

**Douglas County School District  
Board of Trustees  
Agenda for the Regular Meeting of  
Tuesday, January 10, 2017  
3:00 p.m.  
Airport Training Center (ATC)  
1126 Airport Rd., Bldg. G-1  
Minden, Nevada**

**Mission Statement**

**The Douglas County School District, in partnership with parents and community, will ensure that all students achieve excellence in education, character and citizenship.**

**Board of Trustees**

**Ross Chichester, President**

**Neal Freitas, Vice President**

**Cynthia Trigg, Clerk**

**Karen Chessell, Member**

**Teri Jamin, Member**

**Robbe Lehmann, Member**

**Thomas Moore, Member**

**DOUGLAS COUNTY SCHOOL DISTRICT**  
Information Concerning Board Policy and Procedures  
For Communication with the Board of Trustees

We, the Members of the Board of Trustees, welcome visitors at our meetings and appreciate constructive suggestions and comments, which help to meet the educational needs of the District. The Board has a scheduled order of business to follow. The agenda, which is usually lengthy, has been available for study by the Members of the Board since the previous Thursday. The Board may take action on items not on the published agenda only when it finds that the need to discuss or act upon an item was truly unforeseen at the time the meeting agenda was posted and mailed and the matter requires immediate action and is found by unanimous vote to be an emergency as defined by Nevada Revised Statutes.

The Board may make approval of consent items with one motion. They will be approved in total by one action unless a Trustee, individual, or organization interested in one or more consent items has questions or wishes to make a statement. In that event, the Chairperson of the Board may defer action on the particular matter or matters and place the same on the regular agenda for consideration separately.

Although each Trustee represents a geographical area of the District, Trustees are elected at large and, as such, represent all citizens of Douglas County. All actions of the Board are taken in open meeting. It is the desire of the Board to avoid making decisions that will be detrimental to the best interests of the District, even when such decisions might please individuals or a small group. In arriving at decisions, Members of the Board attempt to be guided by the desire to provide a program that will meet the needs of every student enrolled in Douglas County schools and will best serve the interests of the entire District.

Members of the Board of Trustees are locally elected state officials and serve four-year terms of office. They are responsible for conducting the school system in accordance with requirements of: Nevada Revised Statutes (NRS) and Board Policies adopted by the Board of Trustees of the Douglas County School District.

If copies of the complete agenda (and supporting materials) are desired in advance, they may be obtained at the District Office on the Friday or Monday preceding a regular Tuesday meeting of the Board. Please contact Carolyn Moore at 775-782-5134 or [cmoore@dcsd.k12.nv.us](mailto:cmoore@dcsd.k12.nv.us). Communication with the Board of Trustees as a unit may be either in writing, by personal appearance at a meeting of the Board, or by verbal communication through the District Superintendent.

Public Comment: During regular Board meetings, for any matter that is not specifically identified as a matter to be heard, public comment will always be scheduled to occur at 6:00 p.m. Members of the public who wish to address the Board on items not on the agenda can be assured of being heard at this time.

For each item on the agenda on which action may be taken, public comment will be allowed after the Board discusses the item, but before taking action. Members of the public who wish to address the Board on any item on the agenda on which action may be taken can be assured of being heard during this time.

The Board reserves the right to limit the amount of time that will be allowed for each member of the public to speak during any public comment period.

Written Communication: Written communication addressed to the Board of Trustees related to an action item on the agenda should reach the office of the District Superintendent no later than 12:00 noon on the Tuesday prior to the next Tuesday meeting in order that the communication may be available to the Board for review. When a holiday observed by the District falls on a Tuesday, the deadline shall be the Monday immediately preceding.

Personal Appearance at a Board Meeting: When an individual or group desires to communicate with the Board of Trustees by means of personal appearance at a meeting of the Board, the District Superintendent shall be notified no later than 12:00 noon on the Tuesday prior to the Tuesday meeting, and the Board President and Superintendent, in their discretion, will determine whether the subject of the communication will be placed on the agenda. When a holiday observed by the District falls on a Tuesday, the deadline shall be the Monday immediately preceding.

1. At the time of the meeting, the Superintendent, who is chief administrative officer, shall secure the names of those wishing to be heard. The Board may set a reasonable time limit for each speaker and for answering questions.
2. When a statement to be presented to the Board is extensive or is a formal request for consideration of a specific item or items, the statement should be written.

