CALL TO ORDER

President Whitaker called to order the regular meeting of the Churchill County School District Board of Trustees at 6:00 p.m. at the Churchill County School District Administration Office, 690 South Maine Street, Fallon, Nevada.

PLEDGE OF ALLEGIANCE AND CHARACTER COUNTS WORD - CITIZENSHIP

Allison Urquhart and Kinsley Viera, E.C. Best students, led the pledge of allegiance and spoke a few words about the Character Counts word Citizenship.

VERIFICATION OF POSTING OF AGENDA

President Whitaker confirmed the posting of the agenda pursuant to NRS 241.

ROLL CALL

<table>
<thead>
<tr>
<th>Trustees Present</th>
<th>Others Present</th>
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<tr>
<td>Trustee Kathryn Whitaker, President</td>
<td>Dr. Summer Stephens, Superintendent</td>
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<td>Trustee Matt Hyde, Vice President</td>
<td>Sharla Hales, Legal Counsel</td>
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<td>Trustee Carmen Schank, Clerk</td>
<td>Phyllys Dowd, Director of Business Services</td>
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<td>Trustee Phil Pinder, Acting Clerk</td>
<td>Debra Shyne, Executive Assistant</td>
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<tr>
<td>Trustee Tricia Strasdin</td>
<td>(Interested Staff/Community Members per Attached List)</td>
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<td>Trustee Fred Buckmaster</td>
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<td>Trustee Amber Getto</td>
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REVIEW AND ADOPTION OF AGENDA

Trustee Strasdin moved to table item 13A, the Capital Improvement Plan, to discuss at the next Board meeting, and otherwise to approve the agenda as stated. Trustee Getto seconded the motion. There were no public comments. The motion passed unanimously.

PUBLIC COMMENT

There were no public comments.

RECOGNITION

A. The Board will recognize Shailynn Winter for Qualifying for the Nevada State Thespian Conference in the Musical Theatre Category.

   On behalf of the Board, Trustee Schank recognized Shailynn Winter for her accomplishment.
SUPERINTENDENT UPDATE

A. Students from Steve Heck’s and Randy Orong’s classrooms at Churchill County Middle School will present to the Board regarding their Science, Technology, Engineering, and Mathematics (STEM) projects.

Seventh and eighth grade CCMS students spoke about their projects and demonstrated robots they created in their STEM lab. Students gave the Board fidget spinners they made with a 3-D printer.

B. Mrs. Michele Taylor, Navy School Liaison Officer, will present information to the Board regarding the Month of April being designed as the Month of the Military Child.

April is the Month of the Military Child. Michele Taylor spoke about the importance of supporting military connected students. She explained that all fifty states are part of Military Interstate Compact and provided examples of ways this Compact provides protection for military connected students. President Whitaker thanked Ms. Taylor for the work she does in our District.

C. Update regarding District-related matters.

Dr. Stephens thanked Michele Taylor as 27 District staff members recently attended a tour of the Naval Air Station.

Dr. Stephens reported that Mr. Winter and CCHS staff continue to work on their project-based learning pilot for next year. They are collecting an interest survey to determine student interests. A team of staff members from the middle and high are going to San Diego in a couple of weeks to see project-based learning in the hands of kids.

Dr. Stephens and Kimi Melendy had a great conversation with Angela Holt, who runs the adult education program at Western Nevada College (WNC), about partnering and maximizing education opportunities for adults in Churchill County. People who get their GED can have concurrent enrollment and earn college credit at the same time. The District is finding ways to utilize our resources in people and support the work of WNC.

The District has been providing information to the people who can help regarding the DSA error and phase-in. Last week, Phyllis Dowd sent a letter to legislators, and Dr. Stephens followed up with Assemblywoman Robin Titus. President Whitaker planned to follow up with some legislators as well. Sharla Hales has been working diligently on behalf of the District at the legislature and the Department of Education. Ms. Dowd, Ms. Hales, and Dr. Stephens have a meeting scheduled on Friday with Jhone Ebert, Superintendent of Public Instruction to discuss the potential for a phase-in for the DSA error.

