

**Douglas County School District**  
**Lake Tahoe Visitors Authority – Visitor Center**  
Tuesday, January 12, 2016  
3:30 p.m.

*Minutes*  
*Approved*  
*February 9, 2016*

## **MINUTES**

Present:

**Trustees:**

Ross Chichester, President  
Cynthia Trigg, Vice President  
Neal Freitas, Clerk  
Robbe Lehmann, Member  
Teri Jamin, Member  
Karen Chessell, Member  
Thomas Moore, Member

**Personnel:**

Teri White, Superintendent  
Christi Hines-Coates, Director Area 1  
Brian Frazier, Director Area 2  
Rommy Cronin, Director Area 3  
Brandon Swain, Director Area 4

Absent:

Holly Luna, Chief Financial Officer

**Others Present:**

Rick Hsu, Legal Counsel

### **1. Call to Order** **(For Possible Action)**

Mr. Chichester called the meeting to order at 3:30 p.m. and Ms. Jamin led the Pledge of Allegiance.

Mrs. Chessell moved to adopt the agenda, seconded by Mrs. Trigg.

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

Motion carried, 7/0.

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

Mr. Chichester stated Item 2-B, "Personnel Report No. 16-01," would be pulled for discussion. There were no other requests to pull any Consent Items.

Mrs. Trigg moved to approve the Consent Agenda with the exception of Item 2-B, seconded by Mr. Moore.

Motion Carried, 7/0.

Mrs. White explained revisions for the record on the Personnel Report. With regard to Certified employee changes, Ariel Borgman was pulled from the report and placed on hold for licensing issues. Under the Classified employees, Tamrah Torres was hired at JVES rather than at PHES and noted for the record as well.

- A. Approve the Minutes of the Regular Board Meeting of December 8, 2015.
- B. Approve personnel actions in Personnel Report No. 16-01.
- C. Approve for second reading Board Policy No. 235, "English Learners."
- D. Approve for second reading Board Policy No. 518, "Graduation Requirements."
- E. Approve for second reading Board Policy No. 404, "Probationary Period."
- F. Approve Special Run Voucher Numbers 1617 and 1618; and Regular Run Voucher Number 1619 for FY2015-16.
- G. Approve for second reading Board Policy No. 040, "Membership."
- H. Approve the Family Life Sex Education AIDS Advisory Council Members.
- I. Authorize the District to apply for entitlement and competitive grant funds listed above as well as other grant opportunities that may arise during Fiscal Year 2016-17.

Mrs. Trigg moved to approve Consent Item 2-B, "Personnel Report No. 16-01," seconded by Mrs. Chessell.

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

Motion carried, 7/0.

### **3. Election of Officers for 2016 (For Possible Action)**

A. President - Mr. Moore opened the discussion by recommending that Mr. Chichester continue as President of the Board. The intent was to support Mr. Chichester in having learned the duties of the office over the past year and to maintain consistency in working with Mrs. White as a new Superintendent.

Mr. Moore nominated Mr. Chichester as President for a second year, seconded by Mr. Lehmann.

Mrs. Trigg nominated Mrs. Chessell for President, seconded by Ms. Jamin.

Mr. Hsu stated under Roberts Rules of Order, one motion would need to be addressed at a time.

Following some discussion of the nominations and the process, both of the above motions were withdrawn.

Mr. Hsu offered wording for a motion to nominate two individuals, allow for discussion of each and for the Board to take a vote to determine a winner.

Ms. Jamin moved that the Board select as President, either Mr. Chichester or Mrs. Chessell, depending on who receives four votes, seconded by Mrs. Trigg.

Mrs. Trigg and Ms. Jamin supported Mrs. Chessell in her knowledge and ability to work in the position of President. Ms. Jamin offered that each Board Member might have the same opportunity.

Mrs. Chessell expressed interest and dedication for upholding the position.

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

A roll call vote was taken.

Motion carried, 4/3 for Mr. Chichester; Mrs. Trigg, Mrs. Chessell and Ms. Jamin, voted for Mrs. Chessell.

