

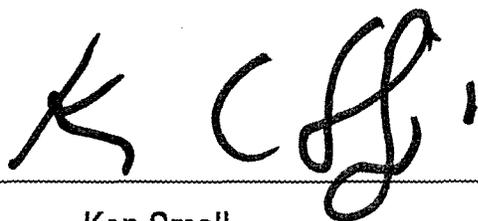
4. Attach two copies of all documents or items you believe provide credible evidence to support your allegations. NRS 281A.440.2(b)(1) requires you to submit all related evidence to support your allegations. NAC 281A.435.3 defines credible evidence as a minimal level of any reliable and competent form of proof provided by witnesses, records, documents, exhibits, minutes, agendas, videotapes, photographs, concrete objects, or other similar items that would reasonably support the allegations made within the complaint. Credible evidence does not include a newspaper article or other media report if the article or report is offered by itself.

State the total number of additional pages attached (including evidence) 16.

REQUESTOR'S INFORMATION:

NAME:	Ken Small	E-MAIL:	KennethSmall2@yahoo.com
ADDRESS:	4630 South Arville Street Suite A		
CITY, STATE, ZIP:	Las Vegas, NV 89103		
TELEPHONE	702 873-1718	CELL PHONE:	702 300-9119

By my signature below, I do affirm that the facts set forth in the foregoing complaint and attachments thereto are true and correct to the best of my knowledge and belief and I am willing to provide sworn testimony if necessary regarding these allegations.



Signature _____
Print Name: Ken Small

June 22, 2010
Date _____

Please return an original signed form, two copies of the form, and three copies of the supporting documents and evidence to:

Executive Director
Nevada Commission on Ethics
3476 Executive Pointe Way, Suite 10
Carson City, Nevada 89706

Ethics complaints submitted by facsimile will not be considered as properly filed with the Commission.
NAC 281A.255.3

06/22/2010

Caren Jenkins, Executive Director
Nevada Commission on Ethics
3476 Executive Pointe Way, Suite 10
Carson City, NV 89706

VIA: US Mail & US Mail Certified

Dear Ms Jenkins,

If you have been following the news regarding the Clark County School District you will already be aware that the school board is in the process of selecting a new superintendent for the district. When the current superintendent gave his notice Trustee Terri Janison, who is the School Board President, was presented with a petition advocating that her husband's employer (James E. Rogers) be hired for an interim replacement. After numerous decisions and debates regarding the subject, the School Board has now hired a consultant to help select the new superintendent and has stated that the result of that process may be hiring both a permanent and temporary replacement. According to a television interview and public information Rogers has indicated that he is applying for either job. I have attached a letter that is public record dated June 9, 2010 showing Rogers application for the permanent job.

My reading of the NRS clearly indicates that at many points in the process Board President Janison should have disclosed her relationship at a particular meeting and or recused herself from participation. President Janison must recuse herself from involvement in the superintendent search and should be sanctioned for refusing to recuse herself and disclosing the conflict that she has in participating in the superintendent search while her husband is an employee of applicant Rogers.

Janison should have immediately disclosed and removed herself from the entire process a long time ago when she was presented with a citizens petition to hire Rogers. Instead she has persisted to go so far as to continue her involvement and presided over an entire meeting with no other subject and voted multiple times. This leaves little doubt that she has violated the law over and over. Even the most lenient interpretation of the NRS requirements would have her disclosing her conflict each time that she cannot vote rather than ignoring the conflict and voting.

On May 27, 2010, The Board of School Trustees, including Terri Janison, President, held a duly scheduled meeting where under agenda item 5.01 the Board selected three "executive search firms" to be considered as finalists to assist the Board of School Trustees in the selection of the next superintendent of the Clark County School District. (see attached agenda) NOTE: Unfortunately, although the law requires that minutes of board meetings be kept, and, under Nevada's Open Records Law these minutes be made available to the public, no minutes have been available since the March 26, 2010 meeting. You can obtain them from the school district.

On June 1, 2010, the Board held an additional meeting whereby the firm of McPherson & Jacobson, L.L.C. Executive Recruitment and Development was selected as the firm to assist the Board in selecting a superintendent. See attached agenda of June 1, 2010.

On June 14, 2010 the Board approved a calendar presented by McPherson & Jacobson for the superintendent search. See attached agenda of June 14, 2010 and calendar presented by McPherson & Jacobson.

