

Douglas County School District

Douglas High School
Minden, Nevada
Tuesday, March 13, 2011
3:30 p.m.

Minutes Approved
April 10, 2012

MINUTES

Trustees Present:

Sharla Hales, President
Teri Jamin, Vice President
Ross Chichester, Member
Randy Green, Member
Thomas Moore, Member
Cynthia Trigg, Member

Absent:

Karen Chessell, Clerk

Personnel:

Lisa Noonan, Superintendent
Lyn Gorrindo, Assistant Superintendent, Education Services
Rich Alexander, Assistant Superintendent, Human Resources
Holly Luna, Chief Financial Officer

Others Present:

Rick Hsu, Legal Counsel
Brian Rippet, President, Douglas County Professional Education Association
Debbie Haskins, President, Douglas County Support Staff Organization

1. Call to Order

Mrs. Hales called the meeting to order at 3:34 p.m. Mr. Green led the Pledge of Allegiance.

2. Consent Items (For Possible Action)

Mrs. Hales inquired if any Consent Items needed to be pulled. Ms. Jamin pulled Item 2-A, "Minutes of the Regular Meeting of January 10, 2012."

Mr. Chichester moved to approve Consent Items 2-B through 2-E, seconded by Ms. Jamin.

There was no discussion or public comments offered.

Motion carried 5/0.

- A. Approve the Minutes of the Regular Board Meeting of January 10, 2012 (Corrected – to reflect Minutes of the February 14, 2012 Regular Board Meeting).
- B. Approve the Minutes of the Strategic Plan Retreat of January 27, 2012.
- C. Approve personnel actions described in Personnel Report No. 12-03.
- D. Allow Business Services to enter into a contract with Advanced Classroom Technologies for the purchase and installation of Promethean Boards at PHES and GES for the contract amount of \$464,263.00 to be paid for using grant funds from the Community Foundation of

Western Nevada Technology, CIP 5 Year Replacement Funds, and General Maintenance Funds.

- E. Approve payments contained in Special Run Voucher Number 1217; and Regular Run Voucher Number 1218 for FY11-12.

Ms. Jamin stated corrections to Consent Item 2-A. The date of the Minutes was incorrectly listed, and would need to be changed to February 14, 2012, as well as several editorial corrections were noted.

Ms. Jamin moved to approve Item 2-A, Minutes of the Regular Meeting of February 14, 2012 with corrections as noted, seconded by Mr. Chichester.

There was no public comment.

Motion carried 5/0.

3. Special Recognition

The Douglas High School Boys' Basketball team was present and recognized along with their coaches Mr. Thacker and Mr. Emm, for being a high performing, academic team. The team won a league title for the first time in fifteen years.

Coach Corey Thacker was named the region's Coach of the Year; Hunter Myers was named the Northern 4A Player of the Year, as well as the Sierra League Player of the Year; Connor Hughes made the all North team; Connor Hughes and Nick Maestretti made 1st Team in the Sierra League; Trevor Shaffer and Jake Tessmann made 2nd Team in the Sierra League; and Nate VonAhsen made the honorable mention Team.

Coach Thacker was quoted as saying, "This was a great team to work with because all were a crucial part of the team's success. Each player developed their role that brought our leadership, lifetime friendships, team chemistry and a work ethic that will make each one of these players very successful in their many years to come." Mrs. Hales presented a plaque earned by the team. Board members congratulated the students and coaches for all of their success.

4. Principal's Report (Carson Valley Middle School) Administrative/Program Review

Bob Been, Principal, Carson Valley Middle School recognized and thanked his two Assistant Principals, Dan Wold and Ed Perkins for their dedication. School goals were reported to drive actions and results. A theme of "doing something that matters," prevailed in the building. Mr. Been stated writing is a daily focus throughout CVMS. Inclusion of a key question in classrooms, "What if..," was encouraged for deep thinking skills, as well as daily use of higher level vocabulary by staff and students. Mr. Been reported staff continually engaged in an overall focus of professionally delivered lessons for best student engagement. This was reflected as an upward trend in Teach For Success (T4S) results. All school-wide initiatives were provided including differentiation strategies. Longitudinal Criterion Reference Test (CRT), Measurement of Academic Progress (MAP), Teach for Success (T4S), and Adequate Yearly Progress (AYP) results were provided. CRT and MAP results were noted to not always correspond, although both sets of data helped define needs for students. MAP tests have been provided in the spring and fall, resulting in a data trend of +/- 2%. Work towards accomplishing proficiency in MAP assessments for 9th grade students is a current goal. Scores reflecting newly administered assessments were flagged as a visually separate data set.

