

# MINUTES

## Lyon County School District Board of Trustees

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A meeting of the Board of Trustees of Lyon County School District was held November 19, 2024, beginning at 6:30 PM at Yerington Intermediate School, at the Multipurpose Room Across Pearl Street from the School Entrance, 215 Pearl St., Yerington, NV 89447.

1. 6:30 PM CALL TO ORDER

President Cowee called the meeting to order at 6:30 pm.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Trustee Farr.

3. WELCOME OF GUESTS

President Cowee welcomed the guests.

Board members in attendance:

President Phil Cowee

Clerk Bridget Peterson

Trustee Darin Farr

Trustee Neal McIntyre II - via zoom

Trustee Tom Hendrix

Trustee Sherry Parsons

Trustee Holly Villines

Executive Cabinet in attendance:

Superintendent Tim Logan

Deputy Superintendent Dawn Huckaby

Executive Director of Operations Harman Bains

Executive Director of Human Resources BillieJo Hogan

Executive Director of Special Services Rachel Stewart

Executive Director of Educational Services Heather Moyle

Executive Director of Educational Services Jim Gianotti

Legal Counsel Carolyn Renner

PD & Data manager Damon Etter, Fiscal Services Officer Kyle Rodriguez, Operations & Maintenance Supervisor Kirk McCallum, Communications and Public Relations Officer Erika Cowger, Administrative Assistant Margaret Heim, Principals Kathy Bomba-Edgerton, Scott Gillespie, Shannon Coombs, Assistant Principals Ally Sceirine, Tony Wilson, Tiffany Townley, and staff/guests Kevin D. Kruse, Eddie Shope, Dawn Carson, Shane Wake, Nicole Barona, Eliana Barona, Doug Hancock, Iris Hancock, Annette VanMeter, David VanMeter, Dan Combo, Jerry Bryant, Kristin Reagan, Matthew Strahl, Keith Trout, Lillian Thomas, Megan Cordova, Sarah Hunter, Auburn Roe, Jacob Singley, Jazzmin Bryan, Loraine

DeLaTorre, Joseph D. Baptist, Bianca Campbell, Jamie Campbell, Carla Espitia, Carson Horton, Annabella Villa, Jeanne Pierce, Shannon Murphy.

#### 4. APPROVAL OF AGENDA

Clerk Peterson made a motion to approve the agenda as presented.  
It was seconded by Trustee Villines.  
With no further discussion, the motion carried 7-0.

#### 5. APPROVAL OF MINUTES

Trustee Farr made a motion to approve the minutes as presented.  
It was seconded by Clerk Peterson.  
Trustee Parsons questioned how her comments were reflected in the minutes.  
The motion to approve the minutes as presented carried 6-1. Trustee Parson voted nay.

#### 6. BOARD MEMBER REPORTS

The board members reported on various events.  
Trustee Parsons congratulated the winners of the election.  
Trustee Hendrix visited SSES during the quarterly assembly and noted the increased parental involvement. He visited SSMS classes, and also saw the local Fire District there talking to students about helping the community.  
Trustee Farr attended a National School Board Association (NSBA) conference in Las Vegas and heard about a reading program that he would like to see implemented at LCSD. He is working on a Fernley student recognition program as well. He appreciated the Veteran's assembly at FIS.  
Clerk Peterson attended a Veterans' celebration in Dayton, with singing and a helicopter landing. FIS luncheon visit with students, parents, grandparents.  
Trustee Villines went to the YIS bookfair and was happy to see kids excited about it. She commended the librarian and all who are passionate about getting kids involved.  
President Cowee participated in site visits in the Fernley schools.

#### 7. ATTITUDE OF GRATITUDE

The board members read notes of gratitude written by students across the district.

#### 8. SUPERINTENDENT REPORT

Superintendent Tim Logan introduced legal counsel Carolyn Renner.  
He thanked Yerington Intermediate School (YIS) for hosting our meeting. He attended Veterans Day events across the district. He reported that the Nevada Association of School Superintendents (NASS) met with Governor Lombardo and presented Work-Based Learning (WBL) and Career and Technical Education (CTE). He pitched the Student Resource Officer (SRO) program to the governor as well, as this is a program in need of future funding.

Principals Shannon Coombs, Scott Gillespie, Kathy Bomba-Edgerton, and Duane Mattice introduced their new staff.

Superintendent Logan expressed his thankfulness for all of the LCSD staff.

