

HUMBOLDT COUNTY SCHOOL DISTRICT
310 East Fourth Street
WINNEMUCCA, NEVADA 89445

The regular meeting of the Humboldt County Board of School Trustees was held October 14, 2008 at 4:30 p.m. in the District Office Boardroom.

Board members present were: President-Jerry Pfarr, Clerk-Linda Schrempp, John Seeliger, Shelly Noble, John Hill, Kris Stewart and Andrew Hillyer. Absent:

Others in attendance were: Superintendent Mike Bumgartner, Asst. Superintendent Dave Jensen, Attorney John Doyle, Mary Keith-HCEA President, Kelly Novi, Ann Miller, Debbie Watts, Doc Welter, Byron Jeppsen, Sally Hall, Rick Norcutt, Chad Peters, Ray Parks and Secretary Paula Wright.

Vice President Seeliger opened the meeting with the Pledge of Allegiance.

Mr. Hillyer moved to approve the minutes of the September 23, 2008 meeting as written. Mrs. Noble seconded, motion carried. Mr. Pfarr was not present.

Correspondence: None

Superintendent's Report

Superintendent Meeting-October 1, 2008 Reno

1. Met with Mendy Elliot, Governor Gibbons Chief of Staff
 - a. Superintendents will be meeting with Governor Gibbons on November 12th in Las Vegas. Primary discussion will be budget reductions for current year, and the 14% budget reductions for the 2009-2011 biennium.
 - b. Ms. Elliott says the Governor supports "empowerment" of schools...what was meant by this was left to the imagination of the listener.
 - c. She suggested that Superintendents discuss with the Governor ways to allow school districts (counties) the flexibility to raise local funds that stay within the county to bolster school funding.
 - d. She stated that she and the Governor believe that the LSST abatement should be given back to education, perhaps a rainy day fund or some other similar mechanism.
2. NSEA- Lynne Warne
Support Our Schools Ballot Measure
 - a. Raises room taxes in Clark and Washoe Counties only, therefore, the ballot measure will appear only on those counties ballots
 - b. If passed -funds raised for the first two years will go to offset budget reductions
 - c. After that, the fund will be used to boost teacher salaries.
 - d. This measure has the support of many, but not all, Clark County casino properties.
3. NIAA- Eddie Bonine
 - a. New statute allows a representative from the NASS to sit on the Board of Control. Superintendents elected Antionette Cavanaugh(Elko) to fill this seat.
4. Superintendent Report- Keith Rheault
 - a. Budget- Governor and Legislature will likely wait for the Economic Forum Report in December before making decisions about educational reductions in funding.

- b. Uniform Grading Scale-(recently adopted by HCSD). There has been contention in the Legislature. Most counties adopted the straight grading scale without minus grades factored in. The Legislature is saying the intent was to include minus grades regardless. Counties will apply the grading scales adopted this year until the legislature works out the language.
- 5. iNVEST 2009
 - a. Almost identical to what was presented to the board last month
 - b. Is in the process of being published
 - c. Website is in progress...will illustrate the fact that Nevada is last in per pupil funding.
- 6. Mountain West Superintendent's Roundtable
 - a. Best Practices Session- each Superintendent shared a best practice- HCSD shared Data Teams process.
 - b. Gleaned many new ideas:
 - a. Bond Strategy
 - b. Leadership Development
 - c. Budget Reduction Process
 - d. Teacher Support- New Teacher Mentoring
 - c. The Impact of Change on Student Achievement-Principal Leadership Styles
 - a. Leadership Styles
 - 1. Initiators (Pro-active)
 - 2. Managers (Possibly Pro-active)
 - 3. Responders (Reactive)

Activity Report:

- 1. Bond Presentations:
 - a. Kings River Town Hall Meeting- Sept 22
 - b. City Council- Sept 23
 - c. Senior Center- Sept 24
 - d. Denio Town Hall Meeting- Sept 24
 - e. Lowry Leadership Class- Sept 26
 - f. Meeting with the Ferraro Group- Sept 29, Oct 9
 - g. County Commission- Oct 6
 - h. Paradise Ladies Booster Club Oct 6
 - i. Soroptomist Club- Dave- Oct 7
 - j. Kiwanis Club- Oct 7
 - k. Orovada Town Hall Meeting- Oct 8
 - l. McDermitt Community Board- Oct 13
 - m. Representatives from HCEA and HCSSO- Oct 13
 - n. Bond Committee meetings- Oct 23, Oct 7, Oct 14
- 2. Attended Community Breakfast- Sept 26
- 3. Met with Principals regarding refinement of goals
- 4. Met with Sue Hawkins-RE: Community Donations Program
- 5. Met with Jeff Dawson-9/23, 10/7- School Safety Update, Crisis Response

