

# 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 December 16, 2025, beginning at 5:45 pm Closed Session and 6:30 pm Open in the Professional Learning Center, PLC, located on the SSES Campus, 3800 W. Spruce St., Silver Springs, NV 89429.

### 1. CALL TO ORDER

The closed session was canceled.

President Hendrix called the regular meeting to order at 6:30 PM.

### 2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Trustee Bull.

### 3. WELCOME OF GUESTS

President Hendrix welcomed the guests in attendance.

Board Members in attendance:

President Tom Hendrix

Clerk Dawn Carson

Trustee Elmer Bull

Trustee Kallie Day

Trustee Darin Farr

Trustee Sherry Parsons

Trustee James Whisler

Student Representative from Silver Stage High School Mckayla Phoenix

Executive Cabinet in attendance:

Superintendent Tim Logan

Deputy Superintendent Stacey Griffin-Cooper

Executive Director of Human Resources BillieJo Hogan

Executive Director of Education Services Heather Moyle

Executive Director of Education Services James Gianotti

Executive Director of Operations Harman Bains

Executive Director of Special Services Rachel Stewart

Others in attendance:

Skyler Tremaine, Blake Smith, Lilliana Camacho-Polkow, Erin Korf, Alfredo Martinez, Jed Marciak, Monie Byers, Amber Cross, Stephanie Coplan, Lori Rittenhouse, Le-An Roberts, Michaela Wardrobe, Reese Jones, Bridget Perez, Deanne Davis, and Jim Davis, Jackson

Hohnholz, Neal McIntyre II, Eric Nelson.

#### 4. APPROVAL OF AGENDA

Trustee Whisler made a motion that item 19 be removed from the agenda to be discussed in January or February.

President Hendrix seconded.

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

Trustee Farr made a motion to approve the agenda without item 19.

Clerk Carson seconded.

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

#### 5. APPROVAL OF MINUTES

Trustee Parsons made a motion to approve the minutes as written.

Trustee Whisler seconded.

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

#### 6. BOARD MEMBER REPORTS

Trustee Whisler spoke about recognition coins for three Fernley Intermediate School (FIS) staff members, Anna Nomicos, Emma Hisken, and Julie Shoemaker, to commend them for the promotion of veterans celebrations every year. He attended the Nevada Association of School Boards (NASB) conference, the Perkins Advisory meeting for Career and Technical Education (CTE) goals, and the Education Service Center (ESC) meeting. He also participated in the Lyon County School District (LCSD) podcast with staff.

Trustee Parsons attended the NASB conference and spoke about a presentation on district budgeting. The Fernley High School (FHS) basketball games have been exciting, and she congratulated all the athletic teams.

Trustee Farr attended the NASB conference and networked with other trustees across the state that included discussion on ways to reduce chronic absenteeism. He is interested in having the *Communities in Schools* program give the LCSD Board a presentation. He was awarded the Certified Public Officers (CPO) status achievement, along with President Hendrix, during the NASB conference. He participated in the Read Aloud at FES with students.

Trustee Bull congratulated Trustee Farr and President Hendrix on achieving CPO status. He attended the Native American Heritage Day in Yerington, where all classes were treated to a rich cultural experience. He participated in the Smith Valley School (SVS) turkey processing, noting how impressive it is to see Ag business and community involvement at work in the schools. He appreciated the NASB conference sessions and attended the quarterly Perkins Advisory meeting with discussion on local needs regarding CTE, meeting local needs. He also attended tours of the schools in Yerington.

Clerk Carson is the NASB representative for the district and announced that they will have a survey coming out. She attended their annual conference. Carson City School District uses the Magic School, and she is in favor of bringing it to LCSD. She bought a turkey from the

SVS FFA for Thanksgiving.

Trustee Day attended the NASB conference and foundational classes that were offered and enjoyed networking with other districts. She helped with the Sutro Elementary School (SES) Grinch Pancake Breakfast.

