

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

The regular meeting of the Humboldt County Board of School Trustees was held November 24, 2015 at 4:30 p.m. in the District Office Boardroom.

Board members present were: President Bruce Braginton, Clerk Ann Miller, Glenda Deputy, Nicole Bengochea, Boyd Betteridge, John Hill and Louis Mendiola.

Others in attendance were: Superintendent Dr. Dave Jensen, Asst. Superintendent Dawn Hagness, Attorney John Doyle, Joyce Sheen-Humboldt Sun, Robert Lindsay, Noel Morton, Barbara Duncan, Vicki and William Cox, James Simonsen, Jaime Peterson, Larry Renteria, Michelle Garrison, Lisa Lloyd, Audra Young and Secretary Paula Wright. Absent: Director Kelly Novi

President Braginton opened the meeting with the Pledge of Allegiance.

**Minutes:** Mr. Hill moved to approve the November 10, 2015 minutes as presented. Mrs. Miller seconded, motion carried. Mrs. Bengochea abstained.

**Correspondence:** Mr. Mendiola noted that he must leave the meeting at 5:30 pm to attend the Humboldt General Hospital board meeting.

**Public Comment – Discussion Only**  
None

**Superintendent's Report:**

- ✓ School has been canceled for November 25<sup>th</sup> in the remote rural locations; Denio, Kings River, Orovada, Paradise Valley and McDermitt Combined School because of severe winter storm warnings for Northern Humboldt County and the travel distances to those schools. All in-town schools will remain open.
- ✓ Congratulations to the District as a whole for the recognition received at the Nevada Association of School Boards Conference (NASB). As a District, we received three recognitions: Stephanie Morton (Humboldt Sun) received the Media Award in a District under 100,000; Shannon Hunewill received the Innovative Educator Award for her work in Warrior Hall at Winnemucca Jr. High School; and the Board and Administrative team was recognized as the Governance Team of the year for the State of Nevada.
- ✓ During the NASB conference, the Board and Administrative team had the opportunity to hear from a number of interesting speakers. One was John Draper. The board discussed bringing Mr. Draper to Humboldt County to present to the staff and community. Dr. Jensen has made contact with Mr. Draper and will begin to look at potential dates.
- ✓ Dr. Jensen has contacted Jim Huge and will be working on proposed dates for him to facilitate a board retreat.
- ✓ A side conversation during the NASB conference was the recommendation of scheduling a Board Retreat to specifically review and discuss the information received at the conference. We will work towards scheduling a date in December.
- ✓ Stephen Romero, who has been our insurance broker, has left Wells Fargo Insurance. Wells Fargo is willing to continue to broker on our behalf. It is the recommendation of Dr. Jensen that we consider a shift to a local broker that will provide immediate response. Dr. Jensen has had a

conversation with Mayor Putnam and they have discussed utilizing a local company, A&H Insurance. Under statute, the District is not required to go out to bid and the compensation is defined by the pool. We could consider other local options, however, Dr. Jensen suggested looking to unify with the City and County.

- ✓ One ongoing discussion point is in relation to Transgender policies. Elko County School District has developed policy and is currently addressing a complaint. In speaking with the Superintendent of Lyon County, Wayne Workman, they have contracted with Ann Alexander to consider policies on this subject. Ms. Alexander has recommended that we not jump to defining policy as there are current Circuit Court hearings that could impact any defined policy. Rather, it is recommended that we carefully watch and monitor and be prepared to develop policy as current issues are more clearly defined.
- ✓ Mrs. Bengochea brought to Dr. Jensen's attention, that as a Board, they may need to give consideration to the Lowry High School Spain trip scheduled for July, in light of the international incidents that are occurring. The Board may need to discuss whether they want to continue to support participation in international travel involving students.
- ✓ Dr. Jensen wished Humboldt County School District staff and board members a wonderful Thanksgiving holiday. "We truly have much to be thankful for in our community."

### **Consent Agenda**

#### **1. Discussion and Possible Action – Approval of Warrants**

#### **2. Discussion and Possible Action – Trip Request for the Lowry High School Future Farmers of America (FFA) Livestock Judging Team to Attend the Arizona National Livestock Show for Competition December 27, 2015 Through January 1, 2016 – Rebecca Hill, Barbara Duncan, Dawn Christiansen**

Mr. Hill moved to approve the consent agenda as presented. Mrs. Miller seconded, motion carried. Mr. Mendiola abstained.

