

MINUTES

Lyon County School District Board of Trustees

A meeting of the Board of Trustees of Lyon County School District was held May 27, 2025, beginning at 6:30 PM at East Valley Elementary School, Multipurpose Room, 4180 Farm District Rd., Fernley, NV 89408.

1. CALL TO ORDER

Board President Tom Hendrix called the meeting to order at 6:32 pm.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Trustee Peterson.

3. WELCOME OF GUESTS

President Hendrix welcomed everyone in attendance.

Board members in attendance:

President Tom Hendrix

Clerk Dawn Carson

Trustee Elmer Bull

Trustee Darin Farr

Trustee Sherry Parsons

Trustee Bridget Peterson

Trustee James Whisler

FHS Student Representative Jackson Hohnholz

Executive Cabinet in attendance:

Superintendent Tim Logan

Executive Director of Operations Harman Bains

Executive Director of Human Resources BillieJo Hogan

Executive Director of Educational Services Heather Moyle

Executive Director of Educational Services James Gianotti

Executive Director of Special Services Rachel Stewart

Kyle Rodriguez, Kirk McCallum, Skyler Tremaine, Don Lattin, Margaret Heim, William Ruff, Steve Henderson, Kathy Rudy, Pepper Ward, Shawn McMackin, Ashleigh Kirk, Michelle Trousdale, Blake Smith, Bill Crowell, Braelynn Crowell, Jen Bluhm, Loraine De La Torre, Joseph Baptist, Cory Sanford, Ron Wells, Lyndsey Wells, Jill Stokes, Adriana Arechiga, Adrian de la Cuesta, Sara Thomas, David Thomas, Andrew Merrill, Virginia Richardson, Stacey Cooper, Kent Jones, Joshua Wilson, Nohea Wilson, Tammie Moniz, Myleigh Mickelson, Summer Miln, Miles Francis, Neal E. McIntyre, Corinne Burns, Kamille Carlson, Shawn Romero, Amber Wiberg Levan, Neal McIntyre II, Paul Sullivan, Ryan Cross.

4. APPROVAL OF AGENDA

Trustee Farr made a motion that the Board approve the agenda as presented.

Trustee Whisler seconded.

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

5. APPROVAL OF MINUTES

Trustee Peterson made a motion that the Board approve the minutes as presented.

Trustee Whisler seconded.

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

6. BOARD MEMBER REPORTS

The trustees each spoke on current events in their areas.

Trustee Whisler spoke about the orientation for incoming Silverland Middle School (SMS) students. He appreciated that the 8th graders took the incoming students around and introduced them to the school. It was an exercise in leadership.

Trustee Parsons congratulated the Fernley High School (FHS) softball team and coach Diane Chapin that won the state championship. She attended the Nevada Association of School Boards (NASB) Conference on same day as the state championship games. The conference was on the topic of cybersecurity.

Trustee Farr attended the NASB conference and the SMS student orientation. He participated in a meeting to discuss the viability for JRTC at FHS.

Trustee Bull attended Smith Valley School (SVS) and Yerington High School (YHS) Career and Technical Ed (CTE) programs and the NASB conference. He will be participating in the YHS Senior presentations.

Clerk Carson attended the NASB conference.

Trustee Peterson attended the NASB conference and participated in the legislative committee, reading bills, sending feedback to the lobbyist, with one that passed funding, SB 500, for schools.

President Hendrix also attended the cybersecurity conference by NASB. He spent time this month speaking with legislators about LCSD and with principals.

Trustee Whisler recognized and commended the Lyon County Sheriff's Office and their recent incident rescuing kids in Fernley.

7. ATTITUDE OF GRATITUDE

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

8. SUPERINTENDENT REPORT

Superintendent Logan thanked East Valley Elementary School staff and food services for hosting our meeting. He introduced Student Representative from Fernley High School, Jackson Hohnholz, who spoke about the events happening at the school. They had freshman orientation, are getting ready for prom, and are pushing for strong attendance for students with incentives to keep coming to school in the last weeks.

Superintendent Logan expressed appreciation for all staff in the district, and congratulated all the teams across the district who went to state and made personal records. He introduced Michelle Trousdale, hired as Assistant Principal for Cottonwood Elementary School (CES), Kamille Carlson hired as Assistant Principal for Sutro Elementary School (SES), and Josia Norman, Chartwells Nutrition Services Manager.

9. PUBLIC PARTICIPATION: At this time, the public is invited to address the Board on items over which the Board has jurisdiction or control. If you wish to speak, step up to the table, be seated, and state your name. Your comments are 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 your group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if they 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. The Board will conduct public comments after each item on the agenda on which action may be taken, before the Board takes action.
- Comments submitted electronically will be included in the minutes of the meeting.