On June 9, 2010, Board President Janison received a signed letter from Chancellor Emeritus James R. Rogers indicating his interest in being selected as the superintendent of the Clark County School District.

Therefore, on June 14, 2010, Janison, well aware that Chancellor Emeritus Rogers was applying for the position, voted to proceed with the proposed calendar for the superintendent search. Janison not only failed to recuse herself from that vote because of a conflict of interest, she even failed to disclose that conflict before voting. Janison's husband, Kevin Janison, works directly for Chancellor Emeritus Rogers as an employee of the Rogers' owned local television station Channel 3 as the weatherman. If President Terri Janison continues to vote on matters relating to the superintendent search including allowing the candidacy of Rogers, she would be furthering the interests of her husband and herself. If Janison votes against the candidacy of Jim Rogers, she would potentially jeopardize her family's financial well being and would therefore feel coerced into voting for Jim Rogers. As such, Janison would be in violation of NRS 281A.400 which governs the conduct of public officers and which prohibits a public officer (1) to accept any....economic opportunity which would tend to improperly influence a reasonable person in the public officer's or employee's position to depart from the faithful and impartial discharge of the public officer's or employee's public duties. A public officer shall also not use the public officer's position in government (2) to secure unwarranted privileges... to whom the public officer has a commitment in a private capacity to the interests of that person.

I have included the NRS with emphasis added on the sections where problems between Janison's activities and the law are particularly obvious. In addition to those mentioned above please review NRS 281A.420.1.c which relates to the public officer's commitment in a private capacity to the interest of others. Clearly the employment of Janison's husband in this matter constitutes a relationship that indicates her pecuniary interest in her husband's job and employer relationship.

Respectfully,

A handwritten signature in black ink, appearing to read 'K Small'.

Ken Small AIA CSI CDT LEED AP REFP ICC AI
c/o 4630 South Arville St., Suite A
Las Vegas, NV 89103
702 873.1718



June 9, 2010

VIA EMAIL janistd@interact.ccsd.net
Terri Janison, President
Clark County School Board of Trustees
Administrative Center
5100 West Sahara Avenue
Las Vegas, Nevada 89146

Dear Terri:

After spending even more time looking at the Clark County School System than I spent during my time as Chancellor of NSHE I have become more and more concerned, not only about the School District's ability to solve the present K-12 education problems in Southern Nevada, but its ability to have substantial future success.

Therefore, I have decided to apply for the job of permanent Superintendent of the Clark County School System. My hope is that I can have a positive impact on K-12 education in southern Nevada.

I would commit to stay on the job until July 1, 2013.

I would ask for no compensation or reimbursement of any expenses I might incur during that three-year period.

While I would commit to the three years, if at any time the Board feels I am not doing the job adequately, the Board would be free to terminate my services on ten-day's notice.

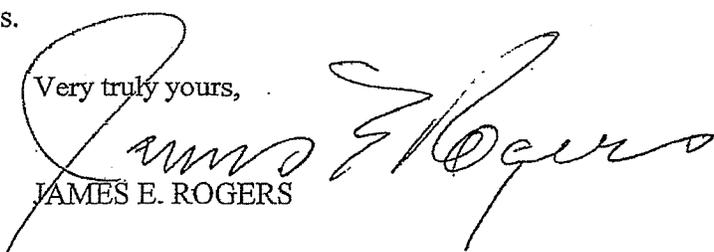
I know there are many other details of an employment contract that would need to be worked out, but I thought the ones I have described above would set the broad framework of a contract between us, should I be your choice at the end of your present search for a Superintendent.

Would you please forward this letter to the other six members of the Board?

I would appreciate your giving me instructions as well as your sending me any paperwork that I need to complete to formalize the application.

Thank you for your time and efforts.

Very truly yours,


JAMES E. ROGERS

NRS 281A.420 Requirements regarding disclosure of conflicts of interest and abstention from voting because of certain types of conflicts; effect of abstention on quorum and voting requirements; exceptions.

1. Except as otherwise provided in this section, a public officer or employee shall not approve, disapprove, vote, abstain from voting or otherwise act upon a matter:

(a) Regarding which the public officer or employee has accepted a gift or loan;

(b) In which the public officer or employee has a pecuniary interest; or

(c) Which would reasonably be affected by the public officer's or employee's commitment in a private capacity to the interest of others,

Ê without disclosing sufficient information concerning the gift, loan, interest or commitment to inform the public of the potential effect of the action or abstention upon the person who provided the gift or loan, upon the public officer's or employee's pecuniary interest, or upon the persons to whom the public officer or employee has a commitment in a private capacity. Such a disclosure must be made at the time the matter is considered. If the public officer or employee is a member of a body which makes decisions, the public officer or employee shall make the disclosure in public to the chair and other members of the body. If the public officer or employee is not a member of such a body and holds an appointive office, the public officer or employee shall make the disclosure to the supervisory head of the public officer's or employee's organization or, if the public officer holds an elective office, to the general public in the area from which the public officer is elected.

