

Minutes Approved On: October 12, 2004

Douglas County School District
Regular Meeting
Douglas High School
Minden, Nevada
Tuesday, September 14, 2004
3:30 p.m.

MINUTES

1. Call to Order

Board President John Louritt called the meeting to order at 3:31 p.m.

Board Members Present:

Trustees:

John Louritt	President
Sharla Hales	Vice President
Connie Wennhold	Clerk
Loren Orr	Member
Keith Roman	Member
Don Forrester	Member

Board Members Absent:

Trustees:

George Echan	Member
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Personnel Present:

Personnel:

John Soderman	Superintendent
Rich Alexander	Assistant Superintendent, Human Resources
Rick Kester	Director of Business Services
Roy Casey	Assistant Superintendent, Education Services
Janice Florey	Director of Grants and Assessments
Jan Keith	Director of Special Services
Mark Van Voorst	Principal of Douglas High School
Brandon Swain	Principal of Scarselli Elementary
Robbin Pedrett	Principal of Pau-Wa-Lu Middle School
Rommy Cronin	Vice Principal of Pau-Wa-Lu Middle School
Dave Whittemore	Vice Principal of Pau-Wa-Lu Middle School
Susan Lacey	DCPEA President

Others Present:

Bob Cox	Legal Counsel
Curt Chapman	NASB Executive Committee Vice President

- Randy Cahill Mr. Randy Cahill, NSEA Organization Specialist
- A. Mr. Forrester led those present in the Pledge of Allegiance.
- B. Mrs. Wennhold made a motion to adopt the agenda, seconded by Don Forrester.
Motion carried by a unanimous vote of 6/0.

2. Consent Items (Action)

Mr. Louritt announced that a request had been made to pull item 2-H, "Approval of the Change of Future Homemaker Stipend to Saturday School and the Computer Club Stipend to After School Detention" from the Consent items for discussion.

Mr. Louritt called for public comment. Hearing none, Mr. Orr made a motion to approve consent items 2-A through 2-G, as follows, seconded by Mr. Forrester:

- A. Minutes of the Regular Meeting of August 10, 2004
- B. Personnel actions described below in the Personnel Report No. 04-09

2004-2005 SCHOOL YEAR - HIRING RECOMMENDATIONS FOR CLASSIFIED PERSONNEL:				
Name	Position/Location	Effective Date	Salary	Replacing
Cary Jackson	Special Ed Aide/IEP – CCMES	08-11-04	11EE1	Donna Browder
Deborah Moore	Health Aide – SES	08-10-04	14EE1	New Position
Jami Mosbacher	Special Ed Aide/IEP – JVES	08-11-04	11EE1	Sandy Lampson
Virginia Pepperdene	Health Aide – DHS	08-27-04	14EE1	New Position
Colleen Robinson	EDK Aide – JVES	08-11-04	14EE1	Christy Shultz
Ray Steel	Custodian – Maintenance	08-11-04	23EE1	Martin Gutierrez
Turia Todd	Playground Aide – MES	08-11-04	11EE1	Michael Reid
Clarrisa Weaver	Playground Aide – CCMES	08-11-04	11EE1	Stephanie Rutherfordale
Pamela Lopez	School Secretary – ZCES	08-16-04	23EE1	Trina Ward
Gina Martian	Special Ed Aide/IEP – JVES	08-16-04	11EE1	New Position
Barbara Hamilton	Head Secretary – DHS	08-23-04	26EE1	Theresa Finley
Mark Kuniya	AISI Aide – PWLMS	08-30-04	14EE1	Daniel Hannah
Nicolle Flynn	Attendance Officer – District-wide	08-23-04	31EE2	Greg Silvestro
Lori Aldrich	Special Ed Aide/IEP – DHS	08-30-04	11EE1	Kim VanZyll
Shawnette Andries	Health Service Nurse R.N. – CVMS	08-26-04	40EE2	Bridget Kallman
Alisha Giurlani	Special Ed Aide/IEP – GWHS	08-30-04	14EE2	Kathleen Oaks
Natalie Vogt	Special Ed Aide/ IEP – KMS	08-30-04	11EE1	New Position
Marlene Collins	Special Ed Aide/IEP – DHS	08-30-04	11EE1	New Position
Carilynn Craighead	Cashier/Helper – PWLMS	08-30-04	10EE1	Betty Jenson
Renata Plaszowiecka	Playground Aide – ZCES	08-31-04	11EE1	Kelli Hoshizaki
Jason Berry	Custodian – SES	09-02-04	23EE1	Ventura Carranza
Linda Niday	Special Ed Aide/IEP – JVES	09-01-04	11EE1	New Position
Kathleen Becker	Special Ed Aide/Program Aide – ZCES	09-01-04	14EE2	Neal Gruber
Cindy Maxwell	Playground Aide – PHES	09-01-04	11EE1	Whitney Lehr
Denise Bickmore	Playground Aide – PHES	09-01-04	11EE1	Mary Ann Matheson