Public comment was given by Ron Wells, Yerington resident. He asked if all board members are Lyon County residents. Yes, they are. He asked if all employees are Lyon County residents. No, not all. He spoke on only 3 letters that were to be presented to the board when more were sent. These will be sent to the board.

Bill Crowell spoke on behalf of his daughter and the FHS cheerleading students. He talked about his experience with coaching cheerleading in the past and about a JV squad. He questioned using Facebook as a place to post the position and the athletic director's actions with the program.

Ashleigh Kirk, FHS parent spoke on favoritism during cheer tryouts, the need to have a JV team for the freshman, another coach, and new tryouts.

Kendall Camron Lash did not agree with the cheer coach's actions and decisions.

Erin Dunigan, last year's coach, spoke about her personal cheerleading experience. She spoke on the new coach's experience and the need for more direction in regards to the tryouts.

Sarah Thomas, FHS parent spoke about a lack of communication from the school or coach and the desire to redo the tryouts.

Jillian Lash, FHS student, spoke about the coach's new ways of coaching and favoritism.

Myleigh Mickelson spoke about being cut this year, seeing bias and wanting to have another chance.

Serenity Cramer spoke about not having a chance to try out for multiple reasons.

Pepper Ward, FHS parent, did not agree with the reasons that her daughter was not chosen for the cheer team.

Superintendent Logan offered direction to the public speakers to make sure they go through the principal and coaches. The school board does not make decisions on school site issues.

Kendall Camron Lash commented that she feels there is a lack of communication with the principal and coach.

Noehea Wilson, FHS parent, commented that she spoke to the athletic director and principal and don't feel they are getting answers.

The trustees spoke about communication improvements and hearing both sides of the situation.

Melinda Miller, FHS parent, spoke on the band program being disregarded, teachers that don't stay, and a lack of fairness in the school.

Isabella Johnston, FHS student, shared concerns about being afraid at school and administration not handle things.

Abigail Johnston, FHS student shared her thoughts on who were chosen for the cheer team.

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.

Trustee Peterson made a motion that the Board approve the consent agenda as presented.

Trustee Farr seconded.

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

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

No questions were asked.

B. Distance Education (Alternative Ed) Renewal

C. Request for Early Graduation/HSE (confidential)

D. Personnel Reports

E. Travel

F. IT Department Report

G. District Financial Report

Vouchers 1385, 1384, 1395, 1394, 1398, 1397, 1404, 1403, 1426, 1425

Total \$5,106,681.86

11. FY2026 BUDGET PUBLIC HEARING

A. OPEN BUDGET - PUBLIC HEARING:

Conduct public hearing on the FY2026 tentative budget to provide citizens with the opportunity for input and comment on the district's proposed budget.

Open Budget Public Hearing - There was no public comment.

B. CLOSE BUDGET- PUBLIC HEARING

The Budget Public Hearing was closed.

12. (For Possible Action) Discussion and possible action to provide district administration further direction on the LCSD FY2026 tentative budget and/or approve it as the LCSD FY2026 final budget. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Kyle Rodriguez.

FY 2026 Tentative budget was presented by CFO Kyle Rodriguez. Because it is a legislative year, there is time to make amendments if they were passed into law. The LCSD tentative budget was submitted per NRS. He spoke on the adjustments based on the governor's recommended budget, the enrollment based on the first quarter, and the weighted funding revenues changes decided by the state. Our budget is determined as if there are no vacant positions, fully staffed.

Trustee Farr attended a budget training for school boards and feels confident in the presented budget.

President Hendrix expressed his gratitude for their explanations.

Trustee Peterson commented the team and made a motion to approve the final budget for the fiscal year ending June 30, 2026.

Trustee Whisler seconded.