### **Discussion Only – School Presentation -Rural Schools – Noel Morton, Robert Lindsay**

The School Performance Plan for the rural schools (Denio, Kings River, Orovada, Paradise Valley) are done collectively as one plan.

The plan focuses on two areas, Literacy and Math. The rural teachers meet for professional development once a month. Literacy will be tracked with Measured Academic Progress (MAP) data. Lucy Calkins Writing will be used for literacy. Eureka Math will be used for math instruction. Val Byrnes and Connie Thomson with Northeastern Nevada Regional Professional Development Program (NNRPDP) will provide training on Eureka Math.

The rurals also focus on family engagement; spaghetti feeds, special parent nights and academic focus nights.

Current demographics at each site:

Denio: 15 students, one teacher, one instructional aide

Kings River: 24 students, one teacher, 1 1/2 instructional aides

Orovada: 30 students, two teachers, one instructional aide

Paradise Valley: 39 students, three teachers, one instructional aide

Mrs. Morton is working with Dr. Jensen to put some things into place for Kings River School to provide additional support to the school. A second teacher would be of benefit and options are currently being explored through a Long Term Sub position.

A \$5000 grant has provided a partnership with Chartwell's. This provides fruit and milk each day for students. Mrs. Morton is in discussions with Ian Tolotti (Chartwell's) to provide a full week's worth of meal (cold lunch) service for the rurals for the 2016-17 school year. 52 cases of sandwiches were donated for a program that was implemented in the summer. This provides enough sandwiches for every rural school site, once a week, until March of 2016.

Mrs. Lynn Lindsay has been hired as the rural art and PE teacher. "She is doing a great job."

Teachers from the rural sites could not make the meeting so Mrs. Morton had each video their successes and the challenges they face at their site.

Mrs. Morton praised Joe Brown (Tech Director) for involvement in getting the internet upgraded at the rural sites. Because of this, they are able to do more tiered instruction for students individually. She extended him a special thank you!

When asked what the Board could do for the rural sites, Mr. Lindsay said that they need upgraded water fountains.

Mrs. Morton told Board members they were welcome to ride along with her or Mr. Lindsay to any of the rurals when they go out.

Orovada School will be having an "Animal Night" on December 3<sup>rd</sup> from 6-7 pm.  
Paradise Valley School will hold their winter play and musical on December 16<sup>th</sup> at 7 pm.

**Discussion Only – School Presentation – French Ford Middle School – Robert Lindsay, Michelle Garrison, Jaime Peterson, James Simonsen**

For the 2014-15 school year, French Ford's goals revolved around creating "data trackers". Data trackers were used to place students by need, intervention or enrichment. Teams from "data walks" viewed Math and Reading Criterion Reference Test (CRT) and Measured Academic Performance (MAP) data. It enabled the staff to understand success criterias and how to look at data and then use it to guide instruction. Teachers also found that they need more time to work as Professional Learning Communities (PLC) to look at data individually and use it for their needs. PLC time is broken into subjects; math by grade level, English Language Arts (ELA) grade level and multi-grade. This led to their goals for the 2015-16 school year.

Goal 1: 100% of French Ford's PLC groups will disaggregate and compare Math MAP data and Eureka Math mid and end of unit assessments to inform math instruction and curriculum decisions.

Mr. James Simonsen provided a brief summary of how they are meeting Goal 1.

- ✓ PLC's are a good use of time.
- ✓ Same curriculum
- ✓ Rigor, challenges
- ✓ Success criteria/data tracking; target goals to meet the standards
- ✓ "Sprint" is a fluency practice that is used in the classroom. Goals are established and students are given a set amount of time to complete them.

5:23 p.m. Mr. Mendiola left the meeting to attend Humboldt General Hospital's board meeting.

Goal 2: 100% of French Ford Middle School PLC groups will disaggregate Lucy Calkins Writing Assessments rubric data to inform ELA writing instruction and curriculum decisions.

Miss Peterson provided a brief summary of how they are meeting Goal 2. Lucy Calkins Writing is very assessment driven.

- ✓ Each month, three late-start Thursday mornings are dedicated to writing.
- ✓ The end of each day on Thursday's is used for PLC time for grade level and vertical collaboration focused on writing assessment and curriculum.
- ✓ Increase in explicit and rigorous writing instruction
- ✓ Increase in teacher confidence. At the beginning of each late-start Thursday, teachers are asked to list their successes and challenges.
- ✓ Increase in student excitement for writing and sharing their writing.

