support@comcate.com>
Subject: Fwd: A Comcate eFM case has been reassigned
To:  Katie N. Hougland

Wed, Jan 25, 2017 2:28:22 PM 

Thank you.

Brianna Mills, Administrative Secretary I
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5564
Fax: 702-799-5199
bdmills@interact.ccsd.net

----- Original Message -----

From: Amber Cross <amber@interact.ccsd.net>
Amber Cross <support@comcate.com>
Amber Cross <support@comcate.com>
Wednesday, January 25, 2017 1:48:03 PM
Subject: A Comcate eFM case has been reassigned
To: Brianna D. Mills

Case ID#: 12200
Case Detail page: <https://clients.comcate.com/rep/caseDetail.php?ag=262&id=1164939>
Topic>Subtopic: SCHOOL AND DISTRICT INFORMATION>Office of the Superintendent
Case Location:
4622 W Desert Inn Rd
Las Vegas, NV 89102







Action that triggered this email: Case reassigned

Customer: 
Owner: Brianna Mills
Date case was created (Days outstanding): 01/25/2017 (0)

Your role on this case: Primary Owner

Original Request:

Ms [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.



From:  Katie N. Hougland Tuesday, January 31, 2017 11:13:05 AM 
Subject: Case ID#12200 (Cashman MS)
To:  Felicia N. Gonzales
Cc:  Rosanne Richards  Brianna D. Mills  Diana McAllister


Hello.



On behalf of Dr. Barton, please address the following concern received in the Superintendent's Office. Please send your response to Rosanne Richards and copy myself at which time the concern can be closed.


Thank you.

Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:

CASE ID#: 12200
Customer: 
School Name: Cashman MS
Student: N/A
Phone: 702-

Ms.  wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

From:  Felicia N. Gonzales
Subject: Re: Case ID#12200 (Cashman MS)
To:  Rosanne Richards

Tuesday, January 31, 2017 12:07:59 PM 

Rosanne,
Do you want me to address the complaint regarding Trustee Child or just address the attendance at SOT meetings?

I already know what this is about. She invited him to a PTA formation meeting in December and then disinvited him in front of everyone. He explained to her that she invited him to ensure the school was not interfering with the process and that he plans to sit in the meeting, which he did along with a FACES rep and Julie Williams from Nevada PTA.

Let me know.



Felicia Gonzales
School Associate Superintendent
Performance Zone 6
Clark County School District
(702) 799-2640


Katie N. Hougland writes:

On behalf of Dr. Barton, please address the following concern received in the Superintendent's Office. Please send your response to Rosanne Richards and copy myself at which time the concern can be closed.



Thank you.


Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:

CASE ID#: 12200
Customer: 
School Name: Cashman MS
Student: N/A
Phone: 702-

Ms.  wanted clarification on the policies regarding Trustee interaction with parents and Trustee

attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

From:  Rosanne Richards
Subject: Re(2): Case ID#12200 (Cashman MS)
To:  Felicia N. Gonzales

Tuesday, January 31, 2017 1:41:43 PM 

Felicia N. Gonzales writes:

Rosanne,

Do you want me to address the complaint regarding Trustee Child or just address the attendance at SOT meetings? The attendance at the SOT Meeting. Anything related to the concern about Trustee Child we need to keep Joe Caruso in the loop on

I already know what this is about. She invited him to a PTA formation meeting in December and then disinvited him in front of everyone. He explained to her that she invited him to ensure the school was not interfering with the process and that he plans to sit in the meeting, which he did along with a FACES rep and Julie Williams from Nevada PTA.

Let me know...



Felicia Gonzales
School Associate Superintendent
Performance Zone 6
Clark County School District
(702) 799-2640

Katie N. Hougland writes:

On behalf of Dr. Barton, please address the following concern received in the Superintendent's Office. Please send your response to Rosanne Richards and copy myself at which time the concern can be closed.

Thank you.

Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:




CASE ID#: 12200
Customer: 
School Name: Cashman MS
Student: N/A
Phone: 702-

Ms. [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.


"Be Great. It is just that simple." R. O'Brien



"Yankee Baseball ..It just does not get any better "



Rosanne Richards
Academic Unit
799-5475 ext 5563
rerichards@interact.ccsd.net

From:  Felicia N. Gonzales
 Katie N. Hougland Thursday, February 02, 2017 11:54:33 AM 

Subject: Fwd: Case ID#12200 (Cashman MS)

To:  Rosanne Richards

Cc:  Katie N. Hougland  Diana McAllister

Cashman Principal, Misti Taton, contacted Ms.  by phone on January 31, 2017. Principal Taton addressed her request for clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. Ms.  told the principal that she had no idea why she was calling and asked her to send her an email. Principal Taton emailed the following:

Trustees are not members of the School Organization Teams nor are they voting members. As you observed, no Trustee attended our last meeting.

This portion of Case ID#12200 (Cashman MS) is closed

Felicia Gonzales
School Associate Superintendent
Performance Zone 6
Clark County School District
(702) 799-2640

----- Original Message -----

Hello,

On behalf of Dr. Barton, please address the following concern received in the Superintendent's Office. Please send your response to Rosanne Richards and copy myself at which time the concern can be closed.





Thank you.



Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:

CASE ID#: 12200

Customer: [REDACTED]
School Name: Cashman MS
Student: N/A
Phone: 702-[REDACTED]



Ms. [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

From:  Felicia N. Gonzales
Katie N. Hougland
Thursday, February 02, 2017 12:03:45 PM 
Subject: Fwd: Case ID#12200 (Cashman MS)
To:  Joe Caruso
Cc:  Rosanne Richards

Joe,
We addressed Ms.  request for clarification on Ms.  wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings.

Rosanne advised me to forward the second part to you to address regarding She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

Here is some info on what this may be related to:

Ms.  invited him to a PTA formation meeting on December 15 (cleared by your office for this specific purpose) and then disinvited him in front of the assistant principal and a parent right before the meeting. According to the assistant principal, Sindy Biernacki, he explained to Ms.  that she invited him to ensure the school was not interfering with the PTA process and that he plans to sit in the meeting, which he did along with a FACES rep and Julie Williams from Nevada PTA.

Felicia Gonzales
School Associate Superintendent
Performance Zone 6
Clark County School District
(702) 799-2640

----- Original Message -----

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
Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146

RA379
100
LVRJ115


Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:


CASE ID#: 12200
Customer: [REDACTED]
School Name: Cashman MS
Student: N/A
Phone: 702 [REDACTED]

Ms. [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

From:  Joe Caruso Thursday, February 02, 2017 2:31:25 PM 

Subject: Re: Fwd: Case ID#12200 (Cashman MS)

To:  Felicia N. Gonzales

Cc:  Rosanne Richards

Hi, Felicia,

Thank you for the e-mail and information. I will share the below information with the superintendent and follow-up with you once I receive guidance on how to proceed.

Have a good afternoon!

Joe

Felicia N. Gonzales writes:

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Felicia Gonzales
School Associate Superintendent
Performance Zone 6
Clark County School District
(702) 799-2640

----- Original Message -----

Hello,



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Thank you


Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:


CASE ID#: 12200
Customer: [REDACTED]
School Name: Cashman MS
Student: N/A
Phone: 702-[REDACTED]

Ms. [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.



