

Brian Scroggins

November 23, 2018

Agency Human Resource Services
Attention: Gennie Hudson, Personnel Officer III
400 West King Street, Suite 406
Carson City, NV 89703

Dear Ms. Hudson,

Please accept this letter of interest for the position of Director for the State Public Charter School Authority in Nevada. I have a Master's Degree in Public Administration and over ten years of senior-level, public-sector experience in Nevada state government. I am a Certified Public Manager (CPM) through the Nevada Division of Human Resource Management and the National Certified Public Manager Consortium. The CPM designation is an 18-month intensive, nationally accredited, comprehensive management development program specifically geared for careers in federal, state and local government. In addition, I have over 20 years of private-sector business experience.

As the Deputy Director, and now the Interim Executive Director of the SPCSA, I have been a senior district administrator and active in establishing and overseeing SPCSA administrative structures and procedures as well as building strong professional relationships not only with staff and leadership in the Nevada Department of Education but other state agencies, sponsored schools, community partners and stakeholders. I have been involved with the SPCSA Strategic Plan and incorporating standards from the National Association of Charter School Authorizers (NACSA). I have been involved in authorizing and opening schools currently operating in the SPCSA portfolio as well as schools that are scheduled to open in 2019-2020 and beyond. I have helped maintain accountability standards for current SPCSA-sponsored schools in areas of academic performance, finance, organizational compliance, charter renewal, receiverships and school closures. I have extensive experience in employee management regarding hiring staff and leading them to support the SPCSA's mission and vision. My responsibilities have included the actual opening processes of SPCSA schools including conducting pre-opening enrollment audits for funding, monitoring progress of construction and physical inspections of facilities through local agency certificates of occupancy.

In my role as SPCSA Deputy Director, I have directed the work of the School Support Team helping schools gather data and issue reports as mandated by the state law and by federal requirements. The SPCSA School Support Team has done an excellent job in strengthening the Authority's sponsored schools and working in close collaboration with the Nevada Department of Education making sure our schools are in state and federal compliance. The School Support Team is responsible for Special Education, McKinney-Vento, Title Programs, School and Community Outreach as well as the point of contact for parents who have school complaints. We are proactive in working with schools and parents to resolve issues in the best interest of students. With the recent resignation of the prior Executive Director, I was asked to assume the position of Interim Executive Director taking the reins for the SPCSA's day to day operations. The SPCSA authorizes high quality charter schools in Nevada and holds them accountable for results and is the third largest school district in Nevada serving 42,333 children. I am actively involved with local, state and federal elected and appointed officials on a regular basis regarding educational opportunities for all students, especially students at risk.

I previously served as the Commissioner (Executive Director) of the Nevada Local Government Employee-Management Relations Board (EMRB). As the state's top labor relations expert, I worked directly with all local government employers in the state (fire departments, law enforcement, cities, counties, school districts, water districts, hospitals, etc.) and their unions and attorneys on labor relations issues. The goal of the EMRB is to settle labor disputes as they arise in a neutral and timely manner and my duties included providing local government employers, employee unions and their attorneys with guidance and training to avoid prohibited labor practices thus improving ongoing labor relations. In this position, I also worked directly with all local government bodies in the state and with all School Districts and Superintendents in Nevada so I have a previous working relationship with School Districts and Superintendents statewide and attend monthly meetings with them at the Nevada Association of School Superintendents (NASS).

I enjoy community outreach and actively seek out elected officials, community stakeholders and business leaders and get to know them so when questions or challenges arise we have already established and maintained open lines of communication and trust. I also use these community relationships to support schools with needs outside of normal SPCSA supports. I have a reputation for working effectively, and respectfully, with charter school operators, applicants, with other Nevada sponsors, charter school support groups, CSAN and the general public. Through my senior-leadership positions with the State of Nevada, I have built and maintained strong relationships with elected officials statewide. During my private-sector years, I was appointed to sit on a number of local and state boards and commissions, so I know what it is like to sit on both sides of a podium, both as a Board Member and Senior-Staff that supports Board Members.

