

MINUTES

Lyon County School District Board of Trustees

A meeting of the Board of Trustees of Lyon County School District was held July 22, 2025, beginning at 5:00 pm Closed Session and 6:30 pm Open Meeting at Professional Learning Center, PLC, located on the SSES Campus, 3800 W. Spruce St., Silver Springs, NV 89429.

1. CALL TO ORDER

President Hendrix called the meeting to order at 6:31 pm.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Superintendent Tim Logan.

3. WELCOME OF GUESTS

Guests were welcomed.

Board members in attendance:

President Tom Hendrix

Clerk Dawn Carson

Trustee Darin Farr

Trustee Elmer Bull

Trustee Sherry Parsons

Trustee Bridget Peterson

Trustee James Whisler absent

Executive Cabinet members in attendance:

Superintendent Tim Logan

Deputy Superintendent Stacey Griffin-Cooper

Executive Director of Human Resources BillieJo Hogan

Executive Director of Special Services Rachel Stewart

Executive Director of Education Services Heather Moyle

Executive Director of Education Services James Gianotti

Executive Director of Operations Harman Bains

Kirk McCallum, Skyler Tremaine, Michelle Sinclair, Margaret Heim, Blake Cooper, Kyle Rodriguez, Scott Sowinski, Blake Smith, Joseph Baptist, Brian Lee.

4. APPROVAL OF AGENDA

Trustee Farr made a motion to approve the agenda as presented.

Trustee Bull seconded.

With no further discussion, the motion carried 6-0.

5. APPROVAL OF MINUTES

Trustee Peterson and Clerk Carson were not in attendance at the last meeting and announced they would abstain from voting on the minutes of that meeting.

Trustee Bull made a motion to approve the minutes of the June 24, 2025 meeting as presented.

Trustee Parsons seconded.

After calling for a vote Trustees Bull, Farr, Parsons and President Hendrix voted aye.

Trustee Peterson and Clerk Carson abstained.

Trustee Whisler was not in attendance.

Legal counsel advised that there would be no quorum if 3 members abstained.

The motion carried with 4 votes. (4 Ayes, 2 Abstained, 1 Absent)

6. BOARD MEMBER REPORTS

Trustee Parsons spoke about the renovations continuing at the schools. Her grandson is on an “alternative route to licensure” to teach.

Trustee Farr has been a mentor for a new board member at Nye County School District.

This experience will contribute toward Trustee Farr's Certified Public Official (CPO) status.

Trustee Bull attended the Nevada Association of Career and Technical Education (NACTE) conference at Tahoe. He highlighted statistics that indicate declining interest in students attending universities, and the increased need to build the CTE programs. He gave a shoutout for the Walker River Senior Little League as NV state champs.

Trustee Carson attended Dayton and Yerington High School and Adult Ed graduations.

Trustee Peterson attended Dayton, Smith Valley and Adult Ed graduations.

President Hendrix attended the NACTE conference and enjoyed the keynote speaker and the topics they covered. He shared the concept of introducing careers that meet students' interests to get them engaged in their education.

7. ATTITUDE OF GRATITUDE

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

8. SUPERINTENDENT REPORT

Superintendent Logan introduced the new SRO Deputy Kristopher Zmak. He will work in the Fernley schools with Deputy Holland.

CFO Kyle Rodriguez is leaving the district and appreciation was shown to him for all he has done for the district.

Superintendent Logan attended the first day of the NACTE conference and participated at the Nevada Association of School Superintendent (NASS) commission to Washington DC. He met with members of congress and senators to discuss funding and regulations in Nevada.

Legal counsel Don Lattin announced his plan to transition to advisory and counsel duty for his firm. He spoke about his history with the school districts in the state and in Lyon County School District in particular.

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 made by Bryan Lee, Executive Director of the Nevada State Educators Association and representative for the Lyon County Administrators Association (LCAA). He urged the approval of ratifying the agreement presented today. They are pleased with the set-up of a working group to revise the salary structure and payscale over the next two years. Principal Blake Cooper, member of the team, was present in support of the approval. Joseph Baptist, teacher and resident, expressed his concerns about the policy revision, Item 16, Staff Complaints. He was not in favor of the policy as written. His comments are included in the minutes.

- 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.

President Hendrix made a motion to approve all items except item 10 E. School Performance Plans for a separate discussion on 10 E.
Trustee Farr seconded.
Upon calling for a vote, the motion carried 6-0.

Item 10 E. School Performance Plans (SPP).

President Hendrix expressed his opinion that the SPPs lack alignment with the District Performance Plan (DPP). He would like to table the item and have them reworked to align as common goals for all the schools.

He made a motion to table this item until the next scheduled workshop or meeting as an agenda item.

Trustee Bull seconded.