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

13. **(For Possible Action)** Discussion and possible action regarding the 5 Year Capital Improvement Plan. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Kyle Rodriguez.
The 5 Year Capital Improvement Plan is always adjusted when there are changes to the budget. Mr. Bains spoke on the fluctuations in plan as projects and expenditures change. Trustee Peterson made a motion to approve the 5 year Capital Improvement Plan. Trustee Whisler seconded.
It is not necessary to bond at this time, but the plan is to bond in 2027-2028 which is in alignment with the Facility Master Plan.
With no further discussion, the motion carried 7-0.
14. **(For Possible Action)** Discussion and possible action regarding the LCSD 10-Year Facilities Master Plan. This item is being presented by Executive Director of Operations Harman Bains.
The 10-Year Facilities Master Plan was brought back due to concerns raised by the board during the April board meeting. The demographic study done by Zonda Education used data gathered over the past months.
Bob Templeton with Zonda spoke about the data and recommendations, methods and patterns they used to come to the enrollment projections. They used a team of people who spoke to city planners, gathered census data, community survey data including the total population within the boundary of the district. When broken down, the population is growing steadily, but with an older generation demographic, not parents with school-age children. There are several factors included in the estimation that include transfers of students out of the district to other districts or schools, and a rise in homeschooling online resources and private school options. The lower birthrate and school enrollment decline trends seen across the state are similar to the decline across the nation.
With regard to the potential increase in job growth, the developing industrial center outside Fernley is one of the largest in the world. As Zonda is a housing research firm, they are tracking this closely, but also take into account the high interest rate and inflation challenges.
Trustee Parsons commented that their numbers don't coincide with the 2020 census. Zonda is looking at school age population, not total population. Mr. Templeton spoke on the range of home prices and sales, and the current overview of active and potential development in each attendance area.
Mayor Neal McIntyre shared that close to 4000 single-family permits are approved and ground broken on some of those, selling an average of 200 homes a year.
Low levels of consumer confidence delays purchases of homes.
There was a discussion about enrollment, capacity, and the effects of absenteeism. The capacity figures are based on full attendance. The annual enrollment Changes graph showed the enrollment "bubble" traveling through the grades in the past 5 years. With conservative estimates, they predict numbers picking up in 3 years and on.
Mr. Bains commented that land developers are years out. and we may see enrollment decline if graduating classes are larger than the incoming classes. It is wise to look at this on a 1 to 5 year scale. Per the contract, there will be an adjustment every 3 years to the Master Plan using accurate numbers and data, and at the same time the district bonding capacity will increase. We will watch as the cities' infrastructure improves for growth to take place.
This report does not recommend any action at this time.
The board commented on past housing shortages, the history and patterns, and overcrowding.

Again, no action, no recommendations for new facilities are included in this report. Public comment was made by Ron Wells, Yerington resident. He sees the same trends and analysis, but in the auto business. The people moving in are retirees and have no children. Or, they are new families and we will not have students for years.

8:43 break called.

8:55 pm meeting called to order.

15. **(For Possible Action)** Discussion and possible action regarding a contract with Chartwells as LCSD Nutrition Services management Company for the 2025-2026 school year. This item is being presented by Executive Director of Operations Harman Bains.

Apologies were made to Mr. Wells and the board regarding the letters written to the board. They will be emailed to all the board members.

A new request for proposal for a food service management company for LCSD culminated in 3 proposals. The final interview was conducted with a panel of 3 board members and district staff members. Past history between the district and Chartwells included challenges that came with the COVID-19 pandemic and making sure all students were fed to USDA guidelines. Chartwells has supported the Community Eligibility Provision (CEP) designation for all LCSD schools, allowing all students to access meals.

The trustees praised Chartwells as the food service provider and the benefits to the students. The board shared the recent concerns expressed by several Chartwells employees regarding wages. The school district has no jurisdiction over the wages of the Chartwells employees. The goal of the district is to confidently provide quality meals to the students. Chartwells brought better food, higher purchasing power, less waste and happier students.

One update to the contract will be to require background checks for the Chartwells staff working in our schools.

Public comment was made by Lindsay Wells, a Chartwells employee serving at Yerington High School. She spoke on the low wage offered by Chartwells and the disadvantages. Jill Stokes spoke on behalf of staff and their low wages and their workload, resulting in higher turnover in staff.

Ron Wells shared his view on the financial aspect research done on Chartwells. He was happy to see the contract would be annual.

Chartwells representative Paul Tapia thanked the board for the positive comments and partnership. He talked about the company and business practices, competitive benefits and other perks.

There was more discussion regarding the current wages of the associates working in the district schools. The board encouraged Chartwells to take this opportunity to listen to the concerns being expressed and note the need for a wage increase.

Public comment was made by Neal McIntyre II, Fernley resident. He mentioned that there are many kids who do not eat meals and there is a need to have a plan for the left-over food. Chartwells tracks and uses a forecast system to minimize waste. They can offer share tables and use meals for different meals. Children in Transition (CIT) students are able to get a second meal or another if they want to.

Trustee Farr made a motion to approve the 5-year contract with Chartwells as the Lyon County School District food service management company.

Trustee Whisler seconded.

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

16. **(For Possible Action)** Discussion and possible action regarding a presentation on the Lyon County School District Adult Education Services. This item is being presented by Executive Director of Educational Services James Gianotti and Adult Education Lead Teacher James Ruff.