#### B. Vice President

Mr. Chichester called for nominations. Mrs. Trigg and Mr. Freitas expressed interest in the position.

Mrs. Chessell nominated Mrs. Trigg.

Ms. Jamin nominated Mr. Freitas.

Mr. Lehmann moved to vote for the Vice President with the candidates being

Mrs. Trigg and Mr. Freitas, seconded by Mr. Moore.

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

A roll call vote was taken.

Motion carried 4/3 for Mr. Freitas; Mrs. Chessell, Mrs. Trigg and Mr. Chichester voted for Mrs. Trigg.

#### C. Clerk

Mr. Chichester called for nominations. Mrs. Trigg offered to fulfill the position.

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

Mr. Moore moved that Mrs. Trigg hold the position of Clerk, seconded by Mrs. Chessell.

Motion carried, 7/0.

### **4. Annual Organization (For Possible Action)**

4-A. Mr. Chichester called for any discussion on either of the two annual organization items. They were the designation of the Record-Courier as the newspaper to be utilized for all legally required notices; and approval of the regular meeting schedule as offered in the Agenda. There was no discussion around Item 4-A.

#### **4-B. Regularly Scheduled Board Meeting Dates (For Possible Action)**

<b>Date</b>	<b>Location</b>	<b>Time</b>
Tuesday, February 9, 2016	Airport Training Center	3:30 p.m.
Tuesday, March 8, 2016	Airport Training Center	3:30 p.m.
Tuesday, April 12, 2016	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Wednesday, May 18, 2016	Airport Training Center	3:30 p.m.
Tuesday, June 14, 2016	Airport Training Center <i>(later changed to CVMS)</i>	3:30 p.m.
Tuesday, July 12, 2016	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Tuesday, August 9, 2016	Airport Training Center	3:30 p.m.
Tuesday, September 13, 2016	Airport Training Center	3:30 p.m.
Tuesday, October 11, 2016	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Tuesday, November 8, 2016	Airport Training Center	3:30 p.m.
Tuesday, December 13, 2016	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Tuesday, January 10, 2017	Airport Training Center	3:30 p.m.

The proposed June regular meeting location was discussed. The location would need to be amended to Douglas High School due to training necessary at the airport facility.

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

Mrs. Chessell moved to approve Item 4, with the change in location as mentioned for the June regular meeting, seconded by Mr. Moore.

Motion carried, 7/0.

Note: Subsequent to this Board Meeting, the June 14, 2016 Regular Board Meeting was moved to Carson Valley Middle School due to construction at Douglas High School.

**5. Appointment of Board Representatives  
(For Possible Action)**

Trustees reviewed the committee list. The following table lists committee members as decided upon for 2016.

<b>Appointment Position</b>	<b>Board Member(s)</b>
Debt Management Commission	Ross Chichester <u>Alternate:</u> Neal Freitas
Board of Directors – Nevada Association of School Boards	Karen Chessell <u>Alternate:</u> Cynthia Trigg
Douglas County Parks and Recreation Board	Thomas Moore <u>Alternate:</u> Teri Jamin
Liaison Between Board of Trustees and County Commission & Douglas County Planning Commission	Robbe Lehmann <u>Alternate:</u> Neal Freitas
Liaison to Douglas County Education Foundation	Teri Jamin Cynthia Trigg
School Safety Task Force	Neal Freitas <u>Alternate:</u> Karen Chessell
Expulsion Hearings Subcommittee	Neal Freitas Ross Chichester Thomas Moore Cindy Trigg Robbe Lehmann Karen Chessell Teri Jamin
Employee Relations Communications Committee	Cindy Trigg <u>Alternate:</u> Teri Jamin
Liaison to Family Involvement Team	Neal Freitas Teri Jamin
Liaison to Tahoe/Douglas Chamber of Commerce	Cynthia Trigg
Liaison to Carson Valley Chamber of Commerce	Ross Chichester
Career and Technical Committee	Teri Jamin Ross Chichester
Gifted and Talented Task Force	Robb Lehmann <u>Alternate:</u> Teri Jamin
Legislative Liaison	Cynthia Trigg

Mrs. Trigg moved to adopt the appointments of board representatives, seconded by Mrs. Chessell.