School safety and security is an important issue and I have training and experience to assist schools in their efforts to keep students safe. In 2018, I graduated from the FEMA National Emergency Management Advanced Academy as the only member, in my national cohort, specifically representing K-12 education. I have been accepted into the 2019 FEMA National Emergency Management Executive Academy, a single cohort comprised of 40 professionals from throughout the nation receiving executive level skills in emergency management. The cost for travel, lodging and training are provided by FEMA so these are low cost professional development opportunities that benefit schools. My volunteer work in emergency management led to being asked, by the City of Las Vegas and the Clark County Fire Department, to serve on the Incident Command Team following the 1 October Las Vegas Festival Shooting. These community relationships benefit SPCSA schools. I am sought out as a national speaker and presented a workshop "Emergency Management and School Safety" at the 2018 CSAN Conference.

Through previously established relationships, I bring additional supports to the SPCSA as we seek to be a fully participating community partner. I reach out to underserved communities to develop a network of collaboration with the charter school community in Nevada. In addition to full-time employment with the state as an administrator, in my private-sector years, I served under three Governors, and numerous County Commissioners, on various state and local boards and commissions including the Nevada State Contractors Board, the Nevada State Construction Education Commission, the Clark County Regional Clean Water Coalition, the Clark County Enterprise Town Advisory Board and the Nevada Nuclear Projects Commission. My personal references include officials from both sides of the political aisle. North Las Vegas and Henderson have both been especially supportive of Charter Schools, and education in general, and both Mayor Lee and Mayor March are listed as references. I always take the time to reach out to the Nevada Congressional delegation whenever I am in the Washington DC area.

I am accustomed to working with members of the legislature and have been involved with the legislative process, on various issues (education, labor relations, nuclear waste, construction) over the last decade. In addition to the State Legislature, I also have experience working with oversight boards, non-profit boards and elected bodies including the State Board of Education, the Governor's office and other Nevada state agencies to help further the goals and vision of the SPCSA. I have represented the SPCSA on a state and national level through participation in conferences and professional development opportunities through the National Alliance for Public Charter Schools, the National Association of Charter School Authorizers (NACSA), FEMA, the US Department of Education, etc. I have taken the time to proactively establish working relationships with other state authorizers and sponsors.

I have managed public information programs in both government and private sector organizations with experience working with the media, and the public, educating them about the school choice opportunities regarding charter schools within the overall Nevada education system. It is important to give back to the community and I have been actively involved with numerous charitable and community organizations. I have been honored, statewide and nationally, for my community service work including:

- 2015 Finalist Nevada Governors Point of Light Awards - Outstanding public service working with the unemployed during the recession.
- 2018 National Emergency Management Volunteer of the Year in the United States - Regarding service as a member of the Incident Command Team following the 1 October Festival Shooting.

I have been extremely involved with our schools from ground breakings, ribbon-cuttings, attending reading days and football/soccer/basketball games as well as oversight for specific school support services designed to help schools achieve success. I am a hands-on administrator and physically being in schools, meeting with school leaders and attending school activities, allows me to see deeper than simply reading through an online report. The combination of skills and practical experience that I bring to the table would be hard to duplicate and would appreciate the opportunity to discuss this position with you further.

Sincerely,

Brian Scroggins



Brian Scroggins

Career Summary

Accomplished executive in the public, private and non-profit sectors. Experience in municipal and state operations, education, labor relations, government affairs, strategic planning, finance, construction and emergency management.

Professional Experience

Interim Executive Director/Deputy Director - State Public Charter School Authority ■ May 2016 - Present

Expand opportunities for students especially students at risk. Authorize high quality schools and hold them accountable for results. Supervise staff, programming, budget, school performance, LEA functions, data, special education, title programs, grants and regulations. Assist schools to developing climate, culture and emergency management procedures. Cultivate relationships with external stakeholders.

