

MINUTES

Lyon County School District Board of Trustees

A meeting of the Board of Trustees of Lyon County School District was held September 24, 2024, beginning at 6:00 pm Closed Session and 6:30 pm Open Meeting at Silverland Middle School, 1200 Jasmine Ln., Fernley, NV 89408.

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 student Jackson Hohnholz.

3. WELCOME OF GUESTS

President Cowee welcomed everyone in attendance and Fernley High School (FHS) Student Body President Jackson Hohnholz.

Board members in attendance were

President Phil Cowee

Clerk Bridget Peterson

Board Member Darin Farr

Board Member Tom Hendrix

Board Member Neal McIntyre II

Board Member Sherry Parsons

Board Member Holly Villines

Executive Cabinet members in attendance:

Superintendent Tim Logan

Deputy Superintendent Dawn Huckaby

Executive Director of Operations Harman Bains

Executive Director of Special Services Rachel Stewart

Executive Director of Educational Services Jim Gianotti

Executive Director of Human Resources BillieJo Hogan

Staff and guests:

Operations and Maintenance Supervisor Kirk McCallum

Fiscal Services Officer Kyle Rodriguez

Safety & Benefits Risk Manager Blake Smith

Communications and Public Relations Officer Erika Cowger

Margaret Heim, Cheryl Veil, Caroline Renner, Chanan Cross, Steve Henderson, Tammie

Moniz, Shaun McMackin, Jamie Henderson, Jennifer Bluhm, Virginia Richardson, Vickie Church, Kent Jones, Shawn Romero, Blake Cooper, Farrah Alexander, Ryan Cross, Paul Sullivan, Cory Sanford, Christina Haas, Deputy Holland, Lonetta Joy, Nicole Hanifan, Sierra Johnson, Abby Fritz, Charlotte Pfaunmiller, Megan Short, Chaley Fuller, Mackenzie Wells, Jonel Stevenson, Tara Crespo, Autumn Troutner, Rebecca Hatch, Patrick Whitehead, Patrick Billings, Bridget Perez, Amber Taylor, Joy Hanssen, Kathy Rudy, Carlie Fagundes, Kelsey Curtis, James Whisler, Allura Addington, Sydney Botts, Rebecca Hernandez, Darrell Bluhm Jennifer McIntyre, Marjorie Mauk, Greg Clausen, Jessica Davis, Joy Edge, Lisa Brennan, Danny Harlow, Phylicia Harlow, Marcus Midriff, Andrea Moss, Laurah Hodge, Anthony Adams, Ashley J. Walker, Patricia de la Cuesta, Calvin Scott, Courtney Scott, Elmer Bull, Amanda Vawter, Amber Wagner, Kelly Robertson, Loraine De La Torre, Shanna Schroeder.

4. APPROVAL OF AGENDA

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

5. APPROVAL OF MINUTES

Trustee Farr made a motion to approve the minutes.
Clerk Peterson seconded.
With no further discussion, the motion carried 7-0.

6. BOARD MEMBER REPORTS

Trustee Hendrix worked with local baseball and football teams, to help find areas for cheer practice.

Trustee Parsons congratulated FHS and DHS on their increased test scores and congratulated everyone for improvements in math. There is a lot of work to do, but she is glad of the improvements.

Trustee McIntyre II attended FHS games and the first Student Attendance Advisory Board (SAAB) meeting. He reported that there are already great ideas and solutions to help address attendance issues.

Trustee Farr attended the All-staff PD day, the Nevada Association of School Board (NASB) training with other state trustees. He went with President Cowee and staff to tour facility for CTE, attended townhall meetings for the Master Facilities Plan (MFP) meetings in Fernley and Dayton.

Clerk Peterson attended the NASB training for board governance, and a joint executive meeting where they were preparing legislative bill drafts for upcoming legislature.

Trustee Villines attended three of the MFP meetings. She found them interesting and was impressed with the company. She expressed her thanks to the people who attended and participated.