CLASSIFIED RESIGNATIONS:

Name	Position/Location	Effective Date
Lori Pyle	Special Ed Aide – Program Aide- SES	08-06-04
Stephanie Rutherford	Playground Aide – CCMES	08-02-04
Suzi Townsell	Special Ed Aide/IEP – GES	08-02-04
Judi Davenport	School Registrar – DHS	09-10-04
Daniel Hannah	AISI Aide – PWLMS	08-09-04
Kimberly VanZyll	Special Ed Aide/IEP – DHS	08-10-04
Katherine Rakow	Special Ed Aide/IEP – SES (Position Ended)	08-06-04
Mary Ann Matheson	Playground Aide – PHES	08-23-04
Robbie Thorson	Head Secretary – Maintenance	09-03-04
Davelyn Miyashiro	Playground Aide – SES	09-08-04

CLASSIFIED TERMINATIONS:

Name	Former Position	Effective Date
Julie Christino	Special Ed Bus Aide - Transportation	08-30-04
Julie Hayes	Bus Driver – Valley Transportation	08-12-04

CLASSIFIED RETIREMENTS:

Name	Former Position	Effective Date
Bruce Davis	Custodian – CVMS	06-30-04
Betty Goldstein	Cashier/Helper – DHS	08-27-04

CLASSIFIED CHANGES:

Name	Former Position	New Position
Sheryl Belshaw	Special Ed Aide/Program Aide – PHES	Bookkeeper – Business Services
Jami Mosbacher	Special Ed Aide/IEP – JVES (4.0 hrs)	Special Ed Aide/ IEP – JVES (6.5 hrs)
Debbie Graf	Special Ed Aide/IEP – CCMES	Special Ed Aide/Bus Aide – Transportation
Kelly McCrosky	Special Ed Aide/IEP – GES (3.0 hrs)	Special Ed Aide/ IEP – GES (6.0 hrs)
Debbie Starr	Assistant Cook – PWLMS (4.0 hrs)	Assistant Cook – PWLMS (5.75 hrs)
Ventura Carranza	Custodian – SES	Custodian - MES
Linda Homestead	Special Ed Aide/IEP – PHES	Special Ed Aide/Program Aide - PHES
Whitney Lehr	Playground Aide – PHES	School Secretary - PHES
Margaret Kluever	Special Ed Aide/IEP – DHS (5.0 hrs)	Special Ed Aide/IEP – DHS (6.0 hrs)
Laurie Sparman	Special Ed Aide/IEP – DHS (5.0 hrs)	Special Ed Aide/IEP – DHS (6.0 hrs)
Melinda Guajardo	Clerk-Typist – GWHS	School Registrar - GWHS

APPROVED UNPAID LEAVES:

Name	Position	Effective Date
Barbara Mayer	Assistant Cook – CCMES	08-11-04
Janet Martin	Special Ed Aide/IEP – PWLMS	08-30-04
Sandra Hubbart	Custodian – SES	07-19-04

CLASSIFIED RESCINDED:

Name	Position	Effective Date
Alishia Giurlani	Special Ed Aide/IEP – GWHS	08-27-04

CERTIFIED RESIGNATIONS FOR 2004-2005:

Name	Position/Location
Melissa Lombardo	Teacher/CCMES
Barbara Young	Teacher/DW

2-B Personnel Report Number 04-09 - continued	
CERTIFIED HIRES FOR 2004-2005:	
Name	Position/Location
Linda Ladendorff	Teacher/Carson Valley Middle School
Elizabeth Eichner	Teacher/DHS
JoAnne Hudson	Teacher/GWHS
Montana Hebel	Teacher/Carson Valley Middle School
Catherine Guzy	Teacher/DW
Kathleen Gerat	½ Teacher/SES