Emergency Management - LDS Church & Southern Nevada VOAD ■ September 2013 - Present

Assist congregations with emergency plans, communications and disaster response. Area includes state of Nevada as well as Quincy, CA and Kingman/Lake Havasu, AZ. HAM radio operator. Chair - Southern Nevada VOAD (Voluntary Organizations Active in Disaster), working with faith-based, community groups and local government emergency personnel in high-stress situations. Member Incident Command Team for the 1 October Festival Shooting working with victims and families. Extensive Emergency Management training through FEMA and DHS. Selected as the 2018 National Emergency Management Volunteer of the Year.

Commissioner - Nevada Employee Management Relations Board (EMRB) ■ April 2011 - September 2013

Responsible for budget, strategic initiatives, legislative proposals and administrative guidelines. As the state labor relations expert, duties included researching case law and developing working knowledge of labor law, legal procedures and federal, state and local regulations. Conduct settlement and pre-hearing conferences, fact-finding panels, bargaining unit elections and provide government and employee organizations with guidance in collective bargaining to avoid prohibited labor practices. Provide mediation and training. Developed a Settlement Conference Program which reduced case backlogs by 25%. Worked statewide with all cities, counties, fire and law enforcement agencies and school districts representing 80,000 employees in Nevada.

Commissioner - Nevada Commission for Nuclear Projects ■ June 2009 - June 2012

Appointed to serve by Governor Jim Gibbons and continuing under Governor Brian Sandoval. The Nevada Commission on Nuclear Projects advises the Governor and Legislature on matters related to disposal of radioactive waste and oversees activities of the Nevada Agency for Nuclear Projects.

Board Member - Regional Clean Water Coalition (CWC) ■ 2003 - 2010

Cooperative effort between Clark County, Henderson, Las Vegas, North Las Vegas, SNWA, Water Reclamation District as well as numerous other federal, state and local stakeholders from the western United States.

Scroggins Development (Owner/Developer) ■ May 1994 - Present

Land acquisition, permitting, supervision and management of construction. Renovation of commercial and construction of single-family custom residential properties. Manage private real estate portfolio.

Vice President/Chief Operations Officer - United Sign Inc. ■ May 1994 - April 2011

Operations of a high-volume sign manufacturing and installation company servicing the developer, contractor, homebuilder and commercial real estate industries. Responsible for sales and marketing. Managed compliance issues with state and federal OSHA. Responsible for company fleet management and maintenance.

Vice President - Associated Builders and Contractors ■ February 2007 - August 2008

General management of the local chapter of a national construction trade association working directly with the President and Board of Directors on all association issues including continuing education, learning support services, membership, marketing, financial oversight, grant writing, fundraising, government relations and special events. Worked with construction companies to provide educational training including corporate safety and risk management. Oversight of employee relations and ensured compliance with employment laws.

Board Member - Nevada State Contractors Board ■ June 2002 - June 2005

Appointed by Governor Kenny Guinn, the Nevada State Contractors Board is responsible for licensing all contractors in the state. Duties included the review of licensing materials for prospective contractors (16,000 licensed contractors). In an open meeting law format - discuss, deliberate and vote on contractor licensure issues. Served as Administrative Hearing Officer to hear complaints, review information, take testimony and render decisions in discipline hearings. Proposed situational remedies, assessed fines and set course of action to either restore the license to the contractor or call for the revocation of the license. Worked closely with Minority Contractors Association to get contractors properly licensed to fully participate in job opportunities.

Commissioner - Nevada Construction Education Commission ■ June 2004 - June 2005

The NCEC receives monies from fines levied by the Nevada State Contractors Board and distributes those monies in the form of grants to organizations that provide education and safety training programs. Recipients include high schools, vocational schools, colleges and universities and construction trade associations.

