

**Sami Randolph**

January 3, 2019

State Public Charter School Authority  
1749 North Stewart Street, Suite 40  
Carson City, NV 89706

RE: Executive Director, Nevada State Public Charter School Authority

Please accept this letter as acknowledgement of my interest in serving as the Executive Director of the Nevada State Public Charter School Authority. I recently returned to Nevada after having worked for Shelby County Schools in Memphis, Tennessee. The charter school landscape in Tennessee, especially within Shelby County provided a substantial number of opportunities to engage with various stakeholders to address the common mission of providing families with high quality options.

While working as an attorney for Shelby County Schools (SCS) I worked very closely with the Office of Charter Schools to refine processes related to application, renewal, and closure. As an authorizer, Shelby County Schools sponsors approximately sixty schools. The processes are represented in the Charter Compact a set of guidelines developed within input from charter schools. The principles and standards set forth by the National Association of Charter School Authorizers provided the framework.

I have also worked on charter school issues at the state legislative level. Firsthand experience with the limitations of existing law, particularly the inability for charters to serve special populations prompted legal changes at the state level. In addition, data detailing the authorizer role for large districts was used to support an increase in the authorizer fee.

By establishing relationships with various stakeholders I became a point of contact to assist in resolving issues related to compliance and oversight. In addition, I also appeared before the State Board of Education in matters that were appealed from the Shelby County Board of Education.

In addition to working for Shelby County Schools, I spent twelve years working with various stakeholders as an attorney for the Clark County School District. Both districts are considered large urban districts with majority minority student populations. Here in Nevada, some of the most positive characteristics of charters schools including innovation, responsiveness and the ability to meet the needs of under-served populations have been overlooked. In the role of Executive Director of the Nevada State Public Charter School Authority, I would work to highlight the benefits of charters in serving these populations. In addition, I would work highlight the role of charters in fostering innovation in K-12 education.

I welcome the opportunity to further discuss my qualifications and experience. Thank you for your time and consideration.

Respectfully,

  
Sami Randolph

# **SAMI RANDOLPH, ESQ.**

## ***PROFESSIONAL EXPERIENCE***

2016 – 2018 **Associate General Counsel**, Shelby County Schools, Memphis, TN

- Participated in all facets of litigation in federal and state court
- Represented the interests of the District in administrative and agency hearings
- Developed a centralized procedure for responding to open records requests
- Collaborated with department designees to make substantial policy revisions
- Supervised and reviewed the work of the policy office in preparing administrative procedures to support policy revisions
- Provided open meeting law and legal advice to board committees
- Attended all board meetings, work sessions and executive sessions
- Provided legal advice to schools regarding intellectual property issues
- Assisted administrators in addressing students' rights in the areas of freedom of student discipline, expression, religion, immigration, special education, enrollment and gender identity
- Provided student privacy advice to staff related to FERPA, HIPPA, and IEPs
- Initiated conversations with executive staff centered around highly litigated and emerging areas of law in order to provide preventative guidance
- Developed and implemented Title IX action plan in response to increase in K12 state cases and district data
- Reviewed and revised contracts, settlement agreements and MOUs
- Negotiated the terms of facility use agreements
- Coordinated the work of the District's legislative team
- Prepared talking points for use by superintendent, department chiefs and/or board members during conversations with elected officials
- Provided legal support to the district's Office of Charter Schools
- Partnered with stakeholders with similar interests to address legislative concerns
- Supervised the work of outside counsel

2004 – 2016 **Assistant General Counsel**, Clark County School District, Las Vegas, NV

- Participated in all facets of litigation in federal and state courts, and before administrative agencies
- Provided multifaceted guidance to administrators regarding student conduct including but not limited to, search issues, nexus to campus, and social media
- Investigated matters related to employee performance in accordance with CBAs
- Prepared and issued employee disciplinary documents in accordance with progressive disciplinary structure of applicable CBA
- Participated in negotiations by offering language to amend CBA terms
- Represented the District at employment arbitrations
- Drafted pleadings and represented the District in matters before the EMRB
- Served as the legal representative on cross functional and inter-agency committees addressing matters such as disproportionality in student conduct, juvenile justice, bullying, and students in transition
- Reviewed and revised contract language and terms
- Prepared responses to subpoenas and public records requests
- Investigated and responded to OCR complaints
- Provided student privacy and confidentiality advice to schools and departments regarding interactions and the exchange of information with outside agencies

