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
Trustee Pinder led the pledge of allegiance.

VERIFICATION OF POSTING OF AGENDA
President Whitaker confirmed the posting of the agenda pursuant to NRS 241.

ROLL CALL
<table>
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<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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<td>Trustee Tricia Strasdin</td>
<td>(Interested Staff/Community Members per Attached List)</td>
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<td>Trustee Amber Getto</td>
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<td>Trustee Fred Buckmaster</td>
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REVIEW AND ADOPTION OF AGENDA
Trustee Schank moved to approve the agenda with the deletion of the agenda item regarding the Parent and Student Athletic Survey results from new business. Trustee Strasdin seconded the motion. There were no public comments. The motion passed unanimously.

RECOGNITION
The Board recognized recent Nevada Association of School Board Award recipients:

- Mr. Lance Lattin received the “School District Employee Making a Difference” Award
- Churchill County Coalition received the “Individual Friend of Public Education/Public Education Advocacy Organization” Award
- Ms. Kathryn Whitaker received the “Executive Directors Award for Outstanding Contribution to Public Education Impacting Student Achievement” Award

PUBLIC COMMENT
There were no public comments.
ELECTION OF BOARD OFFICERS AND COMMITTEE APPOINTMENTS

Trustee Schank nominated Trustee Whitaker as president. Trustee Strasdin seconded the motion. Nominations closed. President Whitaker declined the nomination stating that while she was appreciative of the board’s confidence in her, she will be taking on a larger role with the Nevada Association of School Boards and would like to give another Trustee the opportunity in leadership.

Trustee Strasdin moved to nominate Trustee Hyde as President, seconded by Trustee Schank. There were no public comments. The motion passed unanimously.

Trustee Hyde nominated Trustee Strasdin as Vice-President, seconded by Trustee Pinder. There were no public comments. The motion passed unanimously.

Trustee Hyde nominated Trustee Schank as Clerk, seconded by Trustee Strasdin. There were no public comments. The motion passed unanimously.

Trustee Getto nominated Trustee Pinder as Acting Clerk, seconded by Trustee Schank. There were no public comments. The motion passed unanimously.

Board Committees:

NASB Director    Matt Hyde
NASB Alternate Director  Phil Pinder
NASB Legislative Committee  Phil Pinder  Kathryn Whitaker  Matt Hyde
Debt Management Commission  Matt Hyde
Parks/Recreational Committee  Fred Buckmaster
Budget Committee   Matt Hyde  Tricia Strasdin  Amber Getto
Audit Committee  Matt Hyde  Tricia Strasdin
NIAA  Matt Hyde
Discipline & Attendance Committee  Tricia Strasdin
Master Plan Task Force  Fred Buckmaster  Tricia Strasdin
Scholarship Committee  Tricia Strasdin  Amber Getto  Fred Buckmaster
Policy Committee  Carmen Schank  Kathryn Whitaker  Phil Pinder
SUPERINTENDENT UPDATE

A. Update regarding District-related matters
Dr. Stephens wished happy holidays to everyone.

BUSINESS SERVICES UPDATE

A. Budget to Actual Report (written report provided)
B. Update on other business items
Phyllis Dowd updated the Board regarding the recent Student Funds Committee meeting. Members of the high school and middle school’s staff attended as well as Dr. Stephens and Ms. Dowd. They had a robust discussion about what student fees are, why and when they are necessary and what should be included in free public education for our students. The committee will evaluate the fees by type and define those activities at the high school. The next meeting will be January 30. The intent is to complete this work by the spring and then provide written regulations to the Policy Committee.

Dr. Stephens added that the intent is to look at how to allocate monies differently. It is not that science does not need $8,000 dollars; it is how can the District fund science without asking parents to pay, as science is a required class. It would be good if the District could fund the costs associated with the core curriculum.

On January 13, the Nevada Department of Agriculture will conduct an administrative review of the District’s food service program, which occurs once every three years. Jo Lamun with Chartwells will handle the production records side, and Ms. Dowd will handle all of the free and reduced lunch application and record keeping side.

EDUCATIONAL SERVICES UPDATE

A. The latest Student Enrollment Data will be provided to the Board of Trustees (written report provided)
B. Violent Acts Report, November 1, 2019 through November 30, 2019 (written report provided)

UPCOMING BOARD EVENTS

A. Friday-Saturday, February 21-22, 2020, Silver State Governance Training, Las Vegas, Nevada

CONSENT AGENDA

A. Approval of Recommended Personnel Action (Attachment A)
B. Approval of Vouchers
C. Approval of November, 2019, Payroll
D. Approval of Students 19-19, 19-20, and 19-21 to Enter the GED Program
E. Approval of Students 19-22, 19-23, and 19-24 for Exemption from Receiving Immunizations based on Religious Reasons (NRS 392.435)
F. Approval of Deletion of Policy 4401.0 – Safety Policy
G. Approval of Modifications to Policy 4401.0 – Regulation 4401.0 – Safety Regulation (Proposed Number Change to 4400.0)
H. Approval of Modifications to Policy 4400.0 – Employee and Workplace Safety
I. Approval of Modifications to Policy 4141.0 – Equal Employment Opportunity: Prohibition Against Discrimination
J. Approval of Modifications to Policy 4122.0 – Employee Attire and Grooming
K. Approval of Modifications to Policy 4111.0 – Identification Badge

Trustee Schank moved to approve the consent agenda items A-K, seconded by Trustee Pinder. There were no public comments. The motion passed unanimously.

