

## **MINUTES**

Present:

**Trustees:**

Thomas Moore, President

Karen Chessell, Vice President – Participated via phone conference for some parts of this meeting

Ross Chichester, Clerk

Neal Freitas, Member

Sharla Hales, Member

Teri Jamin, Member

Cynthia Trigg, Member

**Personnel:**

Lisa Noonan, Superintendent

Rich Alexander, Assistant Superintendent, Human Resources

Lyn Gorrindo, Assistant Superintendent, Education Services

Holly Luna, Chief Financial Officer

**Others Present:**

Rick Hsu, Legal Counsel

### **1. Call to Order**

Mr. Moore called the meeting to order at 3:32 p.m. Mr. Alexander led the Pledge of Allegiance.

Mr. Moore announced that Item 12, "College and Career Readiness," would be pulled from the agenda.

Mr. Chichester moved to adopt the agenda with the exception of Item 12, seconded by Ms. Jamin.

Mr. Moore called for public comment. There was none.

Motion carried 5/0. Mrs. Trigg and Mrs. Chessell were absent.

### **2. Consent Items (For Possible Action)**

Mr. Moore stated he was not in attendance at the November Meeting and would not vote on Item 2-A, "Minutes of the Regular Meeting of November 19, 2013." Additionally, a revision had been provided in the red folder that would need to be discussed prior to approval of Item 2-A. Item 2-C, "Personnel Report No. 13-12," was also pulled at the request of staff in order to make a change for the public record.

Mr. Chichester moved to approve the Consent Agenda with the exceptions of Items 2-A and 2-C, seconded by Ms. Jamin.

Motion carried, 5/0.

- A. Approve the Minutes of the Regular Board Meeting of November 19, 2013.
- B. Second reading Board Policy No. 231, "Student Health and Safety."
- C. Approve personnel actions described in Personnel Report No. 13-12.
- D. Approve payments contained in Special Run Voucher Numbers 1410 and 1411; and Regular Run Voucher No. 1412.

Mrs. Hales moved to approve Item 2-A with the changes as noted in the red folder, seconded by Mr. Freitas.

Motion carried, 5/0.

Mrs. Trigg arrived at this time.

Dr. Noonan informed the Board for the record that with regard to Item 2-C, Rhonda Ortega's position location had changed from JVES to CCMES.

Mr. Chichester moved to approve Item 2-C, with the change as stated, seconded by Mrs. Hales.

Motion carried, 6/0.

Item 4 was heard prior to Item 3.

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

Bob Been, principal Carson Valley Middle School, reported that a pipe had broken in the freezing weather. Mr. Been thanked everyone involved for helping with necessary measures taken to repair the damaged pipe and cleanup the water leakage.

Nevada School Performance Framework (NSPF) growth data overall for students in the areas of reading and math were reported to be on an upwardly improving trend. CVMS achieved a 5 star rank for this first year of the new State Reporting system, placing CVMS amongst the highest performing schools in Nevada.

The Median student growth percentile graph for 8<sup>th</sup> grade math reflected a downward trend that would be addressed in the School Improvement Plan for improved performance. Spring CRT results for math for cohort groups were down due to transitioning cut scores between 2010 and 2013. Action steps for improved learning in math included increased critical thinking and both a text and work book. New math books were purchased to support Common Core Standards. Board Intervention Funds were used to purchase software used with the new Common Core math textbooks. Students were now writing skills used to justify math solutions in addition to performing the math functions. Teachers received professional development to support this type of learning. Newly created assessment questions would be incorporated into classroom activities and homework.

Reading proficiency moved to the higher achievement and growth level. Reading curriculum would not be changing much as scores reflected proficiency with new standards and cut scores remained the same for grades 3-8. The Depth of Knowledge of assignments was increasing in the classroom. Administrative walk-throughs and professional development were supporting more rigorous teaching and best offerings for remediation where necessary.

A new student study team as well as, more consistent use of student planners provided opportunities for improved focus on learning. National Junior Honor Society students assisted in tutoring students needing additional assistance. Students were mentored by adults at the school for increased connectedness and organization.