BUSINESS SERVICES UPDATE

A. Update regarding District-related matters.

There were no updates.
UPCOMING BOARD EVENTS
A. Wednesday, April 24, 4:00 p.m., Special Board Meeting at Churchill County High School
B. Wednesday, May 1, 6:00 p.m., Churchill County High School Scholarship Awards Ceremony, Churchill County High School Auditorium
C. Thursday, May 23, 7:00 p.m., Adult Education Graduation, Churchill County High School Auditorium
D. Friday, May 31, 7:00 p.m. CCHS Graduation, Ed Arciniega Stadium, Churchill County High School

CONSENT AGENDA
A. Approval of Recommended Personnel Action (Attachment A)
B. Approval of Vouchers
C. Approval of March, 2019, Payroll
D. Approval of March 13, 2019, Regular Board Meeting Minutes
E. Approval of 2019 SumFun Program Bus Lease Agreement
F. For Review Only: Regulation 4149.0 – Contracted School Year – Recommend Deletion (Second Reading)
G. For Review Only: Regulation 4150.0 – Employee Release Time – Recommend Deletion (Second Reading)
H. Approval of Modifications to Policy 4216.0 – Classified Personnel – Duties and Responsibilities (Second Reading)
   1. For Review Only: Regulation 4216.1 – Employee Responsibility for Student Contact – Recommend Deletion
I. Approval of Modifications to Policy 4217.0 – Safe Operation of School District Vehicles (Second Reading)
   1. For Review Only: Regulation 4216.1 – Employee Responsibility for Student Contact – Recommend Deletion
J. Approval of Modifications of Policy 4812.0 – Additional Assignments: Licensed Employees (Second Reading)
K. Approval of Modifications to Policy 4813.0 – Student Teachers (Second Reading)
L. Approval of Modifications to Policy 4865.0 – Relationships, Interactions, and Communications Between District Employees, Representatives or Volunteers and Students (Second Reading)
   1. For Review Only: Regulation 4865.0 – Relationships, Interactions, and Communications Between District Employees, Representatives or Volunteers and Students
M. Approval of Modifications to Policy 5600.0 – Mandatory Reporting of Child Abuse or Neglect (Second Reading)
   1. For Review Only: Regulation 5600.0 – Protocol in Suspected Cases of Child Abuse or Neglect – Mandatory Reporting of Child Abuse or Neglect
N. Approval of Modifications to Policy 7140.2 – Tobacco/Smoking Policy (Second Reading)

Trustee Schank moved to approve consent agenda items A-N, seconded by Trustee Strasdin. There were no public comments. The motion passed unanimously.
OLD BUSINESS

A. For Discussion and Possible Action: Approval of a Resolution 19-01 designated as the “2019 Refunding Bond Resolution”; declaring the necessity of incurring a bonded indebtedness on behalf of the Churchill County School District for the purpose of refunding certain outstanding bonds of the District; authorizing the issuance of the Churchill County School District, Nevada, Taxable/Tax-Exempt General Obligation (Limited Tax) Refunding Bonds, Series 2019, in the aggregate principal amount not to exceed $9,050,000; providing the terms, conditions, and form of the bonds; and providing the effective date.

John Peterson from JNA Consulting and Henry from Sherman & Howard updated the Board regarding the bond process. Mr. Peterson explained the benefits of refinancing the bonds. The best of the five proposals received was from Zions Bank with an effective interest rate of 2.54 percent, as compared to the current rate of 4.8 or 4.9 percent on the 2009 and 2010 bonds. Rough savings is approximately $620,000 spread over the next ten years through fiscal year 2030. The final maturity of the bonds would not change and the debt service to the District would not increase for any fiscal year. Because of 2017 changes in the federal tax rules, this bond would be taxable until February of 2020 at a rate of 3.1 percent, and would be tax-exempt at 2.46 percent in February 2021. The $620,000 in savings assumes that the issuance is a tax-exempt bond. If the bond could not be reissued in a tax-exempt status, the District would still save over $300,000. If approved, the bond should close by mid-May. Ms. Dowd reported that savings would be placed in the Debt Service Fund and could be used for debt service payments, or facility improvements through Capital Projects.