REPORTS BY BOARD MEMBERS

President Whitaker noted that her report is in BoardBook from the conference she attended with District staff. Today, she went to Kieran Kalt’s class to present certificates to her class for leading the pledge and singing and signing Home Means Nevada at the previous Board meeting.

Trustee Pinder reported on his attendance at the Nevada Association of School Board Conference.

Trustee Hyde reported that he has been involved with the pathways workgroup, which meets monthly. They would like to maintain youth apprenticeships. If anyone knows of interested employers, ask him or her to contact Dr. Stephens or Trustee Hyde.

Trustee Schank reported on her attendance at the District’s Holiday Open House, a recent Board Policy Committee meeting, her attendance at the Madrigal dinner, and her attendance at the NASB Conference. Trustee Schank commented that the Board met at Northside Early Learning Center earlier that evening where they heard about NELC’s preschool program.

Trustee Strasdin reported on her attendance at the Holiday Open House and the NASB Conference. Trustee Strasdin thanked President Whitaker for leading with dignity as President of the Board. Trustee Whitaker will continue to be on the NASB Board and will report progress to her fellow trustees.

OLD BUSINESS

A. For Presentation and Discussion: Update regarding the Strategic Plan.

Dr. Stephens reported progress made with the strategic plan, which started with engaging stakeholders about their perceptions of the strengths of the District. That launched the District’s Strategic Planning Committee. About 20 to 22 people attend the committee regularly, including parents, other community members, teachers, and school leaders. From that and the Board priorities, came the three priorities for the District.

Dr. Stephens commented that the Board identified their priorities by December of last year. The intent is to meet these goals by the end of the 2022 school year. Dr. Stephens explained
the strategic plan document is a work in progress. Improvements in school performance plans have occurred. Dr. Stephens explained the goals and the steps that the District has made to support those goals.

Dr. Stephens commented that staff now address absences after five and seven days of absentees instead of waiting until ten absences have occurred. Staff is working to build better relationships with students. Data supports decisions related to attendance, behavior, and performance. It is a big effort and aggressive thinking to see these things through. This relates to what the Board has heard at the national conference about other schools and districts. We do have challenges and are working hard to identify them. We definitely need to bring more internal people onboard to move the action plans forward, and we need to determine what tools to use to measure success.

Dr. Stephens stated that work continues internally and externally with competency-based networking. As we are willing to take the risk and try some things, that is where the payoff happens. We do have a need for coordination and support with actionable methods and professional development in support of these goals.

Nate Waite commented that he is behind this work and feels it is important to continue. The District is on the right track and ahead of others in the areas of competency-based learning. It is not easy work, and there are misconceptions. The District is looking for new ways to help prepare kids for a new future. There is a struggle with many staff members to see how things connect; however, some staff members are seeing how this all comes together. It is challenging, and we are all learning. Some are confused or concerned. Mr. Waite suggested that the Board and others to refer concerned staff members to him so that he could talk with them individually. There is going to be a need to talk to the community and staff is making plans for this, to help everyone understand what we are doing. Modern Teacher wants our District to be the leaders in Nevada, and we are in a good spot. We cannot slow down and we cannot wait.

Board members asked questions. Trustee Schank commented that the document is thorough and encouraged staff to continue working on the steps.

Trustee Strasdin commented that staff needs to understand that the District needs to go in this direction and voiced concern about whether administration has done a good of a job as there are still many questions.

Mr. Waite commented that all parts are related to one common effort and it is the work we must do. He invite everyone to continue looking with open hearts at what we are doing.

President Whitaker commented that the State is watching our District because they are hopeful and excited for the work that we are doing with personalized learning and the strategic plan. It is important for the Board to recognize that our most important work is that students learn and that the strategical plan guides discussions in Board meetings, guides Board decisions with budget, and guides everything else that we do. It is starting to fit together. There are struggles and people are scared and unsure as they work to change their own practices. President Whitaker recognizes the good work of the District’s staff.

Trustee Hyde commented that change is scary for people in every profession. It is not fair to hold these kids back and not give them everything they need to move forward. There are
going to continue to be challenges, but we cannot stop moving forward. Trustee Hyde thanked Mr. Waite for not giving up and for seeing this through.

Trustee Pinder commented that we have to have change because of the power of technology. It is going to take time and staff has to be patient and constantly analyze progress. Friday collaborations are in place to support these efforts. There is nothing more powerful than collaborating with peers on something that needs to happen. All parties need to buy in and never stop communicating and analyzing.

[The Board took a break from approximately 6:02 until approximately 6:12.]