Measurement of Academic Progress (MAP) assessments were given to all students. The target growth value was used to provide a percentage of students who met the target score. Strand data provided to teachers through graphs, charts, spreadsheets and algorithms was analyzed to provide a variety of remediation, including Read 180 for lower achieving students.

Teachers were instructed to provide assignments that guide instruction and to discontinue with work not valuable enough to include in student grading. Student engagement was focused upon in order that participation is a key to better learning rather than copying an answer provided to them. A focus on writing and providing informational text resonated throughout CVMS.

With regard to the climate and culture, alcohol and drug use was reported to be minimal, as well as bullying on campus. Mr. Been was working to improve their website using live animation and virtual graphics for student and parent reference.

Board members expressed appreciation for the explanation of data and Mr. Been was congratulated on achieving the 5 star school status for the Nevada School Performance ranking system.

### **3. GE STEM Fundraiser (Special Recognition)**

Dr. Noonan introduced Tonya Woods and Sarah Thomas from GE who were presenting to the Board funds to be donated for the STEM program at Douglas High School through efforts of GE employees. GE held a "Show and Shine" car show event in the file along with a raffle and bake sale. Funds donated were approximately \$2600.00. The cash and checks were presented and much appreciation was shown for all of the efforts made by GE employees to make the Show and Shine a success. Four thank you cards and DCSD pins were given to Tonya in celebration and gratitude for the four main GE Leaders of Tomorrow affiliates who worked to provide the large donation from GE employees

### **5. Annual Renewal – Stop Loss Insurance (Discussion/For Possible Action)**

Holly Luna, Chief Financial Officer, stated the Renewal and Marketing Analysis for the District's stop loss insurance reflected the highest claims to date. Three of the six vendors were requested to participate in the quotation process conducted by insurance brokers declined to quote while the remaining submitted quotes following additional review of the high claims. An explanation was provided as to timing of payments concerning the date claims are filed and the timeframe for actual payment as it related to the policy year. The insurance committee voted unanimously to change vendors from the current provider, Symetra, to AIG and asked Ms. Luna to present their recommendation to the Board. AIG's proposal was at a level of \$175,000 with a \$0 Laser deductible with a premium of \$486,072 on a 24/12 contract basis with exception coverage for one claimant on a 12/12 contract basis.

Mr. Moore called for both questions from the Board and public comments. There were none.

Ms. Jamin moved to authorize the CFO to approve the contract for excess stop loss insurance for the District's self-funded health insurance plan with AIG at a stop loss level of \$175,000 with a \$0 Laser deductible at a premium of \$486,072 on a 24/12 contract basis with exception coverage for one claimant on a 12/12 contract basis. Funding to come from the Self-Insured Health Insurance Fund, seconded by Mrs. Trigg.

Motion carried, 6/0.

## **6. Consideration of 2013-2014 Budget Augmentations and Amendments 2013-14 (Discussion and For Possible Action)**

Holly Luna, Chief Financial Officer, reported on augmentations and amendments to the budget for the final FY2013-14 budget submission required on January 1<sup>st</sup> that included the General Fund, other funds to which ad valorem taxes are not allocated, and the debt service fund. For six years, declining revenues equating to \$5.3 million were accompanied by reductions to district programs and expenditures. Following the 2013 legislative session, the Distributive School Account (DSA) had increased for the first time for the fiscal year 2013-14 since the declines began in fiscal year 2007-08. The DSA is a formula based on weighted student enrollment that allocates State funding and support. Revenues received from Local School Support Tax (LSST) and, ad valorem property taxes are considered as well in the DSA formula. Overall, the per pupil funding for the district's DSA had increased; although, the district is not receiving the same revenues overall as in the past. The LSST is based on sales tax and had increased approximately \$1 million while the Government Service Tax had only slightly increased. While the district did not receive revenue equivalent to the amount received in 2007-08, revenue had increased by \$2.1 million this year, or 4.4%, from the prior year. The Ad Valorem tax was projected to continue declining by approximately \$763,000.00 and was expected to for approximately two more years. Enrollment was at the rate of a 0.2% loss for 2013-14, but hold harmless, a review held by the State of one year prior, reflected a budget loss of approximately \$900,000 reflecting the reductions in enrollment from fiscal year 2011-12.