Public input is encouraged on action items on the agenda. Public comment is taken prior to Board deliberation and action. Individuals who wish to address the Board may do so by securing recognition from the Chair. Public comment will be generally limited to three minutes, though the Board President has discretion to extend or further limit the time as deemed necessary. Anyone with comments that will take more than three minutes is encouraged to put their testimony in writing and provide a copy to the Board prior to or at the meeting. While the Board may impose reasonable restrictions on the time, place and manner of public comments, it may not restrict comments based on viewpoint. Board meetings are generally conducted according to Roberts Rules of Order. No action may be taken on a matter raised during public comment that is unrelated to any agenda item. No person shall orally initiate charges or complaints against individual employees of the District at a public meeting of the Board. All such charges or complaints must be presented to the Superintendent in writing, signed by the complainant. The Superintendent may in his or her discretion determine whether the complaint will be placed on the agenda and heard by the Board. Any hearings by the Board of Trustees on a complaint against a District employee other than the Superintendent shall be held in closed session in compliance with the Open Meeting Law, unless the employee requests the session to be open to the public.

Non-discrimination/Notice to Individuals with Disabilities: The Douglas County School District does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. Members of the public who require special assistance or accommodations at a meeting of the Board of Trustees are asked to notify the District Administration at 1638 Mono Ave., Minden, Nevada 89423, or by calling 782-7177, so that such notification is received at least twenty-four hours prior to the meeting.

**Douglas County School District**  
**Regular Meeting**  
**Airport Training Center**  
**Minden, Nevada**

Tuesday, January 10, 2017  
3:00 p.m.

**AGENDA**

<b>1.</b>	<b>Award of High School Diplomas</b>	<b>3:00 p.m.</b>
Mrs. White, Superintendent, and Mr. Swisher, Principal Douglas High School, will recognize students for completing high school graduation. Adult and regular diplomas earned this summer will be awarded to graduates who are in attendance.		
<b>2.</b>	<b>Call to Order</b>	<b>3:30 p.m.</b>
<p style="margin-left: 40px;">A. Pledge of Allegiance  B. Adoption of Agenda (For Possible Action)</p> <p>The Trustees reserve the right to take items in a different order to accomplish business in the most efficient manner.</p>		
<b>3.</b>	<b>Consent Items (For Possible Action)</b>	<b>3:35 p.m.*</b>
<p>Information concerning the following consent items has been forwarded to each Board Member for study prior to this meeting. Unless a Trustee or member of the audience has a question concerning a particular item and asks that it be withdrawn from the consent list, the items are approved at one time by the Board of Trustees.</p> <p>Note: If one of the following items is removed for discussion, it will be heard at the end of the consent items:</p>		
<p><b>A. Minutes of the Regular Board Meeting of December 13, 2016</b></p> <p>Attached are the Minutes of the Regular Board Meeting of December 13, 2016 for your review and approval.</p>		
<b>RECOMMENDATION: Approve the Minutes of the Regular Board Meeting of December 13, 2016.</b>		
<p><b>B. Personnel Report No. 17-01</b></p> <p>Listed on the attached Personnel Report No. 17-01 are personnel actions presented for consideration by the Board of Trustees. Salaries for individuals employed will be determined in accordance with salary regulations of the District.</p>		
<b>RECOMMENDATION: Approve personnel actions in Personnel Report No. 17-01.</b>		
<p><b>C. Accounts Payable Special and Regular Run Vouchers</b></p> <p>A complete list of payments contained in Accounts Payable Special Run Voucher Numbers 1725, 1726, 1727, 1728, 1729 and 1730; and Regular Run Voucher Number 1731 are provided to the Board members via e-mail for review prior to the meeting. A copy of the Voucher is available for review by the public at the Superintendent's office prior to the meeting.</p>		
<b>RECOMMENDATION: Approve Special Run Voucher Numbers 1725, 1726, 1727, 1728, 1729 and 1730; and Regular Run Voucher Number 1731.</b>		