Mr. Ruff was introduced to provide an update on the exciting progress and continued growth of the LCSD Adult Education Program. He began by highlighting that the program is grant-funded and serves students 18 years of age and older. LCSD partners with two key educational vendors, High School Equivalency (HSE) and Adult High School Diploma. He emphasized that one-on-one mentoring has proven significantly more effective for students' success. As a result, the program now combines distance education with in-person instruction to better support learning and engagement. While adult education enrollment numbers have declined statewide, LCSD has experienced steady growth. Currently, 141 students are enrolled in the program. Additionally, LCSD continues to outperform state averages in terms of credits earned per student, year after year. A significant trend observed is that many students who left school during the pandemic are now returning to complete their high school education. This interest reflects the importance of the program.

The program in Dayton is expected to see further enrollment increases once their dedicated facility is completed. Currently, instruction is housed at Dayton High School.

LCSD has developed an advertising campaign over the last few years using radio, public service announcements, and social media. A recommendation was to share testimonials of past students and graduates to attract potential students.

Funding is provided through enrollment, credits earned, HSE tests passed, and per diploma earned. The state has referred other districts and programs to LCSD as an example, recognizing the district as a model adult education program.

Trustee Peterson made a motion to approve the presentation on Lyon County School District Adult Education.

Trustee Farr seconded.

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

17. **(For Possible Action)** Discussion and possible action LCSD perimeter fencing and site concrete work improvements at Dayton, Fernley, and Yerington High Schools. This item is being presented by Executive Director of Operations Harman Bains and Operations & Maintenance Supervisor Kirk McCallum.

The lowest qualified bidders for the perimeter fencing and site concrete work improvements have been identified and are being presented for board approval. The district is satisfied with the submitted bids and, in the case of Spanish Springs Construction Inc., has had positive prior experience. Upon approval, the district will coordinate with both contractors and the architect to develop a project schedule to ensure timely and quality completion.

Trustee Whisler expressed appreciation that the contractors are local, noted their favorable Yelp reviews, and highlighted the cost savings these bids offer to the district.

Staff recommends board approval for both companies to move forward with the projects.

The anticipated project completion is scheduled prior to the first day of school, reflecting a quick turnaround timeline. While the district has not previously worked with Golden Gate Fence, the involvement of the Paul Cavin architectural team provides added assurance. The scope of the project is considered straightforward.

Trustee Farr made a motion to authorize Golden Bay Fence and Iron Works Inc. bid of \$749,731.52 for the Perimeter Fencing, and Spanish Springs Construction Inc. bid of \$744,368.00 for site concrete improvements, resulting in a combined total of \$1,494,099.52 for the LCSD Perimeter Fencing, and Site Concrete Improvements project.

Trustee Parsons seconded.

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

18. **(For Discussion Only)** Discussion and acknowledgment of an Open Meeting Law Complaint, determination and Conclusion of Law issued by the Nevada Attorney General's Office on April 16, 2025. This item is being presented by LCSD Legal Counsel Don Lattin. District legal counsel, Don Lattin, provided an update regarding the Open Meeting Law complaints filed with the Nevada Attorney General's Office in 2023. All complaints were resolved in favor of the District, affirming that the Board and District have been conducting business appropriately and in compliance with the law. The complaints addressed several procedural matters, including public comment protocols, the keeping and accessibility of meeting minutes, closed gatherings, and the use and management of the consent agenda—specifically, who has the authority to remove items from it.

Trustee Peterson expressed that it was reassuring to hear the District is operating correctly, though noted the unfortunate expense incurred.

These matters require time and resources from the Attorney General's Office, an investigator, the superintendent, legal counsel, and result in additional workload for District staff.

Trustee Farr reflected on the past allegations and appreciated the determination that the Board had acted in accordance with its policies.

Trustee Whisler also recalled the events and acknowledged the Board's responsibility to act fairly with everyone.

No motion was made.

19. **(For Possible Action)** Discussion and possible action regarding the purchase of the i-Ready Assessment Suite for grades K-8th. This item is being presented by Executive Director of Educational Services Heather Moyle.

The K-8 i-Ready Assessment Suite benefits were described.

The board discussed the benefits with i-Ready, and the ability to use it for grading purposes. The district does not dictate what is used for grade reporting but the i-Ready suite provides many tools for teachers to use. Reports can be shared at parent conferences and along with the resources in the suite that parents can use to work with their children.

Trustee Peterson made a motion that the board approve the purchase of the iReady ELA Assessment Suite for grades K-8 for 5 years, at \$217,336 from the general fund annually.

Trustee Parsons seconded.