A 1% contingency and 4.4% ending fund balance (the statutorily allowable maximum being 8.3%) was shown to be calculated for the year. Workers' Compensation was in alignment with the most recent actuarial report, and the self-insured Health Fund was finalized for the upcoming calendar plan per Board approval. Budget categories were customized to reflect Strategic Plan priorities and included the additional Full Time Equivalents (FTEs) hired as new Vice Principal's, ASPIRE staff due to their status change of becoming a high school, and an additional school resource officer. Expenditures also included an increase for purchasing of 3 large buses, 1 mini bus and white fleet vehicles. Funding was also added for textbooks to support textbook adoptions necessary to update curriculum needs. It was noted that the maintenance of effort mandating expenditures for textbooks had been put into continued moratorium (since 2008) by the legislature. Money was set aside for the preparation needs in the sale of the Heritage Building located at GES. Property and casualty insurance claims increased as compared to last year. Additionally, the transfer from the General Fund to the Special Education fund was noted to have increased with further explanation to be presented in conjunction with the next resolution. This concluded the General Fund Resolution amendment portion of the presentation.

There was some discussion regarding increasing the budgeted ending fund balance percentage in the future. Ms. Luna stated this could be done through increased revenues or lesser spending or a combination of the two.

Resolution 13-06 addressed Special Education Funds along with the remaining other funds not supplemented by ad valorem taxes. The Special Education Fund transfer increased from the General Fund 14.7% or \$630,000.00 from the prior year. While district-wide enrollment has decreased, the subpopulation of special education students has increased adding additional costs for special consultants. The legislature was noted to have acknowledged the increased expenditures in special education and had accommodated a slight increase to the unit funding resulting in an additional \$133,000.00 in state support. The increased revenue still does not cover the actual burdened cost of personnel. The final fund amount had been adjusted according to recognized needs vs. revenues and the ending fund balance transfer in order to true up the Special Education Fund. In the area of Gifted and Talented staff, the district is funded for 4 units at the state level that is in combination with special education units. This is not a part of the special education maintenance of effort. The ending fund balance was strategically budgeted at 8.3% in anticipation of

increased costs the following year, along with the historically budgeted 1.0% contingency.

Meal prices remained the same; although food expenses were noted to have increased in part due to the change in menu and program requirements and the federal reimbursement had supplemented with a slight increase but the district would not benefit until the revised menus had been audited to be compliant with the new standards which was expected within the next several months. It was estimated that the federal reimbursement off-set approximately 80% of the Free/Reduced Lunch expense. The Class Size Reduction fund had been adjusted to reflect the removal of the General Fund transfer and to reflect the change in revenues. The self-insurance fund was amended to reflect the price increase with stop loss risk and adjusted to the projection of the number of participants.

Spreadsheets provided a view of the grants including federal, local, Title I(d) and Title 1(a); although not broken out individually, and each grant had been updated to reflect revised grant awards.

Mr. Moore called for questions. There were none.

Ms. Luna stated with regard to debt service the beginning fund balance was the only change and trued up with principal and interest being maintained as 10% reserve for the following year.

Mrs. Trigg moved to adopt Resolution No. 13-05 in its entirety, seconded by Mr. Chichester.

Mr. Moore called for public comment. There was none.

Motion carried, 6/0.

Mrs. Trigg moved to adopt Resolution No. 13-06 in its entirety, seconded by Mr. Chichester.

Mr. Moore called for public comment. There was none.

Motion carried, 6/0.

Mrs. Trigg moved to adopt Resolution No. 13-07 in its entirety, seconded by Mr. Chichester.

Mr. Moore called for public comment. There was none.

Motion carried, 6/0.

## **7. Consideration of a Step III Grievance and a Possible Meeting with the Board's Management Representative (Discussion and For Possible Action)**

At 4:57 p.m., the Step III Grievance brought by DCPEA alleging a violation of Article 10-4 (Preparation Time) began.