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

Motion carried, 7/0.

**6. Principal’s Report (George Whittell High School)  
(Administrative Report/Program Review)**

Crespin Esquivel, Principal, George Whittell High School provided highlights of goals and activities. Results of last year’s Accreditation report were incorporated into school goals. The main focus this year is training for teachers on the use of Multiple Student Data and maintaining a school-wide collaborative culture. Appreciation was shown for the District’s support of a new technology initiative. Two STEM teacher leaders were noted for having created community projects such as STEM camp. Code programming with computers would be upcoming as another STEM related activity. New STEM

initiatives included integration of an AP Computer Science course, an AP environmental science course and Biomedical Science. Three levels of coursework were now offered to help students progressively learn about health related fields. Students and teachers were able to use Pear Deck, an interactive program that guided instruction in the classroom. Teachers received immediate feedback from students while linked through classroom devices.

A GWHS student was involved as a keynote speaker at the recent DCSD technology information day for staff. STEM teachers worked to align the focus on technology district-wide. Students were encouraged to share ideas and work on a variety of topics to expand knowledge. It was noted a student was working to restore an airplane. Individual and group projects were underway using a rubric to guide and track learning along the way. Teachers and students were increasing their perspective through hands on projects. Female students were encouraged to participate in STEM coursework and activities to expand their interests.

Also new this year, 30 minutes of Warrior time was provided to allow for student enrichment opportunities; time previously used as a reading block and for remediation. All students began their day with reading and were then able to work on extra enrichment opportunities during this time. Additionally, students had asked to teach during Warrior time. An example of a topic suggested and taught to students, by students, was creatively twirling rings of lights.

Mr. Esquivel celebrated having 80% of students involved in sports and stated the year had been very good for teams with students earning participation in State finals.

The parent Boosters had provided a reusable water bottle station in order for students to reuse and refill their water bottles.

Mrs. Trigg recognized that several parents were in attendance and asked if any would like to provide a comment.

Parents commented in support of the principal and new initiatives at GWHS. It was noted enrollment had increased by one student who relocated from a nearby area to the Lake. It was believed another student would be moving in from Los Angeles in the near future.

Board members commented with regard to the positive activities and attitudes shown involving learning. The larger variety of educational information beyond what is provided in a data report was enjoyed. Continual improvement in technology throughout the district was noted to be necessary.

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

Mrs. Chessell stated there was no new information to report at this time.

## **8. Board Reports (Information and Discussion)**

Mr. Freitas stated he enjoyed attending the Christmas program held at PWL. Mr. Freitas encouraged principals to keep the Board informed by sending invitations to activities.

Ms. Jamin attended the DHS drama production and encouraged others to attend. Ms. Jamin was impressed with what students were doing, including performing a play written by a student.

Mr. Moore added he participated on a panel that included the Governor regarding autonomous vehicles and highly encouraged the Board to support education necessary to the industry.

## **9. Superintendent's Report (Administrative Report)**

Mrs. White stated an article in Education Week, just released, ranked the State of Nevada at the bottom of the U.S. in education. The National Association of Educational Progress scores (NAEP) were not good overall; although, they were on the right trajectory reflecting improvement. State initiatives in education were noted to be underway.

Mrs. Chessell commented the NAEP scores were a mixture of information and that Nevada had not improved in some particular areas in order to earn a better score.

Mrs. White reported she was trying to visit all schools twice a month with the intent of building relationships and be visible in the schools. Additionally, classroom visits included viewing instruction with respect to Depth of Knowledge (DOK) levels and how teachers might be challenged to improve instruction.

The Board was informed Mr. Lewis, accompanied by some administrators, would be attending three out of state recruiting sessions. In looking at vacancies across the state and internally, it had been determined some of the harder to fill positions could be served best by working to fill them.

Mr. Freitas stated some districts offered incentives to retirees to help identify positions that might be vacated earlier than individuals would typically notify the District.