From:  Joe Caruso Friday, February 03, 2017 3:57:12 PM 

Subject: Re(2): Fwd: Case ID#12200 (Cashman MS)

To:  Felicia N Gonzales

Cc:  Rosanne Richards

Hi, Felicia,

As a follow-up to the below e-mail, the superintendent has asked if you would contact Ms.  and request that she write a letter regarding her concerns with Trustee Child. Once you receive the letter from Ms.  please e-mail it to me and I will provide the letter to the superintendent

Thank you in advance for your assistance.

Have a good weekend!

Joe



Joe Caruso writes:
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Williams from Nevada PTA

Felicia Gonzales
School Associate Superintendent
Performance Zone 6
Clark County School District
(702) 799-2640

----- Original Message -----

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
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Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:

CASE ID#: 12200
Customer: [REDACTED]
School Name: Cashman MS
Student: N/A
Phone: 702 [REDACTED]

Ms. [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.

From:  Mike R. Barton
Felicia N. Gonzales

Thursday, February 09, 2017 5:07:39 AM 

Subject: Fwd: Re(3): Fwd: Case ID#12200 (Cashman MS)

To:  Rosanne Richards

We need to discuss this today Felicia will not be asking for such a letter. It is not within her area of supervision.

----- Original Message -----



Mike,

I do not feel comfortable calling a parent regarding a complaint about a trustee and asking for a letter as if I was the one investigating Why can't Joe call the parent and ask her for this?

Please advise Thanks.

Felicia Gonzales
Associate Superintendent - PZ6
(702)799-2640

Joe Caruso writes:
Hi, Felicia,

As a follow-up to the below e-mail, the superintendent has asked if you would contact Ms  and request that she write a letter regarding her concerns with Trustee Child. Once you receive the letter from Ms  please e-mail it to me and I will provide the letter to the superintendent.

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Joe

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Joe

Felicia N. Gonzales writes:
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Felicia Gonzales
School Associate Superintendent
Performance Zone 6
Clark County School District
(702) 799-2640

----- Original Message -----

Hello,

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Thank you.

Katie Hougland, Secretary III
Academic Unit
5100 West Sahara Avenue
Las Vegas, NV 89146
Phone: 702-799-5475
WAN: 0015-5558
Fax: 702-799-5199
Original Message:

CASE ID#: 12200
Customer: [REDACTED]
School Name: Cashman MS

Student: N/A

Phone: 702- [REDACTED]

Ms. [REDACTED] wanted clarification on the policies regarding Trustee interaction with parents and Trustee attendance of School Organizational Team meetings. She expressed belief that Trustee Child had spoken to her unprofessionally and attended a previous meeting to intimidate her.



Trustee Emails

Search Terms


“Trustee Child”


and

“Kevin Child”

From:  Cindy Krohn Tuesday, December 13, 2016 8:04:57 AM 

Subject: Message from Trustee Kevin L. Child

To:  Pat Skorkowsky

Cc:  Kevin L. Child - Trustee

Trustee Child asked that I send the following message on his behalf:

Dear Superintendent Skorkowsky,


Today, December 12, 2016, you told me I was not allowed to travel to Chicago, Illinois, with the Clark High School and Cashman Middle School Orchestras due to principals not wanting me to go. Could you please tell me, in writing, the name of the principal(s) who stated this and their reason why they did not want me to go.

Also, per our conversation at the holiday luncheon today, you mentioned you did not want to approve my trip because principals were afraid me. I would like to know, in writing, the names of the principal(s) as well as what they said and why they are afraid of me.

I was later informed by Cindy Krohn that you were allowing me to attend the concerts on Wednesday, December 14 with Cashman Middle School and Thursday, December 15 with the Clark High School. I appreciate the opportunity to attend the two concerts, however I have scheduled events with other schools.

Please feel free to contact me at  if you have any questions.

Sincerely,
Kevin L. Child

From:  "Patrick Skorkowsky"
Subject: Re: Message from Trustee Kevin L. Child

12/13/201



Cc:  Kevin L. Child - Trustee

Trustee Child,

As stated in the letter you received, I have an obligation to protect the employees of the Clark County School District. In order to protect all employees, I will not share names for fear of retaliation on the employees.

Pat Skorkowsky
Superintendent

Every student in every classroom, without exceptions, without excuses

"Cindy Krohn" <krohn@interact.ccsd.net> writes:

Trustee Child asked that I send the following message on his behalf:

Dear Superintendent Skorkowsky,

Today, December 12, 2016, you told me I was not allowed to travel to Chicago, Illinois, with the Clark High School and Cashman Middle School Orchestras due to principals not wanting me to go. Could you please tell me, in writing, the name of the principal(s) who stated this and their reason why they did not want me to go.


Also, per our conversation at the holiday luncheon today, you mentioned you did not want to approve my trip because principals were afraid me. I would like to know, in writing, the names of the principal(s) as well as what they said and why they are afraid of me.

I was later informed by Cindy Krohn that you were allowing me to attend the concerts on Wednesday, December 14 with Cashman Middle School and Thursday, December 15 with the Clark High School. I appreciate the opportunity to attend the two concerts, however I have scheduled events with other schools.



Please feel free to contact me at  if you have any questions.

Sincerely,
Kevin L. Child

From:  Wendy L. Phelps

Wednesday, January 27, 2016 4:17:13 PM 

Subject:

To:  Carolyn Edwards - Trustee  Deanna L. Wright - Trustee

Good evening,

Just wanted you to know that I had my dean and a few staff members attend an event last night at the Smith Center regarding a bullying play. My staff shared with me that Trustee Childs got a hold of the microphone and said some completely inappropriate things. They were appalled and I am concerned of how he is representing.

I can get specific details from the staff members that attended if you'd like; however I understand another Trustee was there. Thanks for listening:)

Wendy L. Phelps

Principal

B. Mahlon Brown JHS

702-799-8900 x 4101

Fax 702-799-3511

"If you don't take a chance, you don't stand a chance." -Unknown

October 7, 2016
Clark High School
Visitor Stands

During the early minutes of the third quarter at the Clark-Durango Football Game, hosted at Clark High School, I noticed an individual on the track just behind our cheerleaders, nearest the stands. He was walking towards the fence that separated our fans from the field of play. He was talking and gesturing back and forth as if to be asking the crowd where someone was located. One of our Freshmen Football coaches who were seated in the stands, walked down the bleachers, and talked to the individual. The coach pointed in my direction and the individual began to walk towards me, still on the track.

When he was directly below me, he indicated that I was the person he was looking for and motioned me to him. I walked down, thinking he was either a parent of one of my athletes or a representative of Clark High School.

He introduced and identified himself as Trustee Childs. Upon getting a closer look I recognized him and identified myself as Tim Jackson, Athletic Administrator at Durango High School.

Immediately after the introductions, Trustee Childs stated the following: "What are you going to do about these football players kneeling during the national anthem?"