Mr. Moore began by stating the grievance hearing process at 4:57 p.m.

Susan Lacey, representative for the Douglas County Professional Educators Association (DCPEA), introduced herself as a tenured special education teacher and DCPEA leader, who would present evidence regarding a grievance pertaining to Douglas High School (DHS) Staff professional development offerings. A definition was provided of not regularly scheduled training. Selected DHS teachers were invited to participate in a meeting to decide on solutions for having staff attend necessary training that included use of preparation time and/or time following student classes on Friday afternoon. Preparation time was noted to be a specific time in the contract day in accordance with the contract. Mrs. Lacey stated the contract was violated by scheduling trainings during these times. Teachers were only given a choice that violated the contract; typically substitutes were

offered in order that professional development could occur during the contracted work day. Additionally, Mrs. Lacey noted choices were not typically offered to teachers for professional development time and there were no sites, other than DHS, who offered preparation time as a choice. The number of trainings to be scheduled equaled eight at forty minutes each. The lessening of preparation time for teachers was stated to not be realized by all staff. Mr. Alexander's approach, yet to be heard, was noted to misdirect the focus of how preparation time would be absorbed continuously over time and how the issue could be clouded.

Mrs. Lacey stated the remedy would be to offer professional development during time other than preparation time allowing for teachers to be compensated while substitutes monitored their classroom, as had happened in the past if they chose to not participate in the contract time following student classroom time. Mrs. Lacey asked the Board to offer suggestions for other remedies.

Mr. Moore called for questions. Consensus was to ask questions at the end of the presentations.

At 5:06 p.m., Mr. Alexander stated Marty Swisher, DHS Principal, and Rommy Cronin, Director of Curriculum and Instruction, would be available as witnesses should the Board have questions; although, he did not intend to have them testify. Mr. Alexander did not review all documents provided within a binder, but reviewed the contract language of 10-4 that was being questioned. He asked the Board to review the language for any indication that teachers were prohibited from voluntarily signing up for training during their preparation time. Mr. Alexander noted, teachers were offered a choice of attending training during their preparation time, or after school. Forty six percent of the staff chose to participate during their preparation time. The other choice offered, was to attend on Friday afternoon, ending at the 3:00 p.m. contracted work time. Teachers were reported to be allowed to volunteer time during preparation time, as well, as they would ordinarily to assist students, parents or principals. Approval of this grievance would equate to allowing DCPEA to dictate the use of preparation time. DCPEA was asking that they now dictate use of teacher preparation time. The process for arriving at this notion should be handled through negotiations, not a grievance.

Mr. Moore stated rebuttals to the arguments would be next. Rebuttals would only be heard that pertained to the issues stated in the presentations.

Mrs. Lacey stated the Association did not wish to express to teachers how to use their preparation time. The issue was the district could not mandate the use of preparation time. Mrs. Lacey stated a different portion of the Negotiated Agreement allowed teachers to leave early on Friday afternoon in exchange for night time activities at the secondary level. It was requested the district not offer preparation time as an option for training.

Mr. Alexander rebutted that Mr. Swisher offered two options for attending training due to the variety of activities his staff is involved with, in order to assist individuals with various obligations. A mandate was not given to his staff, only choices. Taking options away from staff was not favorable in the view of the district.

Board members offered comments and questions. Mrs. Trigg noted training is mandated; although, her belief was use of preparation time for training was not favorable. The time offered, after school on Friday could be adjusted to afford a better timeframe offering.

Mr. Swisher, Principal Douglas High School, stated all schools were to provide the same type of professional development being discussed. One option would be to sub out teachers in order that they attend. His staff was reported to have not preferred that option, and instead liked using time during the school day. The after school option, offered as a second choice due to the number of teachers needing to attend, helped diversify the option. Those who coached could maintain afternoon responsibilities by attending during an earlier time in their day.

Mrs. Trigg responded it would have been preferable to offer more times after school than just Friday afternoon.