President Cowee attended the all-staff training at FHS, the first day of school tour of all district schools. He attended a workforce development meeting to discuss the need for public and private partnership programs in the community. He attended a CTE advisory meeting, participated in the school walk throughs in each area for the MFP, and attended the

Healthy Communities Coalition (HCC) meeting regarding the opioid crisis. He would like them to speak at a board meeting sometime.

7. ATTITUDE OF GRATITUDE

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

8. SUPERINTENDENT REPORT

FHS Student Body President Jackson Hohnholz spoke about current events at FHS, the second week was called the "Week of Wow" to welcome students back for the year.

Homecoming festivities have begun and it sounds like school spirit is high.

Superintendent Tim Logan wished a happy birthday to President Phil Cowee. He shared his gratitude for everyone who attended the townhall meetings for the MFP. The committee walked the classrooms of each school and he appreciated the opportunity to do that. He also appreciated the all-staff professional development day and having staff together at FHS in the new gym.

Announcements were made:

-the parent member of the Student Attendance Advisory Board (SAAB) was selected. It is Dominique Ramos.

- the Ribbon Cutting for the Yerington Kiss and Drop will be held October 7, 2024.

Lastly, he asked the Fernley area principals, Principals Jamie Henderson, Virginia Richardson, Kent Jones, Blake Cooper, Steve Henderson, Ryan Cross, to introduce their new staff.

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.

Patrick Billings, Silver Stage High School (SSHS) teacher, spoke on discussion Item # 31, changing the Government graduation credit to one whole credit. He stated a case for continuing with the half credit, due to staffing and scheduling difficulties if it changed. He spoke on the success of the EDU courses, student engagement, WNC college courses in the subject, and he mentioned the classes that they don't want to cut.

Bridget Perez, SSHS teacher, spoke on discussion Item # 31, changing the Government graduation credit to one whole credit. She stressed that students are receiving all the standards for Government, none are being missed as things stand. Her concern is what classes would be cut. The state is requiring more CTE for the College and Career Ready Diploma.

James Whisler, Fernley resident, spoke on item #14, current staffing. He feels teachers leave due to lack of support. Item #21, Policy GBA: Extra Duty, Supplemental, or Contracts. Who gives the contracts to staff? Item #30B, Policy GAB: Personnel Files. To get a copy of personnel records, there should be a secure system and there should be no credit history on file. Item #30C, Policy GABA: Employee Access to Personnel File, lack of trust in employee. Item #30D, Policy GABB: Negative Information in Personnel File, a union representative should be present if there is negative info to go into an employee's file. Item

#30F, Policy GAC: Confidential Information, what measures are taken to make sure information is confidential. He spoke on possible discrimination, grievances, and destruction of records. His comments are added at the end of the minutes.

Patrick Whitehead, FHS Social Studies department head, spoke on Item #31, changing the Government graduation credit to one whole credit. Twenty years teaching social studies, when Government was a full year. Standards changed significantly. Now instead of history facts, they are teaching critical thinking. He cautioned that changing it back to one year would upset the balance of the K-12 scope and sequence, what electives will be cut, who would teach and where would it be taught?

Loraine De La Torre, President of LCEA, Item #30F, Policy GAC: Confidential Information, presented questions and concerns regarding the personnel folders and possible duplicate folders. Item #20 GB: Employment and Compensation, information should not be duplicated or moved from the DO. In Regards to NRS, she requests that specific NRS be stated.

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.

Consent - go to 11

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

There were no questions.

B. Budget Transfers

C. LCSD Progressive Restorative Discipline Plan

D. Request for Early Graduation/HSE (confidential)

E. Personnel Reports

F. Travel

G. Department Reports

H. District Financial Report

September 2024 \$2,144,067.38

September 2025 \$6,722,330.00

11. END OF CONSENT AGENDA: MOTION TO APPROVE

Trustee Villines made a motion to approve the consent agenda.

Clerk Peterson seconded.

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

12. ACCEPTANCE OF DONATIONS

Trustee Farr made a motion to approve the donations.

Trustee McIntyre II seconded.