- Investigated and responded to complaints filed with OSHA and DOL
- Reviewed and amended bill drafts
- Prepared positions statements for submission as part of legislative record
- Reviewed district data in order to identify and provide legal advice re: systemic issues and needed updates to policies, regulations and practices
- Directed and coordinated the work of the unemployment and worker's compensation administrative law teams
- Selected for and participated in The Executive Leadership Academy Cohort 2 sponsored by The Public Education Foundation
- Developed and delivered training to staff and community
- Supervised and coordinated the work of outside counsel

- 2000 - 2004     **Associate Attorney**, Alverson Taylor Mortensen & Sanders, Las Vegas, NV
- Represented clients in federal and state court
  - Actively participated in the pre-trial process
  - Participated in all facets of discovery
  - Reviewed and revised employment handbooks
  - Investigated, litigated and resolved employment and general liability cases
  - Represented boards of homeowners' association
  - Supervised and directed the work of junior associates, law clerks, summer associates and clerical staff
- 1999 - 2000     **Classroom Teacher**, Clayton County School District, Jonesboro, GA
- 1998 - 1999     **Legal Research Teaching Assistant**, University of Tennessee College of Law
- 1998             **Summer Law Clerk**, McCullough Sherrill LLP, Atlanta, GA
- 1997 - 1998     **Graduate Assistant**, University of Tennessee, Office of Equity and Diversity
- 1997             **Summer Law Intern**, Clark County District Attorney's Office, Las Vegas, NV
- 1994 - 1996     **Assistant Women's Volleyball Coach**, University of Memphis, Memphis, TN

### ***EDUCATION***

UNIVERSITY OF TENNESSEE, J.D., College of Law  
 UNIVERSITY OF MEMPHIS, M.S., Leadership and Policy Studies  
 UNIVERSITY OF MEMPHIS, B.S., Education

### ***PROFESSIONAL ORGANIZATIONS***

State Bar of Nevada  
 Clark County Bar Association  
 Tennessee Bar Association  
 National School Board Association, Council of School Attorneys  
 Tennessee Association of School Board Attorneys  
 Las Vegas Chapter of the National Bar Association  
 National Association of Title IX Administrators

### ***COMMUNITY SERVICE***

High School Mock Trial, judge  
 We the People, volunteer  
 Les Femme Douze~ A Community Service Organization (mentorship program for high school girls)  
 ABA Law Day speaker  
 Canyon Springs High School, semester project guest judge  
 ATECH High School, semester project guest judge

## **Sami Randolph**

### Reference List

United States Magistrate Judge Carl “Bill” Hoffman  
[REDACTED]

Corey Harkey, Esq., Metro Nashville Public Schools, Board Attorney  
[REDACTED]

Melanie Murry Esq., University of Memphis, University Counsel  
[REDACTED]

Billie Rayford (former charter school administrator and board member)  
[REDACTED]

Daphne Robinson, Shelby County Schools, Director of Charter Schools  
[REDACTED]

Judi Steele, CEO Public Education Foundation  
[REDACTED]

## Professional Reference

**Applicant's Name:**

Sami Randolph

**Reference Name:**

Daphne Robinson, Director of Charter Schools

**Professional relationship to applicant:**

District Partner

**Applicant's title while in your employ (if applicable):**

Worked for the legal dept. for general counsel; worked on charter issues

**Dates of employment (if applicable) or how long you have known the applicant:**

Have known her since Fall 2016

**Applicant's reason for leaving (if applicable):**

N/A

**Would you rehire (if applicable), and if no, please explain:**

N/A

**Describe the applicant's quality/quantity of work:**

Cannot comment - but communication was responsive.

**Describe the applicant's interpersonal skills:**

She is soft spoken; she was very concise; Was able to explain things in a way that one could understand. High quality of communication both written and verbal.

Describe the applicant's leadership skills:

Cannot comment based on role with her.

Additional comments you would like to share:

Easy to work with; as charter issues came up she was able to articulate them well.

## Professional Reference

**Applicant's Name:**

Sami Randolph

**Reference Name:**

United States Magistrate Judge Carl "Bill" Hoffman

**Professional relationship to applicant:**

Former Supervisor

**Applicant's title while in your employ (if applicable):**

Assistant General Counsel

**Dates of employment (if applicable) or how long you have known the applicant:**

Twelve Years

**Applicant's reason for leaving (if applicable):**

Family related - he was happy working with her

**Would you rehire (if applicable), and if no, please explain:**

Would re-hire in a heartbeat.