Board members were reminded the Strategic Plan retreat would be held at CVI, Friday, January 29<sup>th</sup>. The day would begin with a continental breakfast at 8:15 a.m. Mrs. Trigg inquired about bringing a friend. It was noted the meeting was a public meeting.

Mrs. White and some Cabinet members would be attending a NASA conference in a week coupled with the monthly superintendent's meeting. Eric Jensen would be speaking about brain research and developmentally appropriate activities for students. Also, superintendents would be starting to look at iNVest for the next legislative session.

## **10. Correspondence**

There was no correspondence shared.

## **11. Closed Session**

At 4:36 p.m. Ms. Jamin moved that the Board recess to closed session in order to discuss matters with their management representatives pursuant to NRS 288.220(4), seconded by Mrs. Trigg.

Motion carried, 7/0.

Open Session resumed at 5:05 p.m.

## **12. Revision of Leadership Project – Douglas County Administrator Association (Discussion and For Possible Action)**

Keith Lewis, Director Human Resources, and Shannon Brown, President, DCAA, presented tentatively agreed upon changes to the Site Administrators' Agreement. All participants in the process were recognized for their time and efforts.

Discussion ensued regarding promotion incentives with regard to compensation being increased to support the levels of administrative positions in order that they are desirable for internal candidates. Student enrollment and responsibility factors were reviewed and language revised. Administrators would be able to receive a rate of substitute pay at the same percentage of their base salary, similar to substitutes for teacher positions. Including work year flexibility resulted in an increase of 8 additional contract days to support the needs of the Nevada Education Performance Framework system. A rate of \$145 per day for each unused day in excess of two days of personal leave would be compensated.

Background on compensation was provided with regard to the five year Leadership Project. The project was created to embrace the Nevada star performance ranking, develop performance pay and recognize success in the schools. Mr. Lewis provided expenses related to the Project since 2011-12. Salary increases provided to teachers, secretaries and administrators were shown as a comparison of percentages provided to each group over time.

The agreement included a 2.45% increase in salary and a 1% increase in responsibility factor retroactive to 2015-16; step advancement; and language revisions to personal leave compensation, placement on Salary Schedule upon promotion and work year flexibility. The financial impact for salary increases equaled \$36,048.69. The total financial impact including salary and benefits equaled 5.1% or \$96,308.72.

Mr. Brown stated DCAA was very supportive of the tentative agreement.

Mr. Moore inquired regarding how the District viewed the impact to the budget. Mrs. White responded Ms. Luna was aware of the tentative agreement and had no struggle with what was offered.

Mr. Moore moved to approve the agreement with the Douglas County Administrators Association, which represents DCSD Site Administrators, seconded by Mrs. Chessell.

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

Motion carried, 7/0.

### **13. Eight Period Day Schedule Review – Douglas High School (Administrative Report/Program Review)**

Marty Swisher, Principal, Douglas High School updated the Board on work toward possibly changing the bell schedules at DHS. Background on review of this schedule included the Site Accountability Committee studying the impact of change initially in the spring of 2014. The positive outcome would be to increase electives and provide more remediation to students. Both 7 and 8 period schedules were studied. At that time, staff voted to support an 8 period day bell schedule. In an 8 period schedule, teachers would teach for 6 periods, have 1 period for preparation and 1 period for other professional responsibilities. This fall, a group was formed to learn more about implementation of an 8 period schedule and found that average class sizes would increase to approximately 36 students or more, per section. The increase is due to the more specialized classes being incorporated into the schedule.

The team found that schools who implemented the 8 period day schedule were supplied additional funding and were supported in efforts such as purchasing preparation periods from teachers to add more capacity to their day. Grant funding supported these efforts at the rate of approximately \$6,000 - \$7,000 per year. Another concern is the reduction to instructional minutes per semester. Two extra periods would be needed that had been accommodated at schools with additional periods and/or labs.

Mr. Swisher supported additional capacity in the schedule by then looking at the 7 period day bell schedule. The 7 period day schedule was reported to best support students. Carson High School had implemented this and after three years of implementation, had worked to adjust for impacts as needed. Mr. Swisher is currently looking at all aspects of impacts of a new 7 period schedule to determine which classes work best in the extra period, and which teachers would teach the classes. The time for implementation would be between fall 2016 and fall 2017 to allow for proper planning and a smooth transition. Determination of remediation needs for students could be based on end of course exams. Enrollment of students into the new classes could be accommodated at mid-year for a 7<sup>th</sup> period.