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

13. **(For Possible Action)** Discussion and possible action regarding the work of the LyOnline Distance Education Department in Lyon County School District. This item is being presented by Executive Director of Educational Services Jim Gianotti and Administrator Chanen Cross.

The LCSD distance education program began before the COVID pandemic and then expanded in 2019-2020. Currently there are about 345 students. The program had a 99% grad rate last year, and meets the needs of many different students.

The board commented on the positive results reflected in the survey. There are 3.5 teachers in the program, with one of the teachers working part time with the students at Eagle Ridge High School. It is clear that online learning is not for every student but some students do really well and parents are grateful for the option.

Clerk Peterson made a motion to approve the update from LyOnline.

Trustee Parsons seconded.

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

14. **(For Possible Action)** Discussion and possible action regarding a report on LCSD staffing for the 2024-25 school year. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

The presentation regarding recruitment and retention for the current school year included strategies used to enhance efforts to address the shortage of teachers. The board approved significant wage increases for 2023-24 and 2024-25. LCSD began last year to partner with UNR for a teacher residency program, and ads have been heard on the radio and TV for open positions. There are 71 new certified hires and 32 critical needs teachers. 8 of the Grow Your Own candidates are Long Term Subs or interns. 31 exit survey responses are listed in the supporting documents.

The board discussed survey responses and would like to see the actual questions posed on the survey.

Clerk Peterson made a motion to approve the report on the current staffing for the 2024-25 school year.

Trustee Farr seconded.

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

15. **(For Possible Action)** Discussion and possible action regarding an update on the 2024 LCSD facility improvements and summer projects. This item is being presented by Executive Director of Operations Harman Bains and Operations and Maintenance Supervisor Kirk McCallum.

The presentation touched on projects completed and underway in the district. It was a busy and successful summer. The district is grateful to the schools who hosted extra students as some of the schools were closed to get projects done. HVAC systems and boilers were installed, roofs replaced, flooring installed, upgrades to Audio Enhancement equipment in classrooms, gym improvements done, the Silver Springs Transportation yard begun, Yerington's Kiss and Drop student drop off completed, field backdrop and scoreboards continued, parking lots improved, and doors replaced district wide. There were delays in

wood deliveries, so some projects are continuing. Student and staff morale is up by seeing new flooring and improvements made. The majority of projects are on schedule and on budget, according to the 5 year Capital Improvement Plan.

The board members commented on the positive outcomes of the projects and shared gratitude for the department's hard work.

Trustee McIntyre II made a motion to approve the report on the 2024 facility improvements and summer projects.

Clerk Peterson seconded.

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

16. **(For Possible Action)** Discussion and possible action regarding roadway rehabilitation of East Goldfield Avenue in Yerington. This item is being presented by Executive Director of Operations Harman Bains and Operations and Maintenance Supervisor Kirk McCallum.

The City of Yerington's road rehabilitation includes a collaboration with the district to improve the area on Goldfield Ave in front of the district office. The City approached the district a year ago, to combine buying power.

Some of the board members witnessed the standing water on different occasions and asserted the need to complete the project.

Trustee Villines made a motion to approve bid alternates B and C, enabling LCSD to partner with the City of Yerington on the East Goldfield Avenue roadway rehabilitation project at a total cost of \$222,820.

Trustee Farr seconded.

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

17. **(For Possible Action)** Discussion and possible action regarding updates from the Fernley area school principals. This item is being presented by principals Kent Jones, Jamie Henderson, Virginia Richardson, Blake Cooper, Steve Henderson, and Ryan Cross.

Principals Jones, Henderson, Richardson, Cooper, Henderson, and Cross spoke on the progress toward their goals, and shared highlights from last year.

Clerk Villines made a motion to approve the updates from the Fernley area school principals.

Trustee McIntyre II seconded.

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

Break called at 8:25 pm. Meeting called to order 8:40 pm.

18. **(For Possible Action)** Discussion and possible action revisions to LCSD Policy JG: Student Discipline as a first reading. This item is being presented by Deputy Superintendent Dawn Huckaby.