Mrs. Trigg arrived at 4:00 p.m.

CVMS Action Steps were reported to support their School Improvement Plan in math and English Language Arts (ELA). Talking points at staff meetings for collaboration and focus were incorporated

for continual improvement. Adequate Yearly Progress reporting resulted in CVMS being placed on the "watch list" for math and ELA for the 2010-2011 school year, although the overall trajectory for scores proved continual positive progression. Math advisory class provides assistance to 70 students supported by Board Intervention Funding. CVMS was noted to be using Thinking Maps for the second year to aide student learning. Novels were provided to 7th graders on the topic of bullying to encourage best behavior and vocabulary. This behavioral support program would be expanded to the upper grades in the future.

Appreciation was shown by Trustees for the focus on writing at CVMS, and for staff to parent contacts that were continually encouraged.

5. Douglas High School Options Next Step (Discussion and For Possible Action)

Ellen Hooper, SKW + Architects, stated an updated expense sheet was provided this evening reflecting lower estimates. Options A and B for Douglas High School were brought forward from a previous presentation to the Board. Option C was a new offering derived from ideas and suggestions from both the Trustees and district committee members. The Master Plan remained the same as previously offered. Option A listed the 500 Building for demolition; Option B provided for remodeling of the 500 Building. In this case, art and shop classes would be accommodated elsewhere on campus. In both Option A and B, all other construction remained the same as previously presented.

A formal inspection of the 500 Building had been conducted by Turner Construction. The results revealed the foundation, walls, and roof were sound. The classes currently held in the building were not accommodated by the water and HVAC systems; therefore, the building seemed unsuited for learning.

Option C offered a Phase I redevelopment of the 500 building for general classrooms at a savings of \$3,000,000.00 vs. demolishing and reconstructing the building. The Master Plan would allow for the possibility of removing the building in the future. Option C details also included: a new two story classroom building; a new art and shop CTE building; JROTC relocation to newly renovated space; ADA upgrades to bathrooms campus wide; HVAC and ADA upgrades to the current large gym; relocation of the kitchen and expansion of the Commons; and relocation of the main office. Construction was scheduled to begin summer 2013.

Mrs. Hales called for questions from the Board. Ms. Jamin made a statement on Mrs. Chessell's behalf, due to her absence. She requested the landscaping in and around the parking lot not block the egress, for safety purposes. Mr. Green inquired about locker space in the gym expansion. Ms. Hooper responded the educational specification documents offered different locker compositions, allowing for more efficient storage without expansion of space. The small gym would accommodate dance and storage. Mrs. Hales asked that Option C include a dotted line reflecting the footprint for the 500 building. Mr. Chichester inquired as to what time the \$17 - \$22.6 million dollar price for Phase I might be narrowed down. A Turner Construction representative, Richard Kasa, responded the gap would narrow upon incorporating actual design elements, and agreed the 500 building should be shown on the plan for future review. A code analysis by the architect including NDOT egress and ingress requirements and design would result in a more targeted budget, to be reviewed by the Construction Manager At Risk (CMAR) team.

Marty Swisher, Principal, Douglas High School, stated he had been involved in planning and had participated in the 500 building walk-through with Turner Construction. Upon learning the 500 building would last for decades with the proposed renovations, he supported Option C, Phase I, as the best plan to allow for inclusion of the freshmen class on campus, future program and structural growth.

Mr. Moore inquired if estimated costs included possible NDOT school access deviations. Ms.

Hooper responded the architect would need to research what changes might need to be made due to the increased campus capacity and resulting traffic volume.

Mrs. Hales called for public comment. There was none.

Mr. Chichester moved to approve Option C as the Final Master Plan for Douglas High School, and recommend that the team move forward with detailed site and building development of the priorities as shown in Phase 1, with the additional input provided today, seconded by Mrs. Trigg.

Motion carried, 6/0, Mrs. Chessell absent.

6. Student Feedback Surveys

Rich Alexander, Assistant Superintendent Education Services, provided information on possible vendors, timelines for implementation of a pilot, and budget considerations for student feedback surveys. Having met with other Human Resources representatives, additional input had been gained since the last Board presentation. Estimates received from three vendors including Cambridge Education (Tripod Project), currently piloted by Washoe County School District ranged from \$18,000 - \$20,000. It was noted WCSD could share a presentation on this topic already prepared. WCSD schools were participating on a volunteer basis. Vendors were reported to develop survey questions using a scientific approach for best results. The cost estimates included one survey per year for grades 7 – 12. A target pilot date was proposed for 2012-13. Budgeting for the project would need to be discussed. Mr. Alexander asked for input from Trustees.