Upcoming Events:

- 1. Paradise Valley Town Hall Meeting- Community Center- Oct 15
- 2. Literary Club- Oct 15
- 3. Health insurance meeting with HCEA and HCSSO- Oct 16
- 4. Tentative- Open meeting with all District Staff- Oct 20
- 5. Bond Town Hall Meeting- West Hall- Oct 22 @ 7:00 pm
- 6. Walk For the Bond- Oct 25- Sat- 10-1:00.

7. Finance Position Interviews- Oct 21- All afternoon
8. Leadership Team Meeting- Oct 20
9. Administrative PLC Meeting- Oct 21

Travel Update Report:

1. Traveled to Reno- Oct 1- Superintendent's Meeting
2. Oct 2-4- Mountain West Roundtable
3. November 12- Superintendent Meeting with Governor Gibbons- Las Vegas
4. Nov 13-14- Superintendent's Conference- Las Vegas

Special Recognition – Sally Hall

After 23 years of dedicated service to Humboldt County School District, Sally is entering the world of retirement. The Board recognized Sally for her timeless service by presenting her with a plaque. Sally thanked the Board for the opportunity to work for the District. We wish her well.

Public Comment: None

Discussion and Possible Action – Approval of Warrants

Mrs. Stewart moved to approve the warrants as presented. Mr. Hillyer seconded, motion carried. Mrs. Noble abstained and Mr. Pfarr was not present.

Closed Session – A Hearing Regarding the Suspension or Expulsion of a Student Pursuant to NRS 392.467

4:47 p.m. Mrs. Stewart moved to go into closed session pursuant to NRS 392.467. Mrs. Noble seconded, motion carried. Mr. Pfarr was not present.

5:05 p.m. Back to regular session

Discussion and Possible Action – Approval to Submit School Progressive Discipline Plans – Kelly Novi

School districts are required to submit progressive discipline plans for each school to the Nevada Department of Education by October 1st of each year. Plans have been in place for some time, so this is a revision year. The key areas of each plan are; 1) student responsibilities, 2) teacher responsibilities, 3) parent responsibilities, 4) school responsibilities, and 5) AB 521. AB 521 was enacted by the Nevada State Legislature to enable a teacher to temporarily suspend students from their classroom who, in the teacher's opinion, are disrupting instruction in their classroom.

All school progressive discipline plans were submitted to the district office in a timely manner. Mr. Novi asked the Board's permission to submit the plans to the Department of Education.

Mr. Seeliger moved to approve the school progressive discipline plans as presented. Mr. Hillyer seconded, motion carried.

Discussion and Possible Action – Update on Capital Improvement Plan – Rick Norcutt

Mr. Norcutt presented the Board with a copy of the district's Capital Improvement Plan. In going over the plan, Mr. Norcutt noted the projects at each school that have been completed. He would like to bring the plan in line with the needs assessment provided by Hershenow and Klippenstein. He would like to wait and see if the district's bond question passes before addressing the remaining projects.

When asked, Mr. Norcutt noted that the District had made commitments (general improvements) to the City of Winnemucca in regards to the parking area at Lowry High School. The City granted the District a one year waiver. The District has installed sidewalks across the front and, at the back of the lot (facing French Ford), approach ramps were installed. Mr. Jensen will be returning to the City Council next month to show the improvements that have been made to the parking lot. The District has no desire to proceed further with expenses for the parking area.

There was some additional discussion regarding some of the line items; McDermitt kitchen remodel, Lowry cafeteria remodel.

Discussion Only – Lowry High School Update – Debbie Watts, Doc Welter

This week is Homecoming Week at Lowry High School. Lowry faculty lost to the sophomore class in “He-man” volleyball.