The revisions to Policy JG: Student Discipline included a revised table that outlines possible discipline by age and conditions. It aligns with the district's progressive restorative discipline plan and federal and state regulations. Now a student under the age of 11 can be expelled, according to 7 different categories. It changes the days of suspension from a maximum of 5

to a maximum of 10 days.

There was some discussion from the board about the improvement in the verbiage which restates expectations and consequences.

Trustee Farr made a motion to approve the revisions to LCSD Policy JG: Student Discipline as a first reading.

Clerk Peterson seconded.

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

19. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy IKF: Graduation as a third and final reading. This item is being presented by Executive Director of Educational Services Jim Gianotti.

This item is to approve revisions made to LCSD Policy IKF: Graduation as a third and final reading. The State Board of Education approved requirements for the College and Career Ready high school diploma and standard diplomas. Mr. Gianotti expressed his hope to approve Policy IKF, based on the state requirements, to allow current and upcoming students to settle into their class schedules with clear expectations of needed credits.

Board members expressed their understanding that although a full credit of American Government is important, changes are not be feasible due to needed staff, scheduling challenges, and classroom space. The board would like to address this issue at a later time. They will discuss this item later, on #31 of this agenda.

Clerk Peterson made a motion to approve revisions to Policy IKF: Graduation as a third and final reading.

Trustee Farr seconded.

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

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

The revisions to the following G policies are to reflect recommendations to keep the district in good standing with the POOLPACT liability insurance. This happens anytime after legislation makes changes.

GB: Employment and Compensation as a first reading includes revised language for clarity in conducting pre-employment reference checks and background checks. Mrs. Hogan explained that a third party agency is used for thorough, pre-employment background checks and driving records, that report as a credit reporting agency (CRA). The language used in the policy is at the recommendation of the district legal counsel and POOLPACT.

Trustee Farr made a motion to approve revisions to Policy GB: Employment and Compensation as a first reading.

Clerk Peterson seconded.

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

21. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBA: Extra Duty, Supplemental, or Contracts as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

The changes to Policy GBA: Extra Duty, Supplemental, or Special Contracts include a revision to the verbiage of the word "salary" to "pay" and a reference to the applicable negotiated agreement.

Clerk Peterson made a motion to approve the revisions to policy GBA: Extra Duty, Supplemental, or Special Contracts as a first reading.

Trustee Parsons seconded.

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

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

Changes to Policy GBB: Fair Employment Practices include updated language to be in compliance with NRS and federal language, and it outlines the investigation process into complaints.

Trustee Farr made a motion to approve LCSD Policy GBB: Fair Employment Practices as a first reading.

Trustee McIntyre II seconded.

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

23. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBA: Prevention of Sexual Misconduct Towards Students as a first reading, and the elimination of LCSD Policy JHG: Suspected Abuse or Neglect of a Child. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

The language in Policy GBBA: Prevention of Sexual Misconduct Towards Students is duplicated in Policy JHG: Suspected Abuse or Neglect of a Child. The district is recommending the elimination of JHG. Changes to GBBA include the mandatory reporting of abuse or neglect, and corporeal punishment, and acknowledgment by all employees including volunteers.

Clerk Peterson made a motion to approve LCSD Policy GBBA: Prevention of Sexual Misconduct Towards Students, Mandatory Reporting of Child Abuse or Neglect, and Corporal Punishment, as a first reading, and the elimination of LCSD Policy JHG.

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 GBBB: Employee Dating as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Changes to Policy GBBB: Employee Dating includes changing the word "could" to "may" to match legal document verbiage.

Trustee McIntyre II made a motion to approve the revision of Policy GBBB: Employee Dating as a first reading.
Clerk Peterson seconded.
With no further discussion, the motion carried 7-0.

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

Revisions to Policy GBBC: Employee Bullying include district volunteers in the prohibition of bullying, and matches NRS language in encompassing harrassment, intimidation, and discrimination with bullying.
Trustee McIntyre II made a motion to approve revisions to Policy GBBC: Employee Bullying as a first reading.
Trustee Farr seconded.
With no further discussion, the motion carried 7-0.