3.	<b>Consent Items (For Possible Action) (Continued)</b>	<b>3:35 p.m.*</b>
<p><b>D. Second Reading Board Policy No. 224, “Program Assessment”</b> Board Policy No. 224, “Program Assessment,” is offered for second reading.</p>		
<p><b>RECOMMENDATION: Approve for Second Reading Board Policy No. 224, “Program Assessment.”</b></p>		
<p><b>E. Second Reading Board Policy No. 217, “Continuing Education”</b> Board Policy No. 217, “Continuing Education,” is offered for second reading.</p>		
<p><b>RECOMMENDATION: Approve for Second Reading Board Policy No. 217, “Continuing Education.”</b></p>		
<p><b>F. Second Reading Board Policy No. 528, “Pregnant Students”</b> Board Policy No. 528, “Pregnant Students,” is offered for second reading.</p>		
<p><b>RECOMMENDATION: Approve for Second Reading Board Policy No. 528, “Pregnant Students.”</b></p>		
<p><b>G. Second Reading Board Policy No. 107, “Employee/Student Assistance”</b> Board Policy No. 107, “Employee/Student Assistance,” is offered for second reading.</p>		
<p><b>RECOMMENDATION: Approve for Second Reading Board Policy No. 107, “Employee/Student Assistance.”</b></p>		
<p><b>H. Second Reading Board Policy No. 110, “District Workplace Safety”</b> Board Policy No. 110, “District Workplace Safety,” is offered for second reading.</p>		
<p><b>RECOMMENDATION: Approve for Second Reading Board Policy No. 110, “District Workplace Safety.”</b></p>		
<p><b>I. Lake Tahoe Unified School District Border District Elective Class Agreement</b>  The superintendents of the two county school systems (DCSD and LTUSD) agreed to continue the Memorandum of Understanding for the GWHS elective classes for the 2016-17 school year. The Agreement calls for review in January 2017.</p>		
<p><b>RECOMMENDATION: Approve continuation of the Agreement with the LTUSD for the GWHS elective classes.</b></p>		
<p><b>J. Report of Aversive Intervention</b>  There has been one (1) report of restraint/aversive intervention for the month of December resulting in 1 aversive intervention. The report involved a middle school student and was deemed a non-permissible use of an aversive. A Corrective Action Plan (CAP) has been developed and submitted to the Department of Education under NRS 388.5295.</p>		
<p><b>RECOMMENDATION: Approve receipt of report under NRS 388.5295.</b></p>		

3.	<b>Consent Items (For Possible Action) (Continued)</b>	<b>3:35 p.m.*</b>
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**K. Application for Grant Funding for Fiscal Year 2017-2018**

The District requests authorization to apply for funding for the programs including, but not limited to:

- Title I, Part A – Improving the Academic Achievement of the Disadvantaged
- Title I, Part C – Migrant Education
- Title I, Part D – Neglected, Delinquent, and At-Risk Youth
- Title II, Part A – Supporting Educators
- Title II, Technology Formula Grant
- Title II, Technology (Infrastructure or Professional Development) Competitive Grant
- Title III Limited English Proficient Students
- Title III Immigrant Subgrant
- Title IV, Part A - Student Support and Academic Enrichment
- Title V, Innovative Programs
- McKinney-Vento Homeless Assistance Act Subgrants
- Foster Children Subgrants
- Special Education Early Childhood
- Individuals with Disabilities Education Improvement Act (IDEIA) and related mini grants
- District Assistance Center Subgrants
- School Repair and Renovation Grant
- Carl Perkins Vocational Education Act/Technology Preparation – Formula and Competitive Subgrants
- State and Federal Career and Technical Education Formula and Competitive Grants
- Adult High School Education grants
- Federal and State School-to-Career Subgrants
- Advanced Placement Incentive Subgrants
- Federal and State Technology Subgrants
- Federal and State Literacy Subgrants
- Federal and State Alternative Education Funding
- Federal and State Special Education-related Subgrants
- Federal and State Remediation Subgrants
- Federal and State Pre-school (ECE) Education Subgrants
- Federal and State Drug and/or Safety-Related Subgrants
- State Accountability Systems’ Information
- Federal and State English Language Learners Subgrants
- Federal and State Full Day Kindergarten Subgrants
- Grant funding related to the implementation of the District’s Strategic and District Improvement Plans that may become available during a Nevada Legislative Session, Interim Session, or Fiscal Year 2017-2018.