Board member comments included student feedback improved instruction by reflecting the quality of instruction in the classroom. In the future, the State evaluation system would include student surveys. Support was offered for the program as a pilot and to offer sites an opportunity to voluntarily participate. Skepticism included whether or not teacher popularity would become prevalent. A question was raised regarding if a high level evaluation system could be put in place without more time for administrators to focus on evaluations in order to improve quality instruction. Data received from a pilot would be interesting to review. Those surveyed believed their input was meaningful and would be used for positive results. Proper development of questions was important. A question was raised regarding what other method of improving classroom instruction might produce the same results. A concern was stated regarding a pilot program, in that parameters were necessary to determine the continuation or elimination of the project. Two pilot cycles were suggested with specific goals to be delineated. An additional concern raised was in regard to student participation from a validity standpoint, and how a student's role in the evaluative process might be interpreted by students of various grade levels. Board consensus was additional information from vendors would be favorable, although a sales pitch was not desired. It was suggested that input be sought from schools using student surveys.

Dr. Noonan stated she had received student feedback when teaching graduate school, and although she looked forward to the information, data varied depending on whether or not students did well in class. The resulting data and scores received were dependent upon how the questions were written. Additional survey questions could be included to determine school climate, as well as customer service. Classroom feedback was desirable, although the extra expense of hiring an outside firm was not favorable with looming budget concerns. Dr. Noonan offered that staff might carry the burden the first year, and then the process might be built on in the following school year.

Board members supported continuing to research student surveys to be administered through a scientific process. Mr. Alexander was asked to invite vendors to attend a workshop to explain results that might be obtained and how the information would benefit staff and students.

7. Strategic Plan Retreat and Cycle Review (Discussion and For Possible Action)

Item 7 was tabled for discussion and possible action at a future meeting.

The next topic heard was Item 11, First Reading Board Policy and Administrative Regulation No. 545, "Concussion and Head Injuries."

11. First Reading Board Policy and Administrative Regulation No. 545, "Concussion and Head Injuries" (Discussion and For Possible Action)

Lyn Gorrindo, Assistant Superintendent Education Services, informed the Board small changes were made to this new Policy and Administrative Regulation since the receipt of Board packets. Essentially, should a head injury or concussion occur, a medical doctor would be sought for treatment of an injured student, rather than a health care professional. The new Board Policy was required due to recent legislation and supported by the National Federation of State High School Associations, to be in place July 1, 2012. Language was updated to contain more substance in both the Policy and Regulation than suggested by the NIAA.

Mrs. Hales called for public comment. There was none.

Mr. Green moved to approve for first reading, Board Policy No. 545, "Concussion and Head Injuries," as revised, seconded by Mr. Moore.

Motion carried, 6/0.

Item 13, Nevada Association of School Boards (NASB) Report, was heard at this time.

13. Nevada Association of School Boards (NASB) Report

Mrs. Trigg informed the Trustees she had made a note of pertinent information she received. The Management Discussion and Analysis portion of the District audit provided information in an easy to read summary. This section of the audit was recommended as the most important, summarized information within a district audit. Mrs. Trigg announced that James Guthrie was recently appointed as the State Superintendent of Public Education by Governor Sandoval. New State School Board members would be following the process to sign up soon. Possible incoming Board members would need to be informed of the upcoming NASB Conference, November 15, 2012, at the Atlantis in Reno. Mrs. Trigg planned to attend the National School Board Association conference coming to Boston MA in April, as the NASB Nevada Minority Delegate.

8. Closed Session

Mrs. Hales announced the Board would recess to Closed Session at 5:35 p.m.

Public Comment

At 6:10 p.m., Mrs. Hales called for public comment. Janae Ballingham, CVMS P.E. teacher, along with high school student, Jessika Waas, approached the Board. Ms. Ballingham supported quality physical education for students. As a 7/8 P.E. teacher, MS. Ballingham expressed concerns for the single semester timeframe offered to middle school students for physical education. Overweight students were noted to be less healthy resulting in time out of school according to studies performed. Exercise was reported to have a positive influence on memory, behavior, and academic performance. The Board was asked to consider this information when planning for the upcoming year. Ms. Wass supported involving kids in exercise equaling an hour day, rather than thirty minutes per week. Ms. Wass reported she was running for Miss Douglas County using "Jump In," as a

slogan to show her belief in exercise for students.