New staff were invited to leave the meeting if needed.

9. **PUBLIC PARTICIPATION:** Items LISTED on the Agenda: At this time, the public is invited to address the Board on items listed on the agenda over which the Board has jurisdiction.

If you wish to speak, please step up to the front table, be seated, and state your name. Your comments must be limited to no more than three minutes per agenda item with a maximum of ten minutes total. In consideration of others, avoid repetition or designate a spokesperson to speak on behalf of our group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if the contents are willfully disruptive, slanderous, amount to personal attacks or interfere with the rights of other speakers. Comments made during this time will be monitored by the Board President.

Public comment for items on the agenda.

Joseph Baptist spoke as representative of the Lyon County Education Association (LCEA) and is currently a 4th grade teacher at Yerington Elementary School. He spoke on item 23, Policy GBBPA, and suggested that changes be looked at further, due to the limitations imposed on employees in sections 6C and 7H of the policy. Item 24 GBBQ Outside Employment, section 1, suggests that the revision to require district approval on outside employment is not appropriate.

10. **CONSENT AGENDA (FOR POSSIBLE ACTION):** Per LCSD Board Policy BDD: Board Meeting Procedures, all matters listed under the consent agenda are considered routine and may be acted upon by the Board of School Trustees with one action and without discussion. During this meeting, any member of the Board may request that an item be removed from the consent agenda, discussed, and acted upon separately.

A. Trustee Questions & Answers: This information will be posted after 12:00 pm the day of the board meeting if questions are asked.

B. Budget Transfers

C. Request for Early Graduation/HSE (confidential)

D. Personnel Reports

E. Travel

F. School Performance Plans

G. Class Size Reduction - Quarterly Report

H. IT Department Report

I. Northwest Regional Professional Development Program Annual Report

J. Memorandum of Understanding per AB245, Domestic Violence Intervention

K. District Financial Report

Vouchers 1109, 1124, 10054, ,1123, 1127, 1149, 1151, 1162

Checks 2532-2772

Total \$1,448,248.15

11. **END OF CONSENT AGENDA: MOTION TO APPROVE**

Trustee Hendrix made a motion to approve the consent agenda excluding item 10F, School Performance Plans (SPP).

It was seconded by Trustee Parsons.

With no further discussion, the motion carried 7-0.

Item 10 F. Trustee Hendrix asked about the consistency of strategies across the district.

Deputy Superintendent Huckaby mentioned the similarities in what the individual schools are doing in the performance plans.

He asked about measurements of performance and metrics for setting goals.

She explained that the school administrators and teams meet regularly during Data-dig-days and on different levels to review the multiple sources of data and address needs, adjustments and progress. There is no single metric for goals as they are individual and have their own objectives and focuses. The plans include objects and measurable goals. Each school does needs assessment on classroom levels regularly. New curriculum helps with this on a classroom level, teachers are looking at these regularly, teams review it and administrators review it regularly.

Superintendent Logan noted that these are individual school performance plans, not district plans. They are based on three areas of focus; student success, adult learning culture, and connectedness. The state looks for these areas being addressed in the plans. The report shows the measurements during checkpoints during the year. The district meets with the administrators going through goals discussing how they are being accomplished.

Clerk Peterson spoke on her involvement as a parent with performance plan teams in different schools and saw how each site looks at their individual needs in creating their goals.

Trustee Farr spoke about the data team meetings he participated in as a teacher, looking at the progress of each student. They meet frequently to monitor, observe and develop the SPP.

Deputy Superintendent Huckaby talked about the many checks along the way before sending data to the state.

Trustee Villines made a motion to accept this item, 10 F.

Trustee Farr seconded.

With no further discussion, the motion carried 7-0.

## 12. ACCEPTANCE OF DONATIONS

Trustee Villines made a motion to approve the generous donations made to our schools.

It was seconded by Clerk Peterson.

With no further discussion, the motion carried 7-0.

## 13. **(For Possible Action)** Discussion and possible action regarding JAG Nevada and a memorandum of understanding with LCSD. This item is being presented by Deputy Superintendent Dawn Huckaby and JAG NV Executive Director Dr. René Cantú.

Deputy Superintendent Huckaby presented Jobs for America's Graduates (JAG NV) Executive Director Rene Cantu. The Memorandum of Understanding (MOU) will come at a later date.