President Hendrix visited Silver Springs Elementary School (SSES) and Silver Springs Middle School (SSMS) and Dayton High School (DHS), and the NASB conference. He received the CPO achievement. He attended the Education Service Center committee meeting which is intended to be a liaison between the Department of Education and districts to create more efficient processes.

## 7. ATTITUDE OF GRATITUDE

The Board members read letters of gratitude written by students from across the district.

## 8. SUPERINTENDENT REPORT

Superintendent Logan wished everyone a happy holiday time to enjoy family and friends. He thanked the staff at the Silver Stage schools and Chartwells for hosting the meeting. He attended the NASB conference and appreciated the board's attendance, and acknowledged the time and effort taken by Trustee Farr and President Hendrix to achieve CPO status. He has been busy with the district administrators' mid-year reviews. He introduced Silver Stage High School (SSHS) Student Body President, Mckayla Phoenix, and gave her time to speak about their events.

Mckayla spoke on the focus of stronger school spirit. Seniors are practicing interviewing skills. She noted that the school National Honors Society (NHS) is helping students with tutoring and offering school support and community involvement. The NHS invites other schools to their fundraisers and movie nights. She spoke favorably on the WorkKeys program for students. The juniors took a pre-exam for the ACT and are better prepared to take the test. They recently started SchoolLinks, an application that gives career information to kids, with field trips that kids enjoy and look forward to.

Superintendent Logan encouraged the board to get involved with interview training for seniors called Bite of Reality, where students learn budgeting and life skills.

At this time, the principals of the Silver Stage schools introduced their new staff members.

## 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.

Local resident Jim Davis spoke about the board in general, commending them for listening to critiques, addressing the issues, and their willingness to improve. He endorsed Tom Hendrix for board president next year.

Fernley High School's Jackson Hohnholz spoke on agenda item 25 D, Policy BCBA as a second and final reading. He thanked them for their consideration of the new student council to the board.

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

B. Request for Early Graduation/HSE (confidential)

C. Personnel Reports

D. Intern Salary Scale

E. Memorandum of Understanding with DETR Vocational Rehabilitation

F. Travel

G. IT Department Report

H. District Financial Report

Vouchers #1146, 1147, 1149, 1150, 1161, 1162, 1173, 1174.

Total \$4,150,759.43

## **11. ACCEPTANCE OF DONATIONS**

The donations were announced by President Hendrix.

Trustee Parsons made a motion that the board accept the donations made to the schools.

Trustee Bull seconded.

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

**12. (For Possible Action)** Discussion and possible action regarding the LCSD FY25 Certified Financial Audit. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Lilliana Camacho-Polkow.

CFO Camacho-Polkow thanked the business office team for the work they did to complete the FY25 Certified Financial Audit, which once again received a clean opinion. She praised the conservative budget practices of the district and talked about the types of deficiencies that could, but did not happen, other than the Student Activity Funds (SAF) finding. She commented on the recommendations for proper reconciliations and monitoring and the training that has begun at the school site level. One recommendation is for an additional

bookkeeper.

The board discussed adding a business bookkeeper to support the increased responsibilities of managing SAFs and implementing improved P-card usage at school sites. The audit showed this to be necessary as the high schools handle significant funds which create risk for the district. The district has been in transition for two years in moving the SAFs under one financial umbrella and providing the necessary training and oversight to the schools.

The business office was commended for their work in completing the budget with no deficiencies and in a timely manner.

Trustee Farr made a motion that the board approve the LCSD FY25 Certified Financial Audit as presented.

Trustee Carson seconded.

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

**13. (For Possible Action)** Discussion and possible action regarding the addition of a Business Bookkeeper. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Lilliana Camacho-Polkow.

Over the past 2 years, the district has been working to transition the multiple SAF accounts to a more consolidated financial process. The recent audit finding confirmed the need for an additional position to assist secretaries with account reconciliation and provide training, with the goal of reducing the workload and ensuring smooth transitions in the event of staff changes. Regarding any question of access to SAFs, the transactions and reconciliation are by the school administrator, program leadership and principal secretaries, with general oversight by the district business office.