Trustee Strasdin moved to approve Resolution 19-01, as written, seconded by Trustee Hyde. There were no public comments. The motion passed unanimously.

[B. For Discussion and Possible Action: Discussion of budget information and recommendations from the Budget Committee and site administrators. Approval of the Tentative Budget for year-ending June 30, 2020. Any and every line item in the Tentative Budget may be discussed and changed.

Phyllis Dowd reported that the Budget Committee met the week prior and discussed ways to handle the District’s shortfall. The public might not understand why the District is in its current financial condition. Oasis Academy opened in the 2011-12 school year. When the Department of Education added Oasis enrollment, they calculated their enrollment into the District’s enrollment. That calculation has progressed throughout the lifespan of Oasis Academy and the District has gradually picked up their enrollment in the DSA calculation model. This was the Department of Education’s file, workbook, and process.

Ms. Dowd was part of a workgroup tasked with making the calculation more transparent. In June of 2016, the workgroup discovered the DSA error as Elko, Carson, and Churchill had incorrectly received teacher allocation funding based on charter schools being included in their districts. If the State had collected the money when the error was discovered nearly three years ago, the cost to the District would have been $680 per pupil. The Department of Education (DOE), then led by Dr. Steve Canavero, made the decision that they had already completed the agency budget request to the Governor’s office and did not want to reopen]
the budget for the 2017-19 biennium. Representatives from the DOE told finance directors in several committee meetings and in a legislative committee on education meeting that they were recommending a phased-in approach. Ms. Dowd relied on that information when creating the 2018-19 budget, which would have meant paying the state back 10 percent in year one, 20 percent in year two, 30 percent in year three, and 40 percent in year four. Because of the assumption of the phase-in, Ms. Dowd and Dr. Sheldon took the risk of recommending a budget to the Board that included using part of the ending fund balance. Because the DOE was exploring a new funding model, Ms. Dowd did not look at the fund balance and did not remember the fund balance issue until one month prior to this meeting. Ms. Dowd approached Dr. Stephens as soon as she recognized this and they took steps to move forward. Ms. Dowd apologized for having only four weeks to complete the budget process.

Ms. Dowd reported that the May 4 Budget Committee meeting was well attended with nearly every committee member present and a large audience. The committee discussed the recommended reductions and proposed staff reductions (pages 116 and 117 in BoardBook). Ms. Dowd incorporated the recommendations into the budget and has the rest of the week to incorporate into the budget any of the Board’s decisions from this meeting.

Ms. Dowd reported on proposed reductions to the budget totally just under $200,000.

- Ms. Dowd reduced the business office budget by 25%, excluding the contract with Tyler Technologies.
- Educational Services reduced their budget by 15%.
- Human Resources reduced their budget by 15%, excluding policy issues such as retirement buyouts and sick leave conversion, which reflect existing policies.
- Maintenance reduced their budget by 5%, excluding utility bills.
- Special Services reduced their budget slightly. Special Education has a Maintenance of Effort, which is a federal law to protect special needs students from having their funds syphoned off and moved into the General Fund.
- The Superintendent and Board reduced their budgets by 30%, with the contingency amount of $100,000 and the auditor’s line item excluded from this reduction.
- The Transportation Department reduced their budget by 5%, excluding fuel.

Ms. Dowd reported on projected new hire savings for positions the District deems necessary to rehire, typically at a lower level on the salary table than the employee who retired or resigned. These positions include a classified data specialist, a counselor, and a music teacher at the high school. The estimate for the data specialist includes someone with five years of experience.

Ms. Dowd reviewed recommended positions where workload would be reallocated among existing staff members.