There was discussion regarding the natural differences in the schools' plans and the importance of allowing them to tailor their plans to meet the needs of their individual schools. However, some trustees want to see that the school administrators are including the expectations defined by the board in the DPP. Deputy Superintendent Cooper explained that the development of each school plan comes together as a result of input from community stakeholders, data and requirements from the Nevada Department of Education, and submission deadlines. She reported that the Executive Cabinet reviewed each of the SPPs and revisited them with the administrators, making sure they complement the DPP and meet statutory obligations.

Options were offered: (1) approve and submit the SPPs to the state as they are, then make changes and submit updated plans, or (2) table the item, bring teams together to renew SPPs, bring to the board in September, and submit to the state late.

It was reiterated that the board's expectation is to see that the schools develop their plans in alignment with the board's objectives. Principal Blake Cooper spoke about the process the administrators follow. By considering board goals, school data, community feedback, and state mandates, they work to create a strategy that addresses the unique objectives for their schools. These have not matched the DPP exactly. Superintendent Logan commented on past practice but the need to honor the board's goals and expectations. Discussion continued regarding the importance of adhering to the DPP as the primary guidance for the SPPs. The motion was amended to table the item to a scheduled workshop or meeting, as an agenda item outside the consent agenda.

The amended motion was seconded by Trustee Carson.

The motion carried 5-1, Trustee Peterson voted nay.

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

B. Request for Early Graduation/HSE (confidential)

C. Personnel Reports

D. Quarterly Enrollment Report

E. *School Performance Plans: Removed from the consent agenda to be discussed and voted on separately.*

F. Annual Renewal of Lyon Surfaces Bid #2023-1

G. Ratification of the 2025-2027 Lyon County Administrative Association Certified Bargaining Agreement

H. MOU Child Abuse Protection

I. MOU Special Olympics Nevada Inc.

J. Annual Sportsmanship Violations Report

K. Annual AB56 Physical & Mechanical Restraint Report

L. IT Department Report

M. Class Size Reduction Quarterly Report

N. Renewal of Warren Reed Insurance

O. Travel

P. District Financial Report

Vouchers 1475, 1476, 1480, 1479, 1490, 1491, 1527

Total \$4,966, 669.16

11. **(For Possible Action)** Discussion and possible action regarding the 10-Year Master Facilities Plan for LCSD. This item is being presented by Executive Director of Operations Harman Bains and representatives from Grace Orcutt/Winslow. Orcutt Winslow, now Grace Design, presented the final update to the 10-year master facility plan. The recommendations and ideas offered are meant for guidance and future decision-making, as all schools are currently under maximum capacity. The company will come back to the district in the 2027-28 school year, and again in 2030-31 for a scheduled review and update. The presentation followed the data already gathered from current capacity and demographics, adequacy of current needs, suitability of spaces for upcoming needs, and

current facility conditions. It reflected an enrollment forecast and prioritization of recommendations. Overall, nothing is in urgent need right now but the report allows the district to know which campuses have the most critical needs, what those needs are, and how to prioritize them. The projects currently underway have been taken into consideration, but future investments in maintenance will be entered into the planning tool to maintain the forecast and campus score over time. The security upgrades for a modified single point of entry for the remaining high schools, Dayton, Yerington, Fernley, and Silver Stage, and Silverland Middle School are recommended for completion. The report has a dashboard for every campus identifying recommended projects. The team will reassess everything and update the plan at the beginning of the 2027-28 school year.

The board commented on various aspects of the plan, recommendations, and the plan to go out to bond. Upgrades to district wide HVAC is the primary focus and many of these projects are in process or have been completed. Initiation of the security upgrades is at the discretion of the board.

Trustee Farr made a motion to approve the update from Grace Design, Orcutt | Winslow on the 10-year Facility Master Plan.

Trustee Peterson seconded.

With no further discussion, the motion carried 6-0.

12. **(For Possible Action)** Discussion and Possible action regarding LCSD Facility Projects planned for the summer of 2026. This item is being presented by Executive Director of Operations Harman Bains and Operations & Maintenance Supervisor Kirk McCallum. The district is seeking approval of the 2026 summer upgrades, mainly HVAC/Boiler projects, to ensure the timely receipt of the necessary materials and equipment to complete them. The typical lead time is 16-18 weeks, though electrical switchgear can take up to 50 weeks. With a cost of over 11 million, the district will begin the bond process to fund these requests.

Trustee Farr made a motion to approve the proposed upgrades to Fernley High School (HVAC/Boilers), Dayton High School (HVAC/Boilers), Silver Stage Elementary School (HVAC/Boilers/Electrical), and Yerington Elementary School (HVAC/Boilers/Electrical) for a total of \$11,437,608.

