

Dear President Cavazos,

I am writing to exercise my authority under NRS 386.330 to request a Special Meeting to rescind your election as the President of the Board of School Trustees. Two of my peers will be contacting you shortly to convey the same request. Given the precedent set by you this summer, Trustee Garcia Morales will take it upon herself to work with the board office to schedule this item.

I would like to express the sorrow I feel as I type this request, especially since we previously had such a close relationship. I understand the pandemic and distance has added strain on our relationship. The truth is our relationship began to sour after you leaked confidential information from a closed session to the administrator's union during the dean fiasco, which then resulted in costly attorney fees and the district's inability to address a situation in a timely and appropriate manner. Following this incident, Superintendent Jara took full responsibility for a chain of events that you started. After that he and I were willing to trust you because you stated this was an isolated incident. However, not long after this occurred we both began receiving reports from numerous principals that you had reached out to them directly in an effort to oust Superintendent Jara by publicly humiliating him through a vote of no confidence. When Superintendent Jara and I attempted to meet with you, in an effort to clear the air, you and your peers called a special meeting to sever his contract instead. During the pandemic, when I questioned your erratic and micromanaging behavior, which was very clearly outside the scope of your duties in your role, you told me that I suck as a leader and refused to reflect on your own actions or take responsibility for the choices that you, yourself, made.

In addition, during our time on this board together, you and I made collective decisions that I took sole responsibility for. One of those decisions lead to another trustee consistently branding me a racist - all because YOU didn't want to serve on a committee with her. When an opportunity was available to satisfy the trustee's request, you proposed an alternative solution so she could continue to be excluded - a solution that I took full responsibility for and bore the abuse for. When an effort was made to honor the reasonable request of granting that trustee an appointment on a committee for a six month term when schools were closed and sports were cancelled, you couldn't even support such a minimum sacrifice to maintain peace during a chaotic time. You have proven time and time again that the only concern you have is for your own status and ego, while also affirming that everyone else is to blame for your choices and performance. To be fair, I should have recognized the trends in your behavior long before I began distancing myself from you. Unfortunately, I wanted to believe that you were capable of growth and that perhaps allowing you to lead would help you recognize the difficulties of the job.

The last point brings me to this lengthy letter and the reason I'm writing you today. I fully supported your transition into the presidency. Like I said above, I thought doing so would allow you to reflect on how difficult it is to balance the will of the board and the operational nature of the superintendency. Prior to Trustee Williams being sworn in, I even advocated for her to support you. You were elected unanimously. Even so, you told me you were hearing conspiracies that I was attempting to steal your coveted position, a position I helped elect you to. I want you to understand that you weren't elected to be a dictator. You were elected to guide the board through a difficult transition. You were elected to provide a sense of calm. You were elected to ensure all the training the board underwent for the last year and the extensive onboarding of new trustees wasn't a colossal waste of public tax dollars, time, and energy. You were elected to bridge the divide. In order to do this, you needed to enforce rules evenly and you needed to follow board policies. It's difficult being in charge but it's harder being in charge when you think rules don't apply to you. Most importantly, you needed to enforce the will of the BOARD, not whatever your individual point of view is. Even as president, you're a single member of the board. Your job is to ensure the board is included in pivotal conversations and to make sure everyone is following the agreed upon policies. These are steps that you have failed to prioritize in your leadership, and I can no longer support you in this position.

I have expressed concerns to you on numerous occasions that your actions were outside your scope as board president. You have taken liberties in adding agenda items that have completely derailed the

board. You have failed to make any progress on the numerous priorities the board identified last year, which was handed over to you when you took over as president. You have failed to form a productive and collaborative relationship with the superintendent. Your social media use is appalling, not only do you demean hard working staff members, call parents insurrectionists, but you also solicit negative feedback to be used as a battering ram against the superintendent and his staff. You have failed to address the abuse I continue to endure from an unhinged board member, who continues to spread lies about me all over the internet (a board member you were assigned to mentor BTW). You have all the hallmark traits of a board member with no understanding of their role. This is extremely problematic since you're supposed to be modeling and enforcing appropriate board behavior.

Your latest action is the final straw. The board decided to renew the superintendent's contract. I understand that YOU and your peers were on the losing side of the vote, that doesn't mean you are allowed to undermine the board's decision. The board made a decision and instead of honoring it, you failed to make an effort to move us forward and have consistently undermined the will of the board and performed your duties poorly.

Here are the actions I will consider to remedy this situation:

1. You acknowledge your contributions to this issue and commit to moving this board forward, while agreeing to adhere to board policies and performing your duties properly.
2. You remove yourself from the presidency since you have a very clear bias preventing you from performing your duties.
3. We hold this conversation in a public forum.

Please let me know which one of these options you prefer by the end of the day. Trustee Evelyn Garcia Morales will be tasked with scheduling a public meeting if you choose option 3.

Thank you,
Lola Brooks