Mrs. Watts read a letter from a parent thanking Lowry High School for all the avenues the school and staff take to ensure that all students pass their classes and for providing a comfortable and safe environment for students.

Currently, there are 26 students attending PASS, with a waiting list of three students. 10-12 students attend credit remediation classes regularly. Currently, 13 students attend the Intensive Academic Intervention program and there are 12 students waiting to get into the program. “Round Up”: During the second/third week of school, there were 128 freshmen with one or more “F’s”. Currently, that number has dropped to 94 freshmen with one or more “F’s”. Administration and staff are aggressively addressing this problem.

Mr. Welter reported that Ty Lucas, a new teacher with the PASS program, is doing an outstanding job of getting every student engaged. During an observation, Mr. Welter noted that Mr. Lucas was using a syndicated program for current events, in which multi-media materials are used. One of the media materials used is political cartoons that are drawn by high school students across the United States. The cartoon for that particular week was done by a Lowry High School student. Mr. Ron Beck has had students submit cartoons periodically. Last year, this syndicated program, awarded five awards for cartoons; two first place, two second place, one third place, and one fifth place award were presented to Lowry High School students. Thank you Mr. Lucas and Mr. Beck and congratulations to those students!!

A half-court basketball court was completed last Friday, October 10th at the PASS building, in conjunction with the Outreach program. All materials and labor were donated by local businesses; Sheppard Construction, Nate’s Concrete Service and Hunewill Construction. Landscaping will be included in memory of Jill Olsen, who was an instructional aide at PASS, who passed away as the result of an automobile accident. Students sent thank you cards to the local businesses and Mr. Welter will be writing a letter to each. A letter of thank you will also be send to each business from the Board.

Mr. Welter noted that attendance continues to be an issue and Lowry administration takes it seriously. He and Officer Dawson have made several home visits with some success.

Lowry is required, on a monthly basis, to provide an accountability of the after school program, which the Whitworth Foundation provided funds. Mr. Welter received a call from Mr. Bill Macdonald stating that the committee was very impressed with the direction Lowry is headed in providing interventions and how things are being handled at the school in a very proactive manner.

Discussion and Possible Action – Approval of Policy/Process for Naming of District Facilities and Review of Other Nevada School District Policies – Mike Bumgartner

Mr. Bumgartner provided the Board with copies of policies from Elko, Carson City, Nye, Clark, Washoe and Lincoln in regards to naming of district facilities. White Pine, Douglas, Pershing, Eureka and Storey do not have policies. Most policies stipulated the formation of a committee, almost all differentiated between new and existing facilities, all required approval of the board, almost all prohibited naming after current employees and board members and none allowed final superintendent approval of new facilities.

Mr. Baumgartner's recommendation for the configuration of a committee, to write a policy, includes two board members, the superintendent, one building administrator, a representative from each association, a parent, and a community member at large. After a brief discussion it was suggested adding an additional community member. A proposed policy will be brought back to the Board for approval.

Mrs. Stewart moved to approve the formation of a policy formation committee as described by Mr. Bumgartner in the naming of District facilities. Mr. Seeliger seconded, motion carried. Mr. Hillyer volunteered to serve on the committee.

Discussion Only – 403(b) and the Use of a Third Party Administrator – Dave Jensen

Mr. Jensen reported that the District is under IRS mandate to change and come into compliance (school districts and governmental agencies) with 403b requirements. The District was faced with three options: 1) use existing staff to meet all the extensive, detail oriented IRS requirements, 2) use a current plan provider to act as a third party administrator or as a sole provider (which would force employees to enroll all of their funds through one plan provider) or 3) to seek a third party administrator that was not a current plan provider, keeping everything separate. Mr. Jensen recommended working with a TPA not affiliated with existing plans. One such company, TSA Consulting does not offer or service plans, they would simply act as a common remitter and third party administrator. This would also allow HCSD to continue relationships with plan providers who meet the IRS requirements. Mr. Jensen provided the Board with a copy of a contract between TSA Consulting Group and the District. The annual cost to the District for this service will be \$3500.

Clark and Washoe County School Districts have been using TSA Consulting and are impressed with the level of services provided. Nye County is recently opted to join with TSA. We hope to work into a cost sharing program with the plan providers. This may drop the District's cost to \$1500 annually. Mr. Doyle was satisfied with the contract language.