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

20. **(For Possible Action)** Discussion and possible action regarding the Star Academy program for Silver Stage Middle School. This item is being presented by Executive Director of Educational Services James Gianotti.

The Star Academy Program proposal was presented by Mr. Gianotti and Specialist Miles Francis. The district is seeking to implement the program for 8th grade at Silver Stage Middle School (SSMS) pending funding for the first 3 years. The request includes adding a

full-time teacher to meet the needs of staffing at this grade level. A letter of interest was sent to the state to obtain the necessary funding.

President Hendrix spoke highly of the academic achievements experienced in Elko County School District, where the program is already established.

There was discussion regarding the success, including reduction in absenteeism and discipline, and increase in student scores across math, science, English language arts and social studies. They use a project-based approach to engage students. The curriculum has been determined to align with the Nevada and LCSD standards. The entire 8th grade class will pilot the program, avoiding the singling out or targeting of students with a stigma.

The 3 year contract for the intervention programs includes technologies, project equipment, materials, and furnishings. It is not a sealed deal without funding.

The board was interested to hear how it worked Elko County. Buy in and partnership was immediate from the students, teachers, administration and district. They are expanding their program as well due to the success.

They operate a tier 1 and tier 2 curriculum, prepared to meet students initially where they are, and gradually customize support for them to succeed. Teachers are provided with professional development in the summer and training is provided for new teachers. Existing teachers have been identified for the program plus an additional one.

President Hendrix made a motion to approve the implementation of the Star Academy and the addition of 1 Certified full-time teacher for 8th grade at Silver Stage Middle School for the 2025-26 through 2027-2028 school years, subject to the approval of grant funding.

Trustee Farr seconded.

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

21. **(For Possible Action)** Discussion and possible action regarding LCSD critical labor shortage designations for the 2026 and 2027 school years. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Critical Labor Shortage designations of Career and Technical Education (CTE) Teachers, Substitutes, and Bus Drivers will expire at the end of June 2025. The district recommends these be approved as hard-to-fill positions as permitted by NRS.

Trustee Peterson made a motion that the board approve to designate a critical labor shortage for CTE Teacher, Substitute and Bus Drivers effective June 25, 2025.

Clerk Carson seconded.

There was discussion about the process to hire staff in these positions. Each are on a one-year contract. Toward the end of the year positions are open and principals begin interviewing. If candidates are not found, schools can move forward with finding critical needs applicants.

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

22. **(For Possible Action)** Discussion and possible action regarding the LCSD 2026 Board of Trustees Meeting Schedule. This item is being presented by Superintendent Tim Logan. The 2026 Board Meeting Schedule is presented ahead of time, letting the public and staff know where we will be for board meetings. The schedule is based on the traditional rotating schedule. In July the board will typically meet at the District Office. However, it is a smaller space. Superintendent Logan recommends the Professional Learning Center (PLC) in Silver Springs for June and July 2026.

Trustee Peterson made a motion that the board approve the meeting schedule with a change to move the July meeting place to the PLC.

Trustee Whisler seconded.

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

23. **(For Possible Action)** Discussion and possible action regarding LCSD Policy IK: Grading, Interventions, Course Exemptions and Class Ranking for a first reading. This item is being presented by Executive Director of Educational Services James Gianotti.

Policy IK was revised to update the term "Free and Reduced Lunch" (FRL) to "Direct Cert" for Jump Start and dual enrollment students. Because the district is on the Community Eligibility Program (CEP) we no longer collect the FRL applications. These were used in the past to qualify students as free meal recipients and as tuition waivers for Jump Start credits. The policy reflects the change.

E-rate is a government reimbursement program, similar to Title funds. Designated as CEP, all LCSD schools can receive benefits.

Trustee Farr made a motion to approve revisions to LCSD policy IK: Grading, Interventions, Course Exemptions and Class Ranking as a first reading.

Trustee Whisler seconded.

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

24. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBS: Protection of Employees from Blood-Borne Pathogens as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Revisions to Policy GBBS: Protection of Employees from Blood-Borne Pathogens strengthen compliance by formalizing procedures and requirements, in alignment with OSHA standards. Exposure Control Plan (ECP) includes controls. The revision included the district chief nurse and strengthening consistent practices across all of the school sites. It was beneficial to review the regulations.

Trustee Peterson made a motion to approve revisions to LCSD Board Policy GBBS: Protection of Employees from Blood-Borne Pathogens as a first reading.

Clerk Carson seconded.

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

25. **(For Possible Action)** Discussion and possible action regarding new LCSD Policy JA: Inflatable Play Equipment and other Rental Equipment as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

New Policy JA: Inflatable Play Equipment and other Rental Equipment is presented as a mandated requirement for the district. Due to past accidents, this is a high risk for the district.

