

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

The regular meeting of the Humboldt County Board of School Trustees was held March 22, 2016 at 3:30 p.m. in the Home Economics room at the McDermitt Combined School.

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

Others in attendance were: Superintendent Dr. Dave Jensen, Director Kelly Novi, Attorney John Doyle, Fred Wilkinson, Jaimi Wilkinson, Tammy Wilkinson, Ferol Donalson, Barbara Moulton, Doc Welter, Rospi Welter, Cheryl Mitchell, Lynne Dehner, Megan Mihalisko, Mike Oliver, Tamela Berberick, Lori Egan, Carole Hernandez Hill, other interested persons and Secretary Paula Wright. Absent: Asst. Superintendent Dawn Hagness

President Braginton opened the meeting with the Pledge of Allegiance.

**Minutes:** Mr. Hill moved to approve the March 9, 2016 minutes as written. Mrs. Deputy seconded, motion carried. Mr. Betteridge abstained.

**Correspondence:** None

**Public Comment – Discussion Only**

**Superintendent's Report:**

- Dr. Jensen welcomed Fred, Jaimi and Tammy Wilkinson of the Malheur County School District #51 Board of Trustees. Jaimi Wilkinson will be filling Mrs. Zimmerman's seat on the board, but has not been sworn in.
- The week of March 14<sup>th</sup>, interviews were held to fill the Winnemucca Jr. High School mental health position and the social worker position at McDermitt Combined School. Mrs. Rospi Welter has been hired for the social worker position at McDermitt Combined School and Mrs. Jennifer Lords has been hired for the mental health position at Winnemucca Jr. High School.
- The week of March 14<sup>th</sup>, Dr. Jensen met with Winnemucca Police Chief, Eric Silva and Captain Daley regarding the traffic flow in front of Winnemucca Jr. High School. Several options are being considered to make improvements and the District will be working with City Manager, Steve West to consider some alterations to Reinhart Street.
- On March 16<sup>th</sup>, Dr. Jensen met with the Winnemucca Grammar School staff during their staff meeting. Items discussed were the school calendar, rezoning, summer bond projects and other topics of interest. He appreciated the staff feedback.
- On March 17<sup>th</sup>, Dr. Jensen attended the Nevada State Board of Education meeting. As part of the meeting, the state board was asked to consider adopting cut scores for end of course assessment.
  - ✓ State Superintendent, Steven Canavero, spoke regarding the state improvement plan. He outlined that the state's goal is a graduation rate of 85% by the year 2020. This brought about some significant concern regarding the cut scores for end of course assessment. Based upon last year's testing, 32.6% of our students throughout the state would have passed ELA-1, 37.6% would have passed ELA-2, 27% would have passed Math 1 and 21.4% would have passed Math 2.

- ✓ As Dr. Jensen reviewed the standard setting tech report, the Math results showed that the majority of participants that were members of the norming team for the cut score recommendations were either neutral or disagreed with the recommendations that were sent to the State Board of Education.
  - ✓ The ultimate decision was to re-norm this summer for this year's tests, not accept any end of course cut scores for last year's assessment and there will be no application of cut scores for current 8<sup>th</sup> and 9<sup>th</sup> grade students who participated in the Math portion last year.
  - ✓ This will be an agenda item that the state superintendents will be addressing at the next state superintendent's meeting.
  - ✓ A discussion was held regarding AB474-The Great Teachers and Leaders Fund. Humboldt County was only one of two districts in the state that were awarded funds for Alternative Route to Licensure (ARL). We have been awarded four ARL positions, all of which have been filled. There were unexpended funds and we were awarded funds for a fifth ARL candidate. We are currently approaching 25 vacancies for the 2016-17 school year.
- On Thursday, March 24<sup>th</sup>, Dr. Jensen will be having lunch with former Assemblyman, Pat Hickey, who is currently serving on the State Board of Education. This will provide an opportunity to discuss some key topics.
  - Dr. Jensen recognized Jaimi Wilkinson for being named NIAA Division IV Girls Basketball Coach of the Year. The McDermitt Lady Bulldogs had an outstanding season. Congratulations Jaimi!!