Mr. Cantu spoke about the existing program and partnership with the district. He spoke about their mission to empower students with what they need, practical skills, to finish high school and become work ready. They are already working in our schools, Fernley High School and Dayton Intermediate and High School. Students get practical skills like writing a resume, a cover letter, showing up on time, and the mission overlaps with the elements in the Portrait of a Learner (POL). He spoke about the specialist working with the students. Where WBL and CTE provide hard skills, JAG includes the soft skills. They target young people who need resources to reengage with school, looking at absenteeism, low grades, behavior issues. The JAG specialist is trained in trauma-informed care. The teacher knows how to go deeper and mentor the whole student. Follow up is provided to the students, up to 12 months after graduation and job placement to support the path to career for their successful future. Many students pursue secondary education. The employment rate is 93%, full-time work. Trustee Farr asked about parent engagement. Mr. Cantu mentioned that there is no formal piece for parental engagement but specialists are encouraged to connect with them.

Trustee Parsons noted the cost of the specialist and who pays for it.

Mr. Cantu explained that at the beginning, the state paid through the governor's budget, then corporate and private sources with the state to make up the difference. The standard program, one employee, plus benefits and administrative costs, comes to about \$115,000 per year. The Covid pandemic changed the funding when district salaries were increased and JAG could not afford specialists. JAGNV raised their salary to the median level in order to make it work, and asked districts to contribute one fifth per year. There is a sliding fee scale for the rural areas. The specialist enters the data daily. All students are welcome in the program, including 504 and IEP students. No one is excluded. Data and analysis can be provided to the district upon request.

Trustee Villines made a motion that the Board of Trustees approve the presentation regarding Jobs for America's Graduates.

It was seconded by Trustee Hendrix.

With no further discussion, the motion carried 7-0.

14. **(For Possible Action)** Discussion and possible action regarding the Junior Achievement Program. This item is being presented by Trustee Holly Villines, Yerington City Councilman Jerry Bryant, Junior Achievement of Northern Nevada Chief Executive Officer Len Stevens and Chief Operating Officer Kristen Reagan.

Trustee Villines introduced Jerry Bryant, Yerington Councilman.

Mr. Bryant has four students in the Yerington schools. He became interested in the Junior Achievement program through encouragement from his family. The work-readiness and entrepreneurship was appealing. He reached out to the district CTE specialist to see if the program could be used at Yerington High School (YHS) to complement what is already being taught, at no cost. The purpose was to introduce personal finance in the Economics class. He spoke about the curriculum and the subjects being discussed in the classroom. The senior class is being exposed to real personal finance situations. The full program can be integrated into all grades, K - 12. He spoke on the benefits for students having this exposure early on. Community members can volunteer to teach these classes. Stats show kids end up in a career that affected them in some way in school. The Bite of Reality program is another program that complements what students are learning. Recruitment for volunteers is key.

Trustee Villines commented that it offers more than the YHS class alone, the financial literacy part, once a week in the Economics class. YHS offers this once a week for 6 weeks in Economics doing personal finance. Half the senior class this semester, the other half next semester.

Clerk Peterson asked how volunteers could participate. It was determined that they simply contact the district office or principal. Both teachers and administrators have expressed interest.

It is integrated into an existing class, one period a week, for six weeks to supplement the class. No need to rearrange the schedule.

Clerk Peterson made a motion to approve the presentation regarding the Junior Achievement Program.

Trustee Farr seconded.

With no further discussion, the motion carried 7-0.

A ten minute break was called.

15. **(For Possible Action)** Discussion and possible action regarding the FY24 Certified Financial Audit. This item is being presented by Executive Director of Operations Harman Bains and Fiscal Services Officer Kyle Rodriguez.

Mr. Rodriguez spoke about the annual audit. It was determined that the district has a clean or unmodified opinion, for the second year in a row. This reflects a stable and supportive environment with funds allocated efficiently and responsibly. He thanked his team and was proud of the great work they consistently do. He commented briefly on the separate funds. There will be no corrective action plan needed this year.

President Cowee commended him on the best and earliest report thus far.

Trustee Hendrix congratulated them on the unmodified status.

Trustee Farr commented that it was comprehensive, well done, and a triple credit rating.

Clerk Peterson made a motion to approve the FY24 Certified Financial Audit.

Trustee Parsons seconded.

With no further discussion, the motion carried 7-0.

16. **(For Possible Action)** Discussion and possible action regarding the appointment of an auditing firm to conduct the FY25 Certified Financial Audit. This item is being presented by Executive Director of Operations Harman Bains and Fiscal Services Officer Kyle Rodriguez.