26. **(For Possible Action)** Discussion and possible action regarding new LCSD Policy GBBCA: Genetic Information Nondiscrimination Act (GINA) as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

LCSD Policy GBBCA: Genetic Information Nondiscrimination Act (GINA), a new policy, is required because of the federal act, GINA, prohibiting the district from collecting genetic information.
Clerk Peterson made a motion to approve new LCSD Policy GBBCA: Genetic Info Nondiscrimination Act as a first reading.
Trustee McIntyre II seconded.
With no further discussion, the motion carried 7-0.

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

Revisions to Policy GBBD: Employment Disabilities simply clarifies what "reasonable" accommodations are for the district and employees.
Clerk Peterson made a motion to approve the revisions to Policy GBBD: Employment Disabilities as a first reading.
Trustee Farr seconded.
With no further discussion, the motion carried 7-0.

28. **(For Possible Action)** Discussion and possible action regarding new LCSD Policy GBBD: Reasonable Accommodation for Victims of Domestic Violence or Sexual Assault as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

The new Policy GBBDA: Reasonable Accommodation for Victims of Domestic Violence or Sexual Assault is to proactively comply with NRS 613 in providing applicable employment provisions to any employee or employee whose family or household members are victims of these crimes.

Trustee McIntyre II made a motion to approve new Policy GBBDA: Reasonable Accommodation for Victims of Domestic Violence or Sexual Assault as a first reading. Trustee Parsons seconded.

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

29. **(For Possible Action)** Discussion and possible action regarding new LCSD Policy GBBDB: Pregnancy, Childbirth, and Related Medical Conditions as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

The new Policy GBBDB: Pregnancy, Childbirth, and Related Medical Conditions is created in response to federal law and the Nevada Pregnant Workers' Fairness Act (NPPWFA) in providing reasonable accommodations for an employee relating to pregnancy, childbirth, or related medical conditions.

Trustee Farr made a motion to approve new LCSD Policy GBBDB: Pregnancy, Childbirth, and Related Medical Conditions as a first reading.

Clerk Peterson seconded.

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

30. **(For Possible Action)** Discussion and possible action regarding the second reading of the following LCSD Policies. No changes were made to these policies after the first reading. Any member of the Board may request that a policy be removed and discussed and acted upon separately.

Trustee Hendrix requested a discussion on items #30B - GAB: Personnel Files and #30C - GABA: Employee Access to Personnel Files.

These two policies were pulled from the group to be approved.

Clerk Peterson made a motion to approve Policies

GA: General Provisions (Item 30A),

GABB: Negative Information (Item 30D),

GABC: Verification of Employment (Item 30E), and

GAC: Confidential Information (Item 30 F) as a second and final reading.

Trustee McIntyre II seconded.

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

#30B Trustee Hendrix questioned Policy GAB: Personnel Files, asking why there is an ability for supervisors to make or have a duplicate copy of a personnel file.

Superintendent Logan explained that this would take place, for example, when there is an investigation into a particular employee. The need may arise for an administrator to have a copy for a Plan of Assistance in order to work with that employee.

Deputy Superintendent Huckaby explained that an administrator may need to keep a copy in a site file, but the master file would be at the District office. To be clear, hard paper copies

are what is being considered. There was discussion regarding the safety and security of documents, destruction of documents, and the NRS confirming the destruction of disciplinary letters/documents after 3 years, if there's nothing in 3 years. District files are secure and limited HR staff have authorized access. This is the policy that allows administrator access if needed.

Clerk Peterson made a motion to approve Policy GAB: Personnel Files as a second and final reading.

Trustee McIntyre seconded.

Trustee Parsons commented that this is the policy mentioned earlier in public comment by the LCEA President.

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

#30C Trustee Hendrix commented on Policy GABA: Employee Access to Personnel Files, with concerns that employees have to have a supervisor present to view their file.