**RECOMMENDATION: 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 2017-2018.**

3.	<b>Consent Items (For Possible Action) (Continued)</b>	<b>3:35 p.m.*</b>
<p data-bbox="318 338 813 369"><b>L. Budget Voucher Adjustments</b></p> <p data-bbox="318 390 1463 485">A complete list of budget adjustments by the Chief Financial Officer that occurred during the recent course of business is provided for review and approval by the Board of Trustees as required by NRS 354. 598005.</p> <p data-bbox="264 499 1490 573"><b>RECOMMENDATION: Approve the Budget Voucher Adjustment for December 2016 as submitted.</b></p> <p data-bbox="318 600 760 632"><b>M. Copier Contract Approval</b></p> <p data-bbox="318 646 1474 772">In order for efficient and timely processing of copier leases and maintenance contracts, the Business Services office is requesting board review and approval of all current copier contracts in order to align payment through Special Voucher runs in accordance with BP614.</p> <p data-bbox="264 787 1490 831"><b>RECOMMENDATION: Approve contract as presented.</b></p>		
4.	<b>Election of Officers for 2017: (For Possible Action)</b>	<b>3:40 p.m.*</b>
<p data-bbox="318 926 557 1020">A. President B. Vice President C. Clerk</p>		
5.	<b>Kingsbury Middle School Tahoe Area Plan Revision (Discussion and For Possible Action)</b>	<b>3:50 p.m.*</b>
<p data-bbox="264 1125 1474 1318">The Board will hear information presented by the buyer representative, Patrick Taylor, regarding a plan for moving forward with the work required by the County and TRPA to revise the Area Plan and zoning to enable the KMS property to be developed as a multi-family housing site. The scope of work required to change the Plan is estimated to be \$99,562. The Board may consider options presented, or one of the three options presented to Mr. Taylor by Douglas County as listed below and take appropriate action:</p> <ul style="list-style-type: none"> <li data-bbox="370 1325 1417 1419">a. The County enters into the contract with Ascent with the total cost to be paid upfront by Mr. Taylor and/or the School District (funds needed at the time the contract is approved by the County Board of Commissioners); or</li> <li data-bbox="370 1425 1474 1520">b. A 2<sup>nd</sup> party contract between Ascent Environmental and Mr. Taylor and/or School District. This would require some review by the County, specifically invoices and the type of work completed; or</li> <li data-bbox="370 1526 1417 1621">c. A 3<sup>rd</sup> party contract between Ascent Environmental, Mr. Taylor and/or School District, and Douglas County. This would also require review by the County regarding invoices/work completed. Mr. Taylor prefers this option.</li> </ul> <p data-bbox="264 1648 1490 1755"><b>RECOMMENDATION: It is recommended that the Board heed the advice of legal counsel and decline obligating further District funds to update the Douglas County Area Plan.</b></p>		

<b>6.</b>	<b>Annual Organization: (For Possible Action)</b>	<b>4:05 p.m.*</b>
	<p>A. Designate the Record-Courier, as the newspaper to be utilized for all legally required notices.</p> <p>B. Designate regular meetings of the Board of Trustees to be held on the second Tuesday of each month at 3:30 p.m. at the DCSD Airport Training Center or Lake Tahoe Visitors Authority – Visitor Center unless otherwise announced as follows:</p>	

**6-B. Regularly Scheduled Board Meeting Dates –**  
Additional meetings will be scheduled as necessary.

Date	Location	Time
Tuesday, February 14, 2017	Airport Training Center	3:30 p.m.
Tuesday, March 14, 2017	Airport Training Center	3:30 p.m.
Tuesday, April 11, 2017	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Wednesday, May 17, 2017	Airport Training Center	3:30 p.m.
Tuesday, June 13, 2017	Airport Training Center	3:30 p.m.
Tuesday, July 11, 2017	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Tuesday, August 8, 2017	Airport Training Center	3:30 p.m.
Tuesday, Sept. 12, 2017	Airport Training Center	3:30 p.m.
Tuesday, October 10, 2017	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.
Tuesday, November 14, 2017	Airport Training Center	3:30 p.m.
Tuesday, December 12, 2017	Airport Training Center	3:30 p.m.
Tuesday, January 9, 2018	Lake Tahoe Visitors Authority – Visitor Center	3:30 p.m.