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

Mr. Braginton disclosed that, pursuant to NRS 281(a), his wife is listed as a payee on the warrants and he would be abstaining from voting.

Mrs. Deputy moved to approve the warrants as presented. Mr. Hill seconded, motion carried. Mr. Braginton abstained.

#### **Discussion and Possible Action – Open Forum between the Humboldt County School District Board of Trustees and Malheur County Board of Trustees Regarding the Provision of Services to Malheur County Students**

Mr. Braginton thanked the members of the Malheur County Oregon School District #51 (Fred, Jaimi and Tammy Wilkinson) for attending the meeting. He gave the members the opportunity to provide any items they would like to discuss.

Mr. Wilkinson, speaking on behalf of Malheur County Oregon School District #51 school board members, brought attention to a lease agreement between the Malheur County Oregon School District #51 and the Humboldt County School District in regards to the land that the McDermitt Combined School football field currently sits on. Humboldt County School District (HCSD) approached the Malheur County School District regarding BLM land adjacent to the McDermitt Combined School that was in Malheur County Oregon for a possible building site for a football field. The HCSD asked if the Malheur County school board would approach the BLM to acquire a parcel of ground for a new football field and track. Mr. Wilkinson was unsure if a contract had been drawn or if Malheur County had been compensated for the parcel. Mr. Wilkinson noted that the Malheur School Board is more concerned about any liability they may incur should something happen on that parcel of land.

Mr. Wilkinson also noted a large hole on what looks to be the same parcel of land. The Malheur Board is concerned with any liability that could be incurred by either the HCSD or Malheur County School District if someone is injured because of it.

Dr. Jensen reported that earlier in the year there was some vandalism to the football field and the underground valves (the area to which Mr. Wilkinson referred). The District has been in contact with the Environmental Protection Agency (EPA) and has been notified that the EPA's recommendation is for the District to install a backflow. The project has been put out to bid (required by the State for projects in excess of \$25,000). The approximate cost of the backflow project will be \$40-50,000. The District is in receipt of one bid in the amount of \$45,000. Once all bids are received, the District will move forward with the project.

As a temporary measure, the area has been roped off and boards have been placed over the hole. Once the backflow project is complete, the District plans to build a structure over the area.

Dr. Jensen said that, from an earlier conversation with a Malheur County resident, he anticipated the football field may be an item for discussion. Dr. Jensen reported that documents have been found showing the Malheur County School District #51 entered into a 25 year agreement with the Bureau of Land Management (BLM) on March 17, 1982 and were granted lease on 14.63 acres. The lease agreement amount was \$93.75. Shortly thereafter, a discussion was held between HCSD and Malheur County and an agreement was entered into on March 8, 1985. The agreement was to provide Malheur County \$93.75 to reimburse them for the cost of the 25 year lease through the BLM and HCSD would then sublease the acreage from Malheur County. The sublease agreement expired in 2007.

Dr. Jensen met with a BLM representative and was told that they would research the issue. The BLM representative noted that generally the lessee is contacted well before the expiration of the lease. Once it has been researched, the lease will need to be renewed. Dr. Jensen said he will contact Malheur County once we have been notified of the findings.

Dr. Jensen said that the District is committed to the football field, so long as it is in the interest of the Malheur County School District and the students. Humboldt County School District is willing to continue investing the funds to operate the field.

Mr. Wilkinson was provided a copy of the lease agreement and transcript of the HCSD board meeting minutes from May 22, 1984, in which the Malheur County School Board was in attendance to discuss the agreement.

Mr. Wilkinson asked if the Malheur County School Board would be liable for any incidents/accidents occurring on the land if the HCSD is leasing it from them. Attorney, John Doyle, said that there is always a potential liability. He said that under the circumstances, since Malheur County School District is the lessee (or was,) there is certainly potential for liability. He says what complicates it is that 1) there is no lease agreement (expired) and 2) Malheur County School District leased to HCSD and as part of the lease HCSD assumes liability and assumes liability for maintaining the field. Mr. Doyle said there is a potential liability and the primary liability lies with the HCSD, however, under the insurance coverage the school district has he is not certain it would be covered. He assumes that the Malheur County School District has a general liability policy. Mr. Wilkinson said that they do not have a general liability policy. They are considered a suspended district. He said he would research to see if they are covered under the Education Service District in Vale, Oregon.