Board Member - Clark County Enterprise Town Advisory Board (ETAB) ■ June 2000 - June 2004.

Land use planning and zoning board that reports to the Clark County Commission and reviews proposed projects and meets with county staff, developers, land owners, residents and other affected parties to discuss proposed projects. Recommendations are forwarded to the Clark County Commission.

Marketing Director - Rhodes Homes Inc. ■ December 1993 - September 1995

Created advertising, public relations and marketing programs taking Rhodes from the 27th largest homebuilder in Southern Nevada with 133 closings in 1993 to the 9th largest with 444 closings in 1994. Handled all crisis management situations. Developed multi-million dollar marketing budgets for homes ranging from entry level to the highest level of exclusive custom homes. Developed and managed an in-house advertising agency accountable for every aspect including concept, design, production, contract negotiation and media placement including TV, radio, print, newspaper, outdoor, etc.

Public Information Specialist Las Vegas Valley Water District/SNWA ■ October 1990 - December 1993

Public relations, marketing, press conferences, crisis management and special events. Registered lobbyist and spokesperson. Produced and hosted weekly award-winning "Water-Wise" television and radio talk shows.

Promotion Coordinator - Las Vegas Review-Journal/Las Vegas Sun ■ December 1989 - October 1990

Advertising for the RJ and the Sun following Joint Operating Agreement (JOA). Design and placement of advertising for special sections and promotions. Coordination of sponsorship events.

Graphic Designer - Golden Nugget/Mirage Resorts, Inc. ■ December 1988 - December 1989

Designed artwork (signs, brochures, menus, logos, corporate reports, etc.).

Education and Training

- Masters in Public Administration
- Certified Public Manager
- FEMA and DHS training
- BA, Design
- Certified Mediator
- Nevada Contractors License
- AA, Design
- FEMA EM Advanced Academy
- First Aid/CPR/AED Trained

Awards & Achievements

- Finalist - 2015 Nevada Governors Point of Light Award
- Graduate of the FEMA Leadership Academy (NEMAA)
- Finalist 2015 Governor's Point of Light Awards
- 2018 National Emergency Management Volunteer of the Year
- Local and National Media Awards
- National Guest Lecturer

Volunteer Service

- Board of Directors for the Leukemia and Lymphoma Society of Southern Nevada (2006-2009).
- Church Congregation Leader (Bishop) from 2003-2008, managing programs for all age groups.
- Board Member Clark County Shooting Sports Park Advisory Committee (2007-2010).
- Volunteer Football Coach for the Southern Nevada Youth (2013-2015).
- Executive Board of the Las Vegas Area Council of the Boy Scouts of America (2008 - Present).

References for Brian Scroggins

Seaton Curran, Esq.

Former Chairman - Employee Management Relations Board

[Redacted]

[Redacted]

Lawrence (Larry) Brown

Clark County Commissioner

[Redacted]

[Redacted]

Scott Davis, Esq.

Former Deputy Attorney General

[Redacted]

[Redacted]

James (Larry) Gibson

Clark County Commissioner

[Redacted]

[Redacted]

David Hardy

Judge - Second Judicial District Court

State of Nevada, Washoe County

[Redacted]

[Redacted]

Mark Hutchison

Lt. Governor - Nevada

[Redacted]

[Redacted]

John Lee

Mayor of North Las Vegas

[Redacted]

[Redacted]

Steve Martin, CPA

Former Nevada State Controller

[Redacted]

[Redacted]

Debra March

Mayor of Henderson

[Redacted]

[Redacted]

Gerri Schroder

Henderson City Councilwoman

[Redacted]

[Redacted]

John Steinbeck

Deputy Fire Chief - Clark County

[Redacted]

[Redacted]

References for Brian Scroggins

James (Jim) Gibson

Clark County Commissioner

[REDACTED]

[REDACTED]

[REDACTED]