2. The provisions of subsection 1 do not require a public officer to disclose:

(a) Any campaign contributions that the public officer reported in a timely manner pursuant to NRS 294A.120 or 294A.125; or

(b) Any contributions to a legal defense fund that the public officer reported in a timely manner pursuant to NRS 294A.286.

3. Except as otherwise provided in this section, in addition to the requirements of subsection 1, a public officer shall not vote upon or advocate the passage or failure of, but may otherwise participate in the consideration of, a matter with respect to which the independence of judgment of a reasonable person in the public officer's situation would be materially affected by:

(a) The public officer's acceptance of a gift or loan;

(b) The public officer's pecuniary interest; or

(c) The public officer's commitment in a private capacity to the interests of others.

4. In interpreting and applying the provisions of subsection 3:

(a) It must be presumed that the independence of judgment of a reasonable person in the public officer's situation would not be materially affected by the public officer's pecuniary interest or the public officer's commitment in a private capacity to the interests of others where the resulting benefit or detriment accruing to the public officer, or if the public officer has a commitment in a private capacity to the interests of others, accruing to the other persons, is not greater than that accruing to any other member of the general business, profession, occupation or group that is affected by the matter. The presumption set forth in this paragraph does not affect the applicability of the requirements set forth in subsection 1 relating to the disclosure of the pecuniary interest or commitment in a private capacity to the interests of others.

(b) The Commission must give appropriate weight and proper deference to the public policy of this State which favors the right of a public officer to perform the duties for which the public officer was elected or appointed and to vote or otherwise act upon a matter, provided the public officer has properly disclosed the public officer's acceptance

of a gift or loan, the public officer's pecuniary interest or the public officer's commitment in a private capacity to the interests of others in the manner required by subsection 1. Because abstention by a public officer disrupts the normal course of representative government and deprives the public and the public officer's constituents of a voice in governmental affairs, the provisions of this section are intended to require abstention only in clear cases where the independence of judgment of a reasonable person in the public officer's situation would be materially affected by the public officer's acceptance of a gift or loan, the public officer's pecuniary interest or the public officer's commitment in a private capacity to the interests of others.

5. Except as otherwise provided in NRS 241.0355, if a public officer declares to the body or committee in which the vote is to be taken that the public officer will abstain from voting because of the requirements of this section, the necessary quorum to act upon and the number of votes necessary to act upon the matter, as fixed by any statute, ordinance or rule, is reduced as though the member abstaining were not a member of the body or committee.

6. The provisions of this section do not, under any circumstances:

(a) Prohibit a member of a local legislative body from requesting or introducing a legislative measure; or

(b) Require a member of a local legislative body to take any particular action before or while requesting or introducing a legislative measure.

7. The provisions of this section do not, under any circumstances, apply to State Legislators or allow the Commission to exercise jurisdiction or authority over State Legislators. The responsibility of a State Legislator to make disclosures concerning gifts, loans, interests or commitments and the responsibility of a State Legislator to abstain from voting upon or advocating the passage or failure of a matter are governed by the Standing Rules of the Legislative Department of State Government which are adopted, administered and enforced exclusively by the appropriate bodies of the Legislative Department of State Government pursuant to Section 6 of Article 4 of the Nevada Constitution.

8. As used in this section:

(a) "Commitment in a private capacity to the interests of others" means a commitment to a person:

(1) Who is a member of the public officer's or employee's household;

(2) Who is related to the public officer or employee by blood, adoption or marriage within the third degree of consanguinity or affinity;

(3) Who employs the public officer or employee or a member of the public officer's or employee's household;

(4) With whom the public officer or employee has a substantial and continuing business relationship; or

(5) Any other commitment or relationship that is substantially similar to a commitment or relationship described in subparagraphs (1) to (4), inclusive, of this paragraph.

(b) "Public officer" and "public employee" do not include a State Legislator.