Mrs. Garrison said that staff is very proud of the progress made in several initiatives;

- ✓ Anti-bullying and French Ford is a Safe and Respectful Learning Environment
- ✓ Administrator/Teacher Collaboration and Implementation of Nevada Educator Performance Framework (NEPF).
- ✓ Building competency, as an entire staff, with Google applications.

Mrs. Garrison said that the Google application is an amazing way to collaborate on all ends.

A new computer lab was established using old computers to be used for MAP assessments.

Mr. Lindsay, on behalf of French Ford, thanked the District for bringing Eureka Math and Lucy Calkins to the District.

- ✓ He thanked NNRDPD for providing professional development, support and the Teacher Academy.
- ✓ He thanked Gini Cunningham for mentoring the new teachers and helping veteran teachers in assistance with ideas.
- ✓ He thanked Noel Morton for her "data walks" and assisting in the School Performance Plan. "She has been invaluable to us. Her position has been an asset to all of us."
- ✓ He thanked the Tech Department and Joe Brown.
- ✓ He thanked Newmont and Gail Janhunnen for bequeathing the Chromebooks she purchased for her classroom through the Newmont Grant.
- ✓ He thanked Ian Tolotti. "The change in our food service program has been fabulous."
- ✓ He thanked the Board/District in supporting them to hire a custodial staff. "They are doing a fabulous job."

Mr. Lindsay said that what the Board could do for French Ford would be a "match of monies" from student fundraisers to purchase Chromebooks for an entire grade level or for the entire school.

Mr. Lindsay said that French Ford is celebrating 20 years. In celebration they are planning a considerable library expansion in the spring. They hope to secure a grant from Barrick Mine.

He thanked the maintenance department for carpeting the school, remodeling the lab, library and several rooms.

5:53 p.m. Break

Mrs. Hagness left to attend the Winnemucca Jr. High School play.

6 p.m. Resume meeting

**Discussion and Possible Action – Approval of the Malheur County Tuition Agreement – Dr. Dave Jensen**  
Postponed.

The Malheur board meets only once a month or once every two months. They met on November 17<sup>th</sup> and contacted Dr. Jensen questioning the amount they are being asked to pay in tuition for their students. Additional information will be gathered and submitted for their review.

**Discussion and Possible Action – Establish Dates for McDermitt and Paradise Valley Board Meetings – Bruce Braginton**

The Paradise Valley board meeting will be held January 26, 2016 at 4:30 p.m.

The McDermitt board meeting will be held March 22, 2016, with a possible joint meeting with the Malheur County, Oregon school board.

Mrs. Deputy moved to approve holding the regular board meeting on January 26, 2016 in Paradise Valley and the regular board meeting on March 22, 2016 in McDermitt. Mrs. Bengochea seconded, motion carried.

**Discussion and Possible Action - Consideration for the Early Incentive Buyout Policy Application for the 2015-2016 School Year – Dr. Dave Jensen**

Over the past several years the Board has opted not to offer an early incentive buyout. Under the policy, employees interested in the District purchasing on their behalf must submit an application no later than January 7<sup>th</sup>. In a discussion several years ago, the Board felt it would be beneficial to employees if they were given notice of the Board's intent to offer or decline an early incentive buyout.

Dr. Jensen noted that, as the budget was prepared, specific funds were not set aside to support the early incentive. He stated that, should the Board decide to fund the early incentive buyout, the budget could be augmented at the December 8<sup>th</sup> meeting to support that decision. Pros and cons to the utilization of the early incentive policy were reviewed.

After some discussion, Mrs. Miller moved that the Board does not fund the early buyout policy for the 2015-16 school year. Mr. Hill and Mr. Betteridge seconded, motion carried.

**Discussion and Possible Action – Superintendent Goal Review – Dr. Dave Jensen**

Dr. Jensen defined four goals for the 2015-16 school year.

Recent progress includes; 1) negotiations have been completed with all groups, certified, classified and administrators and 2) the user friendly budget document has been shared with the Board (draft).

The biggest challenge has been recruitment and retention of teachers.

Goal 1 - Implement new and improve upon existing supports to increase graduation rates (exceed 80% for the 2016 cohort and higher for the 2017 and 2018 cohorts).

a. Graduation rates for the 2014 cohort were 82.99% - target met and exceeded.