For background purposes, there have been a number of Durango Football players that have taken a knee during the national anthem in support of NFL player Colin Kaepernick's protest of the treatment of minorities in the US. When Durango Athletic personnel became aware of this potential protest, it was the decision of the Athletic Administration to not interfere with them or their right to peacefully protest. Furthermore, there was a team discussion held with a veteran of the Armed Services before the first occurrence.

When Trustee Childs asked his question, my response was, "Sir, what exactly would you like me to do?" I expressed that they were not causing a disruption to the game or the activities leading up to the game. I also stated that what they were doing was not against school rules nor were they breaking the law. I went on to say that there really is nothing I can do.

Trustee Childs did not like this response. He made numerous statements, among which were the following:

"I know they think it's their rights, but these kids don't have rights, they can't vote."

"You don't do this at someone else's field, you can do this at Durango, they need to stand up"

"Did you serve? How can you let this happen?"

" I think I need to talk to them about this."

After each statement, I reiterated that there was nothing I could do or would do. I also told him my personal feelings on what they were doing and that I understood his point, but that I did not see how we could do anything about it.

At this point, Trustee Childs made a statement that caused me realize there was no rationalizing with him. He said the following:

"We gave them their freedom, what more do they want?"

This statement caused me great grief, because I took it to be a racist statement at the very least.

After a few more statements, Trustee Childs expressed to me that he would "be talking to Pat (Skorkowsky) and Trustee Edwards about this situation"

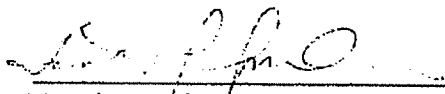
He then left and walked towards the south end zone where the Clark teaching staff was seated for a cook out.

As the game progressed, I began to worry that Trustee Child may attempt to talk to the team after the game when they do their post-game talk in the end zone. As the game neared its conclusion, I made my way to the field. I informed the head coach (MG) that I wanted him to get the team off the field as quickly as possible.


As I was monitoring the "end of game handshake" with the coaching staff, our trainer (BH) informed me that Trustee Child had actually been amongst the team on our sidelines right after half time, at the start of the third quarter.

Apparently when I noticed him approaching the fence, he had just left our team sidelines. The trainer (BH) informed me that Trustee Child was asking about our team "kneeling during the National Anthem".












Durango Football left the field and boarded the bus without incident.



Timothy J. Jackson, CMAA
Athletic Administrator
Durango High School



Date

From:  Roxann McCoy <rmccoy1008@gmail.com> 7/21/2016 1:30: ... 
Subject: Kevin Child Comment
To:  Carolyn Edwards - Trustee  Deanna L. Wright - Trustee
 Chris Garvey - Trustee  Joe Caruso  Tammy A Malich
 Billie Rayford  Kevin L. Child - Trustee
 Roxann McCoy <rmccoy1008@gmail.com>
 Linda E. Young - Trustee

Attachments:  kevin Child comment(1) (1).pdf / Uploaded File (451K)

Greetings President Young,

To the CCSD School Board Trustee VP as well as Trustees, Supt, Skorkowsky and others,

Please see the attached statement regarding the disparaging comment made from Trustee Childs.

Thank you in advance for your time,

Roxann McCoy,

President NAACP
Branch 1111

"Maturity is putting up with those you could easily put down." Rick Warren



**NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE
Las Vegas Branch 1111**

3065 W. Rancho Dr Suite 154 ♦ Las Vegas, Nevada 89130 ♦ Phone (702) 638-1300 ♦
Fax (702) 369-1342 ♦ Website: www.naacplv.org

Roxann McCoy, President

Dear Clark County Board of Trustees,

We were recently shocked to see that Clark County School District Board of Trustee Kevin Child (District-D), posted this outrageous question on his Face book page last Thursday:

"If protesters are in the road and blocking it and not in the crosswalk...would you run them over?"

This suggestive question followed several days of highly publicized protests around the nation, many of which were organized by Black Lives Matter groups to express their anger at the disproportionate number of deaths of black men shot by police officers.

It is outrageous that an elected official, charged with ensuring the safety and wellbeing of children, would tacitly encourage violence against people expressing their constitutionally guaranteed rights of speech. What if students and parents took to the streets to protest policies of this school board? Would Trustee Child question whether drivers should target those protestors as well? His post demonstrates incredibly poor judgment and causes many of his constituents to question whether he can effectively carry out the duties of his office. Violence, and its encouragement, should never be condoned as an appropriate course of action by anyone, especially an elected representative.

Because the public deserves a representative that understands and supports the rights we are all guaranteed under the constitution, and respects the lives of those with whom they may agree or disagree. We urge the Clark County School District Board of Trustees to reiterate their support for valuing constitutional rights and human life and condemning violence by holding Trustee Child accountable for these outrageous, violence inducing comments.

Left unaddressed, Trustee Child's harmful and inappropriate remarks call into question the nation's fifth largest school district's commitment to public debate, and safety of those who may disagree with its policies. Mr. Child is a public figure whose words and actions have consequences. Trustee Child's right to express himself is guaranteed under the Constitution as well, but encouraging violence is not protected speech.

Our children are repeatedly taught about their right to question government action and their right to rise up in protest - from the Boston Tea Party to the march from Selma to Montgomery - protest is a cornerstone of democracy. Trustee Child's post, however, teaches children a very different message. It is up to this Board to act. You must show the parents and students of Clark County that the values demonstrated by Trustee Child are not the values the Clark County School Board of Trustees.

We hope you take swift and meaningful action to address this issue.

Respectfully submitted,

From:  ron <ron_barcelona@hotmail.com> 2/14/2017 5:57:35 PM 

Subject: Unfair reporting on Trustee Kevin Child in the LVRJ?

To:  keith moyer RJ <kmoyer@reviewjournal.com>
 glenn cook <gcook@reviewjournal.com>

Although I am not personally familiar with these events, this story does not appear to be fair and balanced. My unanswered questions after reading the story: "From which high school was the team that refused to stand for the National Anthem? What was the explanation given by the players and how many were involved? What did their coach say or do about it? Surely investigative reporters could have found the answers? It is not unusual for people to be disturbed by athletes refusing to stand for the national anthem, especially when the people are paying for the athletes.
<http://www.cbsnews.com/news/colin-kaepernick-kneels-for-national-anthem-amid-crowds-usa-chants/>

Colin Kaepernick kneels for national anthem amid "USA" chants

www.cbsnews.com

Outside the stadium, vendors sold shirts with Colin Kaepernick's image in the sites of a rifle scope, and fans tackled a dummy dressed up like the quarterback

Regarding the items that the story did raise:

Asking 'what was to going to be done about the players' actions' does not mean that punishment was demanded. Perhaps a discussion of history and current events are also options in this 'teachable moment'. What would have been so wrong if the Trustee did indeed talk to the players afterwards about the implications of their actions? Isn't education the goal of our school district.. even more so than playing sports? Did this really require the players to be hurried off the field when the game ended?