Mr. Swisher responded to additional questions noting Common Core training was aimed at not only departmental, but cross departmental training to improve literacy by providing new ideas to participants. The training was not a series, but rather the same each time it was offered during all presentations running for 35 to 40 minutes during contracted work time. Douglas High School offered teachers a variety of start and end times in order to accommodate the variety of activities offered at the site. Two trainers provided the professional development through the Striving Readers Grant, organized by district staff. Monday was a designated day at DHS for department, committee and collaboration meetings. There were no other regularly scheduled staff meetings. This training was offered after school on various days, not only on Friday.

Mrs. Hales stated the position of the Board was to determine if the contract was violated. Mrs. Lacey was questioned as to whether or not teachers were not allowed time for class preparation. Mrs. Hales noted that no teacher was forced to give up their preparation time.

Mrs. Lacey responded teachers who used preparation time for training were inadvertently not provided their full preparation time. Basically, teachers were provided a choice as to whether or not they would violate the contract and use preparation time for training vs. attending a mandatory training, after school on Friday.

Mr. Alexander reiterated that teachers were not required to attend training during their preparation time. Also, other trainings were offered on Wednesday and Thursday during the week.

Mr. Moore inquired if the training took place during preparation time prior to DCPEA bringing the issue to the district's attention. Mr. Alexander responded, "No," once the argument was recognized the district maintained the training offering was voluntary.

Mr. Moore called for any more questions prior to the closing statements. There were none.

Mrs. Lacey stated the original schedule for training was mandated as training during preparation time. When brought to Mr. Alexander's attention, the solution continued to be a violation of section 10-4 within the Negotiated Agreement. The contract stated every effort would be made to keep preparation time whole. All other school sites found viable options to offer the trainings that did not include use of preparation time. Should DHS be allowed to use preparation time for training, other sites would begin to offer this same procedure. Another issue was raised as to the validity of the mandated training.

At 5:32 p.m., Mr. Alexander informed the Trustees, grievances should not be based on what might happen. The district was as concerned of DCPEA dictating use of preparation time, as was DCPEA not desiring the district to do so. Mr. Swisher offered teachers choices that were in no way violations of section 10-4 of the contract. Teachers were not mandated to use preparation time for district mandated trainings. Usage of preparation time could be addressed in negotiations to affect change in the contract. The principals were not prohibited from making unmandated offerings. Preparation periods equaled 109 minutes; the training was approximately 45 minutes.

Mr. Moore called for public comment prior to Board deliberation in open session. There was none. The Board was reminded the task was to determine whether or not article 10-4 was violated.

Discussion ensued as to the testimony heard. The Association was shown favor by one Trustee, in that every effort to preserve the use of preparation time might not have been made. The majority of the Trustees leaned toward the Districts argument that approximately half of all teachers chose to use their preparation time for the training; although, they were not required to. Use of preparation time was desired to be left to the individual's right to use it as they believe best with no restrictions. Allowing choices for teachers supporting student activities at a variety of hours was desirable.

Mr. Moore concluded the original schedule offered by DHS was a violation, but applauded efforts to afford offerings that corrected the mistake and provide a solution to address the situation by offering alternate times to attend training.

Mrs. Hales moved to deny this grievance, seconded by Mr. Chichester.

Motion carried, 5/1, Mrs. Trigg, nay.

Beginning at 5:45 p.m., Items 9, 18, and Public Comment were heard prior to Closed Session.

### **9. ASPIRE Lease Update (Information/Discussion)**

Dr. Noonan informed the Board ASPIRE High School would need to change locations at the end of this school year. The property owners at the current complex had new plans for the area surrounding and including the building housing ASPIRE. Bently staff had offered to assist in moving the school before August 1<sup>st</sup>. Various options were being looked into with the current availability of real estate. The idea was to centrally locate the High School in order that sharing of programs would remain easy. Western Nevada College (WNC) and Lira's Market were two possibilities.

Mr. Moore expressed thanks to Bently and GE for allowing the district to occupy their building over time and for all of their assistance.