There was discussion regarding the past system, the proposed improvements to address the deficiencies, and the search to fill the position.

Clerk Carson made a motion that the board approve the addition of a business bookkeeper. Trustee Farr seconded.

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

**14. (For Possible Action)** Discussion and possible action regarding the appointment of an auditing firm to conduct the LCSD FY26 Certified Financial Audit. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Lilliana Camacho-Polkow.

Trustee Farr made a motion that the board approve the recommended auditing firm to conduct the FY26 Certified Financial Audit.

Trustee Whisler seconded.

There was brief discussion regarding the process of assuring that the district is not taken advantage of by an auditing firm. The district typically communicates with other districts for comparisons and competitive rates.

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

**15. (For Possible Action)** Discussion and possible action regarding the LCSD FY26 Amended Budget. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Lilliana Camacho-Polkow.

The FY26 Amended Budget was presented. It was amended due to the change in revenues, enrollment numbers, ending fund balance, and the approval of the FY25 audit.

There was discussion regarding the conservative approach by the district, and the consistent monitoring of enrollment numbers.

President Hendrix made a motion to approve the resolutions amending the FY2026 budget to include audited fund balances, carry forward amounts, and recommended adjustments to specific funds.

Trustee Whisler seconded.

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

**16. (For Possible Action)** Discussion and possible action regarding the LCSD 5-Year Capital Improvement Plan to match the FY26 Budget. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Lillian Camacho-Polkow.

The FY26 5-Year Capital Improvement Plan (CIP) is aligned with the amended budget for FY26. It reflects numbers from the most recent bond sale and the anticipated bond sale in 2026.

Trustee Farr made a motion that the board approve the 5-Year Capital Improvement Plan as a result of the FY26 Budget Amendment.

Trustee Day seconded.

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

**17. (For Possible Action)** Discussion and possible action regarding updates from the Silver Stage school principals. This item is being presented by Erin Korf, Jed Marciak, and Amber Cross.

The Silver Stage School principals reported on the highlights and goals of their respective schools. See attachments to this item.

In general, the trustees commended them on the family engagement efforts, academic growth, and collaboration between schools.

Trustee Farr made a motion that the board accept the reports from the principals.

Trustee Bull seconded.

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

**18. (For Possible Action)** Discussion and possible action regarding a mid-year review of Superintendent Tim Logan. This item is being presented by Board President Tom Hendrix. to approve the mid year review.

President Hendrix asked the board members for their thoughts regarding the mid-year review of the superintendent. Comments varied from the need to hold staff accountable to policy, to Superintendent Logan's impressive leadership and professionalism. Communication was repeated to be one of his strengths.

Clerk Carson made a motion to approve the mid-year review of Superintendent Tim Logan. Trustee Day seconded.

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

Superintendent Logan expressed his appreciation for the feedback.

**19. (For Discussion Only)** Discussion regarding the LCSD Employee Relations Administrator. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Item 19 was removed from the agenda.

**20. (For Possible Action)** Discussion and possible action regarding the annual LCSD Board of Trustees Self-Evaluation. This item is being presented by Board President Tom Hendrix.

The Board conducted a self-evaluation of their performance and practices. Each trustee shared their personal views of the board as a whole.

The categories and scores:

- Vision, Leadership & Accountability. Score = *Effective*
- Board Governance & Policy. Score = *Developing*
- Communication & Community Relations. Score = *Effective*
- Fiscal Resources, Staff Recruitment & Environment. Score = *Effective*
- Ethical Leadership. Score = *Effective*

Goals and scores:

- Improve communication during board reports. Score = *Effective*
- Fulfill mandated training requirement per NRS. Score = *Highly Effective*
- Analyze and address overcrowding in schools. Score = *Effective*
- Graduate all LCSD students to be college, career, and life successful. Score = *Developing*
- To provide all LCSD students with a positive learning experience that meets the Student Bill of Rights and highest factors influencing student achievement. Score = *Effective*

Board members generally agreed the board has made significant progress over the past year, noting improved collaboration and effectiveness. There was recognition that earlier meetings at times lacked professionalism or emotional control, but members feel the board has grown more cohesive and productive. Concerns were raised about long meetings, past emotional moments, and divisive processes, particularly around the District and School Performance Plans (DPP) and (SPP) which were described as upsetting to staff and the community.