Asking if drivers would run over protesters blocking a road might seem to be an encouragement of that action, but it is still simply a question. In the past, protestors in the streets have pulled drivers out of their vehicles and beat them, here in the USA. Yet, this connection is not raised, but the Bastille Day truck/pedestrian attack in France is mentioned? The 'freedom' comment, while crude, is factually correct per the 13th amendment, as found in a history textbook. The comment about children lacking rights does not make sense, but I was not there to realize the context and it appears that this was a heated private conversation, not a public speech.

One teacher, out of thousands in CCSD, is quoted as claiming the Trustee's "insensitive remarks" on social media were a factor in her resignation. However, we are not told what these remarks were so that we can judge. I've talked with many teachers and have never heard them comment on this issue. So,

why the selective reporting?

Posted February 13, 2017 - 8:52pm Updated February 13, 2017 - 11:19pm

Students knelt during anthem, sparked outcry from School Board Trustee Kevin Child, records show

By AMELIA PAK-HARVEY
© LAS VEGAS REVIEW-JOURNAL

School Board Trustee Kevin Child appeared so upset that players knelt for the national anthem at a prep football game that he questioned the students' right to stage such a protest, records obtained Monday by the Las Vegas Review-Journal show.

The confrontation occurred at an Oct. 7 game between two teams whose names were redacted, records released by the Clark County School District show, and added to the complaints about Child that trace to April 2014.

After players from the visiting team knelt during the anthem, Child sought out the employee in the stands and motioned for him. Child then asked what was going to be done about the players' actions, the employee wrote in the complaint.

The incident occurred around the time San Francisco 49ers quarterback Colin Kaepernick began kneeling during the national anthem at NFL games to protest racial injustice in America. The act resonated nationwide with athletes in various sports and also filtered down to the high school level.

The employee told Child that the players were not causing a disruption or breaking any laws or school rules, but Child appeared angered by that response.

Child made numerous statements, according to the complaint, including: "We gave them their freedom. What more do they want?"

"This statement caused me great grief, because I took it to be a racist statement at the very least," the employee wrote Oct. 11.

The complaint also states that Child told the employee: "I know they think it's their rights, but these kids don't have rights. They can't vote."

Child suggested that he should talk to the players about not standing for the anthem. The employee was so worried that Child might try to speak to the team that he quickly made his way to the field as the game neared conclusion.

"I informed the head coach (name redacted) that I wanted him to get the team off the field as quickly as possible," the employee wrote.

Child also said he'd "be talking to Pat (Skorkowsky) and Trustee (Carolyn) Edwards about this situation," according to the complaint.

Edwards declined to comment Monday on whether Child spoke to her about the incident. Skorkowsky was not immediately available to comment on that specific complaint. Child did not respond to requests for comment.

DOCUMENTS RELEASED

District officials began releasing some documents Wednesday after a judge ordered them to do so in response to a Review-Journal lawsuit. A court hearing is scheduled for Tuesday to determine the district's legal basis for not strictly fulfilling the request.

The employee's complaint was part of 10 pages of new records detailing eight issues with Child from July to October 2016.

Those incidents occurred about four months after Child was formally confronted in March by district officials about concerns over his behavior. Officials subsequently launched an investigation of Child in September that ended in October. In December, Skorkowsky barred Child from visiting schools without written permission, among other guidelines handed down.

Documents released Monday also include additional complaints from Child's social media post in July. Child had stirred negative reaction from the community after he asked on Facebook: "If protesters are in the road and blocking it and not in the crosswalk ... would you run them over?"

The post came right after a truck driver killed people after driving through a Bastille Day celebration in France. It also came as tensions heightened between police and the crowds that gathered nationwide to protest the killings of unarmed black men.

The post prompted action from the NAACP's Las Vegas branch, which wrote to the district a week later.

"It is outrageous that an elected official, charged with ensuring the safety and wellbeing of children, would tacitly encourage violence against people expressing their constitutionally guaranteed rights of speech," President Roxann McCoy wrote the school board. "What if students and parents took to the streets to protest policies of this school board? Would Trustee Child question whether drivers should target those protesters as well?"

The letter had one message to Child's fellow trustees: "It is up to this Board to act."

Child told the Review-Journal at the time that he was just trying to find out who the evil people are in the community.

'APPALLED' OVER REMARKS

In August, one teacher's letter of resignation, which was sent to Skorkowsky, cited Child's actions among the reasons for departure.

The letter states that many teachers were "appalled" when they discovered insensitive remarks Child made on social media.

"Many teachers want to speak up but are fearful of retaliation," the teacher wrote. "With a person in this position of power such as Mr. Child, there is no excuse for acting unprofessional on social media ... Sadly, I do not want to work for a school district that doesn't take these kinds of actions seriously. Why is his behavior acceptable?"

Skorkowsky forwarded that resignation to then-Board President Linda Young, records show.

The district and trustees have not commented on the complaints, citing ongoing litigation with the Review-Journal.

Child has called the complaints a smear campaign, arguing that he deserves to face his accusers.


"They're made-up stories probably, because there's no names on it," he said after the district first

released records of complaints last week.


Contact Amelia Pak-Harvey at 702-383-4630 or apak-harvey@reviewjournal.com. Follow [@AmeliaPakHarvey](https://twitter.com/AmeliaPakHarvey) on Twitter.

Sent from Outlook

From:  Cindy Krohn
angiesullivan0@gmail.com

Thursday, July 21, 2016 10:09:43 AM 

Subject: Fwd: Kevin Child's Facebook Posts

To:  angiesullivan0@gmail.com

Cc:  CCSD Trustees

The School Board Office is in receipt of your e-mail and has forwarded it to all Trustees as well as the Superintendent's Office. Thank you for writing the Clark County School District.

Cindy Krohn
Clark County School District
Office of the Board of School Trustees
702-799-1072

----- Original Message -----

Board of School Trustees c/o Trustee All




Over 500 people sign this petition.

Kevin Child should resign.

<https://www.change.org/p/ccsd-board-members-resign-ccsd-trustee-kevin-child>

No Justice, No Peace

Angie Sullivan
angiesullivan0@gmail.com

From:  Nicole W. Rourke Tuesday, April 19, 2016 4:49:52 PM  
Subject: Re: Confidential re: KidsVention
To:  Joyce Woodhouse <jwoodhouse642@yahoo.com>

Hi, Joyce,

Thank you for the information. We appreciate all the work you do for KidsVention and to bring this event to so many students. I will talk to the Superintendent and make sure he is aware of it.

Talk soon,
Nicole

Nicole Rourke
Interim Associate Superintendent
Community and Government Relations
Clark County School District
5100 W. Sahara Ave.
Las Vegas, NV 89146
(702) 799-1080 office

Joyce Woodhouse <jwoodhouse642@yahoo.com> writes:
Good afternoon:

I have been made aware of some remarks made by Board Member Kevin Childs at KidsVention today, and I wanted you to know about it as soon as possible. He was quite upset that:

- * names of School Board members were not listed in the program
- * he was not introduced.

KidsVention has been an event of Voices In Voting/Kids Voting Southern Nevada since 1994, and the organization is a non-profit that is in partnership with CCSD's Partnership Office. We have never put the board members names in the program. If we did, we would need to put all of the board members' names of all of the sponsoring groups.