C. Accounts Payable Voucher 1009 for FY 2004-2005

D. Excuse from compulsory attendance the students described below for the 2004-2005 school year:

Mr. and Mrs. Alan Guddat – 16 year-old daughter, 11 th grade; 12 year-old son, 8 th grade; 8 year-old daughter, 3 rd grade. Twelfth year homeschooling. Performance objectives delineated.
Ms. Marcia Carlton - 11 year-old daughter, 6 th grade; 14 year-old son, 9 th grade. Ninth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Mark Brewer – 11 year-old son, 5 th grade. Sixth year homeschooling. Performance objectives delineated.
Mr. and Mrs. William Steele – 16 year-old son, 9 th grade. Third year homeschooling. Performance objectives delineated.
Mr. and Mrs. William Tenney – 12 year-old daughter, 8 th grade; 10 year-old son, 5 th grade. Eighth year homeschooling. Performance objectives delineated.
Ms. Karen Bodden – 18 year-old son, 12 th grade. Third year homeschooling. Using an approved correspondence program. Performance objectives delineated.
Mr. and Mrs. Les McCrosky – 17 year-old son, 12 th grade. Third year homeschooling. Using an approved correspondence program. Performance objectives delineated.
Mr. and Mrs. John Merino – 14 year-old daughter, 9 th grade. Second year homeschooling. Performance objectives delineated.
Mr. and Mrs. Kevin O'Brien – 16 year-old daughter, 11 th grade. Second year homeschooling. Using an approved correspondence program. Performance objectives delineated.
Mr. and Mr. Donald Haines – 16 year-old son, 10 th grade; 17 year-old son, 11 th grade. Eleventh year homeschooling. Performance objectives delineated.
Ms. Sandra McNeill – 17 year-old son, 11 th grade; 16 year-old daughter, 11 th grade. Fifth year homeschooling. Using an approved correspondence program. Performance objectives delineated.
Ms. Stacy Chambers – 12 year-old daughter, 7 th grade. Third year homeschooling. Performance objectives delineated.
Mr. Shawn Uhland – 14 year-old daughter, 9 th grade; 12 year-old daughter, 7 th grade; 10 year-old daughter 5 th grade. Fifth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Darrel Wells – 14 year-old daughter, 9 th grade; 11 year-old son, 6 th grade; 9 year-old daughter, 4 th grade; 7 year-old son, 1 st grade. Fifth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Richard Jaggard – 13 year-old son, 8 th grade. Eighth year homeschooling. Performance objectives delineated.
Mr. and Mrs. David Hartman – 16 year-old daughter, 11 th grade; 12 year-old daughter, 7 th grade; 15 year-old son, 9 th grade; 13 year-old daughter, 8 th grade; 13 year-old daughter, 8 th grade; 10 year-old son, 6 th grade; 7 year-old son, 1 st grade. Eleventh year homeschooling. Performance objectives delineated.
Mr. and Mrs. Warren Andrews – 7 year-old son, 2 nd grade; 10 year-old son, 5 th grade. Fifth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Mark Elliott – 10 year-old daughter, 6 th grade; 8 year-old son, 3 rd grade. Fourth year homeschooling. Performance objectives delineated.

2-D – Excuse from compulsory attendance (continued):
Mr. and Mrs. Sheldon Lindsey – 11 year-old son, 5 th grade. Ninth year homeschooling. Using an approved correspondence program. Performance objectives delineated.
Mr. and Mrs. Kendall Ingram – 8 year-old son, 3 rd grade. First year homeschooling. Using a home educator consultant. Performance objectives delineated.
Ms. Lise Stephens – 7 year-old daughter, 2 nd grade. First year homeschooling. Using a home educator consultant. Performance objectives delineated.
Ms. Tammy Sunderland – 14 year-old son, 9 th grade; 11 year-old son, 7 th grade; 8 year-old son, 2 nd grade; 14 year-old daughter, 9 th grade. Third year homeschooling. Performance objectives delineated.
Mr. and Mrs. Ronald Scott – 11 year-old daughter, 6 th grade; 13 year-old daughter, 7 th grade; 15 year-old son, 10 th grade. Tenth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Lawrence Hollingshead – 11 year-old son, 5 th grade; 13 year-old son, 7 th grade. Seventh year homeschooling. Performance objectives delineated.
Ms. Michelle Herman – 14 year-old son, 9 th grade; 13 year-old daughter, 8 th grade. Third year homeschooling. Performance objectives delineated.
Mr. and Mrs. Howard Cowden – 14 year-old son, 8 th grade. Seventh year homeschooling. Performance objectives delineated.
Mr. and Mrs. Jerome Jolicoeur – 13 year-old son, 8 th grade; 11 year-old son, 6 th grade. Fourth year homeschooling. Performance objectives delineated.
Ms. Stacy DeVries – 11 year-old daughter, 7 th grade; 10 year-old son, 5 th grade. Second year homeschooling. Performance objectives delineated.
Mr. and Mrs. Kenyon Jarvis – 11 year-old son, 6 th grade; 8 year-old son, 2 nd grade. Sixth year homeschooling. Performance objectives delineated.
Ms. Alicia Chavez – 9 year-old daughter, 4 th grade. Third year homeschooling. Performance objectives delineated.
Ms. Wendy Hoag-Ricketts – 9 year-old daughter, 4 th grade; 13 year-old daughter, 7 th grade; 16 year-old daughter, 10 th grade. Fourth year homeschooling. Performance objectives delineated.
Mr. and Mrs. John Lynch – 14 year-old son, 9 th grade; 12 year-old son, 7 th grade; 8 year-old daughter, 3 rd grade. Fourth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Doug Russell – 16 year-old son, 12 th grade; 13 year-old son, 8 th grade, 11 year-old son, 5 th grade, 7 year-old daughter, 3 rd grade. Eleventh year homeschooling. Performance objectives delineated.
Mr. and Mrs. Frank Schnorbus – 15 year-old son, 10 th grade; 10 year-old daughter, 5 th grade; 12 year-old son, 7 th grade. Fifteenth year homeschooling. Performance objectives delineated.
Mr. and Mrs. David Jobe – 9 year-old son, 4 th grade; 11 year-old son, 6 th grade. Sixth year homeschooling. Performance objectives delineated.
Ms. Donna Hays – 15 year-old son, 10 th grade. First year homeschooling. Using a home educator consultant. Performance objectives delineated.
Ms. Katherine Thompson – 17 year-old son, 12 th grade. First year homeschooling. Using an approved correspondence program. Performance objectives delineated.
Ms. Deborah Bratsch – 14 year-old son, 9 th grade; 12 year-old daughter, 7 th grade. Second year homeschooling. Performance objectives delineated.
Ms. Linda Benton – 8 year-old daughter, 2 nd grade. Second year homeschooling. Performance objectives delineated.
Mr. and Mrs. Mitchell Fischmann - 9 year-old daughter, 4 th grade; 12 year-old son, 8 th grade. Third year homeschooling. Performance objectives delineated.
Mr. and Mrs. Chris Combos – 14 year-old son, 9 th grade. Ninth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Brendon Van Beauge – 12 year-old daughter, 7 th grade; 8 year-old son, 3 rd grade. Seventh year homeschooling. Performance objectives delineated.
Mr. and Mrs. Richard Dragon – 15 year-old son, 8 th grade. Fifteenth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Jeff Burton – 11 year-old son, 6 th grade. Fourth year homeschooling. Performance objectives delineated.
Mr. and Mrs. Travis French – 8 year-old daughter, 3 rd grade. First year homeschooling. Using a home educator consultant. Performance objectives delineated.