- A District director would pick up the principal duties at Lahontan Elementary School and other directors would pick up some of that director’s duties.
- The high school data specialist position, vacated at the beginning of the year, would not be filled.
• A human resources analyst is retiring in September. The recommendation is to gap this position for the remainder of the year. The person in this position is responsible for licensed hiring and usually, by that point, licensed personnel are hired and in classrooms. Mr. Lords will pick up the additional workload.

• The library media specialist is retiring and the recommendation is to transfer an existing staff member to fill this position.

• Existing staff would be moved to fill the following positions: a paraprofessional instructional aide, a special education department instructional aide, a classified school nurse, and a school office manager.

Ms. Dowd noted other proposed reductions.

• The middle school P.E. position is floating because the number of students interested in P.E. at the high school is currently unknown.

• Three middle school special education teachers are leaving the District. The District can take exceptions on the Maintenance of Effort if we are able to cover the caseloads. Two of these teachers meet that qualification which will save on the transfer to the General Fund.

• The District recommends reducing extra pay for the middle school and elementary counselor positions and the extra days for the FFA advisors. The FFA advisors have had a change in workload as the field is leased to a third party to farm.

• Reduce instructional aides, security staff, and librarians two hours on Friday afternoons during collaboration.

• Reduce in force a full-time custodian, a data management specialist, a department secretary, duty assistants, food services department secretary, food services staff, a mechanic reduced to part time, some para professional instructional aides, a school secretary, and a warehouse worker.

Chartwells is willing to pick up eight District food services staff members at their next year step pay rate. This would affect their retirement, as they would be in the Social Security system, not PERS. They would have options such as 401K, but would have a different benefits package. The department secretary in food services would be reduced and the majority of that work would be done in the Business Office.

The District has open teaching positions due to retirements. There is the potential to fill those open positions with Northside teachers. Currently, the District estimates being able to maintain the special education classrooms and the Zoom classroom. If the Board decided to maintain the Northside Early Learning Center (NELC) at its current configuration, then the open elementary teaching positions would not be filled and class sizes would increase.

Ms. Dowd stated that the classified association would like to pull the two hours on Fridays, the mechanic position, and food services. The Director of Transportation would like to maintain the mechanics position.

Dr. Stephens stated that she would continue to collect information and work towards finding other options. Once the Board determines the reduction in force, this will begin a chain of events. The high school would like to add a third counselor instead of a dean of
students. Suggestions at the Budget Committee included reducing extracurricular and athletic stipends; eliminating universal breakfast for all or having breakfast in the classroom for $37,000 to $38,000 savings; implementing furlough days; and freezing steps, though these suggestions were not collectively supported. Ms. Dowd commented that the Budget Committee did not take a vote on the items; they looked for other items to put on the list if an item was suggested for removal.

Dr. Stephens stated that there were additional concerns surrounding grant funding. The Read by Three Grant and the 1003a Title I grant has been awarded to the District, but the level of funding has not been determined.

Trustee Schank was in support of maintaining the elementary school teaching positions, instead of maintaining Northside Early Learning Center at its current configuration. Dr. Stephens stated that she supported having universal preschool someday. The Board could not fill the open elementary teacher positions and wait to see what happens with the pre-kindergarten (Pre-K) grant. The state may provide waivers for class size reduction. The increase per classroom would be as high as 25.3 students in elementary classes and 30 in 6th grade. The State is hoping to implement a stop gap measure to apply for more federal funding next year and is not sure if there will be another round of PDG funding. Churchill will ask for $1.15 million dollars, of which, the Legislature could award all, some, or no funding. If Pre-K classrooms increased back to ten, then NELC would also need a secretary, and a part-time nurse.

Trustee Strasdin commented that her priority would be to fill the elementary positions to prevent large class sizes. Trustee Strasdin voiced concern that the Board might not be cutting enough due to the potential of legislative mandates.