Mr. Lehmann left the meeting at 5:37 p.m.

Mr. Freitas stated in order to support an 8 period day, additional FTEs would be necessary to keep class sizes down. He inquired as to the financial impacts of such an undertaking and the impacts to DHS.

Mr. Chichester stated his support for the 7 period day bell schedule and implementation as soon as would be possible.

### **14. Certified Staff Evaluation Data Report (Administrative Report/Program Review)**

Keith Lewis, Director of Human Resources, provided a report regarding the performance validation study DCSD participated in last year. Data provided followed a presentation from the Forum for administrators who looked at scores, indicators and standards. Administrators were asked to view data received from the small group of participants and provide feedback.

Mrs. White stated the District is in transition with regard to the new evaluation system. The 2014-15 school year was a first round of looking at validation through the data study. Data is not considered baseline, but did provide insight as to how administrators rated teachers who participated.

Mr. Lewis reported a need to look at the data and then make decisions about professional

development needed to strengthen instruction. The evaluation system will assist the District and administration in learning about administrators, individual teachers and school sites. The inter-rater reliability within a school is important and scores could be analyzed for consistency from school to school, and administrator to administrator.

Ten schools were selected to participate with 79 participants. Teachers involved in the validation study were on the higher end of accomplishments, confident in their abilities, and agreed to take on the challenge. Following this first year of implementation, 015-16, the District will have a better idea of overall scores. Mr. Lewis explained the system to the Board with regard to Indicators and standards. Scores earned were averages on a 4 point scale.

The scale was as follows: Highly Effective 3.6 – 4.0; Effective 2.8 3.59; Minimally Effective 1.91 – 2.79; and Ineffective 1 – 1.90. Mr. Lewis stated data received ranged from 3.67 – 2.55 on the 4 point scale. The outcome of the 79 participants on the scale was: 3 = Highly Effective; 72 = Effective; 4 = Minimally Effective; and 0 = Ineffective in this validation study. Data fell out the same as 70% of teachers nationally - in an average range. Across the board, teachers in the study scored Minimally Effective.

From the beginning of training provided to administrators, they struggled with recognizing the data as valid. Metacognition was noted as a struggle for students. This term was explained as one being mindful of his/her own learning and then making decisions about their learning. Professional Development would be needed in this area. Mr. Lewis reported the data received speaks to a need for professional development to learn strategies in metacognition for administrators and teachers to pass to students. Inter-rater reliability will need to be improved overall; although, mid-range scores are expected.

The area of Professional Responsibilities was reported to be easiest for everyone, in that it is black and white.

Board members asked questions and learned teachers have not been included in analysis of data as of yet. Current information is not actually baseline; therefore, discussions will begin this year.

Mrs. White added a mind shift has to occur due to the old system rating individuals as either good or bad. The new evaluation system looked to average typical responsibilities of classroom engagement.

Ms. Jamin raised the concern in that if the top 10% of teachers earned the ratings being reported, it would mean teachers as a whole would fall under average.

Mrs. White responded the results were expected. A concern statewide is the unnatural parallel that exists if you have highly effective teachers who struggle with learners that are not ready for material provided. This discussion will occur at a variety of levels. Also the need to be honest with teachers who score a 1 or 2 exists in order to let teachers know the district would be helping to improve their performance, not looking to fire them. Mrs. White stated she read every evaluation from the study and had it coded. This is a very time consuming process with no software on board to help at this time. Mr. Esquivel was reported to be piloting a program to see how we can get this accomplished electronically. Clark County was noted to have software for evaluation coding.

Mr. Lewis added the District is requiring a mid-cycle review of teachers by February 1st. This time of the year, conversations are occurring between administrators and teachers to inform teachers where they are on the scale, and where they need to improve. The deadline to write evaluations is April 1<sup>st</sup>. This allows some time to target areas in need of improvement.