E. Request submitted by Carey Smith to take the General Education Development (GED) Examination

- F. Test Administration Guidebook Procedures and Expectations for the 2004-2005 School Year
- G. Douglas County School District's Plan to Ensure Highly Qualified Instructional Staff at Douglas High School

Motion carried by a unanimous vote of 6/0.

- H. Approval of the Change of Future Homemaker Stipend to Saturday School and the Computer Club Stipend to After School Detention.

Mr. Roman expressed his concern that the stipend for Saturday School, which could be as much as \$21.34 per hour, is double that of the After School Detention stipend. Regarding Saturday School, Mr. Roman stated that the consequences for a student not attending Saturday School when directed to do so are not clearly delineated. He warned that the program would be essentially ineffective if consequences for failure to attend were not imposed.

Mr. Alexander directed Mr. Roman's attention to the document in their packet labeled "Item 2-H," paragraph 2, which states, "Students who fail to meet their disciplinary requirements will be issued out of school suspension for non-compliance and will be assessed consequences per Douglas County School District School Board Policy for out of school suspensions." He added that it was Mr. Van Voorst's intention that the student would face suspension if he/she did not report to Saturday school. Regarding the rate of pay for each stipend, he reminded the Board that the designation for stipends is something that Board determines, whereas salaries are negotiable. He explained that he met with Mr. Van Voorst to determine which stipend amount made the most sense for each position. Since the Saturday School position involves at least a four-hour obligation and requires a greater incentive as compared to the After School position, it was more appropriate for the Saturday School stipend to be paid at a higher rate. Another reason for the extra incentive is that the After School Program does not require extra setup of a classroom, as does the Saturday School program.

Mr. Van Voorst explained that these programs are an attempt to avoid suspending students and provide a middle ground between lunch detention and out of school suspension. He reiterated that if students do not show up, the consequences would be handled as outlined in Board Policy and the Douglas High School student handbook.

Mrs. Hales commented that it is her opinion that the larger stipend amount for the Saturday School program is justified, as it would be difficult to find a teacher to facilitate the program without this incentive.

After further discussion, Mr. Forrester made a motion to approve the Change of Future Homemaker Stipend to Saturday School and the Computer Club stipend to After School Detention. Mrs. Hales seconded the motion. Motion carried by a unanimous vote of 6/0.

3. Special Recognition

Brandon Swain, Principal of Scarselli Elementary School recognized Mrs. Gene L. (Eva) Scarselli's for her gift of \$3,000.00 that Scarselli Elementary plans to use to expand and maintain the materials in their Literacy Library and student library. He stated that, although Mrs. Scarselli was unable to attend this meeting, he wished to acknowledge Mrs. Scarselli as she has presented Scarselli Elementary with a monetary gift for many years, and this year's gift of \$3,000 is especially

generous.

4. Administrative Reports and Program Reviews

A. Principal's Report – Pau-Wa-Lu Middle School

Robbin Pedrett, Principal of Pau-Wa-Lu Middle School, joined by her two Vice Principals, Dave Whittemore and Rommy Cronin, shared data from last year, as well as Pau-Wa-Lu's School Improvement Plan for the 2004-2005 school year. Mrs. Pedrett explained that during the 2002-2003 school year, Pau-Wa-Lu's Site Accountability Committee defined the direction that they would take for the 2003-2004 school year. Those decisions were made through analyzing school data and perception surveys.