Brian Rippet, DCPEA President, commented regarding the proposed student feedback forms for evaluation of teachers by students. He suggested having district staff or local individuals perform the surveys for best buy-in. Mr. Rippet stated at an Employee Group Meeting, a question was raised regarding extended training for administrators in the area of staff evaluations. Additionally, Mr. Rippet stated results of surveys performed in classrooms had produced mixed results from students that might be devalued at the end of the process.

Mr. Chichester left at 6:21 p.m.

9. Douglas County School Bus Drivers Tentative Agreement (Discussion and For Possible Action)

Rich Alexander, Assistant Superintendent Human Resources, stated the District reached an agreement for two years, 2011-2013, with the Douglas County School District Bus Drivers, Chapter 6 of the Nevada Classified School Employees and Public Workers Association, AFT/PRSP Local 6181. Contract changes agreed upon included language regarding salary steps, family illness, and health insurance benefits. Due to reduced hours for drivers, field trip driving time would be counted toward benefits. Monthly health insurance premiums would be paid by the district in the amount of \$575 for employees – remaining unchanged from the current rate. Additional language would allow for the district to possibly incur another health insurance premium holiday in the future. A Memorandum of Understanding was included with the Tentative Agreement to allow for further discussion of health insurance premiums dependent upon upcoming arbitrator rulings for other bargaining groups.

Brian Rippet, President DCPEA, commented nine months of discussions led to the Bus Drivers' contract ratification and what he saw as simplistic revisions. The health insurance topic had now been deferred to other groups. Mr. Rippet stated he did not see in this agreement when an adjustment might be made in accordance with teacher salaries, a "me too" clause component.

Mr. Moore moved to ratify the tentative agreement with the Douglas County School Bus Drivers for 2011-2013, seconded by Mrs. Trigg.

Motion carried, 5/0, Mr. Chichester and Mrs. Chessell absent.

10. Competency Review and Revisions Due to Common Core (Discussion For Possible Action)

Kerry Pope, Director of Curriculum and Instruction, stated Common Core curriculum had been taught this year in grades K-6. In order to realign the competency system with the new curriculum, work sessions open to the public were conducted. Invitations were sent to parents and persons who had participated in implementing the system since inception; although, there had not been a large public turnout. A comparison was provided of the educational rigor built into Common Core, DCSD Competencies, and Nevada State Standards. Common Core provides higher education, with an education target level of 16 years, rather than 12. Competencies were aimed to have students exit at the 12th grade. Feedback from teachers had been obtained, although responses had not yet been compiled. Additional staff suggestions included: better defining "meets" and "exceeds" and possibly including a third level notation of "approaching proficiency;" creation of a standards based report card beyond grade two; inclusion of writing proficiency documentation throughout a student's career; and a range could be offered, rather than a number target, for sentence writing requirements. Teachers also responded they liked the flexibility of choosing topics for writing. It was noted grades would be awarded to students for work leading to proficiency assignments. Proficiencies would be scored with "approaching," "meets", and "exceeds."

Rubrics were rewritten in work sessions that included literacy specialists. The focus was raising the

level of specificity in the documents above the Common Core Standards and ensuring students were equally exposed to skill sets across grade levels, district wide. Parents could also use the documents as a guideline for student expectations. The definition of Scope and Sequence was reported to be equivalent to the “what” is taught, “when” it is taught, and “how,” for the classroom. The new classroom scope and sequence expectations would replace critical content, and if approved, would be ready for the start of the 2012-13 school year. The creation of common assessments (district-wide rubrics), would ensure students could move easily to a new school and know grade level expectations were common. Professional development for teachers included the use of instructional tools such as Write from the Beginning and Thinking Maps to assist teachers with the increasing rigor.

Parents would be informed of grading and standards information in future newsletters and PTO meetings. A new report card would be created to include grades and standard proficiencies.

Ms. Jamin stated she attended Common Core Meetings, held publicly, to gain information about the competencies and how they related to the new curriculum. Ms. Jamin stated the Common Core expectations far surpassed previous competency requirements.

Ms. Jamin moved to adopt the rubrics as Common Summative Assessments for all K-6 classrooms, seconded by Mrs. Trigg.