Trustee Carson seconded.

With no further discussion, the motion carried 6-0.

13. **(For Discussion Only)** Discussion and acknowledgment of an Open Meeting Law complaint, determination and conclusion issued by the Nevada Attorney General's Office on June 27, 2025. This item is being presented by LCSD Legal Counsel Don Lattin. Mr. Lattin reminded the board of a letter, emailed to them earlier, pertaining to the November 28, 2023 board meeting. A complaint was issued regarding public comment during that meeting. The AG's office concluded that there was no OML violation and the comment was consistent with this board's rules.
- No action taken.

14. **(For Possible Action)** Discussion and possible action for proposed Pearson Connexus curriculum adoption for LCSD LyOnline Distance Education for grades K-5. This item is being presented by Executive Director of Educational Services Jim Gianotti.

LyOnline Distance Education for grades K-5 curriculum adoption was made necessary due to state requirements. LCSD sought the experience and opinion of Washoe County School District's North Star Online School. They recommended the Pearson Connexus material. After sampling the materials and a thorough review, the LCSD Distance Education administrator and staff expressed strong support in favor of it. The curriculum was made available to the public for review for one week and no feedback was received. Trustee Parsons made a motion to approve the curriculum, amended to add the cost of \$23,157 for one year. Clerk Carson seconded. With no further discussion, the motion carried 6-0.

15. (For Possible Action) Discussion and possible action regarding revisions to LCSD Policy JG: Student Discipline as a first reading. This item is being presented by Deputy Superintendent Stacey Griffin-Cooper.

The presentation on Policy JG: Student Discipline included expectations from the state, like the requirements to implement restorative justice as part of the disciplinary process. This has been part of the LCSD policy along with a partnership with the Sheriff's office to create a safe and secure environment with balanced and fair guidelines. Key definitions in the policy are Suspension, defined as removal from school, short or long, up to one semester; Expulsion, defined as removal for more than one semester but not permanently, and lastly a Permanent Expulsion from LCSD schools. The approach is progressive to maintain and enforce safety with clear expectations, accounting for individual circumstances and disabilities, if any. Revisions to the policy include the addition of "mind-altering substances", possession, sale and/or use, based on state guidance, for drug related offenses. The board discussed the repercussions of removing a student from the schools and providing the parents/guardians with the resources to supplement the learning. Parents have the right at any time to remove their students from public school. Fernley SRO Deputy Holland clarified that students who are removed from school typically enter the juvenile court system, which includes access to educational and civil services provided by the county. Federal and state laws support district decisions when students have exhausted all restorative measures and punitive actions become necessary. The disciplinary review panel is assembled based on the individual student's case to avoid conflicts of interest. It includes principals and administrators from other schools and is tailored to be age-appropriate. The process involves compiling a case packet, establishing the panel, notifying parents, and obtaining acknowledgments—all within required timelines.

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

Trustee Farr seconded the motion.

Lyon County Sergeant Kosak spoke in favor of the proposed revisions. He noted that the updated language better addresses issues related to mind-altering substances. He explained that current loopholes exist, such as the lack of an age limit for vape products, and the new policy helps close gaps, including cases where substances are ingested, smoked, or otherwise used. He added that the state is still working to catch up with these evolving issues.

With no further discussion, the motion carried 6-0.

16. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy KL: Processing Complaints as a first reading. This item is being presented by Deputy Superintendent Stacey Griffin-Cooper.
- Policy KL: Processing Complaints has been revised to provide clarification to the process of dismissing complaints that are vexatious or repeated. The board addressed the ongoing issue of members of the public bringing complaints directly to them, bypassing the established protocol of first contacting the teacher or school principal or superintendent. It was noted that most concerns are resolved through a simple conversation or phone call. However, questions or complaints that require further attention or investigation will be handled in accordance with the policy.
- Trustee Parsons made a motion to approve the revisions to policy KL: Processing Complaints as a first reading.
- Trustee Peterson seconded.
- With no further discussion, the motion carried 6-0.
17. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GL: Staff Complaints as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan.
- The revisions to Policy GL: Staff Complaints add language to clarify prohibited conduct and behavior. Cyber-bullying was added to the language and the investigation timeline was refined. New evidence or evidence of a procedural error in the initial investigation would be required for an appeal. In reference to the public comment made earlier, a person will not investigate themselves. The complaint would be filed with a person in a manager or supervisory position who is not involved in the alleged situation and who would report it to the correct person for an impartial investigation.
- Public comment was made by Joseph Baptist. He commented that the policy does nothing to prevent a person from being investigated by themselves, or by a person that may have a conflict of interest with the complainant.
- It was determined that the policy states that a supervisor will investigate. If the superintendent needed to be investigated, it would be done by the Deputy Superintendent or Human Resources, or an outside investigator.
- Trustee Farr made a motion to approve the revisions to policy GL: Staff Complaints as a first reading.
- Trustee Peterson seconded.
- With no further discussion, the motion carried 6-0.
18. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy JO: Student Records as a second and final reading. This item is being presented by Executive Director of Special Services Rachel Stewart.
- Trustee Farr made a motion to approve Policy JO: Student Records as a second and final reading.
- Trustee Parsons seconded.
- With no further discussion, the motion carried 6-0.