In the past we did introduce board members and sponsors from the stage if they were in the audience. However, because we needed to tighten up the program in order to meet bus requirements, all of that was taken out of the program on my decision. There were other sponsors in the audience, who were not introduced, and I did not receive any objections from any of them. Usually, I ask the CCSD Board Chair to participate by introducing one of the debates, but she was not available this year. The VIV/KVSN Board wanted to expand, and I




agree, some recognition to Higher Education, which was why two of the introducers were from NSHE.


At Mr. Child's complaint, I went to the Master of Ceremonies and asked him to introduce Mr. Child. He did.

Please let me know if you need anything from me. We certainly do not want KidsVention or the efforts of VIV/KVSN to be hurt in any way. Thank you for your understanding.

Joyce

P.S. On a personal note, I did "shush" Mr. Child during Kim Russell's presentation of Sojourner Truth and the value of voting. He was shaking his hand clapper, which was inappropriate at the time. Mea culpa.

From:  Joe Caruso
Subject: Re(2): Statement
To:  Beverly P. Mason
Cc:  Nicole W. Rourke

Thursday, April 28, 2016 5:41:03 AM 

Thank you, Beverly!

Beverly P. Mason writes:

Yes, I will. First thing in the morning after I had some sleep..... :-)

Beverly P. Mason, Director
School-Community Partnership Program
4601 W. Bonanza Road
Las Vegas, Nevada 89107
Phone: (702) 799-6560 * Fax: (702) 799-6570

Website: www.partnership.ccsd.net
Facebook: www.facebook.com/ClarkCountySchoolPartnership
Twitter: www.twitter.com/CCSDPartnership

"It is easier to build strong children, than to repair broken men." – Frederick Douglass



Joe Caruso writes:


Good evening,

I discussed your concerns regarding Trustee Child with the superintendent and he asked me to request a statement from you. If possible, would you please include the items we discussed (Rave Review ceremony, KidsVention, and 51s game) and the comments made from Trustee Child in your statement? If so, the superintendent would appreciate that information. If you have any questions regarding this request, please let me know.

Have a good evening.

Joe

From:  Ramona J. Esparza
Subject: Valley HS- Ramos Statement
To:  Celese R. Rayford

Thursday, March 30, 2017 4:07:24 PM 

Attachments:  Ramos Statement 3-30-17.pdf / Adobe Acrobat Document (309K)

Celese,

Please see attached statement from Noe Ramos regarding Trustee Kevin Child contacting him on his cell phone on 3-30-17.

Note the following consequences for the incident that occurred on the February 17-19, 2017, Mariachi Conference in Texas:

1. Students were reprimanded in Texas and upon return an after school meeting was held to discuss the incident on Tuesday, February 21, 2017.
2. The group was not permitted to attend and compete at the Monaco MS Mariachi conference/competition.
3. The group will not be permitted to attend and compete in the K.O. Knudson conference/competition.
4. The group will not be permitted to attend the Arizona Mariachi Conference in April 2017.

Mr. Ramos was visibly upset that he was called during class time on his cell phone from Trustee Child. He came to my office immediately after school to inform me about this conversation. He asked me, "Why is he asking me about this, it has been resolved." I contacted you immediately as well. I did my best to reassure him that it has all been addressed.

Respectfully,

Ramona Esparza
Principal
Valley High School
(702) 799-5450



One School~One Goal
STUDENT SUCCESS



VALLEY HIGH SCHOOL

1849 S. Boulder Ave. Las Vegas, NV 89102 Phone (702) 735-1100
Fax (702) 735-1101

Voluntary Statement

Dean's Office

Student Number _____

Name: Joe Ramos

Address: _____

Occupation or School and Grade: _____

Home Phone: _____ Business/Work Phone: _____

Of my own free will I give the following written statement:


I spoke with Kevin Child around 2:15pm
March 30, 2017. He asked me what the status was
on our issue that happened on our trip in Texas.
I responded "It has been taken care of and
dealt with". He said no you and Ramona did
not follow protocol. He then said expect a
phone call from Dr. Becton and tell the
truth exactly what happened. He ended
the call by telling me you are not in trouble
don't be nervous.

Joe Ramos


March 30, 2017


Signature of person giving statement: _____


Page _____ of _____

From:  Celese R. Rayford
Ramona J. Esparza

Subject: Fwd: Valley HS- Ramos Statement

To:  Mike R. Barton

Thursday, March 30, 2017 4:58:56 PM 

Attachments:  Ramos Statement 3-30-17.pdf / Adobe Acrobat Document (309K)

Dr. Barton,

Please find attached the statement from Noe Ramos, the Mariachi teacher. Below is a brief description of how the incident was resolved. Please note that parents were not contacted. Mrs. Esparza shared this was not necessary as the students were discussing their upcoming performance. The consequences were rendered as the group was informed of the expectations. Room checks were conducted nightly by both Mr. Ramos and Mrs. Esparza.

Dr. Celese Rayford, School Associate Superintendent
Clark County School District Performance Zone 4
5100 W. Sahara Ave.
Las Vegas, NV 89146
Office: 702-799-2640
Fax: 702-799-2647
Email: crayford@interact.ccsd.net

----- Original Message -----

Celese,

Please see attached statement from Noe Ramos regarding Trustee Kevin Child contacting him on his cell phone on 3-30-17.

Note the following consequences for the incident that occurred on the February 17-19, 2017, Mariachi Conference in Texas:

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Respectfully,

Ramona Esparza
Principal
Valley High School
(702) 799-5450



One School~One Goal
STUDENT SUCCESS

From:  Mike R. Barton
Ramona J. Esparza
Subject: Fwd: Site Visit- Valley HS
To:  Christine Weiss

Wednesday, February 22, 2017 4:41:31 PM 

Attachments:  R. Esparza Memo 2-3-17.pdf / Adobe Acrobat Document (511K)

Please print for Celese's file.

Mike

Mike R. Barton
Chief Academic Officer

----- Original Message -----

Dr. Barton,

Please see attached memo regarding Trustee Childs site visit on 1-30-17.

Again, thank you for your unyielding support and let me know if you need any additional information.

Regards,

Ramona Esparza
Principal
Valley High School
(702) 799-5450



One School~One Goal
STUDENT SUCCESS



Valley High School

Principal
Ramona Esparza

Assistant Principals
Elena Fabunan
Ramona Fricker
Matthew Jackson
Bency Manglicmot
Jose Silva

Deans
Tricia Keliinai
Thomas Smith
Jacob Thompson

MEMO

Date: February 3, 2017

To: Mike Barton, Chief Academic Officer

From: Ramona Esparza, Principal, Valley High School

Subject: Site Visit

On January 30, 2017, Trustee Kevin Child and Dr. Mike Barton, Chief Academic Officer, visited Valley High School at 7:00 a.m. I inquired about the nature of the site visit. Trustee Child stated he received parent concerns about the gym and boys' restroom. Please note I have not received any parent concerns of that nature. During the site visit, the following areas were observed:

1. Cafeteria
2. Main gym – no evidence of facility repairs in the main gym
3. Boys' restroom near the auxiliary gym- no soap dispensers were evident (work request has been submitted 1/31/17). Mirrors had evidence of scratches (mirrors will be either replaced and/or removed).
4. Garden Area
5. Library
6. JROTC classroom observation
7. Main office

Note: Trustee Child stated to Dr. Barton there were concerns regarding Spanish books. Upon investigation with the administrator that supervises the Foreign Language Department, it was determined there are sufficient Spanish books. For the 2016-17 school year, Spanish supplemental texts were ordered.