<b>7.</b>	<b>Appointment of Board Representatives (For Possible Action)</b>	<b>4:10 p.m.*</b>
	<p>A. Debt Management Commission</p> <p>B. Nevada Association of School Boards - Board of Directors</p> <p>C. Douglas County Parks and Recreation Board</p> <p>D. Liaison Between Board and County Commission and Planning</p> <p>E. Liaison to Douglas County Education Foundation</p> <p>F. School Safety Task Force</p> <p>G. Expulsion Hearing Subcommittee</p> <p>H. Employee Relations Communications Committee</p> <p>I. Liaison to Parent Teacher Organizations</p> <p>J. Liaison to Tahoe/Douglas Chamber of Commerce</p> <p>K. Liaison to Carson Valley Chamber of Commerce</p> <p>L. Career and Technical Committee</p> <p>M. Gifted and Talented Task Force</p> <p>N. Legislative Liaison</p>	

**The following is a list of Board members who served during 2016 as representatives:**

A. Debt Management Commission	Ross Chichester <u>Alternate:</u> Neal Freitas
B. Board of Directors – Nevada Association of School Boards	Karen Chessell <u>Alternate:</u> Cynthia Trigg

<b>The following is a list of Board members who served during 2016 as representatives (Continued):</b>		
	C. Douglas County Parks and Recreation Board	Thomas Moore <u>Alternate:</u> Teri Jamin
	D. Liaison between Board of Trustees, County Commission, and Douglas County Planning Commission	Robbe Lehmann <u>Alternate:</u> Neal Freitas
	E. Liaison to Douglas County Education Foundation	Teri Jamin Cynthia Trigg
	F. School Safety Task Force	Neal Freitas <u>Alternate:</u> Karen Chessell
	G. Expulsion Hearings Subcommittee	Neal Freitas Ross Chichester Thomas Moore Cindy Trigg Robbe Lehmann Karen Chessell Teri Jamin
	H. Employee Relations Communications Committee	Cindy Trigg <u>Alternate:</u> Teri Jamin
	I. Liaison to Family Involvement Team	Neal Freitas Teri Jamin
	J. Liaison to Tahoe/Douglas Chamber of Commerce	Cynthia Trigg
	K. Liaison to Carson Valley Chamber of Commerce	Ross Chichester
	L. Career and Technical Committee	Teri Jamin Ross Chichester
	M. Gifted and Talented Task Force	Robbe Lehmann <u>Alternate:</u> Teri Jamin
	N. Legislative Liaison	Cynthia Trigg
<b>8.</b>	<b>Nevada Association of School Boards (NASB) Report</b>	<b>4:20 p.m.*</b>
	Karen Chessell will present details of NASB accomplishments, current issues and goals.	
<b>9.</b>	<b>Board Reports (Information and Discussion)</b>	<b>4:22 p.m.*</b>
	Brief updates from the Board regarding District activities.	
<b>10.</b>	<b>Correspondence</b>	<b>4:24 p.m.*</b>



11.	<b>Superintendent's Report (Administrative Report)</b>	<b>4:25 p.m.*</b>
Superintendent Teri White will report to the Board regarding activities of the past month and upcoming District events that may be of interest to them.		
12.	<b>Principal's Report – Douglas High School (Administrative Report/Program Review)</b>	<b>4:30 p.m.*</b>
Marty Swisher, Principal, Douglas High School, will present his report on progress toward school performance goals.		
13.	<b>First Reading Board Policy No. 411, "Personnel Files" (Discussion and For Possible Action)</b>	<b>4:50 p.m.*</b>
Board Policy No. 411, "Personnel Files," is being revised to make the policy applicable to all district personnel, not just classified staff. Language has also been added which insures that employee personnel files are confidential and not subject to public inspection or accessibility without the signed consent of the employee.		
<b>RECOMMENDATION: Approve for First Reading Board Policy No. 411, "Personnel Files."</b>		
14.	<b>Review and Update of the District's Five-Year Capital Improvement Plan for 2016-2017 (Discussion and For Possible Action)</b>	<b>4:55 p.m.*</b>
Including prior year ending fund balance adjustments for the District's 2016-2017 December Amended Budget, Staff would like to review with the Board a revised five-year Capital Improvement Plan (CIP) as required by Nevada Revised Statutes.		
Included in each Board Member's agenda packet is the aforementioned revised five-year capital improvement plan. The 5 Year CIP plan has been revised principally to accommodate revised cash flow timing, revised cost estimates of certain projects, and addition of projects.		
Holly Luna, Chief Financial Officer, will provide detailed explanations and rationale for proposed changes to the updated Five Year Capital Improvement Plan, and answer any questions that the Board may have.		
<b>RECOMMENDATION: Approve updated FY2016-17 Five Year Capital Improvement Plan as recommended by Holly Luna, Chief Financial Officer.</b>		
15.	<b>Seventh Grade Geography Textbook Adoption Committee (Discussion and For Possible Action)</b>	<b>5:05 p.m.*</b>
Rommy Cronin, Education Services Director, will review the seventh grade textbook adoption process with the Board and present the committee's recommendation.		
<b>RECOMMENDATION: Move forward for adoption by the Nevada Department of Education and the State Board of Education the approval of McGraw-Hill's <i>Discovering World Geography</i>.</b>		
16.	<b>Report on Incidents of Bullying for the 2016-17 School Year (Information and Discussion)</b>	<b>5:15 p.m.*</b>
The Board will review data on reports of bullying from each school over the course of the school year.		