✓ ACT scores: State average 17.4, Humboldt County School District's average 17.8

✓ No scores have been received for End of Course.

b. Continuation of "late start Thursdays" (attend a minimum of one late start training per month)

✓ Has attended late start meetings at Sonoma Heights, Winnemucca Grammar School and Winnemucca Jr. High School – on track

- ✓ Monthly professional development for Administrators to focus on Nevada Educator Performance Framework (NEPF)
- ✓ Full implementation of the NEPF has been met. Clark County School District has made all NEPF forms available online and we are taking advantage of this.
- ✓ Development of recruitment and retention plan: The District was awarded a grant for our Alternative Route to Licensure (ARL) individuals in the amount of \$36,800. This will allow the District to pay Great Basin College tuition fees for four individuals beginning in January.

#### Goal 2 – Communication

- ✓ Monthly meetings with Humboldt County Education Association (HCEA) and Humboldt County Support Staff Organization (HCSSO) – on track
- ✓ Monthly informal meetings with Principals – on track
- ✓ Alignment of resources meeting (three times per year) – not implemented to date-first meeting is scheduled for December
- ✓ Monthly Superintendent musings – monthly article to the Humboldt Sun – on track
- ✓ Weekly updates to the Board – weekly reports provided to the Board – on track
- ✓ Ensure ongoing update to the District Web, Facebook, news and media – on track
- ✓ Track the number of volunteers – 50 cleared individuals, 10 additional pending fingerprint clearances. Winnemucca Grammar School held their intro to “WatchDogs”.

#### Goal 3 – Fiscal

- ✓ User friendly budget document – draft document provided to Board. Anticipated release is the week following the Thanksgiving holiday.
- ✓ Update Board throughout the negotiations process – completed
- ✓ Amicable agreement with all bargaining groups - completed
- ✓ Oversee and manage bond projects – ongoing. Bond Oversight Committee meeting scheduled for December 2<sup>nd</sup>. List of proposed projects scheduled for December 8<sup>th</sup> board meeting.
- ✓ Continuation of “online charter” school – ongoing - the program is currently serving 32 students (Lowry, McDermitt and Winnemucca Jr. High)
- ✓ Update curricular materials – K-8 (Eureka Math) – ongoing. Materials have been purchased.
- ✓ Funding opportunities (2015 Legislative Session): SB405 (\$304,565), Victory Grant (\$97,820.70), Lowry College and Career Ready Grant (\$71,935.04), Incentive Grant (\$72,000), School Supplies Grant (\$20,340.54), Teach Nevada Grant (\$36,800) and Safe/Respectful Learning Environment (\$3,585.78)
- ✓ Food service program and Breakfast After the Bell – full implementation at McDermitt Combined (grant for \$11,000) – completed

#### Goal 4 – Visibility

- ✓ Leadership and representation of Humboldt County School District: Rotary Club, Chamber of Commerce, NASS President, Nevada State Board of Education, Nevada School Performance Framework (NSPF) Committee, “What’s Next Nevada” Committee
- ✓ Visit each school site a minimum of twice – on track – have visited all in-town schools, McDermitt, Oroville, Paradise Valley
- ✓ Visit every classroom a minimum of once – on track – have visited 43 classrooms
- ✓ Attend staff meetings, one per month – on track – Winnemucca Jr. High School, Winnemucca Grammar
- ✓ School lunch with parents at individual sites – on track- Sonoma Heights, Grass Valley scheduled for the week of November 30<sup>th</sup>.

Attention needed: 1) Staffing-growth identified within the Grass Valley 3<sup>rd</sup> grade, and at Kings River School, 2) increased expenditures to meet state mandates and 3) recruitment/retention.

### **Discussion and Possible Action – Consideration of Superintendent Salary Increase to Align with Classified and Certified Contract Negotiations - Dr. Dave Jensen**

Until the last negotiations process, Dr. Jensen was placed on the Administrative salary schedule. This allowed for the Superintendent to receive whatever was negotiated for Administrative and Certified staff.

In a conversation with Mr. Doyle, Mr. Braginton and Mrs. Deputy a concern was raised that Dr. Jensen, while negotiating with Administrators, was in essence negotiating his own salary. In order to address this issue, last year, the Superintendent was removed from the Administrative salary schedule. The Superintendent's contract reflects that the Superintendent's salary should not be modified until negotiations with all other bargaining groups have been approved by the Board. No changes will be made to the contractual language at this time, rather only the consideration of a potential increase to the Superintendent's salary consistent with what was provided to all other staff members.