Mr. Rodriguez spoke on the recommendation of contracting with the auditing firm, Silva, Sceirine & Associates for fiscal year 2025. They have unparalleled knowledge of rural school finance. There is an increase in their fee of \$3200.

Trustee Farr made a motion that the Board of Trustees approve the reappointment of Silva, Sceirine & Associates, LLC for the fiscal year 2025 Audit in the amount not to exceed \$82,900.00 to be paid from the general fund.

Clerk Peterson seconded.

With no further discussion, the motion carried 7-0.

17. **(For Possible Action)** Discussion and possible action regarding updates from the Yerington and Smith Valley area principals Shannon Coombs, Scott Gillespie, Kathy Bomba-Edgerton, and Duane Mattice.

The Smith Valley and Yerington attendance area principals, Shannon Coombs, Scott Gillespie, Kathy Bomba-Edgerton and Duane Mattice shared their school highlights and goals.

Clerk Peterson made a motion to approve the update.

Trustee Villines seconded.

With no further discussion, the motion carried 7-0.

18. **(For Possible Action)** Discussion and possible action regarding a report on the LCSD Class of 2024 Graduation Rates. This item is being presented by Executive Director of Education Services Jim Gianotti.

Mr. Gianotti presented the graduation rates for the Class of 2024. He highlighted the successful increase of more than a percentage rate. He noted that an adjusted or alternate diploma or Adult Ed diploma do not count toward the graduation rate, even though they did complete the requirements.

Clerk Peterson made a motion that the Board of Trustees approve the report on Lyon County School District Class of 2024 Graduation Rates.

Trustee McIntyre II seconded.

With no further discussion, the motion carried 7-0.

19. **(For Possible Action)** Discussion and possible action regarding the results of the 2024 Spring assessments (CRT, SBAC, CTE, ACT, WIDA). This item is being presented by the Executive Directors of Educational Services Heather Moyle and Jim Gianotti.

Mrs. Moyle introduced Professional Data (PD) and data manager Damon Etter.

Mr. Gianotti presented the results of the Spring 2024 Assessments. He highlighted information that reflects growth in various areas.

Mr. Etter referred to the report and the emphasis toward learning to build confidence and success in students, not discourage them. He spoke on the Norm-Referenced Assessment and Criterion-Referenced Assessment. Norm-Referenced compares each student against other students of the same age, whereas Criterion-Referenced Assessments compares the students to standards, where results arrive much later than what is useful, "lag data".

Mr. Gianotti touched on the American College Test (ACT) college entrance exam. Though not a proficiency test, the state of Nevada uses it as a college and career readiness tool and scores are tied to the funding of CTE programs.

Regarding Measures of Academic Progress, Mr. Etter spoke on RIT scores and the levels of questioning for kids to answer. There is room for improvement across the board but there are also signs of growth..

Heather Moyle spoke about the WIDA assessments that English Learner (EL) students annually take in speaking, listening, reading and writing subjects. Students are receptive and score high in listening. Speaking in the English language is an area of growth. A great practice is in classrooms that work in circles at the beginning of the day, allowing for

conversation and language immersion that last throughout the day. Another promising piece of data is an increase in individual growth goals throughout the year.

Mr. Gianotti highlighted the increase in CTE completers and certificate earners by almost 100 students. Currently, 161 students are participating in work-based learning.

Trustee Farr noted that he is not a fan of SBAC as it doesn't help students when results are late and useless. However, he approves of MAP testing, with timely results to make a change in student learning.

LCSD is working to increase the number of CTE dual credit classes, Multi-Craft Core Curriculum (MC3) certification and 14 trade unions. Three teachers are trained in MC3 classes, which gives students the certificate to graduate and go into apprenticeship immediately. OSHA is one of the industry credentials available.

There was discussion regarding the ACT as a measure of student proficiency, and the search to find an alternative in lieu of the ACT. What would be the measure of curriculum? There used to be a high school proficiency exam, which motivated students but caused some students not to graduate. The ACT is used by the other counties and allows for comparison. We need to look at where we are going wrong. Trustee Parsons stressed that data shows that student scores begin to drop in middle school and can't make it up.

Mr. Gianotti pointed out that median scores in high school MAP data, norm referenced tests, were at 50% in the median percentile, a healthy score, showing that students have skills and can perform better than what is reflected on the ACT.