David Hardy

Judge - Second Judicial District Court

State of Nevada, Washoe County

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

John Lee

Mayor of North Las Vegas

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Debra March

Mayor of Henderson

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

John Steinbeck

Deputy Fire Chief - Clark County

[REDACTED]

[REDACTED]

[REDACTED]

Professional Reference

Applicant's Name:

Brian Scroggins

Reference Name:

John Steinbeck, Deputy Fire Chief

Professional relationship to applicant:

Supervisor

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

Chair of Volunteer Organization

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

Known for 5 years

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:

Excellent at 1, October Shooting Brian was under my direct command. During this overwhelming incident which lasted about nine hours, there were a lot of non-profit needs. Donations came in and managing those types of donations was a huge responsibility. Brian took on managing the assignment and also managing the different personalities too. He also managed the cash donations and made sure the donations got to the right people while working 16-20 hrs days.

Describe the applicant's interpersonal skills:

Good very good. He has had to take on strong personalities; had good interpersonal relationships. He cares about the objective and he wants to serve and has a strong will to serve. Interpersonal skills are very important.

Describe the applicant's leadership skills:

He leads by example. Does not ask anyone to do something that he will not do. He has good organizational skills and can delegate and pass on to the right people; able to inspire to get people to work towards a common goal. He has excellent leadership skills.

Additional comments you would like to share:

I think Brian has tremendous character, willing to put in the work and the effort. I appreciate his service and work. I have the utmost respect for him.

Professional Reference

Applicant's Name:

Brian Scroggins

Reference Name:

Mayor Lee

Professional relationship to applicant:

N/A

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

N/A

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

N/A

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:

N/A

Describe the applicant's interpersonal skills:

N/A

Describe the applicant's leadership skills:

N/A

Additional comments you would like to share:

I have known Brian Scroggins for 15 years.

During that time, he has been extremely active in community efforts as well as nonprofit and charitable groups.

Brian is a dedicated public servant who enjoys the opportunity to help others. In 2015, Brian was a finalist for the Nevada Governors Point of Light Award for his work with the unemployed during the recession. Additionally, for five years, Brian helped facilitate a community employment night for individuals who were seeking employment. He also assisted individuals in preparing a short presentation about their qualifications and helped them develop resumes which would give them the opportunity to secure employment within the community.

In 2018, Brian was selected as the National Emergency Management Volunteer of the Year in the United States. This recognition came as a result of the work he directed following the 1 October Shooting in Las Vegas in 2017.

Brian was assigned to oversee Spiritual/Emotional Care for the victims and families of the tragedy and was eventually also asked to oversee Donations Logistics and Volunteer Management for the incident at the Family Assistance Center.

I have confidence in Brian's abilities and know he would bring integrity and commitment to any position he holds.

I highly recommend him for this position, or any other opportunity that might present itself, knowing that he will use his knowledge, abilities, and community contacts to better any organization with which he is affiliated.

Professional Reference

Applicant's Name:

Brian Scroggins

Reference Name:

James B. Gibson

Professional relationship to applicant:

Professional

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

N/A

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

While I have never worked with Brian, I have known him for 15-20 years.

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:

Brian Scroggins is very attentive to detail and immerses himself in every task he undertakes. My experience with Brian has revealed a person committed to high quality work. His reputation is that he leaves no stone unturned and provides the resources to those with whom he works to do similarly.

Describe the applicant's interpersonal skills:

Brian is an effective communicator who works hard to be a team builder. People who work with him know what is expected of them and where they stand. He is forthright and fair and anxious to help others contribute to success while always working to recognize accomplishment and give credit to

others. Brian's ability to work well ranks among the best I have encountered. He works hard to understand the challenges of others in the organization.

Describe the applicant's leadership skills:

Brian is an effective delegator who does everything necessary to help others know what is expected of them. He is highly trained and will work to ensure his organization value and received the training necessary to be held accountable. Although Brian has worked in circumstances packed with high expectations, I observe a leader who is calm, reflective and deliberate as he leads others.