Mr. Whittemore explained the various interventions set into place for the 2003-2004 school year such as Prime Writing, Reading Intervention, and Testing Relevance. He shared the school's testing data for 8th grade writing, as well as CRT, and ALT results.

Mrs. Cronin shared data demonstrating Pau-Wa-Lu Middle School's High Five Discipline Program's successes in reducing the amount of referrals for 2003-2004.

Mrs. Pedrett concluded the presentation by providing an overview of the goals for 2004-2005. After answering questions from the Board, Mrs. Pedrett was congratulated for an outstanding presentation and for her school's hard work in attaining the "high achieving" designation bestowed upon it by the Nevada Department of Education.

B. Report on Adequate Yearly Progress (AYP)

Roy J. Casey, Assistant Superintendent of Education Services and Dr. Janice Florey, Director of Grants and Assessments, presented to the members of the Board and audience a mini workshop on "Adequate Yearly Progress" using Douglas High School results as an example. He listed several websites that can be utilized to learn more about AYP, and explained that the District's website is also an excellent resource. He explained the procedures used to evaluate Adequate Yearly Progress, various terminology used in assessing AYP, and how to interpret the reports available on the websites.

He further explained that schools that have not demonstrated Adequate Yearly Progress for two consecutive years in any of the three AYP areas (i.e. English language arts, mathematics, or the other indicator) are designated as In Need of Improvement (INOI). To be removed from In Need of Improvement status, a school must demonstrate Adequate Yearly Progress for two consecutive years in the area(s) designated as in need of improvement.

He defined the "Watch List" by stating that it identifies schools that are in their first year of not having demonstrated Adequate Yearly Progress (AYP). Beyond being classified as not demonstrating AYP, schools are designated as being on the "Watch List" for the any of the three AYP designation areas (1-English Language Arts, 2-mathematics, 3-other indicators such as high school graduation, test participation, or attendance in elementary and middle schools) in which they did not meet the target goals.

He also explained "Safe Harbor." If a school or a subgroup does not meet the target goal, a "Safe Harbor" analysis is conducted to determine if the group has made substantial

improvement. Safe harbor considers the percent of reduction in non-proficient students, a school, or a subgroup has made since the previous school year as well as group performance on the other indicator. If a school or a subgroup demonstrates a 10% reduction in the percentage of non-proficient students and the group being evaluated meets the other indicator criteria, "Safe Harbor" is reached and AYP criteria are considered as being met for that group.

Dr. Florey explained participation rate as the percentage of students in all subgroups who took the state tests. NCLB prescribes that 95 percent of all student subgroups must be tested. Schools or subgroups with less than 20 students must test at least all but one student to meet the participation criteria. Students have multiple opportunities to take an exam if they are absent on the scheduled date(s) of testing.

After further discussion, the Board thanked Mr. Casey and Dr. Florey for their clear and precise explanation of Adequate Yearly Progress.

C. Report on the 2003-2004 Summer School Program

Roy J. Casey, Assistant Superintendent of Education Services and Jan Keith, Director of Special Services, presented an administrative report on the Douglas County Summer School program for 2003-2004. Mr. Casey introduced Jan Keith as the administrator for summer school for the 2003-2004 school year.

Ms. Keith explained that summer school enrollment had increased over previous years. She provided an overview of the courses offered, the enrollment in each course, and the number of students enrolled in those courses who recovered class credit. She further explained the percentage of students' that improved in their ALT scores this summer.

Mr. Casey gave recommendations for future summer school program. He explained that the current five-hour day for summer school is too long to keep students engaged. Next year, he proposed that summer school would be one 4-week session in July, which will allow students and teachers a longer break after the normal school year before beginning summer school. The school day will begin at 9 a.m. and end at 12:30 p.m., Monday through Friday. Students will be able to recover ½ course credit during summer school.

Mr. Casey explained that a student must be in attendance for 90 percent of the summer school term, which means the student can miss only two days of summer school before he/she is dismissed from the program, and advised that tardies count towards the student's attendance rate. The challenge for this year was recruiting highly qualified teachers for summer school. Mr. Casey stated that he is confident that the single session and shorter school day will provide an incentive for more qualified teachers to apply. He also stated that he is looking at a different facility than Douglas High School, such as Pau-Wa-Lu Middle School.

After questions, the Board congratulated Mr. Casey and Ms. Keith on a successful summer school session and for their informative presentation.

D. Report on Results of the Scholastic Aptitude Test (SAT) and the American College Test (ACT)

Dr. Florey presented performance data for high school students who participated in the SAT and/or ACT assessment process for 2004. She directed the Board's attention to their red folder

where an updated ACT handout was provided. She explained the structure of the test and shared data that indicated Douglas County School District students' performance above the national and state average.