Mr. Wilkinson asked for clarification on the valves that were destroyed and if they only serviced the football field. Mr. Novi said that the valves not only feed the field but the back portion of the McDermitt School.

Mr. Doyle suggested that the BLM be contacted prior to any improvements being made to the valves or the erection of a building to cover the area. Pre-approval for any improvements may be required by the BLM.

Dr. Jensen asked Mr. Wilkinson if the Malheur School Board had any questions or if there was any other items they would like to discuss.

Dr. Jensen noted that there had been some questions regarding the calculation of the tuition agreement between the two school districts. He asked Mr. Wilkinson if the Malheur board was satisfied that the questions had been answered or if there was anything more he could address. Mr. Wilkinson said he believed their questions had been answered.

Mr. Braginton thanked the members of the Malheur County Board and community for attending the meeting.

Mr. Wilkinson thanked the Humboldt County School Board for the invitation and asked that an invitation be extended to the Malheur County School Board whenever the Humboldt County School Board meets in McDermitt.

### **Discussion Only – McDermitt Combined School Presentation – Doc Welter**

When Mr. Welter became the principal of McDermitt Combined School he wanted to get a sense of what the school was like so he asked staff and students to write down some of the things they had overheard from other students, staff and the community about the school. The majority of the comments were negative. He then asked students and staff to provide feedback of how they would like to see the school and what positive comments they would like to hear about the school.

It became the staff's mission to achieve:

- A safe and orderly environment
  - Students will demonstrate behavior of zero tolerance for bullying or violence. The Positive Behavior Intervention and Support (PBIS) program is being used and students are rewarded with incentives.
- Strong instructional leadership
  - The staff has received support from Noel Morton (leadership/instruction), Scott Lommori (leadership/data consultant), Linda Evans (Reading for Meaning program) and Gail Janhunnen (Title I Reading support).
- A clear and focused mission to create a caring, trusting and safe learning community.
- A climate of high expectations for success.
- Frequent monitoring of student progress with weekly student learning improvement plan summaries and MAP testing.
- High yield instructional strategies by providing Nevada Educator Performance Framework (NEPF) professional development.
- Positive home/school relations with use of the Jobs for America's Graduates (JAG) Specialist and school social worker.

Mr. Welter provided a snapshot of the gains and losses students made on the High School Proficiency Exam (HSPE) in Math, Reading, Science and Writing. For those students who have not passed the proficiency tests in certain areas, the staff has put together an extensive math proficiency preparation program. In Student Advisory they are given preparation in science. Reading strategies are being focused on during Career and Technical Education (CTE) classes. The Victory Grant is helping with reading curriculum.

Mr. Betteridge asked 4<sup>th</sup>-5<sup>th</sup> grade teacher, Lori Egan, her thoughts on Eureka Math. Mrs. Egan said it has been a challenge, some students pick it up right away and others are more comfortable using the method they have grown up using.

Mr. Wilkinson asked if there was any help for parents who wanted to help their student understand Eureka Math. Dr. Jensen said that “Khan Academy” was a great online tool and was one example of many resources available. It was also noted that Eureka Math also provides parents support resources.

Mr. Welter introduced and thanked his staff for their dedication to the students of McDermitt Combined. He also thanked the Malheur County, Oregon and Humboldt County School board members for attending.

Mr. Braginton thanked Mr. Welter and his staff for hosting the meeting.

A parent in the audience asked if Dr. Jensen could help alleviate a problem parents are having who want to volunteer in the school. She said the Winnemucca Police Department (WPD) has not been very cooperative on three separate occasions when she has come into Winnemucca to be fingerprinted to volunteer. She has even stopped in on the days and times that are specifically set aside for fingerprinting for the school district. McDermitt secretary, Tamela Berberick, asked if the District could make an exception for McDermitt parents who are interested in volunteering by allowing them to have their fingerprints “rolled” rather than the “livescan” that Officer Jones requests. Dr. Jensen said he would contact the WPD and School Resource Officer, Chukuma Jones, to find a resolution.