Superintendent Logan explained that this is to prevent changes to the documents. They are hard copies. HR would make a copy for them if requested. For security, it is necessary to have someone present to make sure no changes are made. Records are slowly transitioning from hard copies to electronic, digital copies as the hiring process becomes more digital.

Clerk Peterson made a motion to approve Policy GABA: Employee Access to Personnel Files as a second and final reading.

Trustee Farr seconded.

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

31. **(Discussion Only)** Discussion regarding the Government graduation credit requirement, moving from .5 to 1 credit. This item is being presented by Executive Director of Educational Services Jim Gianotti.

In previous meetings the board discussed the requirement of one half credit for the subject of US Government. The required credits for the classes of 2025-2027 were provided. Graduates beyond that will begin with the College and Career Ready Diploma requirements. A sample schedule was provided to give a simplistic look at a typical student schedule. With the Portrait of a Learner (POL) the district strives to allow students to own their path and be allowed the classes they prefer.

Trustee Villines noted that the scope and sequence for civics is missing from the attachments. This and the scope and sequence of the econ class will be sent to the board. They are currently on the website with all the standards.

Trustee Farr, after speaking with parents on the subject, stressed the importance of students having financial literacy, and cautioned not to short-change students.

Trustee McIntyre II brought up the earlier comment that government is not one of the subjects that the state tests on, but agreed that kids need to be educated in it. He expressed concern that students are not learning what they need in one semester. He does not agree with the requirement of 2 years of Physical Education (PE), but only one semester of government. He would like to look at this again to explore changes.

2 years of PE is required by the state. If students participate in a sport, a PE credit can be used in another area.

If a second government or civics class were an elective credit, students may not choose it.

They could be offered as dual credit. The board is asked to keep in mind that changes require additional staff and room for extra classes.

The board discussed holding this conversation until after the legislative session in the spring, causing changes to the policy at that time. The scope and sequence will show what the students are learning. The district mentioned the CTE courses the juniors and seniors are taking, guided by their interests and decisions for their future, including taking part in WBL. Students who do not do well on the ACT will be required to take another math to graduate. There are too many varied scenarios to give a clear answer for every student.

32. **(Discussion Only)** Discussion regarding LCSD Policy EDBB: Use of Cellular Phones and other Electronic Devices. This item is being presented by Deputy Superintendent Dawn Huckaby and Board President Phil Cowee.

Discussion on policy EDBB: Cellular Phones and other Electronic Devices was brought forward by President Cowee due to neighboring districts choosing to address the issue. Schools have their own rules, but they differ from school to school. It is his thought that a standard uniform policy would be helpful. He wanted to share what Silverland Middle School (SMS) does.

As a parent of an SMS student Trustee Farr appreciated the expectations set out from day one, allowing parents to have a conversation with their child and teaching accountability. Principal Henderson, Dean McMackin and Assistant Principal Moniz spoke about their experience and justification for implementing a system to restrict the use of cell phones in the school. They went from inappropriate use of cell phones to phones put away in pockets and backpacks. There was some initial kick-back, but the system is in place and the majority of parents are supportive because the students get to keep their phones. The students and parents understand the expectations and the consequences. The positive results have been significant.

The board discussed some of the positive results and what they would like to see across the district. The board policy regarding cell phones will be on the next agenda.

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 meeting is scheduled for Tuesday, October 22 at Silver Stage High School in Silver Springs.

Nevada Educator Performance Framework (NEPF)

Second readings of G policies

11 new policies for first readings including EDBB: Cell Phones and Other Electronic Devices

Silver Stage School Staff and highlights & goals updates

Trustee Hendrix asked to have a discussion item regarding the qualifications for deputy superintendent, when they were revised and who did the revision.

There was discussion regarding the subject of revising job descriptions, when they happen, and whether the board has authority.

Trustee Hendrix made a motion to have a discussion item regarding the qualifications for deputy superintendent, when they were revised and who did the revision.

Trustee Parsons seconded.