In the past, the State required that probationary teachers receive 3 scheduled observations. Post probationary teachers received 1 scheduled observation. At this time, if an unsatisfactory evaluation was received by a teacher they would then receive 3 observations. If there was reasonable doubt of minimal effectiveness, teachers were to be noticed and offered opportunities for improvement. The evidence portion of meeting the teaching requirements was still becoming familiar for staff as there are 72 artifacts teachers would need to make their administrators aware of in the new evaluation system.



## Public Comment

At 6:00 p.m., Mr. Chichester called for public comment.

Brian Rippet, parent, offered input regarding the school calendar. Mr. Rippet asked that the Lake schools calendar coordinate with the Lake Tahoe Unified School District calendar. In particular, Mr. Rippet asked that the start date for the year and school breaks coincide. The idea was to help parents coordinate activities for children as one community. Additionally, a preference was stated for anchoring the spring break, such as to the Easter holiday.

### **15. Board Policy Status Review (Administrative Report/Program Review)**

Mrs. White informed the Board she uses a guide with Cabinet when revising policies. The list is updated following completion of revisions by staff. Many Policies and Regulations were updated due to changing law requirements. The Board was provided with an additional spreadsheet showing Board Policy and Administrative Regulation Names along with the latest revision dates for their tracking purposes. It was noted 51 Board Policies had been updated over the last year and two new Policies were written.

Mrs. White asked the Board to let her know if they had suggestions for the revision process. There was no further discussion.

### **16. Foreign Language Competency Revisions (Discussion and For Possible Action)**

Ms. Cronin thanked world language teachers, Anna Porras and Paula Ortiz, for their assistance in discussing and working to revise the foreign language requirement. Mrs. Cronin stated her recommendation to the Board was to eliminate the foreign language competency. Background was provided with regard to Spanish having been taught at the elementary level to build bilingual abilities starting at an early age. Due to budget constraints, the elementary Spanish program was discontinued over a decade ago. The competency was reported to not be supporting the language program as intended. The competency was used as a questionnaire at this time wherein students who were able to answer the questions, passed the competency.

Ms. Cronin reported high risk learners, along with some ASPIRE and JHS students, struggled to complete a competency that was high stakes, only to find it a roadblock to graduation. Time could best be used for mainstream coursework in some of these student's cases. The smaller high schools struggled with providing the ongoing support necessary for only a few students. The adjusted diploma allowed for students to circumvent the competency. Ms. Cronin stated eliminating the foreign language competency would eliminate a reason students couldn't obtain their standard diploma.

The rigor initially intended to be upheld by the competency and coursework had now been downgraded to a single semester of conversational Spanish. Currently 94 seniors have not met or taken the competency. ASPIRE and JHS are not maintaining the requirement as it is difficult in their school settings where no language courses are offered. A+ software was noted to offer some language; although, a very motivated student would be the one to benefit. Middle school language opportunities had increased over time. The Spanish class containing the competency favored bilingual students. Ms. Cronin stated the preference was to not hold students to the competency as a graduation requirement. In fact, requiring the semester course could reduce an opportunity for taking another course.

It was noted bilingual students were identified through a federally required home language survey that worked as a waiver for those students who were then not required to take the Spanish course.

Discussion ensued as to the proper timeframe for elimination of the competency. The recommendation from staff was to make the change for the next school year. Ideas included changing the process if not working, sooner. Support was stated for further discussion of improvements to the world language program offered to all grade levels, K-12. Needs of career and college readiness could be explored.

Mr. Chichester called for public comment.

Ms. Ortiz and Ms. Porras came forward to further explain the history of Spanish from the elementary to the high school levels. Conversational Spanish was noted to offer students 6 topics, a novice level of speaking, not a conversationally fluent ability. The competency aimed to have students speak on 3 items due to time restraints. Many students were taking language via other class offerings. The competency itself and course involved did not offer students the opportunity to become bilingual.

Mr. Moore asked that more options be provided to the Board, and suggested possibly tabling this Item.

