

July 16, 2020

Superintendent Jara,

If you are wondering if Nevada's legislators will ever forget your ill-advised comments delivered during public input at the conclusion of the hearing for Assembly Bill 2 on Saturday, July 11, 2020, be assured, they will not. Nor, Mr. Superintendent, will they soon forget Speaker Frierson's resounding rebuke: "YOU DON'T GET TO LIGHT A FIRECRACKER AND THEN RUN JUST BEFORE IT GOES OFF."

Your antics at the Special Session will haunt you for the remainder of your professional career. Your subsequent public comments are an undeniable contradiction to what everyone knows to be true regarding this matter. The media and other individuals have well-documented what you have done, yet you continue to profess your innocence and simultaneously perpetuate your dishonesty. You look foolish and pathetic.

Since the legislative hearing Saturday afternoon, you have been busy trying to convince others that you "have been set up;" that AB 2 was not your bill; and that it was Jhone Ebert's bill. I understand that you have even sent text messages to a high-ranking elected leader assigning blame to one of your own employees. Really, Mr. Superintendent, make up your mind as to whom you are going to assign blame. Since the Saturday fiasco, you have been calling principals and other administrators seeking their support, even asking some to call CCSD Trustees on your behalf. You have dangled incentives in front of your administrators in return for their support. You are attempting to convince the Trustees that you have been wronged, set up, and maligned. It is easy to see right through this attempt to manipulate the opinions of your collective bosses. Those observing hope that the Trustees see what you are doing. But, many are unsure what the Trustees will do as you can be convincing, especially when you are trying to save yourself by not telling the truth.

This week, you have been described as desperate, in panic mode. You have revealed much about the true nature of your character. You have shown that you are dishonest. You lie; you manipulate; you cannot accept responsibility for your own actions; you blame others for your own mistakes and behavior; you have an inability to apologize and to say you are sorry; and you constantly attempt to divert attention from the problems you have created by shifting the focus to something or someone else. You have further revealed what many already know: you are selfish, ego-centric, and without moral code or compass.

What are the consequences associated with these undesirable personal characteristics? There are many, and they are significant. You have irreparably destroyed your already tenuous relationship with District administrators. You have consistently lied to them. You have methodically betrayed them. You have attempted to cover up your actions by aggressively lashing out at others, attempting to divert attention from yourself. You have maligned and impugned three of the most influential and respected individuals in Nevada State government. Your highly inappropriate behavior and comments will serve to drive an irreparable wedge in CCSD's relationship with Governor Steve Sisolak, Assembly Speaker Jason Frierson, and State Superintendent of Public Instruction Jhone Ebert. You have irrevocably rendered yourself as insignificant and irrelevant with the elected leaders of the Nevada Legislature. The CCSD can ill-afford to have you as the point person in the forthcoming Legislative Session.

This past week, you have once again demonstrated that you cannot lead. Worse, there is a growing perception that you are not fit to lead. For those who have witnessed your behavior over the past few days, this is the only conclusion that can be reached. Not only are you not fit to lead, but you are ill-prepared and unfit to be the Superintendent of the 5th largest school district in the country. Your tenure here has been marked by one debacle after another. You have lost the trust and confidence of your administrators and other employees. You have embarrassed the CCSD community and residents of Clark County.

The School Trustees will, once again, agonize over what to do with you and how to handle the terrible situation that you alone have created. If past practice holds true, the Trustees will do nothing, and you

will once again be the benefactor of their collective failure to act. But, please know, Mr. Superintendent, if they fail to act, it will not alter the consequences associated with your actions and your misbehavior. That is, by your own misbehavior and dishonesty, you have neutered yourself and rendered yourself as irreversibly ineffective. Your employees will never again trust you. Your further presence in the Clark County School District will continue to exacerbate the downward descent of the District and will continue to cause untold harm to the students, parents, and staff who all deserve better.

It is time for you to go!

Pointedly,

Stephen Augspurger, CCASAPE Executive Director

c: CCSD Administrators and CCSD Board of School Trustees

This letter is written at the direction of the elected leaders of CCASAPE, the recognized bargaining group and decision-making body for administrators and professional-technical employees in the Clark County School District.