The vote failed 2-5. Trustees Farr, McIntyre, Cowee, Peterson and Villines voted nay.

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).

Kathy Rudy, president of Lyon County Classified School Employee Association(LCCSEA), and secretary Joy Hanssen thanked the board for the support for the flat rate provided to classified and certified employees from the SB231 funds from the state. She read a statement that was sent to the board previously. It is attached to the minutes.

35. ADJOURN:

10:09 pm

The notice for this meeting was posted on September 19, 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; or by calling (775) 463-6800 ext. 10034, at least one week prior to the meeting.

Name: James Whisler

Location: Fernley

I would like my questions and comments to be included in the minutes.

On Agenda 14: Teacher employment and recruitment: I bet we could keep teachers if the administration supported them. Teachers are leaving LCSD and going to Fallon. The biggest complaint I have heard is there is no real support from the administration or the school board. They were also tired of dealing with certain individuals at their school, so they left, and they also received a nice bonus too. I am sure that if our board and administration put as much effort into retaining and recruiting teachers versus creating new jobs, changing qualifications, and ensuring that their friends got these high paying jobs we would have most these positions filled and would not have to rely on short- or long-term subs. And why are the empty positions being pulled down when there is a long-term sub in that position. How would anyone know to apply for a position if it is not posted. This is doing a disservice to our students by not having experienced, qualified teachers full time.

Agenda 21: I am just curious who gives these special contracts to individuals at each school? Is it the principal? If this is the case how does the district, ensure that favoritism to friends or family is not taking place? Should these contracts not be given out by the superintendent or the board?

Agenda 30: GAB- Why does any supervisor need a copy of personnel records. If a supervisor needs to view anything they should have to fill out a formal request through the superintendent and human resources to view them at the district office and under supervision. This ensures the security of those documents and provides a measure that employees know there is not multiple copies of their records floating around. Secondly to this, why does the county/administration need to know or keep on file any employee's credit history. That is personal information that has nothing to do with the job. And by accessing their credit history it also will access their spouse or other family members tied to their credit. You in no way deserve to know their credit history nor their spouses, let alone keep that on file.

GABA- So a supervisor can have a copy, but you are telling the employee to view their own record they must fill out a request and view it supervised. Refer to my previous statement. This shows that you have no trust in your employees, but you expect them to trust their administrators.

GABB- Why is there no mention of an employee having a union representative when there is the possibility of negative, disciplinary, or derogatory material that can be placed in an employee's record?

GAC- If the superintendent can designate someone to oversee personnel files other than themselves or human resources, what security measures are there to ensure the teachers feel their information will be kept confidential. Should not the teachers and other employees have a say in who they feel would best be suited for this position?

Why does the district need to know an employee's religion, political affiliation, living arrangements etc.? These are personal choices outside of work and is the business of the person and those they wish to share with. This type of information can lead to discrimination from others.

On grievances: The only personnel who should see these grievances are the superintendent, union representative, lawyers, and anyone part of an ongoing investigation. For a supervisor to see a grievance that may be against them, this could lead to discrimination or a hostile work environment.

On the disposing of an employee's records after termination, quitting or retiring, why not give all records back to the individual? It is their record, and they should be allowed to destroy it. This also can give them a sense of security knowing that the record is destroyed.



Silverland Middle School

Shaping Future Innovators through Learning, Connection, Ownership, and Discovery

Steve Henderson
Principal

Tammie Moniz
Assistant Principal

Shaun McMackin
Dean

Cell Phone Contract

All Silverland Middle School students should complete and return a cell phone contract in order to have a cell phone or other non-school issued electronic device at school. All policies apply to all students with or without contracts on file and apply to all non-school issued electronic devices, including earbuds.

A student's cell phone/device is to be off and stored in the student's locker or bag during the school day. Students cannot use cell phones/devices to photograph or videotape other students or staff on school property (including buses).

Consequences of violation of school cell phone policy:

1st incident – The cell phone/device will be confiscated and can be picked up by the student at the end of the period. Teacher will log the incident and contact parents.