### **18. Nevada Association of School Boards (NASB) Report**

Mrs. Trigg stated the recent NASB conference was very informative, new corporate sponsors were on board and that those who did not attend could go to the link online and view PowerPoint presentations that were provided. The next directors and professional development joint meeting is scheduled for February 8<sup>th</sup>. An alternate director position would be added to incorporate more individuals and increase involvement. Trustees were invited to attend school board meetings held in other counties and to access the NASB website for hot topics such as Common Core Standards.

At the next Regular Board Meeting, Mrs. Hales asked that time be allowed for a separate item that could be devoted to having the individuals who attended the conference, report on information they learned.

### **8. Closed Session**

Mrs. Hales moved that the Board recess to closed session in order to discuss matters with its management representatives pursuant to NRS 288.220(4), seconded by Ms. Jamin.

Motion carried, 6/0.

Mrs. Chessell participated in Closed Session via phone conference. At 7:15 p.m., she rejoined the meeting via phone conference at the start of Item 10.

### **Public Comment**

Mr. John Eppolito stated he attempted to send an email to have the Board not support Common Core Standards. Mr. Eppolito stated this national education standard, written by a group of 29 people, including 2 leaders who had not taught K-12 education, was written without supporting standards. Objections were not published, congress was circumvented and the federal government was rushed to develop standards that were therefore adopted prior to the release of the final draft. The Public Broadcast System (PBS) was quoted as reporting Common Core Standards as an experiment in public education. Trustees were invited to attend a meeting being held the next day to review a PowerPoint addressing Common Core Standards.

## **10. Planning for January Strategic Plan Retreat (Information/Discussion)**

The Strategic Plan Meeting was reported to have been changed to January 31<sup>st</sup> at Carson Valley Inn. Rorie Fitzpatrick would facilitate the meeting. The DHS Guaranteed Maximum Price (GMP) Item would not be included on the Agenda; rather added to the Special Meeting of January 21, 2014, at 4:00 p.m., at the District Office.

Mrs. Chessell stated she was available on both January 21<sup>st</sup> for the Special Meeting and January 31<sup>st</sup> for the Strategic Plan Retreat.

Dr. Noonan reported consensus was to provide more time for board participation than in the past through group discussion.

Mrs. Hales inquired regarding particulars of discussions to be held. Dr. Noonan stated she would be working with staff to involve board topics requests.

Dr. Noonan stated a facilitator would be provided for break out tables and Rorie Fitzpatrick would govern the room.

Mr. Moore called for further input. There was none.

## **11. Budget Priority Criteria Development**

Dr. Noonan stated this Item was listed as an opportunity to address SB157, and did not necessarily need to be addressed this evening; although language to meet the legislative Bill requirement would need to be met in the upcoming months. Possibilities for discussion were offered, not intended to be the only direction for meeting the legislative requirement.

Mr. Moore called for questions.

Board members offered suggestions and comments with regard to Dr. Noonan's ideas for direction in this area. The decision as to how to go about arriving at final guiding questions and language to address the Bill requirement was discussed.

Dr. Noonan suggested a subcommittee might meet to discuss ideas and return to the full Board with a recommendation.

Board members were aware of established priorities and understood a group might formulate the specifications to align with the law in an innovative fashion. Mrs. Trigg, Mr. Moore, and Mrs. Hales offered to set a time to participate in a Special Meeting to arrive at a best approach and solution to SB157.

## **12. College and Career Readiness (For Possible Action)**

This Item was pulled from the Agenda at the start of the meeting.

## **13. Review of Board Bylaws Numbered 020 and 060 (For Possible Action)**

In order to participate fully in with this Item, Mr. Moore stated he had requested this discussion, and would therefore hand off the gavel to Mr. Chichester (other officer present) to enable his ability to provide comments relevant to the discussion.

Dr. Noonan provided Bylaws Numbered 020 and 060 as they related to the topic of who runs committee meetings and the guidelines, set forth to do so. A handout was provided from previous discussions on committees. Board Bylaw No. 060, Section 1, recognized the parliamentary authority to be Roberts Rules of Order to be used as guidelines for the Board. Bylaw No. 020, Section 2(c) states the Board would adopt guidelines for Standing and Expulsion Committees. Section 3 of No. 060 states the President shall preside in all meetings of the board. If an officer is not available, someone would be designated by those who were present to preside, and that would be legal and binding.