Trustee Hyde inquired about the potential to contract the HVAC duties. Ms. Dowd stated that the HVAC technician would start in range 34 likely with five years of experience, which is a $22,000 savings. Dr. Stephens stated that they thought about contracting all HVAC but determined it would be more cost effective to recruit an employee who has this expertise. Mr. Henke stated that he needed a full-time HVAC staff member as this person supports two central plants, one at the high school and one at Numa. Units go down daily, breakers are tripped, compressors go out, filters need to be changed, belts replaced, refrigerant captured, and leaks located. The walk-in freezers and coolers need maintenance and air temperature and heating controls need monitoring. Mr. Henke spoke with his staff regarding the potential to assign a person to each school, which would force them to learn the ins and outs of everything. They would take over maintaining filters and routine maintenance. A handlers license is required to capture refrigerant.

Ms. Dowd reported that one furlough day would save $138,000; however, grant funded staff would not save money in the General Fund. If staff had two furlough days, then PERS would calculate a full year for teachers at 180 instead of 182. If furlough days were implemented as eight two-hour increments, then it would hurt service credit. This would be difficult as some classified staff only have one day outside of the school year.

Trustee Pinder commented that the budget is tentative and we do not have the numbers from the DOE. Decisions made by the Board are tentative and it is imperative that the Board prioritize items to return should funds be available. Ms. Dowd reported that the state does
not address budgets until May 29. The District will know the per pupil rate when they introduce that bill into the committees. During the last session, this occurred three days prior to the end of the session. In June, the DOE will notify the District of grant funding and funds that might be available for the school resources officer program.

Ms. Dowd stated that the District is pursuing a meeting with the state Superintendent of Public Instruction regarding the phase in of the DSA, thanks to Ms. Hales, and may have more information by the next meeting. The DOE staff felt that this would need legislative action. Ms. Hales stated that the current bill could be amended. She reviewed the minutes from last summer where the State Superintendent was very clear and strong in his recommendation to phase in the DSA. The position Ms. Dowd took was reasonable and it is catching everyone by surprise that it is not being carried out the way it was recommended. The purpose of the meeting is to ensure that the State Superintendent understands the history of the department as every time there has been a DSA correction it was phased in. It is not just Churchill, but every district is struggling with financial cutbacks. Ms. Dowd stated that she did not anticipate knowing anything concrete by April 24 and the Human Resources Office will have a lot of work to do regarding reductions in force.

Dr. Stephens stated that she would like to continue to look for other solutions. The District needs to meet the May 1 deadline to notify licensed staff for reductions. Mr. Lords stated that the classified association president has to be notified fourteen days prior to sending the reduction in force notices; classified staff have to be notified sixty days prior to the effective date of reduction.

Ms. Dowd commented that the District could ask for a waiver from the State to utilize furlough days on PD days, but she would have to confirm that. Dr. Stephens commented that there are management rights for classified, but they would have to negotiate with licensed and administrators, as their days are in their contracts.

Trustee Schank moved to approve the tentative budget for year ending June 30, 2020, seconded by Trustee Strasdin. Ms. Hales clarified that the tentative budget includes reductions on page 116 and 117 in Boardbook. Trustee Strasdin commented that this document could change based on budget or should another suggestion or situation occur.

Public Comment:

Keith Boone, E.C. Best Principal and Budget Committee Member, requested that the Board be specific about what they want out of future Budget Committee meetings. The Committee did not present precise recommendations as they have in the past.

Lisa Kent, CCMS Teacher, made a public plea to her union suggesting that they support the PERS increase paid for by staff, as she does not want to lose days in the classroom through furloughs. She also commented that the HVAC position is a needed position in the District.

Walter Henderson inquired whether the Board was talking about the tentative budget or the reduction in force. Ms. Hales stated that the budget includes the reductions in force, but the Board has to approve those specifically, not just as part of the tentative budget.

Mike Osborn, National Representative for the American Federation of Teachers, commented that he has worked with the District off and on for the last 18 years and administration and the association have usually worked things out, seldom having to go
beyond to solve issues; however, the relationship seems to have changed this year. He
commended Ms. Dowd for accepting responsibility for the error, but stated that the Board
has the responsibility to know what they are voting on. There are things on the agenda
governed by statute where the District assumes they could make a unilateral change. Mr.
Osborn will watch every move the Board makes and if they violate the statutes or collective
bargaining agreement, the Association will file a grievance or unfair labor practice.