Upon exiting the premises at 8:10 a.m., Trustee Child stated that he was here to support me and to let him know what I needed.

I am requesting that this memo serve as a record of this site visit. Although I was notified prior to this request to visit, I was not comfortable with the protocol that Trustee Child used to obtain access to viewing "alleged parent concerns about the facility." Upon review of the areas, there were no imminent

2839 S. Burnham Avenue, Las Vegas, NV 89169
PHONE (702) 799-5450 FAX (702) 799-0019

RA410
430 146



Valley High School

Principal

Ramona Esparza

Assistant Principals

Elena Fabunan

Ramona Fricker

Matthew Jackson

Bency Manglicmot

Jose Silva

Deans

Tricia Keliinai

Thomas Smith

Jacob Thompson

safety or hazard concerns regarding the condition of the facility. The facility is over fifty years old; cleanliness and maintenance is a priority at Valley HS.

I need it to be noted that contrary to Trustee Childs' statement that he is here to support me, I have been notified by the following entities: staff, parents, and community partners that Trustee Child has repeatedly in public settings made negative and disparaging remarks about Valley High School and me (personally.) It is my belief that his intentions are neither positive nor conducive in creating an environment that is supportive of the necessary work that I am doing as a high school principal.

Ramona Esparza, Principal Valley High School


2/3/17

Date

2839 S. Burnham Avenue, Las Vegas, NV 89169
PHONE (702) 799-5450 FAX (702) 799-0019

RA411
434 147

From:  Joe Caruso

Thursday, July 21, 2016 7:59:13 AM 

Subject: Re: Fwd: Kevin Child's Facebook Posts

To:  Cindy Krohn

Cindy,

I asked the superintendent and he said to continue sending the Trustees all of the e-mails received regarding this topic.

Joe

Cindy Krohn writes:
Joe,

Would you like me to forward this to the trustees or do you want to discuss with the superintendent first.

Cindy

----- Original Message -----

Board of School Trustees c/o Trustee All


Over 500 people sign this petition.


Kevin Child should resign.

<https://www.change.org/p/ccsd-board-members-resign-ccsd-trustee-kevin-child>


No Justice, No Peace

Angie Sullivan

From:  Cindy Krohn
angiesullivan0@gmail.com

Thursday, July 21, 2016 10:09:43 AM 

Subject: Fwd: Kevin Child's Facebook Posts

To:  angiesullivan0@gmail.com

Cc:  CCSD Trustees

The School Board Office is in receipt of your e-mail and has forwarded it to all Trustees as well as the Superintendent's Office. Thank you for writing the Clark County School District.

Cindy Krohn
Clark County School District
Office of the Board of School Trustees
702-799-1072

----- Original Message -----

Board of School Trustees c/o Trustee All

Over 500 people sign this petition.


Kevin Child should resign.

<https://www.change.org/p/ccsd-board-members-resign-ccsd-trustee-kevin-child>

No Justice, No Peace

Angie Sullivan
angiesullivan0@gmail.com

From:  Joe Caruso

Friday, August 19, 2016 6:40:33 AM 

Subject: Re: Fwd: PTA training at Chaparral HS

To:  Cindy Krohn

Cindy,

As a follow-up to the below e-mail, the superintendent stated to send the normal response and copy Trustee Child so that he is aware of the below concern.

Joe

Cindy Krohn writes:

FYI

----- Original Message -----

Board of School Trustees c/o Trustee Child

Good evening Mr. Child,


This morning I was at the PTA breakfast at Chaparral HS with my PTA group and my daughter, you came to said hi and asked what school we represented, then asked my daughter about the book that she was reading, she didn't answer to you, closed her book and hide it, I told you that she was shy.

She is not a misbehaving child, she is autistic, her social skills are a deficit. I felt so embarrassed when you mentioned that you can fix the problem if you have her for a fun time an other comments that I just hear and my reaction was just smile to you, this happened in front of other people, as a special education mom and having a Autistic girl that is not easy to explain to every body her condition. Please understand that an Autistic child doesn't interact with unfamiliar people.

Sincerely,



From:  Joe Caruso

Wednesday, July 20, 2016 9:31:41 AM 

Subject: Re(2): Emails regarding Facebook

To:  Cindy Krohn

Hi, Cindy,

As a follow-up to the below e-mail, please respond to each e-mail and send the e-mail to Trustee Child as normal.

Joe

Joe Caruso writes:
Cindy,



I will check and let you know once I have additional information.


Joe






Cindy Krohn writes:
Joe,

Attached are emails in regards to Trustee Child's Facebook posts. Do you want me to respond or just provide a copy to him. The first two are positive and from a former SBSAC member.

Thank you,
Cindy

From:  Cindy Krohn
Subject: Emails regarding Facebook
To:  Joe Caruso

Monday, July 18, 2016 1:11:48 PM 

Attachments:  [REDACTED] Trustee child (5K)
 [REDACTED] / Trustee child- from a student adv. committee me...
 <caanola@aol.com> / Please resign immediately (4K)
 <hlwjr@embarqmail.com> / Running Over Protestors (4K)
 <ron_barcelona@hotmail.com> / keep it up (7K)

Joe,

Attached are emails in regards to Trustee Child's Facebook posts. Do you want me to respond or just provide a copy to him. The first two are positive and from a former SBSAC member.

Thank you,
Cindy

From: [REDACTED]
Subject: Trustee child
To: [REDACTED] School Board Mail


Saturday, July 16, 2016 11:51:26 PM




Board of School Trustees c/o Trustee Young

Hello trustee young, this is [REDACTED] was in the student advisory committee this past year, I was te super tall kid from mojave. My friend sent me a link and I was a little sad, seeing that trustee child is under a bit of fire right now. Although I have moved up to Utah and out of the school district, I definitely still care about what's going on, but I just want the people of Las Vegas to see trustee child as I did. I want for all of the people to see the loving and caring trustee I know. But the reason I'm emailing you is because you're close to him, and currently I cannot be. Please let him know that he will always be inspiring students, whether or not he takes that (slightly ridiculous) plea to resign. And as for you, I always appreciated being able to hear your insight. I know I might have not had the greatest impact in that committee, and maybe I was, I'm not really sure. What I do know is that through the words of people like you and trustee child and superintendent Skorkowsky, I became inspired to make the people around me better. I still believe in the great things you guys can do. Thanks for reading this if you did, and have a nice day Dr. Young
[REDACTED]

Ps, when I mentioned your past about splitting that school district and the effects of it, I was just going off what my mom said, she speaks very highly of you, and because of her I do too.