President Cowee noted that Nevada tests 100% of students, where California tests 4% of students that are college bound. Students are not interested in or motivated to do well unless they are college bound. Unless students are trained in taking tests, they can't do well, so they should not be judged on it.

Trustee Parsons commented on the MAPS testing showing Lyon's score at 9%. Nye County has a higher absentee rate but is still higher in the MAPS scores. The other counties have the same problems but Lyon is still at the bottom.

They spoke about the 8 states that require high school students to take the ACT. Page 14 in the report shows that Nevada's average composite score is fairly similar to them. If students take the ACT multiple times, we only use the first score. They also brought up the decline in scores after the proficiency exams, necessary to graduate, were discontinued, and the learning loss during and after the pandemic. Scores declined across the nation.

Mr. Gianotti brought up the board adopted curriculum changes, ALEKs, SELS, NCRCs, professional development for staff, supplemental programs and curriculum, data digs, and other steps to improve academic achievement. The mission is to graduate them life and career ready. They won't need the ACT, if they are already in college with their associate's degree. The district is focused on making things better.

Trustee Hendrix noted increased scores in other counties and stresses there is something to be learned there.

It was pointed out that their classes are much smaller which allows for better ratio for better scores.

There was discussion regarding the Measures of Academic Progress (MAP) assessments and what the scores mean for student achievement. The average median score shows kids are not losing knowledge, they are growing. The district moved the focus off the number, took the pressure off the test, and the focus changed to the importance of the individual student, the Portrait of a Learner, the development of the student. Sometimes this is reflected in the ACT



score, sometimes not.

There was some discussion regarding what colleges are looking for in applicants and the importance of the ACT score.

Clerk Peterson made a motion to approve the report of the 2024 Spring assessment data. Trustee Villines seconded.

With no further discussion, the motion carried 7-0.

20. **(For Possible Action)** Discussion and possible action regarding revisions to the LCSD Policy JFCC: Safe and Respectful Learning Environment as a first reading. This item is being presented by Deputy Superintendent Dawn Huckaby.

JFCC Safe and Respectful Learning Environment first reading

Mrs. Huckaby spoke on the revisions.

Trustee Villines made a motion to approve the revisions to Policy JFCC: Safe and Respectful Learning Environment (Anti-Bullying) as a first reading.

Trustee Farr seconded.

With no further discussion, the motion carried 7-0.

21. **(For Possible Action)** Discussion and possible action regarding revisions to the LCSD Policy GBBO: Staff Orientation as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Trustee Parsons asked if the revisions to the policies were all from the state and POOLPACT, or if other edits were done.

Mrs. Hogan explained that there were edits for clarity of language, strikeouts, edits to make the policies fit to Lyon County, etc. besides legislative and POOLPACT suggestions. There is no way to generalize the changes.

In this policy revision, a signature acknowledgment form was added to ensure that incoming employees are made aware of policies and procedures.

There was discussion regarding the opportunity to review the policies before the final reading. Trustee Parsons commented that the amount of material to review was too much for one month.

Preparation for the board to review was also extensive, and the materials also went out to the associations for review as well. The purpose is to get through the revisions, so all stakeholders have current and accurate policy to follow.

Trustee Parsons requested to have the NRS available to review together with the policies.

Legal counsel directed the discussion back to the item on the table.

Trustee Hendrix made a motion to approve revisions to the LCSD Policy GBBO: Staff Orientation as a first reading.

Clerk Peterson seconded.

With no further discussion, the motion carried 7-0.

22. **(For Possible Action)** Discussion and possible action regarding revisions to the LCSD Policy GBBP: Information Technology as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Trustee Farr made a motion that the Board of Trustees approve the revisions to Policy GBBP: Information Technology as a first reading.

Trustee Villines seconded.

Trustee Hendrix read a portion from the first page, 2nd paragraph regarding personal cell phones or devices being accessed due to investigations with written consent of the employee. He would like this verbiage to remain on the policy.

The change is a direct recommendation from POOLPACT. There was discussion regarding the policy revisions giving notice to employees that the district will have rights if the employee accesses district network information. In context, this is only in regard to conduct that would violate district policy or harm the district. The clarity of the language was in question.

With no further discussion, the motion carried 5-2. Trustees Hendrix and Parsons voted nay.

23. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBPA: Social Networking as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Clerk Peterson commented that because of the public comment on this policy she would like clarification included in the second draft. There was discussion around posting the name of the district in social media posts and the implications that come, even inadvertently, with that connection. The policy is meant to promote awareness and professional boundaries. Superintendent Logan confirmed that the union was given the policy revision, but there had been no response. Discussion revolved around the use of the district social media sites and the need to have one authorized person, the public information officer, speaking for the district. Also, posting the name, logo and trademark is discouraged, as the association can cause unintended implications. There is a disclaimer for ease of use included in the policy. The language and clarity were in question.

Trustee Villines made a motion that the Board of Trustees approve the revisions to LCSD Policy GBBPA: Social Networking as a first reading.

Trustee McIntyre II seconded.

Trustee Hendrix suggested different language to clarify section 6b, adding "on behalf of the district", because it restricts and is vague. There was discussion that this section is only for the district's social media accounts.

With no further discussion, the motion carried 5-2. Trustees Hendrix and Parsons voted nay.

24. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBQ: Outside Employment as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Policy GBBQ: Outside Employment revisions aid in avoiding conflicts of interest and include a requirement of written approval to engage in outside employment. This is meant to ensure employment with the district is not compromised, to avoid any dilemmas or impropriety.

Trustee Hendrix noted that the Appendix A requires a staff member to get approval for an outside job.

The point is not to prevent another job. The point is when there is a conflict in employment

and the district job is impacted. The policy creates transparency and allows the district to have something in writing for when a problem or conflict occurs.

Trustee Hendrix pointed out that the requirement to get written approval is where there is a problem.

There was discussion around scenarios where the policy would protect both sides. Questions arose: how will the district handle employees who already have second jobs? Is it anyone's business to know about second jobs?

There is the option for the district to rewrite the policy with these concerns in mind and bring it back for a final reading. In a case where an employee may already have received approval for a second job and there was a change in administration, the written approval would be in their file. Implementing the policy could be presented with a designated day to go into effect, where any second jobs are communicated to admin, or any new jobs are communicated to admin. The policy as it is currently written says that jobs should be disclosed already.

Trustee Parsons spoke on restrictions being placed on new hires.

Trustee Peterson suggested that it would be better to require notification only, not approval. She made a motion to send the policy back to be rewritten to require notification rather than approval.

Trustee Villines seconded.

There was more discussion regarding disclosure or notification rather than approval. This issue has been a standard topic in many industries.

Trustee Hendrix would exclude Appendix A.

Trustee Parsons spoke about the amount of new information on the agenda, and lack of time to discuss the topics with constituents.

With no further discussion, the motion carried 5-2. Trustees Hendrix and Parsons voted nay.

25. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBR: Employees with Communicable Disease including HIV as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Revisions to Policy GBBR: Employees with Communicable Disease including HIV clarifies that employees will not be reduced sick leave accruals for time spent obtaining the needed medical certificates fitness for duty updates

Trustee Farr made a motion to approve revisions to LCSD Board Policy GBBR: Employees with a Communicable Disease Including HIV for a first reading.

Clerk Peterson seconded.

With no further discussion, the motion carried 6-1. Trustee Parsons voted nay.

26. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBT: Workplace Safety as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Revisions to Policy GBBT: Workplace Safety confirm that employees must comply with NV OSHA regulations and require signed Nevada Workplace Safety Rights and Responsibilities forms.

Clerk Peterson made a motion that the Board of Trustees approve revisions to LCSD Board Policy GBBT: Workplace Safety for a first reading.

Trustee Villines seconded.

Legal counsel confirmed that the only instance to abstain from a vote is if a board member has a pecuniary interest in the outcome of the vote.

With no further discussion, the motion carried 6-1. Trustee Parsons voted nay.

27. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBU: Use of Tobacco, Smoking, and Similar Products as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Revisions to Policy GBBU: Use of Tobacco, and Similar Products provide details regarding definitions of products.

Clerk Peterson made a motion that the Board of Trustees approve revisions to LCSD Board Policy GBBU: Use of Tobacco, Smoking, and Similar Products as a first reading.

Trustee Hendrix seconded.

With no further discussion, the motion carried 7-0.

28. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBV: Children, Animals, and Visitors in the Workplace as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Revisions to Policy GBBV: Children, Animals, and Visitors in the Workplace now provides additional language that the district understands and recognizes occasional visits from family members or friends during work hours and allows the visits as long as they are not disruptive to the learning environment. The policy also references the policy EA regarding Service Animals.

Trustee Villines made a motion to approve revisions to Board Policy GBBV: Children, Animals, and Visitors in the Workplace for a first reading.