(Added to NRS by 1977, 1106; A 1987, 2095; 1991, 1597; 1995, 1083; 1997, 3326; 1999, 2738; 2003, 818, 1735, 3389; 2007, 3372; 2009, 1055, 1057)—(Substituted in revision for NRS 281.501)

officer or employee shall promptly reimburse the cost or pay the charge to the governmental agency.

8. A State Legislator shall not:

(a) Use governmental time, property, equipment or other facility for a nongovernmental purpose or for the private benefit of the State Legislator or any other person. This paragraph does not prohibit:

(1) A limited use of state property and resources for personal purposes if:

(I) The use does not interfere with the performance of the State Legislator's public duties;

(II) The cost or value related to the use is nominal; and

(III) The use does not create the appearance of impropriety;

(2) The use of mailing lists, computer data or other information lawfully obtained from a governmental agency which is available to members of the general public for nongovernmental purposes; or

(3) The use of telephones or other means of communication if there is not a special charge for that use.

(b) Require or authorize a legislative employee, while on duty, to perform personal services or assist in a private activity, except:

(1) In unusual and infrequent situations where the employee's service is reasonably necessary to permit the State Legislator or legislative employee to perform that person's official duties; or

(2) Where such service has otherwise been established as legislative policy.

9. A public officer or employee shall not attempt to benefit the public officer's or employee's personal or financial interest through the influence of a subordinate.

10. A public officer or employee shall not seek other employment or contracts through the use of the public officer's or employee's official position.

(Added to NRS by 1977, 1105; A 1987, 2094; 1991, 1595; 1993, 2243; 1997, 3324; 1999, 2736; 2003, 3388; 2009, 1053)—(Substituted in revision for NRS 281.481)

NRS 281A.400 General requirements; exceptions. A code of ethical standards is hereby established to govern the conduct of public officers and employees:

1. A public officer or employee shall not seek or accept any gift, service, favor, employment, engagement, emolument or economic opportunity which would tend improperly to influence a reasonable person in the public officer's or employee's position to depart from the faithful and impartial discharge of the public officer's or employee's public duties.

2. **A public officer or employee shall not use the public officer's or employee's position in government to secure or grant unwarranted privileges, preferences, exemptions or advantages for the public officer or employee, any business entity in which the public officer or employee has a significant pecuniary interest, or any person to whom the public officer or employee has a commitment in a private capacity to the interests of that person. As used in this subsection:**

(a) "Commitment in a private capacity to the interests of that person" has the meaning ascribed to "commitment in a private capacity to the interests of others" in subsection 8 of **NRS 281A.420**.

(b) "Unwarranted" means without justification or adequate reason.

3. **A public officer or employee shall not participate as an agent of government in the negotiation or execution of a contract between the government and any business entity in which the public officer or employee has a significant pecuniary interest.**

4. A public officer or employee shall not accept any salary, retainer, augmentation, expense allowance or other compensation from any private source for the performance of the public officer's or employee's duties as a public officer or employee.

5. If a public officer or employee acquires, through the public officer's or employee's public duties or relationships, any information which by law or practice is not at the time available to people generally, the public officer or employee shall not use the information to further the pecuniary interests of the public officer or employee or any other person or business entity.

6. A public officer or employee shall not suppress any governmental report or other document because it might tend to affect unfavorably the public officer's or employee's pecuniary interests.

7. Except for State Legislators who are subject to the restrictions set forth in subsection 8, a public officer or employee shall not use governmental time, property, equipment or other facility to benefit the public officer's or employee's personal or financial interest. This subsection does not prohibit:

(a) A limited use of governmental property, equipment or other facility for personal purposes if:

(1) The public officer who is responsible for and has authority to authorize the use of such property, equipment or other facility has established a policy allowing the use or the use is necessary as a result of emergency circumstances;

(2) The use does not interfere with the performance of the public officer's or employee's public duties;

(3) The cost or value related to the use is nominal; and

(4) The use does not create the appearance of impropriety;

(b) The use of mailing lists, computer data or other information lawfully obtained from a governmental agency which is available to members of the general public for nongovernmental purposes; or

(c) The use of telephones or other means of communication if there is not a special charge for that use.