Gaylene Drinkut, President of the Classified Association, distributed paperwork to the
Board. There was an agreement with the school board in April of 2016 to retain Food
Service staff members. Ms. Drinkut commented that she has not heard how the District is
going to cut from the very top.

Kenneth Bailey, Warehouse Worker, commented that taxpayers spent over a million dollars
renovating West End a couple of years prior with the purpose of moving the supply section
from E. Stillwater Street to West End to make it more centralized. Mr. Bailey explained
some of his duties and stated that there is an absolute need for a warehouse. Mr. Bailey is a
retired marine and has waived his medical insurance for the past four years, saving the
District $12,257.30 each year.

Elena Marsh, Association President and Teacher, commented that she has been associated
with the District in some capacity for twenty years and during that time the association has
shouldered the burden of the District’s finances more than once. She commented that most
of the money talk has not been accurate and spoke in support of secretaries at the high
school.

Denice Pinder, Food Services, requested the Board consider honoring the deal they made
with employees when the District hired Chartwells and keep existing staff. Of the eight
women currently with the school district in food services, seven are 50 and over, and of
those seven, four are 60 and over and most plan to retire soon. If they cannot be kept in the
budget, they would like to be considered if the District ends up getting excess funding.

Carolyn Grady Department, Food Services Secretary, stated the District wants to move her
duties to the Business Office. If the Business Office staff has that much time on their hands,
1200 hours, then why are they not getting a reduced? The USDA requires a District liaison in
the food services office and Ms. Grady has been in that position for three years. She
commented that cutting her position and giving it to someone else is repeating something
that did not work previously. Ms. Grady stated that she was upset that they were losing
their jobs through no fault of their own, but by mistakes made by other people.

Walter Henderson commented that the high school hired a custodian last and that this
custodian would be the first to go. There is so much square footage at the high school; the
ones there now would have to do triple duties to clean the area.

Karen Beach, 31 years classified employee, commented that the Board cuts classified every
time, and now is asking them to take five furlough days to save money. She commented
that she thought we were here for the kids and questions the proposed reductions. Ms.
Beach commented that instructional assistants should attend trainings along with teachers,
as they used to do.
Sandy Vanderbeek commented that teachers at Northside love their jobs and are specially trained to work with three and four year old children. If those positions are restored, teachers would like to return to their positions at Northside.

Trudy Dahl, CCHS Office Manager, stated that reducing in force two hours for instructional assistants equals ten days a year. This would affect PERS. Instructional assistants are an asset to the teachers. Ms. Dahl supported the need of the warehouse position.

Wendy Mello, CTE Department Secretary, shared an email with the Board from Elaine Adams, Chair from the CTE Department, which identified the CTE Department Secretary as a critical support position. Ms. Mello explained her duties and stated that she would be willing to reduce her days, if needed.

Torri Coldwell, Attendance Secretary at the high school, voiced concern about reducing the data specialist position at the high school and at the District level. With the audit coming, staff is having a difficult time getting the information out of Infinite Campus. Ms. Coldwell is concerned that there will be problems in the future with scheduling, calendar setup, and other aspects involved with the configuration of Infinite Campus.

Gayle Webb, Transportation Secretary, voiced concern about losing a mechanic. Mechanics ensure that 30 buses, which are an average of 14 years old and over 40 vehicles are maintained to ensure the safety of students and staff. Mechanics also service lifts, lawn mowers, trailers, and maintenance and grounds vehicles.

Jennifer Sanchez, commented that every time there is a financial issue the Board reacts and it affects staff. Ms. Sanchez voiced concern about reducing hours for instructional assistants and requested the Board put children first in their priority.

Trustee Hyde commented that the buck does stop with the Board and commented that he would like to know the classified and licensed ratios of other similar districts.