She explained that the SAT is an aptitude test that has been in place for decades. It is a predictor of how well students can be expected to perform in their first year of college. The scores can range from 200 to 800 points, and the average is 500. Next year, the SAT will undergo some major changes at the request of colleges to ensure that students will be prepared for current college courses. Due to this change, she warned that comparisons might be difficult to determine in the future. Female students seemed not to do as well for this graduating class as in the past.

After answering questions, the Board expressed their gratitude for Dr. Florey's analysis of the SAT and ACT scores.

Mr. Louritt announced that the Board would take a short break at 5:45 p.m. and would reconvene at 6:00 p.m. in order to hear public comment.

Public Comment

At 6:04 p.m., Mr. Louritt called for public comment and announced that there were five speakers listed. He asked that the speakers be as brief as possible, and reminded the speakers that the Board is precluded by law from lengthy discussion or from taking action on any unagendized matter. Mary Gmuender introduced herself as a mother of a third grade student at Scarselli Elementary and also the Parent/Teacher Organization president. She stated that she had received many phone calls from angry parents over the issue of moving a fifth grade teacher to third grade in order to reduce the class size of third grade to meet state-mandated class size limits. She stated that she learned about this issue last week at a school staff meeting, not by correspondence from the school. She expressed her concern that the class size issue should have been apparent much sooner than the fifth week of school and that communication of the problem to the parents was not provided. She stated that she is aware of situations at other elementary schools where arrangements were made that did not relocate a teacher from their current classroom to another classroom.

Linda Kleiner, Kat Simmons, and Sherry Ackerman reiterated the concerns expressed by Mrs. Gmuender that this change so far into the school year would negatively impact their children.

Mr. Louritt thanked those parents who called a Board member with their concerns. Mr. Soderman thanked those presenting their concerns for their professional presentations and offered to talk to the parents of Scarselli Elementary School. He invited Mr. Swain, Principal of Scarselli Elementary School, to contact him to set a date, as soon as the next day, to address parent concerns.

Mrs. Autumn Resney expressed her concerns that schools were not allowed to display the term "Merry Christmas" at schools, only "Happy Holidays." She hoped that this was just misinformation. In addition, she is concerned that the number of hours involved in taking tests in schools is excessive. Mr. Louritt assured her that she would receive a phone call from the district to discuss her testing concerns.

Mr. Louritt announced, in consideration of guest presenter, the Board would advance to Item 6-B in

the agenda.

6. Items Requiring Discussion and Action

6-B. Education First and National Average Initiatives

Mr. Curt Chapman, NASB Executive Committee Vice President, provided the Board with a brief overview of the Education First and the National Average Initiatives. He stated that National Association of School Boards (NASB) and the National Association of School Superintendent's (NASS) had taken the position that the initiatives are not viewed unfavorably as long as they do not interfere with the iNVEST plan. He explained that iNVEST is a plan that addresses very specific areas of funding, instead of the blanket approach of these two initiatives. A positional paper has been drafted by NASS and NASB stating the stance taken on these two initiatives.

Mr. Roman stated that he was not comfortable voting for any motion that referred to iNVEST without having the opportunity to review the iNVEST document. He was also concerned about discussing iNVEST since it was not mentioned on the agenda. He asked Mr. Cox for his opinion on this matter.

Mr. Cox stated that because the agenda did not specifically identify iNVEST as a matter to be discussed or considered at this Board meeting, no motion could be made that referenced iNVEST. He advised the issue be re-agendized to include iNVEST.

No motion was made on this matter at the advise of Board counsel, Mr. Cox. The Board agreed to re-agendize this item next month.

6-C. NASB Service Awards and Officer Nominations

Curt Chapman, NASB Executive Committee Vice President, explained to the Board that they are relying on the NASB Directors to make recommendations to the nominating committee for the NASB Service Awards and Officer nominations that will be presented at the NASB Annual Conference on November 11 – 14, 2004, in Elko Nevada. The Directors in each district would be the most obvious choice to make these nominations because district Board members have limited contact with Board members from other districts.

Mrs. Hales announced that September 22 is the deadline to receive nominations.

Mrs. Wennhold made a motion, seconded by Mr. Orr, to direct Douglas County School District NASB representative, Sharla Hales, to make nominations on behalf of the District, as she deems appropriate.

Mr. Louritt called for public comment. Hearing none, Mr. Louritt called for a vote on the motion. Motion carried by a unanimous vote of 6/0.

6-D. Advocacy and Resolution to Increase Federal Funding of IDEA and Title I

Mrs. Hales stated that this item is before the Board because the federal government has failed to meet its commitment to adequately fund IDEA and Title I. She directed the Board's attention to the amended Resolution 04-03, "Federal Funding of IDEA and Title I," in their red folder.

Mr. Louritt called for public comment. Hearing none, Mr. Roman made a motion to adopt Resolution No. 04-03 to Increase Federal Funding of IDEA and Title I, seconded by Mr. Orr.