Members expressed hope that these processes will improve in the coming year, with greater unification. Positive feedback included improved relationships with principals, strong fiscal stewardship, increased board knowledge, and appreciation for youth voices. Several members emphasized the importance of supporting and working constructively with the superintendent, strengthening board governance practices, and maintaining open and respectful community relations, including meaningful public comment.

Public commenter Eric Nelson encouraged the board to engage in deeper self-assessment, praised remarks about staying within scope, supported restored public comment, and expressed hope for continuity in board leadership.

Trustee Bull made a motion that the board approve the annual LCSD Board of Trustees self-evaluation.

Clerk Carson seconded.

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

Break taken 9:00 pm - 9:14 pm

**21. (For Possible Action)** Discussion and possible action regarding a report on the LCSD Class of 2025 Graduation Rates. This item is being presented by Executive Director of Education Services Jim Gianotti.

Executive Director Gianotti recapped the report on 2025 Graduation Rates. As a district, percentage points dropped but several individual high schools did well. The drop is, in large part, due to a number of students who went to Adult Ed but did not finish. The focus this year is on credit attainment and helping the students who are struggling to graduate.

Trustee Farr noted that to eliminate the category of adult education, the district would be over 90%. Discussion followed on the factors that contribute to the fluctuating rate.

Adjusted and adult diplomas count against the rate, as these students are considered non-graduates. Some kids transfer from other districts that are already credit deficient. It is not possible to have 100% with our special ed students who have alternative diplomas. The Adult Ed program is a very positive resource for the community with over 150 students enrolled presently, and over 60-70 credits earned over the summer. LCSD has been a model for other adult ed programs.

President Hendrix made a motion that the board approve the report on Lyon County School District Class of 2025 Graduation Rates.

Trustee Farr seconded.

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

**22. (For Possible Action)** Discussion and possible action regarding a Power Point presentation for use in future trainings to help guide the Nevada Department of Education, the State Board of Education, state committees, and other relevant entities in exploring flexible assessment options for high school graduation requirements and reporting. This item is being presented by Board President Tom Hendrix and Dayton High School Principal Julie Bumgardner.

Dayton High School Principal Julie Bumgardner presented efforts last year to pilot the ACT Workkeys assessment program, where she saw positive reactions among students. She is now proposing flexible assessment options for high school graduation requirements, which would give students a choice between ACT, ACT WorkKeys, and ASVAB assessments based on their career paths. LCSD promotes students taking ownership of their path, aligning with students taking assessments that correlate with their career and future. Other states have begun this work and it would be a positive step for Nevada, promoting positive outcomes for students. She argued that the ACT was not intended to accurately measure every student.

The board expressed support for this proposal and suggested presenting it to the State Department of Education, potentially with NASB at the President's Council in February, and the Nevada Association of School Superintendents (NASS) as well.

Trustee Farr made a motion that the Board approve the presentation for use in future trainings to encourage backing by other districts and the State Department of Education.

Trustee Whisler seconded.

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

**23. (For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy IKFB: Participation in Graduation Ceremonies as a first reading. This item is being presented by Board Member James Whisler and Deputy Superintendent Stacey Griffin-Cooper.

Trustee Whisler brought forward revisions of Policy IKFB: Participation in Graduation Ceremonies due to comments made by students and parents, so all students could decorate their caps. The board discussed the possible implications in allowing a less restrictive approach to the graduation decorations, including the distraction from those who earn honor awards, logistic issues, and potential inappropriate decor. Limits are set by Nevada Revised Statute 388.915 that will need to be addressed in the policy. The board agreed that the policy needed further revision.