If a governmental agency incurs a cost as a result of a use that is authorized pursuant to this subsection or would ordinarily charge a member of the general public for the use, the public

of a gift or loan, the public officer's pecuniary interest or the public officer's commitment in a private capacity to the interests of others in the manner required by subsection 1. Because abstention by a public officer disrupts the normal course of representative government and deprives the public and the public officer's constituents of a voice in governmental affairs, the provisions of this section are intended to require abstention only in clear cases where the independence of judgment of a reasonable person in the public officer's situation would be materially affected by the public officer's acceptance of a gift or loan, the public officer's pecuniary interest or the public officer's commitment in a private capacity to the interests of others.

5. Except as otherwise provided in NRS 241.0355, if a public officer declares to the body or committee in which the vote is to be taken that the public officer will abstain from voting because of the requirements of this section, the necessary quorum to act upon and the number of votes necessary to act upon the matter, as fixed by any statute, ordinance or rule, is reduced as though the member abstaining were not a member of the body or committee.

6. The provisions of this section do not, under any circumstances:

(a) Prohibit a member of a local legislative body from requesting or introducing a legislative measure; or

(b) Require a member of a local legislative body to take any particular action before or while requesting or introducing a legislative measure.

7. The provisions of this section do not, under any circumstances, apply to State Legislators or allow the Commission to exercise jurisdiction or authority over State Legislators. The responsibility of a State Legislator to make disclosures concerning gifts, loans, interests or commitments and the responsibility of a State Legislator to abstain from voting upon or advocating the passage or failure of a matter are governed by the Standing Rules of the Legislative Department of State Government which are adopted, administered and enforced exclusively by the appropriate bodies of the Legislative Department of State Government pursuant to Section 6 of Article 4 of the Nevada Constitution.

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(1) Who is a member of the public officer's or employee's household;

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(3) Who employs the public officer or employee or a member of the public officer's or employee's household;

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(b) "Public officer" and "public employee" do not include a State Legislator.

(Added to NRS by 1977, 1106; A 1987, 2095; 1991, 1597; 1995, 1083; 1997, 3326; 1999, 2738; 2003, 818, 1735, 3389; 2007, 3372; 2009, 1055, 1057)—(Substituted in revision for NRS 281.501)

AGENDA
CLARK COUNTY SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121
THURSDAY, MAY 27, 2010
4:00 P.M.

Note: In conformance with the Open Meeting Law, it is hereby noted that the agenda for the meeting of the Clark County School District Board of Trustees has been posted at the following locations:

Boulder City Library	Moapa Valley High School
James Gibson Library	Moapa Valley Library
Indian Springs Library	Mount Charleston Library
Laughlin Library	Sandy Valley Middle School
Mesquite Library	Sandy Valley Library
Moapa Town Library	West Charleston Library
North Las Vegas Library	West Las Vegas Library
Edward A. Greer Education Center	Whitney Library
Clark County School District Administrative Center	
Clark County School District Website - www.ccsd.net	

Members of the public requiring reasonable accommodations in order to attend this meeting should call 799-1072.

Roll Call: Terri Janison, President
Carolyn Edwards, Vice President
Linda E. Young, Clerk
Chris Garvey, Member
Larry P. Mason, Member
Sheila Moulton, Member
Deanna L. Wright, Member

Dr. Walt Ruffes, Superintendent of Schools

Policies/regulations under consideration for amendment, adoption, and/or repeal will be posted on the District Web site and members of the public wishing to submit comments online should access <http://ccsd.net/directory/pol-reg/reginput.phtml>

THE VISION OF THE BOARD OF SCHOOL TRUSTEES

All students have the knowledge, skills, attitudes, and values necessary to achieve academically, prosper economically, and participate in democracy.

4. CONSENT AGENDA Adoption of Consent Agenda (continued)

- 4.17 CHANGE IN SERVICES, ARCHITECTURAL/ENGINEERING SERVICES AGREEMENT. Discussion and possible action on ratification of total change in services to the architectural/engineering agreements for a net increase of \$9,791.50 for R. E. Tobler Elementary School (Lucchesi Galati Architects, Inc.), and Shirley and Bill Wallin Elementary School (Pugsley Simpson Coulter Architects), is recommended. [Contact Person: J. P. Gerner] (Ref. 4.17)
- 4.18 CHANGE ORDERS. Discussion and possible action on ratification of total change orders for a net increase of \$335,786.30 to the construction contracts to Construct Evelyn Stuckey Elementary School (Rafael Construction Inc.), Modernization of Valley High School (McCarthy Building Companies, Inc.), and Cooling Tower Replacement at Theron L. Swainston Middle School (U.S. Mechanical, LLC), is recommended. [Contact Person: J. P. Gerner] (Ref. 4.18)