From: [REDACTED] Saturday, July 16, 2016 11:40:08 PM 

Subject: Trustee child- from a student adv. committee member

To:  School Board Mail

Board of School Trustees c/o Trustee Child


Dear trustee child,

This is [REDACTED] I was in the student advisory committee this past year. I could see how these last few days have been a little hard on you, I only wish my voice was loud enough for some of the people of Las Vegas to hear me. I believe that you are a good person, and I know that you love your kids. Please don't step down, don't give up on CCSD, because great minds like you aren't that common. I remember one time that I was talking to you, you lifted your hand and told me to do the same, then you grasped my hand and said, "the reason we have gaps between our fingers is to fill them with great people around us", or something to that extent. I know that you fill those gaps with everyone you come in contact with. I hope that next time I see you, I can still call you trustee. And if you can, tell trustee young I said hello, and that I was honored to listen to her input on the issues we discussed every meeting.

Take care, trustee

[REDACTED] (mojave high school rep)

From:  ron_barcelona@hotmail.com

Saturday, July 16, 2016 10:28:56 AM 

Subject: keep it up

To:  School Board Mail

Board of School Trustees c/o Trustee Child

Hi Kevin,

Don't let the politically-correct crowd get to you. Do you get copied on the messages I send to the Board? Does anyone mention them? Here is a message I sent around March:

I've been happily teaching as a substitute for CCSD the past couple months (I've also successfully taught many college classes). However, I recently taught a high school ESL (English as a Second Language) class and it was the only class I've taught that I would describe as 'disturbing'. The students (almost all Hispanic) showed little interest in learning. I followed instructions and told students to work on their 'projects', but few of the students seemed to do so. Being able to speak Spanish moderately, I tried to develop their English by saying Spanish words, or pointing to objects/photos and asking them for the English name. This held the attention of some of them for a while, but not for long. I passed out dictionaries to the students for them to browse, but few were opened. Many students played with their cell phones or played games on the computer screens. My efforts to stop these activities worked for a while, but eventually, students often returned to the games. Therefore, exactly what would CCSD do with the proposed additional money for ESL students? Purchase more books the ESL students won't read? I don't know how many of these students came here illegally, but surely many of them, and their parents, did. Therefore, perhaps we should treat the root of the problem and not the symptoms. Perhaps we should provide incentives for illegal immigrants and their children to return to their native countries. Rather than spending \$8,514 per ESL student, as proposed by the legislature (per the NPRI report below), we could offer that cash to the families here illegally if they return, and remain, in their native countries. Our school buses are available over the summer to take them to our border (either north or south) or the airport. Our cafeterias could even fix them to-go lunches. Taxpayers would appreciate it, the overburdened schools would appreciate it, and millions of unemployed US citizens would appreciate it.

.....

Education establishment already setting up the next \$1.5 billion tax increase


More education spending is never enough

By Victor Joecks

..... SB508, which has already passed the Senate, was heard this morning in the Assembly Ways and Means Committee. The bill calls for increased education spending based on giving English Language Learners, students who qualify for Free and Reduced Lunch and special need students additional funding or weights. For instance, the average student received \$5,676 in funding from the Distributive School Account for the current school year. Under SB508, the goal is to fund an ELL student at 1.5 times the amount of base DSA funding, or \$8,514. And that's just DSA funding. Nevada spends around \$4,000 more per-pupil in categorical DSA funding and from local-only taxes and federal funds.

Ron
702 334-2444

From:  **Cindy Krohn**
caanola@aol.com

Wednesday, July 20, 2016 3:12:34 PM 

Subject: Fwd: Please resign immediately

To:  caanola@aol.com

Cc:  Kevin L. Child - Trustee

The School Board Office is in receipt of your e-mail and has forwarded it to Trustee Child as well as the Superintendent's Office. Thank you for writing the Clark County School District.

Cindy Krohn
Clark County School District
Office of the Board of School Trustees
702-799-1072

----- Original Message -----


Board of School Trustees c/o Trustee Child

Apologize and resign immediately from the board. You are not worthy of the position and the children and the county deserve better.

And, by the way the word "english" is capitalized like this: "English".

Craig Andersen
caanola@aol.com

From:  Kelly O'Rourke
Christine M. Mecham

Wednesday, December 16, 2015 12:57:57 PM 

Subject: Fwd:

To:  Elizabeth A. Carrero

Good afternoon -

Below is an email from my 6th grade teacher, Christine Mecham (I thought she had written a paper incident report...so I apologize that this is in email form. If you need her to write something more formal, let me know and I can have her do that, as well.

There is a piece in the statement below that is in black ink...I actually added the sentence as Christine had shared with me but did not put in the email. But I thought it should be noted.

Thank you - let me know what else you need.

Kelly C O'Rourke
Principal
Lied Middle School
5350 W Tropical Parkway
Las Vegas, NV 89130
702-799-4620

This communication is confidential and intended only for the addressee. If you are not the intended recipient you may not copy, disclose, or distribute this message to anyone else, any such action may be unlawful. If you have received this communication in error, please contact the sender of the message to inform him or her of the error.

----- Original Message -----

This morning my class had the opportunity to be involved in the PayBac program. The speaker who was assigned to our class introduced himself as school board member, Kevin Child. he told my students that he and six others "run the school district" and that he was m boss.

He talked to the students about success in life starting with getting an education to earn money, to buy a car and later a house. He told the kids he has eight cars.

He asked the kids if they had dreams. The kids said they did. The presentation took a strange turn when he asked the kids to close their eyes and asked if they wanted to be loved. He asked them to keep their eyes closed and raise their hands. All the children, but one raised his/her hand. The boy who did not was singled out and asked why he did not want to be loved. The boy refused to answer and was asked again if he would share. The boy did not. he began to cry. Mr. Child said, "He must be going through something and that we shc

all be nice to him." He then asked the kids who thought the boy was nice and cool and who wanted to be his friend. The boy was told to look around at all the raised hands. After a couple minutes of the boy crying, Ms. Mecham tried to get the boy out of the situation and said that he could go to the bathroom and get a drink. Mr. Child's told her "no", that the boy needed to stay and listen to what he had to say. Ms. Mecham felt badly she didn't know exactly what she could or could not say.

He went on to ask the kids to close their eyes again. He said he was going to ask a question and no one was allowed to laugh, snicker or smile. He asked who had considered suicide. Again the kids were told to raise their hands. A few hands were raised and he told the kids to open their eyes. The kids looked around. He then told the kids that several years ago his wife had lit several fires in their house and gone upstairs and shot herself.








After that he asked each of the kids to share why they contemplated suicide. The kids shared various responses. One girl said she had been bullied. He told the class to repeat after him, "Sticks and Stones may break my bones but names can never hurt me."

He went on to tell the students that he had dyslexia. That he had been teased as a kid and that the kids called him dumb, stupid and retarded.

He then asked each student what his/her goal was as an adult. The kids shared their ideas. He told the kids to be nice to each other.

After class he asked the one boy who was crying to stay. I stood at the door while they spoke and another student remained in the room. After a few moments I said that the boy needed to go to lunch. The boy went on his way and Mr. Child left.