When asked by the Board what they could do for him and McDermitt Combined School, Mr. Welter said he would appreciate any applicants being sent his way. He has several openings for the upcoming 2016-17 school year; English, Math, Science, counseling.

Dr. Jensen thanked Mr. Welter for his efforts at McDermitt Combined School.

### **Discussion and Possible Action – AB 483 Pay for Performance Proposal – Dr. Dave Jensen**

Assembly Bill 483 (AB 483) was implemented during the 2015 legislative session. The law requires the board of trustees of each school district to establish a program of performance pay and enhanced compensation for the recruitment and retention of teachers and administrators employed by the school district and to implement the program beginning with the 2016-2017 school year. The board of trustees must set aside an amount of money sufficient to provide an increase in base salaries, not including monetary benefits, for not less than five percent of the teachers and administrators employed by the school district. The amount of the increase must not exceed ten percent of the annual base salary of each teacher and administrator to whom the increase is paid.

The Board must then provide written notice of its action to the Department of Education and the State Board, with information about the amount of money reserved and the increase in salaries to be paid.

The funds must be 1) accounted for separately by the school district, 2) are not subject to negotiations with an employee organization for the purposes of NRS 288 and 3) must be used only to pay an increase in salaries in accordance with the section and NRS 391.168 and not to increase the salaries or monetary benefits of other employees of the school district.

AB 483 also provides clarification regarding which schools are intended to be served under the plan:

- The primary focus must be the academic achievement in at-risk schools and schools receiving the lowest rating possible, Title I schools or those receiving a Star Rating of 1 or 2.

The bill also provides a list of areas in which the funds can be used:

- Career leadership advancement options to maximize the retention of teachers in the classroom and retention of administrators
- Professional development
- Group incentives
- Multiple assessment of individual teachers and administrators

After meeting with district office administrators, they preferred the group incentives. This would be based on the entire staff of a school receiving compensation if the school improves their star rating. Those schools who are currently five star schools would receive compensation for maintaining the five star rating.

At a previous meeting, the Board discussed the possibility of setting aside funds to be used for professional development. Teachers would be given the opportunity to apply for funds to be used for professional development. Dr. Jensen recommended setting aside \$25,000.

Under the career leadership advancement option, Dr. Jensen recommended moving the current two Dean of Students to Vice Principals and moving two teachers to a Dean of Students position at the elementary level (Grass Valley, Winnemucca Grammar). The salary compensation to make this move could fall under the pay for performance incentive (career leadership advancement). Dr. Jensen recommended setting aside \$75,000 towards career leadership that would include other areas in addition to the proposed VP and Dean adjustments.

Dr. Jensen recommended focusing on career leadership advancement and professional development to support implementation of AB 483. A proposed plan will be presented during the April 13<sup>th</sup> board meeting.

### **Discussion Only – Review of Enrollment and Staffing in Preparation for the April 13, 2016 Board Meeting – Dr. Dave Jensen**

Staffing in grades K-6 is defined in NRS 388.720 as follows:

- Kindergarten 21 to 1, with district superintendent authorization may not exceed 25 to 1.
- Grades 1-3, ratios may not exceed 22 to 1.
- Grades 4-6, ratios may not exceed 25 to 1.

District targeted enrollment is based on the following targets:

- Kindergarten 21 to 1, not to exceed 25.
- Grades 1-3, targeted at 21 to 1.
- Grade 4, targeted at 22 to 1.
- Grades 5-6, targeted at 25 to 1.

Dr. Jensen provided a comparison of projected enrollment by grade, 2014-15 to 2015-16. Based on available enrollment data and the growing needs for support at the elementary levels to assist in the completion of the required evaluation protocols under the Nevada Education Performance Framework, the proposed plan represents an increase of .5 certified positions over the 2015-16 staffing pattern. In addition, it is proposed to add two Dean positions (Grass Valley Elementary and Winnemucca Grammar School) which fall under the certified teacher contract and shift the existing Dean positions at French Ford and Sonoma Heights to Vice Principals. This is an overall increase of 2½ certified positions and two administrative positions.