5. BOARD OF SCHOOL TRUSTEES

- 5.01 SUPERINTENDENT SEARCH. Presentation and report by the Purchasing Department and possible action on selection of the finalists in reference to Superintendent Search RFP 11003TRN. On June 1, 2010, selected finalists will be interviewed by the Board of School Trustees with possible action taken on the award of a contract for the provision of consulting services to the Board of Trustees in the search for a new Superintendent of Schools of the Clark County School District. [Contact Person: Terri Janison] (Reference material may be provided.)
(According to Governance Policy GP-3: Board Responsibilities)
- 5.02 REVIEW OF THE CLARK COUNTY SCHOOL DISTRICT AUDIT COMMITTEE BYLAWS AND CALENDAR. Discussion and possible action regarding the review of bylaws of the Clark County School District Audit Committee, is recommended. [Contact Person: Chris Garvey] (Ref. 5.02)
(According to Governance Policy GP-15: Board Committees)
- 5.03 EMPLOYEE RELATIONS. Discussion and possible action regarding a contract amendment providing five nonpaid furlough days during the 2010-2011 school year to the confidential employees assigned as Deputy Superintendent of Instruction; Deputy Superintendent for Student Support Services; Chief Financial Officer; Chief Human Resources Officer, and General Counsel. The board may recess into a closed session to consider this item, upon approval of an appropriate motion of a Board member. [Contact Person: Walt Ruffes] (Reference material may be provided.)
(According to Governance Policy EL-1: Global Executive Constraint)

6. OFFICE OF THE SUPERINTENDENT

- 6.01 UNITED STATES DEPARTMENT OF EDUCATION INVESTING IN INNOVATION VALIDATION GRANT PROGRAM. Presentation, discussion, and possible action on authorization to implement the Investing in Innovation (i3) Validation Grant available through the United States Department of Education, in the approximate amount of \$19,516,085.00, for an anticipated project period of September 1, 2010, through August 31, 2015, to be paid from Fund 0280, Unit 0137, FY11, with no impact to the general fund, is recommended. [Contact Person: Billie Rayford] (Ref. 6.01)
(According to Governance Policy EL-10: Communication and Support to the Board)

RFP Purchasing Evaluation Form

	Proposal 1	Proposal 2	Superintendent Search	Proposal 5	
Part 4.1 a. Firm Background	Executive searches, intentionally does not create teams predicated on disciplines	Strictly focuses on the educational market	Strictly focuses on the educational market	Predominately educational services	Specializes in educational searches
Part 4.1 a. Staffing	11 partners and 5 professional associates	No details offered	Central office management/staff with 100 plus associates	Has offices in 6 major cities, did not indicate staffing levels	Central office management/staff with 100 plus associates
Part 4.2 Experience	Established 1979 (31 years)	Established 1989 (21 years)	Established 1987 (25 years)	Established 1997 (13 years)	Established in 1975 (35 years)
Part 4.2 c. & d. Project Manager/Team Qualifications	Team members are well educated, team members work experience is private industry, based	Proposes two team members, one of which has an MBA	Team members are extremely well educated.	Team members are very well educated.	Team members are extremely well educated.
Part 4.2 e. Details for Five Previous Searches	<ol style="list-style-type: none"> General Counsel, Charlotte, NC President, Belmont College, NC President, United Way, NC Vice President, Compass Group, Charlotte, NC. 15 high level candidates, independent Dist. Co. (multiple locations). 	<ol style="list-style-type: none"> 25 educational sales staff, Walsworth Publishing KS VP (sales and marketing), Sgem Agee & Lench, GA Senior VP of Operations & VP of Sales and Marketing, Aflink, AL Professor of Entrepreneurial Studies, Georgia Tech, GA Operation and Sales Managers, and Director of Marketing, Fore Realty, AZ 	<ol style="list-style-type: none"> 25 educational sales staff, Walsworth Publishing KS VP (sales and marketing), Sgem Agee & Lench, GA Senior VP of Operations & VP of Sales and Marketing, Aflink, AL Professor of Entrepreneurial Studies, Georgia Tech, GA Operation and Sales Managers, and Director of Marketing, Fore Realty, AZ 	<ol style="list-style-type: none"> 25 educational sales staff, Walsworth Publishing KS VP (sales and marketing), Sgem Agee & Lench, GA Senior VP of Operations & VP of Sales and Marketing, Aflink, AL Professor of Entrepreneurial Studies, Georgia Tech, GA Operation and Sales Managers, and Director of Marketing, Fore Realty, AZ 	<ol style="list-style-type: none"> 25 educational sales staff, Walsworth Publishing KS VP (sales and marketing), Sgem Agee & Lench, GA Senior VP of Operations & VP of Sales and Marketing, Aflink, AL Professor of Entrepreneurial Studies, Georgia Tech, GA Operation and Sales Managers, and Director of Marketing, Fore Realty, AZ
Part 4.2 f. Demographics of Previous Searches					Did not provide details of all the candidates for the past five searches. Placed two African American candidates in 2 of the their five project references.
Part 4.2g. Tenure of Candidates Placed for the Past Five Placements	Submitted in paragraph form				<ol style="list-style-type: none"> Ongoing, placed in 2010 Ongoing, placed in 2010 Ongoing, placed in 2009 Ongoing, placed in 2009 Ongoing, placed in 2009
Part 4.2 h. Duration of time required to Conduct the Past Five Placements	<ol style="list-style-type: none"> 90 to 100 8 months 100 days 120 days 55 days 	No duration on a per search basis-all recent searches 120 days or less	No duration on per search basis-duration is averaged to be between 120 to 180 days.		Not Addressed
Part 4.4 Loss of Agreement	None	None	None	None	Two- Board did not hire the candidates they brought forth. Both school districts paid in full for their services.
General Observations	<ul style="list-style-type: none"> Does not demonstrate a strong background in educational searches 	<ul style="list-style-type: none"> Did not address some of other mandatory submission requirements 	<ul style="list-style-type: none"> Researched and interviewed candidates 	<ul style="list-style-type: none"> Has placed 360 plus superintendents, the majority of which are in small districts. Did not address some of the mandatory submission requirements 	<ul style="list-style-type: none"> Of the last five placements, the majority of them were placed in the past year.