<b>17.</b>	<b>District Performance Plan (Discussion and For Possible Action)</b>	<b>5:20 p.m.*</b>
	The District Performance Planning team has met and reviewed the District's achievement data for 2015-16. Brandon Swain, Education Services Director, Area 4, will provide the Board with an overview of the 2016-17 Plan and action steps.	
	<b>RECOMMENDATION: Approve the 2016-17 District Performance Plan.</b>	
<b>18.</b>	<b>Possible Items for Future Board Meetings</b>	<b>5:35 p.m.*</b>
	Requests by Board Members for possible future agenda items.	
<b>19.</b>	<b>Closed Session</b>	<b>5:40 p.m.*</b>
	The Board will recess to closed session in order to discuss matters with its management representatives pursuant to NRS 288.220(4).	
	<b>Public Comment:</b>	<b>6:00 p.m.</b>
	Comments from the public are invited at this time on topics not specifically addressed elsewhere in the agenda. A sign-up sheet is provided and individuals who wish to address the Board are asked to indicate their desire to speak and the topic about which they will speak. The Board reserves the right to limit the amount of time that will be allowed for each individual to speak. The Board is precluded from acting on items raised during Public Comment that are not already on the agenda. The Nevada Open Meeting Law prohibits the discussion of the character, conduct, or competency of any person without proper notice being given to that person.	
<b>20.</b>	<b>Chapter 6, Bus Drivers Contract Ratification (Discussion and For Possible Action)</b>	<b>6:05 p.m.*</b>
	This is a recommendation for Board ratification of the Collective Bargaining Agreement tentatively agreed on with the Chapter #6, Bus Drivers, a represented group of AFT/PRSP Local 6181.	
	Chapter #6, Bus Drivers retains all rights and benefits in its current agreement with DCSD with the following changes:	
	<ul style="list-style-type: none"> <li>▪Terms: August 1, 2016 – July 31, 2020</li> <li>▪0% increase in salary for 2016-17</li> <li>▪Step &amp; Longevity increase for 2016-17, retroactive to August 1, 2016</li> <li>▪Step &amp; Longevity increases for 2017-18, 2018-19, and 2019-20</li> <li>▪A compensation reopener for 2017-18 and 2019-20</li> <li>▪Negotiated Agreement Language Reopener for 2017-18 and 2019-20. Each party can introduce no more than 3 language issues.</li> </ul>	
	<b>RECOMMENDATION: Approve the negotiated agreement with the Chapter #6, Bus Drivers.</b>	
<b>21.</b>	<b>Step III Grievance (Closed Session)</b>	<b>6:15 p.m.*</b>
	Possible closed session pursuant to NRS 241.030(1) during which the Board will consider the character and alleged misconduct of Mr. Daniel Bryant, in the context of hearing the Level III Grievance brought by Mr. Bryant pursuant to the Collective Bargaining Agreement between the District and the Douglas County School Support Organization.	