POOLPACT coverage would be at risk if the district did not require the new policy and procedures to be put in place.

Trustee Farr made a motion that the board approve the new policy JA: Inflatable Play Equipment (and other Rental Equipment) as a first reading.

Trustee Whisler seconded.

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

26. **(For Possible Action)** Discussion and possible action regarding revisions to the following LCSD Policies as a second, or third, and final reading. No changes were made to these policies after the first reading, except ICA per board recommendation. Any member of the Board may request that a policy be removed and discussed and acted upon separately.

Trustee Peterson made a motion to approve the listed policies for a second or third and final reading.

Trustee Whisler seconded.

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

Policy ICA: Development of Master Calendar - revised

A. Policy AB: Nondiscrimination on Basis of Sex – Title IX

B. Policy GABE: Posting of Position Openings

C. Policy GDE: Separation of Licensed Personnel - new

D. Policy GDG: Admonition of Licensed Personnel

E. Policy ~~GE~~ GZ: Definition of Terms

27. **(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 Hendrix and Superintendent Tim Logan.

A board workshop is scheduled for June 4th to talk about the staff "Suggestion Box" themes.

The next regular board meeting will be June 24, 2025 at the PLC.

FY25 amended budget

Policies

The evaluation of the superintendent

President Hendrix suggested an agenda item, due to the public comments, on adding a coach for cheerleading. There were comments that this topic is not under the jurisdiction of the school board. Site issues must follow the proper channels to be addressed. Policy KL:

Processing Complaints.

28. **PUBLIC PARTICIPATION:** At this time, the public is invited to address the Board on items over which the Board has jurisdiction or control. If you wish to speak, step up to the table, be seated, and state your name. Your comments are 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 your group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if they 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. The Board will conduct public comments after each item on the agenda on which action may be taken, before the Board takes action.

Comments submitted electronically will be included in the minutes of the meeting.

Public comment was made by Neal McIntyre II, Fernley resident, regarding an improvement to the audio and video recordings of the meetings.

29. **ADJOURN:** 10:55 pm

The notice for this meeting was posted on May 21, 2025, 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; or by calling (775) 463-6800 ext. 10034, at least one week prior to the meeting.



Stokes, Jill <jstokes@lyoncsd.org>

letter

1 message

manuelareyes33@icloud.com <manuelareyes33@icloud.com>

Wed, May 14, 2025 at 10:21 AM

To: jstokes@lyoncsd.org

Hello my name is MA Manuela Muñoz I am one of the workers at Chartwells, I have worked for this company for 3 years, I have served Smith Valley for elementary school and now I am in Yerington High School, I really like my job we have a good team preparing and serving very good meals the children and teenagers are happy we resent letters of appreciation. but but the pay we are receiving is not very good meals I believe that my work and effort dedication is worth more in these very hard times we are going through. I worked at Smith for 3 hours at \$15 an hour and when I stopped working they lowered it to only \$13. When the Wilson Canyon was closed down, I had to go through the Mason Pass, which is a dirt road. Several of my car's tires were broken. They promised to give me something extra, but I didn't get anything. And so, I continue working for you. I hope and take into account my hard work, that day after day I strive and try to improve myself and be better at my job. Espetero, and take this letter into account, thank you. ATT Ma. MANUELA MUÑOZ.

Sent from my iPhone

A handwritten signature in cursive script that reads 'Manuela Muñoz'.

5-19-2025

Yo Lyon County School Board and Chantwells

I am writing this letter in support of Chantwells employees. We have a great group of women here at YES and YHS and I feel they need a more competitive wage. Good help is hard to find especially in a small town. We are lucky to have these ladies and more pay would be a great moral boost for them as some go beyond and above their duties. YES has such a clean and organized kitchen and the kids love the girls. When we have our breaks Chantwell employees receive no compensation and it makes it tough for them when they have no check.

Thank you for your time.
We just want a decent wage for these ladies.
Thank you
Monique YES Lead

5-19-25

To Lyon County Schoolboard and Chartwells

We have a really great group of women that are hard workers. They are great with the kids and get many hugs. We try very hard ~~to~~ please all the kids so they are happy to eat breakfast and lunch. The women I work with hardly ever take a day off. We always make arrangements if we are going to be gone.

I feel that we are being under paid for the work that we do and the loyalty that we put into this job. It is hard to find hard working people and this is why I feel we should be making more money.