AGENDA
CLARK COUNTY SCHOOL DISTRICT
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121
TUESDAY, JUNE 1, 2010
8:00 A.M.

SUPERINTENDENT SEARCH

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Indian Springs Library	Mount Charleston Library
Laughlin Library	Sandy Valley Middle School
Mesquite Library	Sandy Valley Library
Moapa Town Library	West Charleston Library
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Edward A. Greer Education Center	Whitney Library
Clark County School District Administrative Center	
Clark County School District Website - www.ccsd.net	

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Roll Call: Terri Janison, President
Carolyn Edwards, Vice President
Linda E. Young, Clerk
Chris Garvey, Member
Larry P. Mason, Member
Sheila Moulton, Member
Deanna L. Wright, Member

Dr. Walt Rulffes, Superintendent of Schools

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THE VISION OF THE BOARD OF SCHOOL TRUSTEES

All students have the knowledge, skills, attitudes, and values necessary to achieve academically, prosper economically, and participate in democracy.

The Board of School Trustees recognizes that its deliberative process benefits greatly from public input and perspective. Those wishing to address the Board may sign up to speak by calling the Board Office at 799-1072 during regular business hours and at least 3 hours prior to the scheduled start of the meeting. Alternatively, speakers may sign up in person immediately prior to the beginning of the meeting. Prior to each agenda item being voted on, members of the public are allowed to speak on the item after the Board's discussion and prior to their vote. Since approval of the consent agenda may be approved in one motion, members of the public wishing to speak on a consent agenda item may speak prior to the vote. Customarily, speakers will be called in the order in which they signed up. No person may sign up for another individual. No person may yield his or her time to another person. Generally, a person wishing to speak on agenda items will be allowed 3 minutes to address the Board.

1. ADOPTION OF THE AGENDA.

(According to Governance Policy GP-4: Board Members' Principles of Operation – Conduct and Ethics)

2. BOARD OF SCHOOL TRUSTEES

2.01 SUPERINTENDENT SEARCH. Presentations by and interviews with selected consulting firms and possible action on choosing a firm for the purpose of providing consulting services to the Board of Trustees in the search for a new Superintendent of Schools of the Clark County School District, is recommended. If approved, a contract will be negotiated by the Purchasing Department to include, but not limited to, District indemnification and necessary insurance requirements. The company must agree to all District contract requirements prior to providing services.

[Contact Person: Terri Janison] (Reference material may be provided.)