Trustee Farr seconded.

With no further discussion, the motion carried 7-0.

29. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBW: Reporting Arrests, Charges, Convictions, Investigations, and Change of License as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Revisions to Policy GBBW: Reporting Arrests, Charges, Convictions, Investigations, and Change of License add language involving child abuse or neglect charges, including volunteers.

Clerk Peterson made a motion that the Board of Trustees approve revisions to LCSD Board Policy GBBW: Reporting Arrests, Charges, Convictions, Investigations, and Change of License for a first reading.

Trustee Hendrix seconded.

With no further discussion, the motion carried 7-0.

30. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBX: Remote Work as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Revisions to Policy GBBX: Remote Work add language, replaces the word "telecommuting" with "remote work".

Trustee Farr made a motion that the Board of Trustees approve revisions to LCSD Board Policy GBBX: Remote Work for a first reading.

Trustee Villines seconded.

With no further discussion, the motion carried 6-1. Trustee Parsons voted nay.

31. **(For Possible Action)** Discussion and possible action regarding deletion of LCSD Policy GBCH: Accumulation and Payment of Unused Paid Leave for Licensed Employees as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Deletion of GBCH: Accumulation and Payment of Unused Paid Leave for Licensed Employees is no longer needed in policy because it is incorporated in these contracts.

Trustee Farr made a motion that the Board of Trustees approve the deletion of LCSD Board Policy GBCH: Accumulation and Payment of Unused Paid Leave for 12-month Licensed Employees.

It was seconded by Clerk Peterson.

With no further discussion, the motion carried 7-0.

32. **(For Possible Action)** Discussion and possible action regarding revisions to the following LCSD Policies as a second and final reading. Recommended changes were made to Policy GBBE per the board's request and EDBB per feedback. No other changes were made after the first reading. Any member of the board may request that a policy be removed and acted upon separately.

Policies presented as a second reading were brought forward as a group. Trustee Hendrix requested Policy GBBN: Phones and Other Communication Devices be pulled from the list to vote on separately.

Trustee Villines made a motion to approve the listed policies GBBE, GBBF, GBBG, GBBH, GBBI, GBBJ, GBBK, GBBL, GBBM, and EDBB, with the exclusion of GBBN, as a second and final reading.

Trustee Farr seconded.

Trustee Peterson thanked teacher Jodi Erickson from FHS who took the time to compile the staff member feedback for the board consideration in this draft.

With no further discussion on these policies, the motion carried 7-0.

Trustee Hendrix suggested allowing "because it may be beneficial for the employee and the district to use their personal cell phone, and employee may use their personal cell phone, without being compensated, if they choose." So, they would not be in violation of the policy. It was determined that the policy is for those few employees who have the opportunity to receive a district cell phone, not general staff members. They would not be in violation of

the policy.

Trustee Villines made a motion to approve Policy GBBN as second and final reading. Trustee Farr seconded.

With no further discussion, the motion carried 7-0.

- A. Policy GBBE: Drug and Alcohol-Free Workplace
- B. Policy GBBF: Prohibition of Workplace Violence
- C. Policy GBBG: Criminal Defense Costs of Employees
- D. Policy GBBH: Employment of Relatives
- E. Policy GBBI: Conflict of Interest
- F. Policy GBBJ: Code of Ethical Standards
- G. Policy GBBK: Prohibited Activity
- H. Policy GBBL: Solicitation Prohibited
- I. Policy GBBM: Use of District Property
- J. Policy GBBN: Phone Policy
- K. Policy EDBB: Use of Cell Phones and other Electronic Devices.

33. **(For Possible Action)** Discussion and possible action on agenda items for future board meetings and/or information item requests, including a summary by the superintendent. This item is being presented by Board President Cowee and Superintendent Tim Logan.

The next board meeting will be held on Tuesday, December 17 at Sutro Elementary School.

Topics may include:

Amended Budget and CIP

Facility projects

Informal review of the superintendent

Board Self Evaluation

Policy revisions

Item 24 GBBQ revised - outside employment

Trustee Farr would like an item on ROTC

34. **PUBLIC PARTICIPATION:** Items not listed on the agenda: At this time, the public is invited to address the Board on items not listed on the agenda over which the Board has jurisdiction. No action may be taken on any subject raised during public comment until the matter has been properly placed on an agenda for a properly noticed meeting pursuant to NRS 241 (Nevada's Open Meeting Law).