Best regards,
Christine Mecham
Lied MS Zone 1

From:  Jeffrey J. Geihs Thursday, February 16, 2017 10:34:37 AM 
Subject: Re: Trustee Kevin Child
To:  Jolene Wallace
Cc:  Katie M. Pellegrino  William L. Evans  Pat Skorkowsky  Mike R. Barton

Attachments:  Memo to Staff Guidelines for Trustee Visit (2.05.16).pdf / Portable Document Form

Dr. Wallace:

Thank you for this correspondence. Thank you too for your service at Tom Williams Elementary School as Acting Principal. Your leadership there gives me a great sense of confidence. In reference to the guidance/direction you seek, please see attached a memorandum that was sent to principals in Trustee Child's District from Superintendent Skorkowsky. Please follow this direction as specified in the memo. As you are also aware, Trustee Child cannot give you directions; therefore, you are not required to follow such as you stipulated below. I have copied the Superintendent and Dr. Barton here so that they too are aware of this latest circumstance.

Please call me should you have further questions.

Thank you,

Jeff

Dr. Jeffrey Geihs
School Associate Superintendent, Turnaround Zone
President Elect, Nevada Association of School Administrators
jgeihs@interact.ccsd.net
Office: (702) 799-2640

www.ccsdturnaroundzone.net
Facebook - CCSD Turnaround Zone
Twitter - @CCSD_Turnaround

Jolene Wallace writes:

Dr. Geihs...

I am sending this to you based upon the recent directive that came from the Superintendent's office.

On Monday, February 13, 2017, I arrived for my first day as Interim Principal (retiree) at Tom Williams Elementary School. Later that morning, Trustee Kevin Child arrived. He told me he was there for his regularly scheduled parent meeting that was to start at 9:00 am. I accompanied Trustee Child to that meeting so that I could meet parents. The meeting was

also attended by Associate Superintendents Lorna James-Cervantes and Jeff Horn, along with Joe Caruso. The main topic for the meeting was child safety for arrival and departure at school. It was a good meeting with great information.

Trustee Child introduced me and allowed me to speak with parents. I had to leave the meeting before it was over in order to attend to the business of the school. The assistant principals and other staff remained in the meeting.

When the assistant principal returned to the office, he gave me the following information:

"On 2/13/17 I had the privilege to attend a parent meeting at Tom Williams Elementary School site conducted by Mr. Kevin L. Child. The major focus of the meeting was how to keep our children safe to and from school. After this portion of the discussion was over he conducted a question/answering session. After bringing closure to the discussion I thought the meeting was over. As I was getting up to leave he requested to see a show of hands who in the past have experienced difficulty in acquiring satisfaction from the office staff. After seeing a show of hands, he declared he would take care of the situation and they shouldn't have any more problems. I felt this was not the reason for his visitation and therefore should never have been brought up."

Additionally, I received staff complaints regarding noise from the cafeteria after the Parent meeting ended. Staff informed me that Trustee Child stopped in the cafeteria and spoke to the children who were having lunch. I was told that he held a repeat-after-me conversation with the children, thus the noise that was heard in other classrooms during instructional time. Staff said the children were **screaming** their responses, encouraged by Trustee Child. As Trustee Child was leaving, he was eating food from the cafeteria. I only mention this because that is a strict violation of USDA guidelines.

I am seeking your advice and direction in this matter with Trustee Child. He indicated to parents that he plans to come and have a potluck dinner with them. He also instructed me to hold a School Organizational Team (SOT) meeting regarding arrival and departure. He said he will attend the meeting, and he plans to bring a mariachi band. Since being here, we have already solved the arrival and departure issues. The parents are quite happy and complimentary. I cannot accommodate a mariachi band during an SOT meeting.

I respect Trustee Child's position as a School Board Member, but I need the freedom to develop a relationship with parents as a new employee here at Tom Williams. I will await your directions on how to proceed.

Jolene Wallace

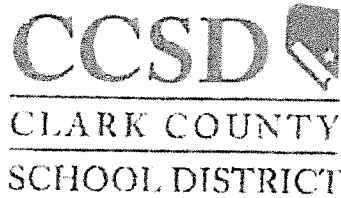
Jolene E. Wallace, Ed. D.
Associate Superintendent (Ret.)

Tom Williams Elementary School

702-799-7179

The difference between genius and stupidity is that genius has its limits.

Einstein



Office of the Superintendent
INTEROFFICE MEMORANDUM

DATE: December 5, 2016

TO: Members, Executive Cabinet
School Associate Superintendents
Principals, District D Schools
CCSD Administrative Center Staff
Administration, Human Resources Division
Administration, Transportation Department
Administration, Food Service Department
Administration, Instructional Design and Professional Learning Division

FROM: Pat Skorkowsky, Superintendent of Schools




SUBJECT: Guidelines for Trustee Visit

In order to ensure a safe and respectful working environment, the following guidelines have been implemented:

1. Trustee Child will not enter the administrative offices of the District without a specific written invitation, and prior to following that invitation, he must check in with the front desk of the administrative office to confirm his invitation. The Superintendent must be notified via e-mail or by telephone of all invitations prior to the meeting.
2. If Trustee Child wishes to meet with a staff member of the District on official business, he is to schedule that meeting to occur at the offices of the Board of School Trustees. The Superintendent must be notified via e-mail or by telephone of all invitations prior to the meeting.
3. Trustee Child is not to appear at any of the District schools unless it is to attend a function which is open to the public or upon the specific written request of the Superintendent or the administrator with authority over that school. In the event that you extend such invitation, you are to forward a copy of that invitation to the Superintendent via e-mail or by telephone in a timely manner.

ps/ec

cc: Board of School Trustees


From:  Jeffrey M. Horn Thursday, September 08, 2016 4:27:24 PM 
Subject: Fwd: Incident at PTA meeting (Chaparral HS)
To:  Joe Caruso

Hey Joe, can you call me about this when you can.

Jeff Horn
Assistant Chief Student Achievement Officer
Performance Zone 10
Office: (702) 799-0863

----- Original Message -----

Good Afternoon Mr. Horn,

On August 13th, I attended to a PTA training at Chaparral HS, my 10 years old daughter  was with me. We were taking breakfast around 9:00 a.m. at the cafeteria with the whole group of PTA members. At one point Mr. Kevin Child approached to our table and started greeting to us, when he saw my daughter sitting at the table reading a book, he asked some questions to her, she didn't answer back and closed her book, I told Mr. Child that she is so shy and won't answer to him, he asked more questions to her and I told him again, "she won't answer, she is too shy", at this moment she was getting anxious and nervous, everybody was looking at her. Mr. Child started to say louder that she wasn't shy, that she didn't know who the boss was, and if she was with him for a fun time, she will behave. I felt embarrassed hearing him saying in a very loud voice all this about my child. As a parent I felt judged about my parenting, I tried my best, but it is not easy and it is not magic, takes a lot of effort and dedication to have an autistic child be part of the society. Maybe the puzzle piece will never fit in it, but we are doing everything that is possible.