Thank you for your time
Joe Talley



To whom it may Concern,
My name is Robin Graves
and I work for the Lyon Co
schools in Yerington. I've
been working for the schools in
the lunch room for almost
11 yrs. I work with ladies
that are with Chartwell and
these girls work their butts
off from the time they get
to work until their day
is over with. I've worked

with many others over
the years and none of them
came close to working like
these girls do. They
deserve a better pay.
They're awesome we all
get along so great!

Thanks

Robin Graves

05/19/2025

To the Members of the School Board,

I hope this letter finds you well. I am writing on behalf of myself to express a growing concern regarding the current pay scale for my positions as lead in the Smith Valley kitchen as a Chartwell employee. As a dedicated employee, I am proud to serve our school and our students, but I am finding it difficult to support my family on the current wages provided.

With the rising cost of living—particularly in housing, healthcare, and everyday essentials—I am struggling to make ends meet despite my full-time commitment to Chartwell. I have been forced to take on a second job, which ultimately affects my ability to be fully present and effective in my primary role.

I am not only asking for fair compensation for the work I do, but also for the recognition that my role are essential to the educational environment. Improving the pay is not only an investment in the well-being of staff, but also in the quality of service provided in my kitchen and may others.

I respectfully urge the board to review and consider adjustments to the current pay structure provided by Chartwell. Competitive wages will help retain dedicated staff, attract skilled new employees, and reflect the value we bring to this district every day.

Thank you for your attention to this matter. I appreciate your continued support and your commitment to ensuring that our schools are places where both students and staff can thrive.

Sincerely,

Kristin Peek
Smith Valley School Kitchen Lead
kpeek@lyoncsd.org
775-465-2000

To whom it may concern,

My name is Jill Stokes, I'm the last kitchen manager that works for the school district. All others work for Chartwells. The reason for this letter is to address the problem of pay for the Chartwells employees.

1. Food service has a huge problem hiring and retaining employees because the starting pay is only \$13.00 an hour. The average food service worker in Nevada makes \$16.83 an hour. A starting food service worker for the school district (when they worked for the district) was \$15.67, which was the lowest paid position in the whole district.
2. Since Chartwells took over the schools I manage, I have gone through 7 employees who quit because of pay. Right now, I have 9 wonderful, dependable, hard-working Chartwells employees who aren't sure they are coming back next year because of their below average pay.
3. Our summer school and community feeding program is going to be a problem. So far, I have 2 employees who will help; the rest are planning on picking garlic for 18.00 an hour. My school district employees aren't allowed to work, and even I'm supposed to have the summer off (which hasn't happened since Chartwells took over, and the D.O makes me work for Chartwells)
4. There is a shortage of food service help across the whole school district and there has been since Chartwells took over. When they first took over, they were paying \$12.00 an hour, so they increased their pay a little, just not enough.
5. I have a new kitchen Lead who orders products, does inventory, cooks and serves breakfast and lunch, cleans, fills out all of the paperwork and gets paid \$16.00 an hour. The person who retired made \$26.00 an hour. No one expects these numbers to be the same but a higher starting wage would help keep them here.

6. The girls at the food service office are constantly having to stop their work and go work in the kitchens because we're so short-handed. If anyone calls in sick, they must cover.

7. The average hourly pay at the poverty level in the U.S. is between \$14.66 and \$18.27 an hour. Chartwells employees start well below this at \$13.00 an hour. It's disturbing to know individuals who live in our community who work at our schools get paid so little for their hard work.

In closing, a contract is an agreement between 2 parties creating mutual obligations. It outlines terms and conditions under which parties agree to do or not do specific things. Why then can't the school district put a minimum pay requirement into the contract?

These ladies show up at 5:30 in the morning to start cooking breakfast and prepping, cooking and serving good nutritious lunches for our kids. Then they wash all of the pots, pans and dishes (by hand because Chartwells or round about the district won't fix our dishwashers), they sweep and mop the floors and wash, rinse and sanitize the whole kitchen.

The Lyon County School District and Chartwells need to renegotiate if we want to have a competitive wage and quality workers in our food service program. If you have further questions, don't hesitate to contact me at jstokes@lyoncsd.org.