Mr. Moore stated he believed the board was satisfied in the requirements from Bylaw 20, Section 2(c) and would recommend elimination of this particular statement.

Mr. Freitas referenced Bylaw No. 060, in that the President would preside, and in their absence, the Vice President would act. Should neither be available, an individual would be designated and the assignment would be legal and binding. Exact interpretation was the key.

Discussion ensued as to leeway that was offered in the present language.

Mr. Chichester expressed he had attended many expulsion hearings and had been offered, after some time, by the President of the Board, to preside over a hearing, should he wish to. That is how he gained experience in presiding over expulsion hearings; therefore, his belief was this method is how experience in Board leadership should be attained.

Language included in both Bylaw No. 020 and 060 was reviewed and discussed. Modifications to Bylaw language were offered.

Following some discussion, Mr. Chichester stated in the presence of an officer, out of respect for the position, those individuals should run a meeting unless they requested otherwise.

Mr. Moore stated it is the responsibility of the officers to run meetings, and would defer the responsibility if they preferred to do so.

Mr. Chichester stated officers were voted in to be the lead members.

Mrs. Hales offered that on both standing and expulsion committees the President and Vice President were able to defer responsibilities should they decide to.

Mr. Hsu, attorney, stated the Board could bring back all suggestions made as a first reading for Bylaw changes, noting in section 3 of Bylaw No. 060 the change could read "If neither person is available, or the President or Vice President is amenable to delegating authority to preside," that could then occur.

Dr. Noonan added that attendance as a Board member representative at a committee meeting did not call for an a Board member to chair the committee nor run the meeting, only be a member of a committee who could report to the Board as a whole. Also, Gifted and Talented (GT) Meetings would be added to the list of committee meetings all Trustees might represent, along with the list of other meeting commitments.

#### **14. Board Arts Fund (BAF) (Information and Discussion)**

Dr. Noonan stated two board members had asked to have a discussion regarding possibly making available Board Art Funds (BAF). Should this be requested, Dr. Noonan noted it would be best to know prior to creating the budget for the next year. Ms. Luna added if a decision was made to set aside funds for this purpose, she would include this in the April tentative budget.

Mrs. Hales informed the Board this idea came from knowing about a music teacher who needed drums and had insufficient classroom funds to buy them. Another budget problem she'd heard of was a time when a conference was attended by a teacher in the arts, who was unable to receive funds to do so, but attended anyway completely at her own cost. Keeping in mind these teachers were attempting to work hard for educational improvements, Mrs. Hales wanted to have the discussion regarding possibly having an account to help with these types of requests.

Dr. Noonan responded the Board Intervention Fund (BIF) account was maintained at the rate of \$40,000.00 per year and had been appreciated.

Mrs. Hales suggested have \$10,000.00 set aside to recognize work in the area of arts. Ms. Jamin offered support and noted the possibility that the community might also come forward with donations to increase the amount if made aware. Further discussions could occur during a future action item to arrive at details of the process, the criteria, and how the community might become involved in helping to raise or match funds.

Mr. Freitas inquired about how the process might work for teachers who wished to attain the extra funds. Discussion ensued as to the process that might be established and whether or not other teachers in specific curriculum areas might request to have the same type of offering. It was noted JROTC was receiving a new facility and both welding and culinary art had received facility and/or equipment improvements.

Ms. Jamin stated the SB404 funds, allocated by the legislature for interventions for a number of years were eliminated; therefore, the Board assisted this area through the creation of BIF funds for principals.

Mr. Moore stated a preference for having the Board do the work involved within a process created, rather than staff.

Consensus was further discussion would need to occur on this topic.

### **15. First Reading Board Policy No. 714, "Naming School Facilities" (For Possible Action)**

Trustees discussed specifics of a new Board Policy No. 714, "Naming School Facilities." Policy guidelines around descriptive name based on geographic areas and individual persons was debated. It was favorable that the current Board not tie the hands of future Board members with restrictions. Following discussion of allowing more leeway, wordsmithing changed the first reading of the policy to strongly respect community input and delete specific wording stating facility names would only be based on geography and unique features of an area.