Trustee Schank commented that it was a reasonable strategic risk and the Board does not want to reduce anybody. She requested other suggestions as the budget has to be balanced and the Board has to submit a tentative budget. Wages increased last year as part of this strategic risk. Perhaps employees could pay part of their PERS costs.

Dr. Stephens stated that rollups and PERS contributions are negotiated items with all three associations. The Governor talked about a three percent increase but legislation does not dictate how districts use DSA funds. Ms. Hales commented that when an item is subject to mandatory negotiation this Board cannot discuss or advocate one way or another in public for any particular position that is the subject of mandatory bargaining. If a member of an association want their voice to be heard, they should communicate with their association.

Trustee Hyde commented that he appreciates the comments from staff but stated that he received an unsigned letter. Trustee Hyde stated that he would not read letters in the future that are not signed. Trustee Buckmaster agreed with Trustee Hyde and stated that staff could call him on the phone and he would be happy to talk to them.

Trustee Whitaker stated that a lot has been talked about and discussed for about ten days. The School Board has three responsibilities: to hire a superintendent, create policy, and set a budget, and the buck does stop with the Board. The Board had to take responsibility for
what has happened in the past and it has to take action now to balance the budget by law. There is nobody on the Board who ever wanted to be in this position ever again, so the idea that the Board was reckless was the furthest things from Board members’ minds. The Board has focused on the budget for the past two years and was able to provide more compensation to the people who matter in the District.

Trustee Whitaker commented that she agreed the compensation was not enough and that she knows very well how much a teacher makes. The state does not provide enough funding for anyone in the District. Ms. Whitaker agreed with most of what everybody said about why their position is important. The cold, sad, hard, cruel truth is that the Board has to balance the budget. Trustee Whitaker commented about how difficult it is for the Board to reduce any staff member, but the Board has to make difficult decisions. She thanked those who contacted the Board with potential solutions. Those potential solutions were discussed and evaluated by staff. President Whitaker commented that the core people who affect students are teachers in the classrooms and lower class sizes. Not having impactful teachers and decent class sizes is the original way in which we fail students.

Trustee Pinder stated that he had a potential conflict on the issue of the transfer of eight food service workers so he would abstain from the vote for the reason that the vote will affect his family financially because one of the women involved is his wife of 32 years. The motion carried; Trustee Buckmaster was opposed and Trustee Pinder abstained.

C. For Discussion and Possible Action: The Board may approve reductions in force for any positions, including classified, licensed, administrative, and all others.

Dr. Stephens commented that the financial impact of the reduction-in-force positions are in the tentative budget. Ms. Hales stated that it is not a requirement by law for the Board to approve reduction-in-force positions, but it needs to be specific so everybody is clear on what the Board is doing. Dr. Stephens stated that some concepts are still nebulous in terms of class size, transfers from Northside Early Learning Center into open elementary positions, and grants positions. The District has to notice licensed staff by a certain date by law. The situation is not likely to change before the final budget is due. President Whitaker asked if they could rescind reduction-in-force notices. Ms. Hales stated that there is a riffing process and call back process in the negotiated agreements. The consensus of the Board was to move forward with reduction in force notices.

Trustee Hyde commented that it was his understanding that the Board moved to Chartwells with the understanding that staff would go to Chartwells through attrition. Trustee Hyde and Trustee Schank were involved in this understanding and felt that it would open them up for litigation if those positions were moved to Chartwells.

Trustee Hyde moved to approve the Board-approve reduction in force for any positions including classified, licensed and all others aside from the eight food services staff members that would be transferred to Chartwells. Trustee Schank seconded the motion. Ms. Hales requested the motion be to approve positions and leave out the food service staff, so that Trustee Pinder could vote.

Trustee Hyde moved to approve reduction in force of one five hour custodian, one eight hour custodian, one district data management specialist, one CTE department secretary, one duty assistant, one food service department secretary, one mechanic reduced to half
time, one para-pro instructional assistant, one para-pro instructional assistant special education, one school secretary, one warehouse worker and grant funded positions of one PBIS coach, three early childhood teachers, ten early childhood para professional instructional assistants, two secondary math teachers, and one secondary English teacher. Trustee Schank seconded the motion. There were no public comments. The motion passed unanimously.