Sincerely,

Jill Stokes



Stokes, Jill <jstokes@lyoncsd.org>

Fwd: Fw: Sustainable income letter

1 message

Borden, Jean <jborden@lyoncsd.org>
To: Jill Stokes <jstokes@lyoncsd.org>

Sun, May 18, 2025 at 12:59 PM

----- Forwarded message -----

From: **Karr, Stacy** <skarr@lyoncsd.org>
Date: Fri, May 16, 2025 at 6:01 PM
Subject: Fwd: Fw: Sustainable income letter
To: Jean Borden <jborden@lyoncsd.org>

Please send to Jill for me. Thank you 😊----- Forwarded Message -----

From: "Stacy Karr" <stacynjasonkarr@yahoo.com>
To: "Stacy Karr" <stacynjasonkarr@yahoo.com>
Sent: Fri, May 16, 2025 at 5:55 PM
Subject: Fw: Sustainable income letter

Dear LCSD,

This letter addresses the critical need for kitchen workers in Lyon County, Nevada, to earn more than \$16 per hour to achieve a basic standard of living. While \$16 may seem like a starting point, (Chartwells actually starts at \$13/hr) a closer look at the economic realities of our county reveals that it falls significantly short of what is required to meet essential needs.

Firstly, the cost of **housing** in Lyon County has seen a substantial increase in recent years. Whether it's rental properties or the pursuit of homeownership, the current market demands a significant portion of an individual's income. At \$16 an hour, even with full-time employment (approximately \$33,280 annually before taxes), affording safe and stable housing becomes a considerable challenge, often requiring multiple jobs or severely limiting other essential expenditures.

Secondly, the rising cost of **basic necessities** such as groceries, transportation, and healthcare further erodes the purchasing power of a \$16 hourly wage. Inflation continues to impact the price of food, making it difficult for individuals and families to maintain a healthy diet. Transportation costs, particularly with the distances involved in Lyon County, including fuel and vehicle maintenance, add another significant financial burden. Access to affordable healthcare, even with insurance, often entails substantial out-of-pocket expenses.

Furthermore, a wage of \$16 an hour provides little room for **financial stability or future planning**. It leaves little opportunity to save for emergencies, invest in education or skills development, or plan for retirement. This lack of financial security can lead to increased stress and hinder the overall well-being of these essential workers.

It's important to recognize the **vital role** kitchen workers play in our local economy. They are the backbone of kitchens, contributing significantly to the local hospitality industry. Paying them a wage that reflects the true cost of living in Lyon County is not just a matter of fairness; it's an investment in the stability and quality of our workforce and the overall health of our community.

We urge you to consider the economic realities faced by kitchen workers in Lyon County and advocate for wages that allow them to live with dignity and security. A living wage that surpasses \$16 an hour is a necessary step towards ensuring a thriving and equitable community for all.

I would like to add that I LOVE my job. It is more important to me to be happy, rather than rich. I am not asking to be rich. Just to be able to stay at the job that makes me happy and still be able to afford life. Last year I made 17k. It is a daily struggle to stay at my job. I work full time. Pull out for medical/dental/vision. As well as retirement. My part time employee who works at \$3/hr less than me; takes home more than I do. That is very hard to handle.

Thank you for your time and consideration of this important matter.

Sincerely,

Stacy Karr

Yahoo Mail: Search, Organize, Conquer

--

Jean Borden

Area Manager

Cottonwood, East Valley & Silverland

May 15 2025

To Whom it MAY Concern,

I Fabiola Tamayo Ortiz, started my employment with Charter wells in October of 2020.

My Shift starts at 600 AM Monday - Friday and my Duties are as Follows:

I review the breakfast menu and gather all of the items needed for the individual breakfast for each student Pre K - 4th grades along with four classes of special needs students. We serve between 350-380 breakfast and the same amount for the lunch hour. Breakfast meals prepared and put on a total of 24 carts. We deliver the meals to each classroom. After all the meals are distributed we begin preparing meals for lunch. Meals are made and as students arrive are given to each student. After lunch is served the cleanup begins of the kitchen, all the dishes, pots, pans must be washed and put away. The kitchen always has to be swept, mopped daily. There are many more duties that are done on the daily that I did not mention. In closing I'd like to mention that I enjoy working here serving the kids on a daily basis and the only thing I don't like is my pay rate. For the amount of work that I do I think I deserve a pay increase. I am a

To Whom it may Concern:

My name is Teresa Reyes-Ramirez, and I am an employee for the Lyon School District; my title is Food Service Assistant. I have been in the district for almost ten years. Let me tell you, I love my job. I love serving all my kids and some staff, and I have had the privilege to be around my son since he was in intermediate school. The atmosphere is awesome. The benefits and pay are good.

I am writing with regard to my coworkers who work for Chartwells. The work requirements are physically demanding. They love what they do, except the pay. They are mothers with families and are dealing with today's inflation and the pay they are getting is very low. I don't understand how McDonalds and other food chains are paying a lot more, and this company is not. I am afraid that we might lose them. Hard workers are hard to find. Please try to negotiate a pay increase for the Chartwells employees in this new contract.

Thank you for your time.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Teresa Reyes-Ramirez', written in dark ink.

T. Reyes