Additional comments you would like to share:

I recommend Brian Scoggins without reservation. I would be happy to provide additional information upon request.

Professional Reference

Applicant's Name: Brian Scroggins
Reference Name: Mayor Debra March, City of Henderson
Professional relationship to applicant: Colleague

1. Applicant's title while in your employ (if applicable): **n/a**
2. Dates of employment (if applicable) or how long you have known the applicant: **I have known Brian for more than 10 years.**
3. Applicant's reason for leaving (if applicable): **n/a**
4. Would you rehire (if applicable), and if no, please explain: **n/a**
5. Describe the applicant's quality/quantity of work:
Brian has been notably productive in the various roles he has held since I first met him. Brian is competent, dedicated, diligent, well organized and efficient.
6. Describe the applicant's interpersonal skills:
Brian possesses excellent interpersonal skills and works well with co-workers and staff, other internal stakeholders, external stakeholders, and other community/regional leaders.
7. Describe the applicant's leadership skills:
Brian demonstrates a well-developed set of leadership skills including effective oral and written communication skills, strategic and innovative thinking, a high level of personal integrity and honesty, a collaborative approach to addressing challenges and opportunities, and a talent for relationship building.
8. Additional comments you would like to share:
I sincerely believe that Brian will make an excellent Executive Director for the Nevada State Public Charter School Authority (SPCSA) and that he will be instrumental in leading this critical educational asset class forward to effectively support Nevada's ascendance to a leading position in the US for educational performance. Please call should you require additional information (office: 702-267-2085).



Signature


February 20, 2019

Date

Professional Reference

Applicant's Name: Brian Scroggins
Reference Name: Mayor Debra March, City of Henderson
Professional relationship to applicant: Colleague

1. Applicant's title while in your employ (if applicable): **n/a**
2. Dates of employment (if applicable) or how long you have known the applicant: **I have known Brian for more than 10 years.**
3. Applicant's reason for leaving (if applicable): **n/a**
4. Would you rehire (if applicable), and if no, please explain: **n/a**
5. Describe the applicant's quality/quantity of work:
Brian has been notably productive in the various roles he has held since I first met him. Brian is competent, dedicated, diligent, well organized and efficient.
6. Describe the applicant's interpersonal skills:
Brian possesses excellent interpersonal skills and works well with co-workers and staff, other internal stakeholders, external stakeholders, and other community/regional leaders.
7. Describe the applicant's leadership skills:
Brian demonstrates a well-developed set of leadership skills including effective oral and written communication skills, strategic and innovative thinking, a high level of personal integrity and honesty, a collaborative approach to addressing challenges and opportunities, and a talent for relationship building.
8. Additional comments you would like to share:
I sincerely believe that Brian will make an excellent Executive Director for the Nevada State Public Charter School Authority (SPCSA) and that he will be instrumental in leading this critical educational asset class forward to effectively support Nevada's ascendance to a leading position in the US for educational performance. Please call should you require additional information (office: [REDACTED])



Signature

February 20, 2019

Date

Professional Reference

Applicant's Name:

Brian Scroggins

Reference Name:

Judge David Hardy

Professional relationship to applicant:

Personal/professional

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

N/A

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

20 plus years

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:

Deeply involved in political matters. He check's in with me every time he is in Reno. He brings enthusiasm, detail, energy and he is attentive. I have observed the way he approaches his job which is impressive.

Describe the applicant's interpersonal skills:

Very good, articulate, he listens and speaks well. He has good self-awareness and he is kind and thoughtful.

Describe the applicant's leadership skills:

Strong leader inspires others. He is courageous and bold and he is a leader who inspires followers.

Additional comments you would like to share:

Confident that he will be a great pick. His private contacts are a great untapped resource. Who ever picks him up will be better for it.