Mrs. Hales called for public comment. There was none.

Motion carried 5/0.

12. Superintendent’s Report

Dr. Noonan provided an update on the recent submission of the Striving Readers Comprehensive Literacy Grant (SRCLG). Nevada was 1 of 7 states selected to receive federal funding for kids ages birth – 12th grades. DCSD completed the pre-application process, passed the screening, and submitted a final application. A binder containing the application and backup material was offered for perusal. The Education Services Department was thanked and congratulated for many hours of preparation necessary to complete the project.

An inquiry was made regarding how grant funds were accessed for children prior to school age. Dr. Noonan responded preschools in designated areas, along with staff and parent training would be allocated grant funding. Public Libraries would be a source of information.

SRCLG funding was requested to support full day kindergarten. Principals would be informed regarding possibly piloting tuition based kindergarten. The offer to parents for full day kindergarten would begin with letters to determine community interest. Upon receipt of the notification of grant funding, decisions would be made regarding best methods, program changes, and staffing ramifications. Dr. Noonan stated the intent of offering full day kindergarten is to address literacy as early as possible in childhood, instead of playing catch up with educational interventions.

With regard to AB551, Mr. Alexander and Ms. Luna were reported to be working with surrounding districts to determine possible improvements for the upcoming year in the area of likeness of positions wherein public entities could work together.

The Record Courier was thanked for advertising the calendar survey launched March 2nd that ran for two weeks. Approximately 450 responses had been received from families; 400 from staff. Percentages of surveys received from sites were similar when compared to enrollment. The responses would be compiled and provided at the March 29, 2012 Special Board Meeting.

14. Possible Agenda Items for Future Board Meetings

Board members reviewed the list of items to be placed on future agendas. It was decided an update would be provided to the Board regarding drug testing in a different format; therefore, this topic could be removed. The Board self-evaluation item was mentioned. A determination was made that an action item could be placed on an upcoming agenda to determine the interest of the Board in pursuing this activity. Items on the list were noted to not be in order of priority. Asterisks denoted items previously determined as most important to Board members.

Mrs. Hales stated the asterisk references on the data dashboard that represented new assessments could be better denoted with a statement such as, "this test was changed." Dr. Noonan responded that modifications were underway on the data dashboard that included this area.

15. Correspondence

Dr. Noonan shared an invitation from the Douglas County Historical Society. Board members were invited to attend the summer opening of the Courthouse Museum Genoa on Saturday, May 12, 2012, at 10:00 a.m. An RSVP was requested, but not necessary. Also, Dr. Noonan invited Board Members to the Family Engagement in Education Summit at UNLV, Friday, May 18, 2012. Several entities helped to organize the Summit, including Clark and Washoe County School Districts, the Nevada Parent Teacher Association (PTA) and State Department of Education. A grant was in place to pay for registration fees. Airfare expense was paid by participants. The Board's travel budget was reported to have \$1000 to assist Board members in various opportunities mentioned this evening. Decisions pertaining to travel would be made with Mrs. Chessell's input outside of this meeting.

A break was taken from 7:19 – 7:42 p.m.

16. Douglas County Support Staff Organization Grievance Hearing (Discussion and For Possible Action)

Mrs. Hales introduced representation for the Level III grievance hearing. Mr. Alexander, Assistant Superintendent for Human Resources, supported the District, and Rose Brennan, the Douglas County Support Staff Organization. The order of business for the Step III grievance process was stated. Presentations were first, followed by each side's rebuttal and closing statements. Each presentation was approximately 20 minutes. Ms. Brennan began by handing out a packet of documents. Following Mr. Alexander's objection regarding requirements of Board Policy No. 060 to provide materials prior to the hearing, Mrs. Hales accepted the documents as provided, due to the similarity of the information as compared to the binder received from the District. A classified employee roster was the only new information. Mr. Hsu concurred with Mrs. Hales. Ms. Brennan was asked to provide the Board with backup materials prior to any future hearings.

Ms. Brennan stated she was the UniServ Director for the Nevada State Education Association (NSEA), reassigned to work with our area one year ago, along with other northern Nevada districts. In this hearing, she represented three security guards, Kenneth Moore, Greg John and Terry Meath who alleged that the board violated Article 7-9 of the Classified Negotiated Agreement. Dates of meetings and responses to inquiries leading to this Level III hearing were stated. Ms. Brennan supported that the security guards should have been rehired due to the work still being available at the sites and the district's budget reporting including available funds. Ms. Brennan asked that the contract be followed to the extent the right be exercised to bring back these positions that were a reduction in force, or the case would be taken to an arbitrator for a decision.