19. **(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, August 26, 2025, at Riverview Elementary School.

Possible items on the agenda will be:

- Dayton School admin highlights and goals
- Introducing new staff in Dayton schools
- LCCSEA agreement
- Discipline data report
- SPPs September meeting
- Policy EDBB on Cell phones

President Hendrix requested an item to address the security upgrades for the remaining high schools and Silverland Middle School.

20. **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.

No public comment was made.

21. **ADJOURN:**

Adjourn: Time: 9:41 pm

The notice for this meeting was posted on _____, 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).

For the Board of Trustees

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.

Public Comment
Public Participation Thank You
Greg Clausen
gclausen@pm.me

President Hendrix / Superintendent Logan / Mr. Lattin,
Thank you for the great news that we have moved beyond our 2022 "disagreement" regarding the importance and facilitation of public participation now that the Lyon County School District accepts electronically submitted Public Comment to be included in the Lyon County Board of Trustees Meeting Minutes.

Best regards,
Greg Clausen
District V / Wellington

Public Comment
Consent Agenda Item E (Jul 22, 2025)
Greg Clausen
gclausen@pm.me

President Hendrix / Superintendent Logan,
How do I reconcile Consent Agenda Item E Plans that not only do not meet, but also do not even include, the SMART Goal requirements this Board ratified at the March 2025 Board Meeting?

Best regards,
Greg Clausen
District V / Wellington

Public Comment
Increased Public Participation (Jul 22, 2025)
Greg Clausen
gclausen@pm.me

President Hendrix / Superintendent Logan,
Thank you again for enabling written Public Comment.
To encourage even further public participation -- especially if Board Meetings will be held at a single site moving forward -- What are the latest Plans / thinking regarding virtual public participation, e.g. Zoom, etc.?
The technology is mature, and many of our neighboring Counties have been doing this for some time -- Why not Lyon County?

Best regards,
Greg Clausen
District V / Wellington

Good evening, Joseph Baptist, teacher and Lyon County resident. I'm speaking to Item 17, the update to policy GL – Staff Complaints which is scheduled for a first reading this evening.

While I was happy to see this policy being updated, as it has a lot of problems, the proposed update does little to fix those problems, and potentially makes them worse.

The revised policy does not make it clear that it applies to Supervisor to Worker complaints.

The revised policy does little to encourage staff to resolve peer to peer problems at the lowest possible level.

The current and revised policies both specifically mention retaliation being prohibited, which is important, since fear of retaliation is a major reason that many staff do not file complaints about behaviors by those above them in the district hierarchy. Realistically, the ban on retaliation should be primarily focused on the supervisory and management level staff, as there are few ways that a subordinate employee can retaliate against a supervisory or management level employee without incurring criminal penalties, but supervisors and managers have many ways to retaliate against workers. Unfortunately, the revised policy has retaliatory measures baked into it.

There is nothing in the policy that addresses potential conflict of interest in the person conducting the investigation, or other district officials. This could lead to a staff member investigating a spouse or other family member, a boyfriend or girlfriend, or an ex-spouse – all situations where bias could reasonably be expected. Moreover, both the existing and revised policy allow managers to investigate complaints against themselves.

Then there is the idea that a complaint may be dismissed if the investigator – or the Superintendent – arbitrarily decides that it is false, “vexatious”, or “repeated” – this applies even if the investigator or the Superintendent is the one whose behaviors are being complained about.

What if the staff member has complained, had the complaint dismissed, and then the prohibited behaviors are repeated – if they file a second complaint, hoping they might get a better investigation, is it a new complaint, or a “repeated” complaint? And then, the staff member who filed the complaint can be disciplined for filing the complaint – which is absolutely a form of retaliation.

The appeals process is also problematic, as the person conducting the appeal might be subordinate to the person who made the initial determination, or may have some other conflict of interest that prevents them from making a fair and unbiased decision about how the initial investigation as conducted. And, even if they do recommend that the investigator re-evaluate the complaint due to a procedural error or missed evidence, there is nothing to prevent the investigator from sliding through the process and/or discounting the previously ignored evidence, and then reaching the same conclusion.

In conclusion, I hope that you will work with employees from different levels within the district to review and rewrite this policy, instead of adopting this very flawed update.