2nd incident – The cell phone/device will be confiscated and can be picked up by student from the office. If a cell phone contract is not on file, the student will be handed one to take home and needs to be returned the following day. The incident will be logged by the teacher and contact parents.

3rd incident – The cell phone/device will be confiscated and can be picked up by ONLY a parent/guardian from the office. If a cell phone contract is not on file, the parents will need to sign one when picking up the cell phone.

4th and subsequent incidents – The cell phone/device will be confiscated and can be picked up by ONLY a parent/guardian from the office and the student for one week will not be allowed to have a cell phone on them. It is either left at home or turned into the office every morning.

These consequences apply to the incidents per student and NOT incidents per cell phone. Silverland Middle School is not responsible for the theft, damage, or loss of a cell phone or electronic device pursuant to Lyon County School Board of Education Policy EDBB.

Please sign and return this form to Silverland Middle School

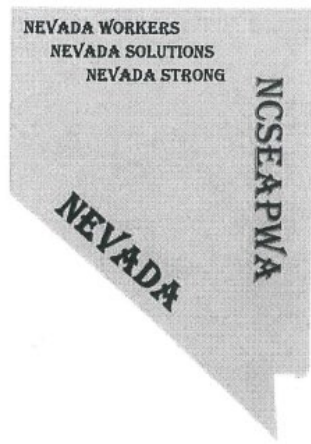
I read and agree to comply with the terms of the cell phone policy. I understand that violations of this policy will result in the consequences outlined in the policy.

Student Print Name _____

Student signature _____ **Date** _____

Parent signature _____ **Date** _____

Cell phone policies and consequences for violations apply regardless of a signed contract. The policies apply to the number of incidents per student and do not start over with a different phone. Failure to sign the contract means that you will NOT have a cell phone at Silverland Middle School.



September 22, 2024

Dear Lyon School County Board of Trustees and Classified Employees;

The Lyon County Classified School Employees Association, LCCSEA, is committed to ALL employees equally and that is why we supported the flat rate payout of SB231 funding. We are aware the Lyon County Educators Association; LCEA, has filed a suit against Lyon County School District and that it has gone to the Employee-Management Relations Board; EMRB. This case was on the July 10th agenda for the EMRB. It is our understanding that there was a hearing held September 13th and that during the hearing an agreement was reached. The LCCSEA was not at that hearing because we did not file suit with the LCSD. We negotiated in good faith with the LCSD in July of 2023 and agreed to the SB231 proposal and later in 2023 we agreed to and accepted the flat rate proposal of payout for the SB231 funding because it was **fair to all employees**. A percentage-based payout would have favored some employees over others. As classified employees we are the Backbone of the District, and we matter too. Teachers are the front line, they are in the classroom shaping our students and teaching them curriculum, however all LCSD employees are part of teaching our students/children.

We **all** take responsibility for creating a safe environment for our students to learn in. We have para pros who do amazing work assisting our special education departments and the students who fall under that umbrella. Our secretaries do amazing work maintaining records, orders, attendance, and a myriad of duties. Our IT department works tirelessly trying to update our wonderful old and new schools with constantly changing technology. The bus drivers are responsible for driving up to eighty students/people on a bus on cramped streets, busy highways, in treacherous conditions, including chaining up and pre-trip inspections. Our maintenance and custodial departments keep things running, whether it be the mechanics, custodians, or maintenance levels I, II, III, or IV who tend to eighteen schools or their own schools. These departments manage things such as heating, cooling, plumbing, maintaining a bus and "white car" fleet, cleaning, building, landscaping, adapting, and adjusting to the needs of the students, teachers, staff, parents, district representatives. The list goes on and on.

This letter is not to "put down" the teachers in LCSD in any way, it is intended to bring light to the classified employees who help make it possible for them to focus on their job: Teaching our children. It appears that some members of the board and the community seem to overlook the importance of ALL employees in Lyon County School District. Hopefully, this can cease to be the case moving forward.

Thank you,

Kathy Rudy

LCCSEA President