Motion carried by a unanimous vote of 6/0.

Mr. Louritt announced that the Board would now consider Item 5-A on the agenda, "Administrative Regulation 705(a) – Identification Badges."

5. Information and Discussion

5-A. Administrative Regulation 705(a) – Identification Badges

Mr. Alexander explained that the proposed Administrative Regulation would require all Douglas County School District employees, substitute employees, and visitors to school sites to wear appropriate identification badges. Identification badges will greatly assist in the safety of all students by properly identifying persons at school sites. Badges will also assist emergency personnel in the identification of school personnel in the event of a crisis. The District will issue identification badges and employees will be responsible to wear them at all times while on school sites.

He continued that the issue of badges came about as a result of the mercury crisis at Pau-Wa-Lu Middle School where there were instances of unidentifiable persons on site during the incident. Members of the School Safety Committee, which is facilitated by Mr. Casey, recommended that badges be produced for all employees. Other schools in the state already have this policy in place. He explained that equipment has already been purchased to produce these badges. Employees will have a choice of lanyard or clip on badges. If a badge were lost, the District would provide a replacement for the first occurrence. Subsequent reproductions would cost employees \$5.00.

Mrs. Hales asked if it was possible for employees to have both clip-on and lanyard style. Mr. Alexander answered that both styles could be requested.

Mrs. Wennhold stated that this was a terrific idea. She asked who would enforce this regulation. Mr. Alexander answered that the site principals would enforce the regulation, and if noncompliance continued to be an issue, the Assistant Superintendent of Human Resources would address those issues with the employee.

5-B. Superintendent's Report

Superintendent John Soderman informed the Board of activities of the past month and upcoming District events that may be of interest to them. He stated that he had nominated the Principal of Carson Valley Middle School, Marty Swisher, to be a member of the Secret Witness Board at his last meeting with this group. He also mentioned that he attended the graduation of Steven Peters and encouraged Board members to attend JHS graduations when they have the opportunity. He provided a brief overview of his work on the testing taskforce, and upcoming work on the District Improvement Plan.

He announced the enrollment for the lake schools continues to decline, as does Scarselli Elementary and C. C. Meneley Elementary, which mean that rezoning may need to be

considered in the future. He recommended that Board members attempt to attend a “Teach for Success” meeting planned for each school this year.

6. Items Requiring Discussion and Action – continued

6-A. Co-Curricular Incorporation of Administrative Regulation 523a

Mr. Van Voorst, Principal of Douglas High School, reminded the Board that they requested incorporation of co-curricular activities into Administrative Regulation 521a at the Board meeting held on July 13, 2004. At that meeting, the Board also requested that the contract between Parent/Students and Administration include co-curricular activities. He explained the guidelines for students participating in extra- and co-curricular events is a result of the Board of Trustees’ adopting the regulations that apply to NIAA activities.

He announced that, since the inception of these changes, one student has already participated in drug and alcohol intervention. He stated that the policy changes are having a positive impact as expected. He explained that violations regarding behavioral issues are handled identically for both co- and extra- curricular participants. Academic issues cannot be identical because of the different aspects of extra- and co-curricular activities. It was necessary to look at what groups, such as journalism, yearbook, speech, drama, etc, compete for ratings, but also receive a grade for their participation. While there are many groups that fall into co-curricular category, others groups are service clubs. Mr. Van Voorst stated that when devising the contract, it was necessary to consider which activity impacts the school day. He explained the revisions made to the contract and added that the co- curricular and extra-curricular contract would each be a separate document because there was no way to combine them into one.

He requested that the Board defer further discussion this item until he had an opportunity to consult with other schools and staff to fine-tune the contracts. The Board agreed to postpone further conversation on this item until the October 2004 meeting.

6-E. Consideration of Purchasing Pollution Liability Insurance

Mr. Kester reminded the Board that the District’s regular property and liability insurance policy through the Nevada Public Agency Insurance Pool has an exclusion for all losses dealing with pollution and hazardous waste, regardless of the source of the pollution or hazardous waste. He explained that the exclusion in property and liability coverage caused the District claims for the mercury contamination incident at Pau-Wa-Lu Middle School to be denied for insurance coverage. An appeal of that decision was also denied. The mercury incident costs totaled \$164,947.21.

He continued that, primarily because of interest generated by the Pau-Wa-Lu mercury incident, the Nevada Public Agency Insurance Pool is offering a school district pollution legal liability policy. The annual premiums for the Douglas County School District under the proposed policy is \$24,740.00, and the coverage would have a \$25,000.00 deductible on each loss and a coverage limit of \$1,000,000.00 per incident and a \$5,000,000.00 aggregate limit.

He advised that he did not believe purchasing the insurance is in the best interest of the district because of the high premium costs combined with the \$25,000 deductible per incident, but

thought that the Board should be presented the offer and take any action it deemed appropriate. He added that the District is still looking at possible civil litigation in the mercury incident.