If you wish to speak, please step up to the front table, be seated, and state your name. Your comments are limited to no more than three minutes per person and must fall under subjects within the Board's jurisdiction and control. In consideration of others, avoid repetition, or designate a spokesperson to speak on behalf of your group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if the contents are willfully disruptive, slanderous, amount to personal attacks, or interfere with the rights of other speakers. Comments made during this time are monitored by the Board Chairperson.

Jamie Campbell came as a concerned mother of FHS Cheer student. She expressed frustration at the treatment and termination of the Cheer coach. She and the students with her wanted to make the board aware of the situation.

Students introduced themselves as Bianca Campbell, Anabella, Carson, and Iliana.

Shannon Murphy spoke as a mother of an EVES 4th grader. She expressed her frustration regarding an EVES teacher. Her comments are attached to the minutes.

### 35. ADJOURN

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The notice for this meeting was posted on November 13, 2024, at Lyon County School District Administrative Office, Lyon County School District websites (<http://lyoncsd.org>) and the Nevada Public Notice Website (<http://notice.nv.gov>) in accordance with NRS 241.020 (3) (b).

*Lyon County School District Statement of Nondiscrimination and Accessibility*

*The Lyon County School District does not discriminate on the basis of race, color, national origin, gender, disability or age in any of its policies, procedures, or practices, in compliance with Title VI of the Civil Rights Act of 1964 (pertaining to race, color, and national origin), Title IX of the Educational Amendments of 1972, section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and Age Discrimination Act of 1975, and any other pertinent statute or requirement. This non-discrimination policy covers admission, access, treatment, and employment in the district's programs and activities, including occupational education. For information regarding opportunity policies, or the filing of grievances, contact your school principal.*

*The Lyon County School District is pleased to provide accommodations for the handicapped or disabled. Members of the public who are disabled and require special accommodations or assistance at the meeting are requested to notify the administrative assistant to the superintendent and board of trustees, in writing at 25 E. Goldfield Avenue, Yerington, Nevada 89447; e-mail at [mheim@lyoncsd.org](mailto:mheim@lyoncsd.org); or by calling (775) 463-6800 ext. 10034, at least one week prior to the meeting.*

Good Evening. My name is Shannon Murphy, I'm the mother of a 4<sup>th</sup> grade student at East Valley. And I sit her incredibly frustrated and dissapointed.

On October 21st my daughter was intentionally targeted by a teacher over politics. This teacher lives on our street and at the time, we had opposing political signs.

All of the trustees were emailed earlier this afternoon detailing out the initial incident, and brought up to speed including the most recent developments.

Please understand my complaint is not political. I have never mentioned political affiliation in any of my communications. My complaint is solely the unprofessional manner in which this has been handled.

My last communication with Mr. Jones was on Nov 1st where he informed me that he cannot do anything as this is now in the hands of Lyon County Sheriffs Dept.

I immediately went home and contacted the Sheriffs Dept to ensure they have all of my correct contact information. Since that morning, I have contacted the Sheriffs Dept 3 additional times, trying to find this report.

Yesterday Nov 18<sup>th</sup> I went to the substation hoping to get something in writing. There has been no incidents involving my name or address. Furthermore, when I provided



# The teachers address, I was informed that no incident or report has been associated with her address in at least 3 years. She lied. She never filed a report. She was dodging accountability.

So, whos hands does this lie in now?

My daughter goes to school knowing the leadership does not support her. Knowing that she does not have a voice. She avoids going down Burr Street, a street we've lived on for nearly 9 years. She is the collateral damage in all of this.

As for Mr Jones saying this is in the hands of Lyon County Sheriffs Dept. I will gladly initiate and spearhead that campaign. However, I will come with actual reports and a TPO against this teacher.

Given her pattern of behavior, and unstable reactions to the allegations, I'm unsure of what she's capable of doing ~~next~~ in retaliation of me pursuing this issue further, and I will protect my child.

I came here tonight so every board member, everyone in attendance and everyone watching online is aware of the gross incompetence that took place at East Valley

I will not stop being a voice for my child. This need to be addressed and disciplinary action ~~need to take place.~~

This is shameful and both Mr Jones + Ms Robertson should be embarrassed by their cowardice behavior

I have not taken to social media nor made this public beyond my own circle. But that will be my next step. I'm done playing this game with the teacher and principal. ~~I am extremely~~ and extremely disappointed. I appreciate your time and I look forward to a response from the district.