Crespin Esquivel, GWHS Principal, offered his view of how important foreign language is for students. The time necessary for learning language was stated to be approximately 7 years. A suggestion was made to have students learn in the classroom without creating a barrier to obtaining the diploma. Mr. Esquivel stated the Board would need to reprioritize world language for best institution of the program.

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

Ms. Cronin informed the Board the best resolution to the world language needs vs. wants within the District had been thought about over a period of a couple of years. Facts around this issue were reviewed and the recommendation made to approve the elimination of the foreign language competency. The timeframe for change would be the start of the next school year, 2016-17. In order to maintain support of the competency graduation requirement world language would need to be funded more appropriately.

Mr. Freitas moved to approve proposed revision to foreign language requirements for DCSD effective upon Board approval, seconded by Mrs. Trigg.

Discussion continued regarding how foreign language relates to employability, the reasoning of eliminating the competency in that the competency itself is not meeting the needs of students, and the effect of not providing ample coursework in this area of education continued. It was noted the topic of world language could be placed on the future agenda item list.

Motion carried, 4/2. Mr. Moore and Ms. Jamin, nay.

### **17. First Reading Board Policy No. 104, "Fair Employment Practices" (Discussion and For Possible Action)**

Keith Lewis, Director Human Resources, stated Board Policy 109, "Americans With Disabilities Act (ADA) Non-Discrimination Policy," had been brought to the Board for first reading last month. During this time period, Mr. Lewis began working with POOL/PACT to update equal opportunity Policy language. At this point, it was found best to combine Board Policy No. 104, "Equal Employment Opportunity," Fair Employment Practices," with Board Policy No. 109. The name of Board Policy No. 104 would be changed to "Fair Employment Practices."

Mr Chichester called for public comment. There was none.

Mrs. Chessell moved to approve for First Reading, Board Policy No. 104, "Fair Employment Practices," seconded by Mrs. Trigg.

Motion carried, 6/0.

### **18. First Reading for Revocation, Board Policy No. 109, "Americans With Disabilities Act (ADA) Non-Discrimination Policy" (Discussion and For Possible Action)**

Mr. Lewis stated Board Policy No. 109, "Americans With Disabilities Act (ADA) Non-Discrimination Policy," would be revoked and combined into Board Policy No. 104, "Fair Employment Practices."

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

Mrs. Chessell moved to approve for first reading, revocation of Board Policy No. 109, "Americans With Disabilities Act (ADA) Non-Discrimination Policy," seconded by Mrs. Trigg.

Motion carried, 6/0.

**19. First Reading Board Policy No. 103, "Equal Educational Opportunity"  
(Discussion and For Possible Action)**

Mr. Lewis stated Board Policy No. 108, "Equal Educational Opportunity," addressed equal opportunities relating to students. Language was updated with compliant terms provided by a model POOL/PACT Policy.

Mr. Hsu offered a revision in that the word "gender," should be placed in front of "national origin," in the first paragraph.

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

Mrs. Trigg moved to approve for first reading, Board Policy No. 103, "Equal Educational Opportunity," as revised, seconded by Ms. Jamin.

Motion carried, 6/0.

**20. Possible Agenda Items for Future Board Meetings**

Mrs. Chessell requested a conversation regarding improving the world language program to include the information received at this meeting, seconded by Mrs. Trigg.

Mr. Freitas stated the need to develop an instrument the Board would use to evaluate the Superintendent, discuss the frequency of the evaluations and whether evaluations would be formal or informal, seconded by Mrs. Chessell.

Mrs. Chessell inquired about a discussion around options and incentives for staff that plans to retire, in order to provide earlier abilities to project staffing needs, seconded by Mr. Freitas.

Mrs. Trigg requested a discussion to help Board members learn ahead of time about issues the district faced where input might help affect change in a positive manner, seconded by Mr. Moore. The foreign/world language gap discussed at this meeting was used as an example.

Ms. Jamin stated a conversation regarding the perception competencies are set in stone would be appropriate, seconded by Mrs. Trigg.

**21. Closed Session**

There was no closed session at this time.

**22. Adjournment**

The meeting adjourned at 6:59 p.m.

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.