Trustee Schank moved that the Board leave off the eight food service workers permanently, seconded by Trustee Hyde. Trustee Pinder stated that he had a potential conflict and would abstain from the motion for food service workers, as it would affect him financially as one of the food services workers is his wife of 32 years. Trustee Strasdin stated that she would vote no on this motion not because she believed it is right or wrong, but because she did not want to be put in a situation where it would never happen. Ms. Hales suggested that the food service workers be out of consideration for reduction in force for this budget cycle. Trustee Pinder commented that those eight food service workers were told that when they leave their position with the District, Chartwells would automatically pick up their positions. Ms. Hales stated that a way to move forward would be to amend the motion to relate to this budget cycle. Trustee Schank amended the motion that the food services positions would be taken off for this budget cycle. Trustee Hyde seconded the motion.

**Public Comment:**

Phyllys Dowd commented that she was aware of the contract with Chartwells. She does not know the legal issue, but by doing this motion, the Board is picking a group of employees in the District and are excluding them above all others. Ms. Dowd reached out to the U.S. Department of Agriculture in Reno. They have reviewed the contract and this is within the rights of the contract. These are eight wonderful people and she hates the fact that anyone is losing their job, but these eight people would have a job to go to, realizing their benefits would be different. If the Board cuts instructional assistants, they would be out of a job. These eight individuals would go to Chartwells at the rate they would be paid next year.

Mike Osborn stated that he read the language in what the Board passed and the language in the Chartwells contract and requested the Board vote in favor of keeping their word.

The motion passed with President Whitaker and Trustee Strasdin opposed, and Trustee Pinder abstained. Dr. Stephens will work on identifying other potential reductions.

**NEW BUSINESS**

1. **For Discussion and Possible Action:** Approval of Five-Year Capital Improvement Plan. Any and every line item in the Five-Year Capital Improvement Plan may be discussed and changed.

   This item was deferred to the next Board meeting.

**PUBLIC COMMENT**

Phyllys Dowd commented that she does not plan to change the approved tentative budget, though the previous action with food services will affect the budget. She proposed that the
Board provide Dr. Stephens direction to increase the transfer from the General Fund to cover those positions, and then the final budget in May will reflect the changes.

**DISCUSSION AND POSSIBLE ACTION REGARDING FUTURE AGENDA ITEMS AS REQUESTED BY THE BOARD OF TRUSTEES AND CLARIFICATION OF REQUESTED AGENDA ITEMS**

Trustee Pinder requested the Board prioritize positions that are in the best interest of the District that would return if the District receives more money than anticipated. Dr. Stephens commented that the positions should be prioritized, but also discuss how the District could use the money differently in ways that align with the Strategic Plan. High school students have to pay to go to free high school because the District does not have operational money.

Trustee Hyde would like to know the ratio of classified and licensed staff in other Districts.

Trustee Schank requested a new policy to provide training on the budget to new Board members.

**SET DATE AND TIME FOR NEXT BOARD “AGENDA SETTING” MEETING**

Trustees Whitaker, Hyde, and Strasdin will meet on April 15 at 4:00 p.m.

**CLOSED SESSION**

A. **Discussion of negotiations and strategies regarding Churchill County Administrators’ Association, Churchill County Education Association, and the Nevada Classified School Employees Association pursuant to NRS 288.220.**

At approximately 10:37 p.m., Trustee Strasdin moved to go into closed session pursuant to NRS 288.220, seconded by Trustee Pinder. There were no public comments. The motion passed unanimously.

**ADJOURNMENT**

The meeting adjourned at approximately 11.01 p.m.

The Board met in litigation session until approximately 11:20 p.m.

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Carmen Schank, Clerk of the Board

*Prepared by Debra Shyne*