After further discussion from the Board, Mr. Louritt called for public comment. Hearing none, the Board decided that it was not in the best interest of the district to purchase pollution and hazardous waste insurance at this time, thus no motion was made on this item.

F. Level III Grievance: Alleged Violations of the Grievance Process

Mr. Randy Cahill, NSEA Organization Specialist, presented their case regarding a Level III Grievance alleging that proper grievance procedures were not followed. Rich Alexander, Assistant Superintendent of Human Resources, presented the case for the District.

Mr. Cahill began his presentation by stating that in April of 2004, the district refused to move a grievance to the Board of Trustees (Level III) citing that the association's response to the previous Level II decision lacked specificity as required by Article 2.1.2 in that the grievance was specific. He argued that failure to move this grievance to Level III was a violation the Negotiated Agreement, Article 2.1.2. In addition, the district falsely asserted that the association missed a timeline. He asserted that the association submitted an appropriate response within the timelines of the Negotiated Agreement. The district made no prior assertions that the response to the Level I and II decisions were not specific until the request was made to advance to Level III.

Mr. Cahill stated that the association made their arguments in a consistent and timely fashion, and that Article 2-C-4 of the Negotiated Agreements allows a grievance to be moved to the next step. He argued that there were mistakes on both sides, but none significant enough to keep the grievance from advancing to Level III and being heard by the Board of Trustees.

Mr. Alexander began his rebuttal by stating that this matter had nothing to do with missed timelines or the definition of specificity. The District's argument is that the Superintendent supplied a very detailed decision with specific questions that were not for which the DCPEA provided no specific response per Article 2.1.2. Mr. Alexander stated that Mr. Soderman verbally did state at the Level II hearing that he was very concerned that the exact same grievance was being presented as was given at the Level I hearing, with no specific objections to the Level I decision. Nevertheless, Mr. Soderman agreed to hear the grievance, but he made it clear that the format was unacceptable.

Mr. Cox, Board counsel, warned that the Board doesn't have authority at this hearing to act on the first grievance, but only to consider if the matter should come before the Board as a Level III grievance.

Mr. Roman asked Mr. Alexander which timeline had been missed. Mr. Alexander reiterated that no timelines were missed, and this matter had nothing to do with timeliness of the response, but the lack of specific objections to Mr. Soderman's Level II decision.

Mr. Louritt stated that it seemed as though the response to the Level II grievance decision had been in the same style and format as the Level I response and asked if prior grievances have advanced using the same response throughout the levels. Mr. Alexander answered that usually the response addressed the specific deficiencies of the decision-maker.

Mr. Cahill stated that he believed that using prior responses in past grievances had been done

before.

Mr. Louritt asked if any attempts were made to request a proper response. Mr. Alexander stated that there many phone calls and e-mails were initiated in an attempt to obtain a proper response. Mr. Cahill interjected that the association answered every e-mail and phone call.

Mrs. Hales stated that the term calling for specificity is very clear in the Negotiated Agreement and cited, "...must categorically state objection..." She continued that it is very clear that the same document cannot be used as a response throughout the grievance process. She stated that, even though proper procedure was clearly not followed, she would like to hear the grievance on the merits of the case and did not believe that the grievance should be abandoned. She asked that the Association provide a proper response so that the grievance can be heard.

Mr. Orr offered his opinion that the Board should affirm that the Association has not followed proper procedure in this grievance.

After further discussion, Mr. Forrester made a motion to deny the grievance, seconded by Mr. Roman.

Mr. Louritt asked Mr. Cox if the motion is too vague to consider. Mr. Cox answered that the motion is fine as long as the Board realized that the grievance would not come before the Board unless the DCPEA pursued the grievance in arbitration and won their case.

Mr. Louritt called for a vote on the motion. Motion carried by a vote of 4/2 (Mrs. Hales and Mr. Louritt dissenting).

7. Correspondence

Mrs. Wennhold shared a packet of information she received from the American Lung Association that offered policy recommendations against tobacco. She stated that she realized the district already had policies dealing with tobacco, but wanted to share the ideas of the American Lung Association as well.

8. Possible Agenda Items for Future Board Meetings

Mr. Louritt asked that the two items deferred at this meeting be placed on the next agenda: 1) Co-Curricular Incorporation of Administrative Regulation 523a, and 2) Education First, National Average Initiative, and iNVEST.

9. Executive Session

There was no executive session.

10. Adjournment

At 8:25 p.m. Mr. Forrester made a motion to adjourn, seconded by Mr. Orr. Motion carried by a unanimous vote of 6/0.

Submitted by:

Approved:

Rebecca C. Winter, Secretary
to the Superintendent and
Board of Trustees

Clerk of the Board

Note: Upon approval by the Board of Trustees in a public meeting, these minutes become the official minutes of the meeting held on the above date. Board minutes are kept on a permanent basis and are available for public review in the office of the Superintendent.