The proposal is a 2% increase on the base for the 2015-16 school year, 2% on the base for the 2016-17 school year, an additional two days on his contract for the pilot professional development days and that unused personal leave be rolled to the following year, with the accumulation of not more than five days. The proposed adjustments are consistent with what was provided to the administrative team.

Dr. Jensen provided the Board with a comparison of the Administrative salary schedule for 2015-16 and 2016-17 for review.

Mr. Hill moved to grant Dr. Jensen a salary increase and other considerations in alignment with what was granted to Administrators. Mrs. Deputy seconded, motion carried.

Clarification: 2%+2%+two additional days and rolling of personal days to a maximum of five, no language changes to the contract.

### **Public Comment – Discussion Only**

None

### **Board Reports/Requests – Information Only/No Action**

1. Mrs. Bengochea thanked everyone for the well wishes.
2. Mrs. Bengochea noted what a great experience the Nevada Association of School Boards (NASB) conference was and appreciated the opportunity to attend.
3. Mrs. Deputy thanked the Humboldt Sun for publishing the school board agenda.
4. Mrs. Deputy would like to plan some additional time, prior to a board meeting, for a board retreat to go over all that was learned at the NASB conference.
5. Mrs. Deputy felt the Board should do a special recognition piece for the Tech Department.
6. Mrs. Deputy said she cannot believe French Ford is celebrating 20 years.
7. Mrs. Miller felt the main concept she took away from the NASB conference was “fostering creativity”. She feels the District needs to address this. She said it concerns her that teachers are not given the freedom to be creative. She would like to see the Board work on this subject during a retreat.
8. Mrs. Miller wished everyone a Happy Thanksgiving.
9. Mr. Betteridge said it was the first time he had the opportunity to attend the NASB conference in its entirety. He hoped to be able to invite John Draper, a speaker at the conference, to Humboldt County.
10. Mr. Betteridge was grateful to be at the conference to see the Board and other District personnel receive an award.
11. Mr. Betteridge wished everyone a Happy Thanksgiving.

12. Mr. Betteridge wished that Mr. Doyle could have attended the conference to hear Larry Altman, an attorney from Kansas City, speak on transgender issues.
13. Mr. Doyle stated that he has kept abreast of the transgender issue in the Elko County School District. He said the District needs to see how the law develops. "It is premature, at this time, to formulate anything."
14. Mr. Hill wished everyone a Happy Thanksgiving.
15. Mr. Hill thanked Dr. Jensen for his leadership. He said the Board's Governance Award was due a lot to Dr. Jensen and his choosing of a great Asst. Superintendent in Mrs. Hagness.
16. Mr. Hill thanked Mr. Doyle for his service to the District.
17. Mr. Doyle congratulated the Board on receiving the Governance Award. He said it was well deserved. He said he has worked with numerous boards during his service to Humboldt County School District and said this board works well together. "I enjoy working with you."
18. Mr. Doyle informed the Board that there has been a resolution to the mercury spill claim. The District's appeal was granted and the amount of the claim was paid and it is now resolved.
19. Mr. Doyle wished everyone a Happy Thanksgiving.
20. Secretary Wright congratulated the Board on receiving the Governance award and Shannon Hunewill for receiving the Innovative Educator of the Year award.
  - ✓ A reminder to provide receipts from the NASB conference.
  - ✓ She wished everyone a Happy Thanksgiving.
21. Dr. Jensen said that Joyce Sheen would like to take a photo of the Board with their Governance award for the newspaper.
22. Dr. Jensen agreed with Mrs. Miller and looks forward to discussing the "creativity" piece during a Board retreat.
23. Dr. Jensen wished everyone a Happy Thanksgiving.
24. Mr. Braginton provided board members with a copy of the notes he took from some of the presentations at the NASB conference.
25. Mr. Braginton agreed that some time should be set aside for a board retreat.
26. Mr. Braginton thanked the Administrative Team and board members.
27. Mr. Braginton wished everyone a safe and enjoyable Thanksgiving.

Adjourned 7:22 p.m.

Submitted by Secretary, Paula Wright

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Ann Miller, Clerk