**Describe the applicant's quality/quantity of work:**

She was faced with an incredible amount of work, mostly in worker's compensation. Worked long hours... worked as long as she needed to the get the job done.

**Describe the applicant's interpersonal skills:**

Quiet and meticulous she is careful and means what she says. Not in a leadership role.



**Describe the applicant's leadership skills:**

Had great confidence in her ability to get her work done.

**Additional comments you would like to share:**

She has special knowledge working with employees and civil rights knowledge. She is at home with the knowledge of education. Is a great candidate. Will have deep understanding. She is very nice. Got to know her family and kids personally. Got along very well. Made court appointments for other judges, which helped out other attorneys'. Was well like in the group. She is a good colleague to have.

## Professional Reference

**Applicant's Name:**

Sami Randolph

**Reference Name:**

Melanie Murry Esq., University Counsel

**Professional relationship to applicant:**

Colleague – went to law school together

**Applicant's title while in your employ (if applicable):**

N/A

**Dates of employment (if applicable) or how long you have known the applicant:**

Since 1996 - attended law school together

**Applicant's reason for leaving (if applicable):** N/A

**Would you rehire (if applicable), and if no, please explain:**

Would hire her if she had the opportunity too. Good ethical lawyer. Just really, really good. I value her expertise. She would be in my Rolodex of people to consult with.

**Describe the applicant's quality/quantity of work:**

Did not supervise; but when consulted with her found her advice to be correct. I'm in university state service and she is in K-12. Being both in education we have similar roles. So it was great to get her advice when needed.

**Describe the applicant's interpersonal skills:**

Is very easy to talk to; easy going; very professional which is extremely important ; very organized; very smart; very mature on top of things. She's just got it! Makes people feel comfortable. Confident in her counsel.

**Describe the applicant's leadership skills:**

Has not personally worked with her or for her. But knows that she is an effective leader without question, due to her experiences, her approach to things and she analyzes well. She is professional and easy to talk too.

**Additional comments you would like to share:**

She would be an excellent candidate for this position. This role is aligned well with her confidence. Her experience with county schools, legislation and politics makes her excellent for this position.

## Professional Reference

**Applicant's Name:**

Sami Randolph

**Reference Name:**

Corey Harkey, Board Attorney

**Professional relationship to applicant:**

Colleagues

**Applicant's title while in your employ (if applicable):**

One of the attorney's in the general counsel's office

**Dates of employment (if applicable) or how long you have known the applicant:**

Since Fall 2016

**Applicant's reason for leaving (if applicable):** N/A

**Would you rehire (if applicable), and if no, please explain:**

Yes

**Describe the applicant's quality/quantity of work:**

Very responsive and helpful; collaborated via email.

**Describe the applicant's interpersonal skills:**

Great relationship with her; quick, pleasant, good professional relationship.

**Describe the applicant's leadership skills:**

She did lots of work with the state legislature; a strong leader for Memphis.

Additional comments you would like to share:

I had very specific interactions with her. She was always my contact. She was also a great strategist.

## Professional Reference

Applicant's Name: Sami Randolph

Reference Name: Judi Steele

Professional relationship  
to applicant: Mentor

Applicant's title while in your employ (if applicable):

Dates of employment (if applicable) or how long you have known the applicant:

Applicant's reason for leaving (if applicable):

Would you rehire (if applicable), and if no, please explain:

Describe the applicant's quality/quantity of work:

Ms. Randolph is a smart and highly motivated individual. She is a quiet learner who has always shown her dedication to work diligently. Her professionalism and desire to work hard is second to none.

Describe the applicant's interpersonal skills:

Ms. Randolph is organized, dependable and reliable. She possesses strong communication skills and is able to express herself with poise and maturity.

**Describe the applicant's leadership skills:**

During her time in our Executive Leadership Academy, Ms. Randolph consistently demonstrated that she is a natural leader. She is a problem solver who works to research and identify solutions in a proactive manner.

**Additional comments you would like to share:**

I highly recommend Ms. Randolph for consideration of this position. I believe she will be a valuable asset to your team.

Please attach additional pages if needed

Judi Steele  
Signature

2-25-2019  
Date