Mr. Alexander stated the grievance alleged the Board violated Article 7-9 when security personnel were not reinstated into their positions, following the district reporting an ending fund balance of \$300,000. The Board was informed they had a management right to add back the three eliminated positions, although at this time that had not taken place. Mr. Alexander stated facts supporting that

proper procedures were followed when the security guard positions were eliminated. Referring to a binder that included grievance meeting timelines, Regular Meeting Minutes wherein the budget was discussed, and options offered and voted upon due to budget reductions, Mr. Alexander reiterated there is no vacancy in security guard positions. The Board was noted to have made the decision to cut these positions due to lack of funds, and maintain their right to decide the best use of available funds, should they come available. The Board was asked to uphold their original decision to deny the grievance.

Ms. Brennan rebutted by quoting the following motion stated at the July 7, 2011 Regular Board Meeting, "...funds set aside for Premium Holiday payback..., should they come available, be used to call back additional staff members..." to point out the Board didn't have audit information at this time, although it was projected more funds might come available. Ms. Brennan stated her understanding that the Board did not want to cause reductions in force, per statements at public meetings by Board members and resonated by administration. Ms. Brennan stated the language in the agreement, Article 7.9, noting when a position is vacant, it is ready to be funded and the recall procedure must be followed. It was noted new clerical and aide positions had been funded in November.

Mr. Alexander addressed the classified employee roster, noting this list was changed regularly. With regard to premium holiday funds, the Board was reported to have accepted the Superintendent's recommendation to use the available funds for clerical hours and call backs, a management right.

Mrs. Hales called for closing statements at 8:23 p.m.

Ms. Brennan reiterated that the three security guards laid off during the 2011-12 school year had a right to their positions due to the availability of funds, according to contract language. Mr. Alexander was criticized for not addressing reduction in force procedures as written in Article 7. The Board was urged to deny the grievance and recall the three security guard positions.

Mr. Alexander stated the Board has a right to determine staffing levels. The initial decision by Trustees was based on funding with input from administrators and the superintendent. Mr. Alexander stated there had not been a violation of the negotiated agreement and the Board was asked to maintain their position of denying the grievance.

The Board asked clarifying questions, including the dateline of the classified employee roster. Mr. Alexander responded a more recent chart existed, and the chart presented was inaccurate. One example was provided in that the Whittell principal was shown incorrectly listed as Sue Shannon. Following several personnel clarifications, Mrs. Hales called for public comment.

The grievants and Nancy Hamlett, DCSSO Secretary, asked the Board to consider security needs as paramount at our schools. Ms. Hamlett stated a Vice Principal was hired at the high school that is not mentioned in backup materials, in place of the three security guards. A substitute was working to provide security assistance in place of a security guard by issuing parking lot tickets at DHS. A meeting held with Dr. Noonan and the three security guards was reported to have provided the grievants with hope for rehire, as they remembered a statement made that their position would become available once funding was found. They were not informed the positions were eliminated. Statements lacking support for hiring of the Vice Principal at DHS this year were around the difference in the positions and focus of job duties.

Mr. Swisher, Principal Douglas High School, clarified that the individual helping with security, also helped DHS as a volunteer and substitute, during the course of student teaching. Additionally, no complaints had been received regarding safety issues at school.

Brian Rippet, DCPEA President, stated while the district was experiencing declining enrollment, the state allocation per student was scheduled to increase.

Marie Parola, DCSSO, stated members had passed out petitions for parents, students and staff to

sign if they felt unsafe at school, although no petitions were made available for review.

Mrs. Hales closed public comment and asked for any further comments from the Board. Mr. Moore reiterated the reason for hearing the grievance was to determine if the grievance had merit with evidence provided. Board members stated their reasoning and basis for supporting the fact that the three security guard positions were eliminated. Empathy was expressed for the grievants and their families.

Mr. Moore moved to deny the grievance presented before the Board, seconded by Ms. Jamin.

Motion carried, 5/0; Mrs. Chessell and Mr. Chichester absent.

17. Closed Session

There was no Closed Session held at this time.

18. Adjournment

Mrs. Trigg moved to adjourn at 8:55 p.m., seconded by Mr. Moore.

Motion carried, 5/0.

Submitted by,

Carolyn Moore
Secretary to the Board of Trustees

Approved:

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.