(According to Governance Policy GP-3: Board Responsibilities)

2.02 DISCUSSION AND REQUEST FOR SPECIAL MEETINGS.

(According to Governance Policy GP-6: President's Role)

3. PUBLIC COMMENT PERIOD

3.01 PUBLIC COMMENT PERIOD. Should a member of the public wish to speak on matters not listed on the agenda, they may speak during the Public Comment Period. Speakers will be given 2 minutes to address the Board. The public should be aware that the Board is unable, by law, to deliberate or take action on the items raised during the Public Comment Period.

(According to Governance Policy GP-11: Public Hearings)

4. ADJOURN

(According to Governance Policy GP-10: Construction of the Agenda)

AGENDA
CLARK COUNTY SCHOOL DISTRICT
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121
MONDAY, JUNE 14, 2010
5:30 P.M.

SUPERINTENDENT SEARCH

Note: In conformance with the Open Meeting Law, it is hereby noted that the agenda for the meeting of the Clark County School District Board of Trustees has been posted at the following locations:

Boulder City Library	Moapa Valley High School
Green Valley Library	Moapa Valley Library
Indian Springs Library	Mount Charleston Library
Laughlin Library	Sandy Valley Middle School
Mesquite Library	Sandy Valley Library
Moapa Town Library	West Charleston Library
North Las Vegas Library	West Las Vegas Library
Edward A. Greer Education Center	Whitney Library
Clark County School District Administrative Center	
Clark County School District Website - www.ccsd.net	

Members of the public requiring reasonable accommodations in order to attend this meeting should call 799-1072.

Roll Call: Terri Janison, President
Carolyn Edwards, Vice President
Linda E. Young, Clerk
Chris Garvey, Member
Larry P. Mason, Member
Sheila Moulton, Member
Deanna L. Wright, Member

Dr. Walt Rulffes, Superintendent of Schools

Policies/regulations under consideration for amendment, adoption, and/or repeal will be posted on the District Web site and members of the public wishing to submit comments online should access <http://ccsd.net/directory/pol-reg/reginput.phtml>

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1. ADOPTION OF THE AGENDA.

(According to Governance Policy GP-4: Board Members' Principles of Operation – Conduct and Ethics)

2. BOARD OF SCHOOL TRUSTEES

2.01 SUPERINTENDENT SEARCH - RESULTS OF COMMUNITY INPUT. Presentation and discussion regarding the information obtained through town hall meetings and the online survey concerning the desired qualifications and characteristics of the Clark County School District superintendent. Dale Erquiaga, Executive Director, Government Affairs, Public Policy and Strategic Planning, Community and Government Relations, Clark County School District. [Contact Person: Terri Janison] (Reference material may be provided.)
(According to Governance Policy EL-10: Communication and Support to the Board)

2.02 SUPERINTENDENT SEARCH. Discussion and possible action to consider a calendar for the superintendent search; identify the constituent groups for input; identify advertising for the search; begin discussion regarding the characteristics for the new superintendent, and discuss compensation parameters, is recommended. [Contact Person: Terri Janison] (Ref. 2.02)
(According to Governance Policy GP-3: Board Responsibilities)

2.03 DISCUSSION AND REQUEST FOR SPECIAL MEETINGS.
(According to Governance Policy GP-6: President's Role)

3. PUBLIC COMMENT PERIOD

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(According to Governance Policy GP-11: Public Hearings)

4. ADJOURN

(According to Governance Policy GP-10: Construction of the Agenda)



McPherson & Jacobson, L.L.C.
Executive Recruitment & Development

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Fax: (402) 991-7168 ♦ Email: mail@macnjake.com ♦ Website: www.macnjake.com

CLARK COUNTY SCHOOL DISTRICT
Las Vegas, Nevada

Superintendent Search
Proposed Planning Calendar

<u>Date</u>	<u>Event</u>
June 14, 2010	CCSD Board of School Trustees Meeting Calendar Stakeholder/Constituent Groups Advertising Selection Criteria/Characteristics Compensation Parameters
Week of July 6 th or July 19 th	School/Community Input Meetings Stakeholder/Constituent Groups
August 12, 2010	CCSD Board of School Trustees Meeting Review Stakeholder Input Discuss Possible Interview Questions Discuss Interview Procedures
September 1, 2010	Closing Date for Applicants
September 16, 2010	CCSD Board of School Trustees Meeting List of Finalists Finalize Interview Schedule
Week of September 20, 2010	Finalists Interviews Finalists meetings with community
Early October (Board to identify date)	CCSD Board of School Trustees Meeting Selection of New Superintendent