Trustee Whisler made a motion to table the policy to bring it back in January for a first reading.

Trustee Farr seconded.

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

**24. (For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GD: Recruitment, Selection and Appointment of Licensed Personnel as a first reading. This item is being presented by Board Member James Whisler and Executive Director of Human Resources BillieJo Hogan.

Trustee Whisler brought Policy GD: Recruitment, Selection and Appointment of Licensed Personnel forward with the intent to help shift the overall atmosphere of administrative interviews, to gain insight into the process, and offer constructive input. The proposal also came from comments shared with him suggesting that qualified candidates have been passed over during interviews.

Several trustees shared concerns that the involvement would be outside the role of the board for several reasons, and would give a message of mistrust in the process that has already been established by the Human Resources (HR) department.

Superintendent Logan described the typical committee of staff members who do the interviews for their school. His own involvement is limited to avoid micromanagement of principals' decisions. His contract states that the superintendent will hire, demote, terminate, direct and organize.

There did not appear to be conflicts of interest created by the revision, but because the Board serves as the final step in a potential grievance process, maintaining neutrality is an important consideration. There are other revisions to be made, including an assurance that the board member would not be a voting member of the committee or panel. Concerns were restated, including confidentiality issues.

Superintendent Logan stressed that our HR department is trained and experienced, and that having a Board member present could call their expertise into question. He affirmed his trust in his staff and indicated that if a Board member were involved in the process, recusal would be required should a grievance arise.

Trustee Whisler made a motion to leave the policy as it is. He appreciates a future opportunity to sit in on an administrator interview.

Trustee Bull seconded.

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

**25. (For Possible Action)** Discussion and possible action regarding the following LCSD Policies as a second and final reading. No changes were made to these policies after the first reading except Policy BCBA: Student Representative to the Board. Changes are highlighted. Any member of the Board may request that a policy be removed and discussed and acted upon separately.

Trustee Parsons requested to discuss item 25 D. Policy BCBA separately.

- A. LCSD Policy GBAB: Volunteers
- B. LCSD Policy GBBB: Employee Dating
- C. LCSD Policy GBBP: Information Technology

Trustee Farr made a motion that the second and final readings of (excluding policy BCBA), GBAB: Volunteers

GBBB: Employee Dating

GBBP: Information Technology

be approved.

It was seconded by Clerk Carson.

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

- D. LCSD Policy BCBA: Student Representation to the Board

Trustee Parsons expressed her concerns with this policy that the students would need to travel outside their area and have 2 chaperones to drive or attend the meeting with them. It was explained that they would utilize the district athletic/activity waiver, with parent approval, to attend the meeting on their own, addressing the liability issue.

The board discussed the issue of students transporting themselves to the meeting, their initiative to participate in the meetings, and the verbiage in the policy.

Clerk Carson made a motion to approve the Policy BCBA: Student Representation to the Board as a second reading.

Trustee Whisler seconded.

Public comment was made by parent Nicole Rigsby who shared that her daughter was persistent in talking about this change, knowing that other districts had this type of council to represent the students to the board. SVS student Anna Rigsby expressed her understanding of the concerns, and emphasized the supportive parents for the students that are interested in participating.

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

**26. (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. The next meeting of the board will be held on Tuesday, January 27, 2026 at Fernley Elementary School  
Reorganization of the Board offices and committees

Policy Review G policies

Policy IAA: AI Policy for students

2nd reading of IKFB: Participation in Grad Ceremonies with NRS

It was suggested that the board review the fiscal policies listed under D on the website.

**27. 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 are included in the minutes of the meeting.

**28. ADJOURN:**

Adjourned at 10:42 pm

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The notice for this meeting was posted on December 10, 2025 at Lyon County School District Administrative Office, Lyon County School District websites (<http://www.lyoncsd.org>) and the Nevada Public Notice Website (<http://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.*