Board members recognized the difference in the Board Policy needing to be more general and the Administrative Regulation used to guide the allowances for district staff to fall within. Recognition was given to the fact that writing both the Policy and Regulation was best done when the pressure of the moment, a specific request, was not being decided upon for long range planning. While future boards could change policies, neutrality was best when pressure was not applied.

Consensus was the Board wished to maintain the authority for naming schools. It was preferred the Superintendent decide upon naming of areas within any given campus, rather than offer that opportunity to the sites.

Mrs. Hales moved to delete "make every effort to" in the first paragraph and change the wording to "...the Board will respect and consider community input;" and to place "carefully" in front of "... consider," in the first sentence of the last paragraph; (Mrs. Trigg offered the following amendment to the motion) and to strike the second sentence in the second paragraph altogether, seconded by Mr. Freitas.

Mr. Moore called for public comment. There was none.

Motion carried, 6/1, Mrs. Hales, nay.

Mrs. Trigg left the meeting at 8:25 p.m.

## **16. Superintendent Annual Evaluation (Discussion and For Possible Action)**

Dr. Noonan reminded Trustees they received information for review on this topic prior to the holidays. Some noted work underway included Project Lead the Way that would be expanded upon at a later date. School visits were mentioned and had increased with the legislature out of session. Full day kindergarten had been a new initiative in DCSD that began twenty years ago through work with legislators and a lot of background projects.

The 3 part superintendent evaluation included a final score that consisted of 25% based on efforts; 50% based on results; and 25% on board member perceptions. Superintendent goals presented last April were the basis of Dr. Noonan's work. Goals were equivalent to 25% of the final rating provided. Future work included revisions to Board Policies, scheduled for review this spring. A new webpage would be added for newcomers to the district, to more readily access helpful information for those unfamiliar with the district. Increasing rigor throughout elementary grades was noted as well as, the Graduation Begins in Kindergarten brochures and t-shirt promotion for family involvement. Continuous improvement of student learning was the philosophy supporting the newly developed district data dashboard, recent alignment with state level systems (NSPF, NEPF), and credit for successes vs. responsibilities for poor results all worked to increase student achievement.

Mr. Frazier was thanked for having produced superintendent surveys and results that were provided to the Board for their perusal.

Board members offered comments and thanked Dr. Noonan for her hard work. The rating on a 0-5 point scale received by Dr. Noonan was a 4.06, highly effective. It was noted Dr. Noonan was not expected to work as many late hours and weekends as had been witnessed; although Trustees were very appreciative for district successes.

Mr. Moore called for public comment. There was none.

Mrs. Hales moved to rate the Superintendent's performance in the past year as highly effective, seconded by Mr. Chichester.

Motion carried, 6/0. (Mrs. Chessell present via conference phone; Mrs. Trigg absent)

## **17. Superintendent's Report**

Dr. Noonan informed the Board of a possibility of new meeting location at the Lake for the new year. More information with regard to this would be provided in January when the new meeting calendar would be voted on.

## **18. Nevada Association of School Boards (NASB) Report**

This Item was heard earlier in the evening.

## **19. Possible Agenda Items for Future Board Meetings**

Mrs. Hales requested a separate Item on the next meeting agenda wherein those who attended the NASB conference could take a few minutes each to report what they learned and the experiences they had at the recent conference.

## 20. Board Reports

There were no reports from Trustees this month.

## 21. Correspondence

Mr. Moore stated an anonymous letter had been received. He verified that all Board members were in receipt of the letter that had been received by U.S. Mail. Seeing no attempt for any individuals to identify themselves, or offer even a return address to allow for a response, the concerns and content of the letter was dismissed. The correspondence had been shared with Dr. Noonan who invited staff and community members to address the Board and herself through properly identifying themselves and any concerns.

## 22. Adjournment

At 8:50 p.m., Mr. Chichester moved to adjourn, seconded by Ms. Jamin.

Motion carried, 6/0.

Submitted by,

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Carolyn Moore  
Secretary to the Board of Trustees

Approved:

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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.