<b>22.</b>	<b>Decision on Grievance (Discussion and For Possible Action)</b>	<b>7:15 p.m.*</b>
	<p>Consideration of a decision on the Level III Grievance brought by Mr. Daniel Bryant, including possible administrative action against him in connection with his employment with the District.</p> <p><b>RECOMMENDATION: After the Board has considered the character and alleged misconduct of Mr. Bryant in closed session pursuant to the preceding agenda item, the Board will reconvene in open, public session and may take action on his Level III Grievance, including accepting or rejecting the grievance in whole or part, or taking administrative action against him.</b></p>	
<b>23.</b>	<b>Closed Session</b>	<b>7:25 p.m.*</b>
	<p>The Board will recess to closed session in order to discuss matters with its management representatives pursuant to NRS 288.220(4).</p>	
<b>24.</b>	<b>Adjournment</b>	

(\*) Times are estimated. Items on the Agenda may be taken out of order. The Board of Trustees may combine two or more agenda items for consideration, and may remove an item from the agenda or delay discussion relating to an item on the agenda at any time. Generally speaking, the item will be heard no earlier than the time indicated.

**If copies of the complete agenda (and supporting materials) are desired in advance, they may be obtained at the District Office on the Friday or Monday preceding a regular Tuesday meeting of the Board. Please contact Carolyn Moore at 775-782-5134 or [cmoore@dcsd.k12.nv.us](mailto:cmoore@dcsd.k12.nv.us).**

Notice to Individuals with Disabilities: Members of the public who require special assistance or accommodations are asked to notify the District Administration at 1638 Mono Avenue, Minden, Nevada, 89423, or by calling 782-5135, so that such notification is received at least twenty four (24) hours prior to the meeting. In conformance with the Open Meeting Law, it is hereby noted that the agenda for the meeting of the Douglas County School Board of Trustees has been posted at the following locations:

Gardnerville Post Office, Gardnerville, NV  
Minden Post Office, Minden, NV  
Douglas County School District Office, Minden, NV  
State of Nevada website: <https://notice.nv.gov/>

Genoa Post Office, Genoa, NV  
Zephyr Cove Post Office, Zephyr Cove, NV  
Stateline Post Office, Stateline, NV  
District website: [www.dcsd.k12.nv.us](http://www.dcsd.k12.nv.us)

**Classified Personnel**

**HIRING RECOMMENDATIONS FOR CLASSIFIED PERSONNEL**

Name	Position/Location	Effective Date	Salary	Replacing
Brian Linford	Transportation Supervisor – Student Transportation	12-19-2017	CEE5	Cathy Denson
Tara Guajardo	Kindergarten Aide – JVES	12-07-2017	14EE1	Lisa Herron
Janice Parker	Custodian – PWLMS/MES	12-22-2016	23EE1	Robert Dorr

**CLASSIFIED RESIGNATIONS**

Name	Position/Location	Last Day Worked / End of Contract	
Jonathan Hyden	Warehouse Delivery Person – Student Nutrition	01-13-2017	01-13-2017

**CLASSIFIED CHANGES**

Name	Former Position/Location	New Position/Location	Effective Date	Replacing
Alexander Ferone	Custodian – DHS	Head Custodian – DHS	12-22-2016	Josh Adkisson
Isabel Pfister	Educational Interpreter – CCMES (6.5hrs)	Educational Interpreter – Special Services / WCSD (3.5hrs)	01-09-2017	Kerri McCrosky
Isabel Pfister	Educational Interpreter – CCMES (6.5hrs)	Bus Aide – Special Services / WCSD (3.5hrs)	01-09-2017	Kerri McCrosky

**CLASSIFIED POSITIONS REDUCED / REDUCTION IN FORCE**

Name	Position/Location	Last Day Worked / End of Contract	
Kerri McCrosky	Educational Interpreter – Special Services / WCSD (3.5 hrs)	12-15-2016	12-15-2017
Isabel Pfister	Educational Interpreter – CCMES	12-16-2016	12-16-2016
Kristen Ridley	Educational Interpreter – CCMES	12-27-2016	12-27-2016

**CLASSIFIED RETIREMENTS**

Name	Position/Location	Last Day Worked / End of Contract
None		

**CLASSIFIED TERMINATIONS**

Name	Position/Location	Last Day Worked / End of Contract
None		

**Certified Personnel**

CERTIFIED NEW HIRES			
Name	Position/Location	Information	School Year
James Carducci	Auto Classroom Teacher/DHS	New Hire replaces C. Baligad	2016/2017
CERTIFIED CHANGES			
Name	From Position/Location	To Position/Location	School Year
CERTIFIED RESIGNATIONS/RETIREMENT/LOA			
Name	Position/Location	Reason	School Year
CERTIFIED LEAVE OF REQUEST-BOARD REQUIRED APPROVAL			
Name	Position/Location	Reason	DATES