Discussion Only - Health Plan Status Update – Dave Jensen

Mr. Jensen provided the Board with an update of the health insurance plan for July and August. The ending balance in the plan, as of August 2008, was \$109,859.87. We continue to have issues with delinquent claims.

We have some concerns that will be addressed in our financial audit, relative to an issue with a reimbursement. Our plan has a stop loss, meaning, if an employee incurs more than \$90,000 on a specific incident, the District recovers the cost above that through our stop loss insurance. We have been notified that in 2006 the stop loss of \$75,000 was exceeded by a former employee. There were denied claims in 2006 and we have been notified that there will be an adjustment made of approximately \$183,338. The District could appeal, but the responsibility would fall onto the former employee and there is hesitancy to do that.

The health insurance plan update has been emailed to every employee in the district and is also on the district website. While Mr. Jensen was reading the document for errors, he came across a section that would give staff the ability to voluntarily choose not to participate in our health care program. A request has been made by a certified employee to opt out because their spouse's plan is a better plan. We currently have a waiver that the employee would sign. Currently, the premium amount that would have been paid for that employee will go directly into the health insurance plan.

6:26 p.m. Break

6:33 p.m. Back to regular session

Discussion Only – Update on Financial Supervisor Position – Dave Jensen

The application deadline for the financial supervisor position was October 6th. We have received four applicants for the position. Mr. Jensen is in the process of conducting reference checks. Interviews are scheduled for October 21, beginning at 1:00 p.m. Currently, the interview committee consists of Mr. Bumgartner, Mr. Jensen, Humboldt County Comptroller, Bruce Brooks, a representative from the HCEA and HCSSO and a Board representative. Questions are currently being developed.

Prior to making a final offer, Mr. Jensen would like the opportunity to conduct a more in-depth individual interview to discuss salary and the expectations of the position.

Discussion Only – Bond Update “Together We Can” – Mike Bumgartner

Three weeks remain before the election. We need to get the word out. A bond meeting for all district personnel will be held October 20th at the Convention Center.

Mrs. Stewart encouraged every Board member, site administrator and district employee to contribute to the political action committee that will allow the committee to get the word out about the bond.

Mr. Bumgartner noted that we will need 2000-2500 votes for successful passage of the bond. Mr. Bumgartner thanked HCEA President, Mary Keith and HCSSO President, Deena Moddrell for all they have done. Ms. Keith reported that the general membership of the HCEA voted to support the bond issue. She also said that if the HCEA endorses the bond and funding can be found they would like to place an ad in the Humboldt Sun or an announcement on KWNA.

Mr. Bumgartner reported that a survey currently being run regarding issues within the district, one question being the bond, shows approximately 80% of district employees in favor of the bond.

The bond website is up and running. www.togetherwecan-hcl.info

Board/Staff Comments:

1. We currently have no letters of interest for Mrs. Schrempp's board seat. Mrs. Schrempp asked to sit on the screening committee if we get numerous letters of interest. Mr. Jensen stated that, consistent with past practice, we would most likely interview all eligible candidates.
2. The Paradise Valley Elementary School students donated \$25 to the political action committee.
3. Everyone is invited to attend the Paradise Valley annual bingo night on Thursday, October 30th at 7:00 p.m.

4. The Board may be asked to place a discussion item on the agenda regarding the testing of athletes. The request was relayed to their coach by team members. Mr. Bumgartner asked that the request come before him first. The District currently has a policy in place and the Drug Awareness Committee had an issue with random drug testing when the policy was being developed.
5. The Sure Bet for Schools program through Nevada Power donated a box of energy efficient light bulbs to every employee who is served by Sierra Pacific/Nevada Power.
6. Mr. Bumgartner has been notified of two students at Lowry High School who wish to graduate early. Past practice has been that the requests be brought before the Board; however, Mr. Bumgartner feels this is a request that can be approved by Principal, Debbie Watts and himself. The Board was okay with the site administrator and superintendent approving the requests.
7. A short survey will be send, via email, to the Board regarding the policy of the naming of school facilities.
8. Mr. Seeliger will be finalizing the superintendent evaluation results and hopes to bring them before the Board at the October 28th meeting.

Adjourned 6:49 p.m.

Submitted by Secretary, Paula Wright


Clerk, Linda Schrempp