**NEW BUSINESS**

A. **For Discussion and Possible Action: Approval of FY2020 Amended Budget.**

Phyllys Dowd explained that the reclassification of expenses were based on changes to planning regarding who the budget holder is and incorporated some of the items that the Board approved, such as the labor attorney and changes to the Superintendent and Board budgets. The only changes to revenue and expenditures involved grants. The District received the school safety grant, which added approximately a million dollars to the capital projects fund. Ms. Dowd commented that the transmittal letter to taxation in BoardBook previously stated augmented, but it is actually an amended budget. Augmented is when the District gets an increase of funding, so the final document will state amended.

Trustee Strasdin moved to approve the FY2020 Amended Budget, seconded by Trustee Hyde. There were no public comments. The motion passed unanimously.

B. **For Discussion and Possible Action: Churchill County High School staff will report on the Parent and Student Athletic Survey Results for the Fall 2019 Sports Season.**

This agenda item was deferred.

C. **For Discussion and Possible Action: Evaluation of the Superintendent.**

President Whitaker stated that previously Board members would share thoughts and suggestions for Dr. Stephens. Following are some of the comments by Board members.

Trustee Hyde commented that Superintendent Stephens puts in many hours of effort in support of our District, and she will keep pushing forward. Overall, Dr. Stephens has done some great things and the Board needs to support Dr. Stephens as the District moves forward. Trustee Hyde thanked Dr. Stephens for her work and encouraged her to keep up the good work.

Trustee Schank commented that the recent budget issue was not something that Dr. Stephens created, but she did a great job handling it. Communication is Dr. Stephens’ strength. She communicates, and she listens. She invites the Board in for their comments. The items marked as satisfactory are ongoing items. Dr. Stephens has reached out to the community and to state-level representatives. She has a plan and a vision for our District and she cares about our students.

Trustee Pinder commented that there was a lack of communication prior to Dr. Stephens’ arrival, and he appreciates her style of communication. Trustee Pinder requested Dr.
Stephens not take on too much and be patient. The direction that she is leading the District in is the right path, and he voiced appreciation to her having an open door policy.

Trustee Strasdin criticized the effectiveness of the evaluation tool, which constrains her. Trustee Strasdin reviewed the topics of the evaluation. She is still concerned about the culture of our schools. Dr. Stephens has strong human relationships. There are many things in progress at this time. We have to be mindful of the pacing. Student achievement needs to remain the priority. Trustee Strasdin commented that she appreciates Dr. Stephens; she appreciates her work, and appreciate her time away from her family. Trustee Strasdin commented that she looks forward to building their relationship, and thanked Dr. Stephens for loving our students.

Fred Buckmaster commented that he went through the evaluation as honestly as he could. It is continuously learning for everyone. The document is vague, and he would like to see a better evaluation tool. Trustee Buckmaster suggested Dr. Stephens delegate more. He commented that he appreciates the time away from her family, but family will be there when the Board is not. Trustee Buckmaster further commented that he looks forward to working with Dr. Stephens in the future.

Trustee Getto commented that she sees Dr. Stephens’ passion, and she thinks she is doing a great job. She sees Dr. Stephens’ vision and appreciates her.

President Whitaker commented that she has worked with Dr. Stephens closely this year. It has been fascinating, interesting, and enlightening. Dr. Stephens listens to the Board and understands their desire to create a vision and a plan. As the Board previously discussed, the vision and plan was one of the major things they were looking for when hiring a superintendent, including the vision for student achievement. It has been a pleasure and honor to work with Dr. Stephens. It is nice to see things coming together and moving in the right direction. President Whitaker thanked Dr. Stephens. President Whitaker commented that the Board will look toward modifying the superintendent evaluation tool.

Trustee Schank moved to approve the Superintendent’s evaluation as satisfactory, seconded by Trustee Hyde. There were no public comments. The motion passed unanimously.

D. For Discussion and Possible Action: The Board may take action to extend the Superintendent’s contract through June 2022.

Trustee Strasdin moved to extend Dr. Stephen’s contract through June 2022, seconded by Trustee Getto. Dr. Schank commented that she appreciates that Dr. Stephens’ did not ask for a raise. There were no public comments. The motion passed unanimously.

E. For Discussion and Possible Action: Schedule spring Board meeting at Churchill County Middle School.

The Board scheduled a meeting at the middle school on March 25 at 4:00 p.m.

F. For Discussion and Possible Action: The Board will select a date for a Board Retreat in January.

The consensus of the Board was to have the retreat on January 22 at 5:00 p.m. instead of having a regular Board meeting that night.
PUBLIC COMMENT

There were no public comments.

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

Trustee Strasdin requested discussion regarding direction to change the superintendent evaluation tool.

Trustee Schank requested a report by the end of the year regarding project-based learning and advisory, and requested a nurses’ report with end of year statistics.

Trustee Whitaker commented that she would like the Board to discuss the Nevada Association of School Board’s Communications Plan.

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

Trustees Whitaker, Hyde, and Getto will meet on December 16 at 7:30 a.m.

ADJOURNMENT

The meeting adjourned at approximately 8:50 p.m.

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Carmen Schank, Clerk of the Board

Prepared by Debra Shyne