Dr. Jensen provided a review of historical enrollment figures from 2002 to the current projected for the 2016-17 school year, a review of administration figures for the period 2001-02 to the projected 2016-17

school year, which includes an overall increase in administrative staff by two (if approved by the Board) and a review of certified staff from 2002-03 to 2015-16.

The recommended staffing proposal by school site is as follows:

Grass Valley: Reduction of one 2<sup>nd</sup> grade position, being shifted to 3<sup>rd</sup> grade and the addition of a 3<sup>rd</sup> grade position. Allocation for one Dean of Students position.

Winnemucca Grammar: Shift one position from 4<sup>th</sup> to 3<sup>rd</sup>, reduction of one position from 1<sup>st</sup> and 2<sup>nd</sup> grade. Using prior year averaging, it is anticipated that Kindergarten enrollment will be approximately 70 students, but we are unable to verify numbers at this time. It is recommended that the staffing pattern be built on the expectation that numbers warrant four full time Kindergarten teachers. If numbers come in lower than anticipated, the District reserves the right to shift one position to a location or position that is in the best interest of the District. It is also recommended that a Dean of Students be added.

Sonoma Heights: Reduce 2<sup>nd</sup> grade by one position. It is proposed to eliminate the halftime dean and create a full time Vice Principal.

French Ford: Shift of one 6<sup>th</sup> grade position to a 5<sup>th</sup> grade position. It is proposed to reclassify the Dean of Students position to a full time Vice Principal.

McDermitt Combined School (Elementary, Jr. High, High School): Will remain at the current staffing pattern.

Kings River School: Projected enrollment for the 2016-17 school year is 27 students. This increase in students will likely require the addition of a position.

Winnemucca Jr. High: Will remain at the current staffing pattern.

Lowry High School: An increase of one Special Education position. It is proposed to transfer the PASS teacher to a regular instruction position at Lowry.

It is proposed to reassign the rural principal positions at Denio, Kings River and Orovada and distribute to members of the administrative team.

Dr. Jensen provided a historical review of enrollment patterns in Denio, Kings River, Orovada and Paradise Valley and projected enrollment for the 2016-17 school year.

Denio: 8 students, one teacher

Kings River: 27 students, one teacher-proposed to increase by one teacher

Orovada: 31 students, two teachers

Paradise Valley: 32 students, three teachers-watch list for enrollment numbers

The projected district enrollment for the 2016-17 school year is 3507, an increase of 30 students from the 2015-16 school year.

The staffing proposal for the 2016-17 school year will be brought back to the Board for approval at the April 13, 2016 board meeting.

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

Lynne Dehner asked when the hiring incentives would be paid. Dr. Jensen noted that, for new teachers, the first incentive payment was paid in December and the second payment will be released in June, if the additional 30 hours of professional development has been met.

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

1. Mr. Betteridge thanked the McDermitt community for hosting the meeting. He said it was great to travel to McDermitt and appreciated the input from the community and the Malheur Board members.
2. Mr. Hill thanked the McDermitt community for hosting the meeting.
3. Mr. Hill thanked the Malheur County Oregon School Board for attending the meeting.

4. Mrs. Deputy said that she and Mr. Hill visited the Orovada School and provided lunch for students and staff.
5. Mr. Novi thanked the McDermitt community for hosting the meeting.
  - Mr. Novi congratulated Jaimi Wilkinson on being named the NIAA Division IV Girls Basketball Coach of the Year.
  - Mr. Novi reported that, as of the date of the meeting, we had 110 teachers and 88 community members respond to the 2016-17 calendar survey. A compilation of the responses will be sent to the Board once the survey period ends.
  - Mr. Novi reported that the sprinkler system has been installed at Kings River School. The community will fill in the trenches, roll and seed. Sprinklers and timers will then be adjusted in hopes of having grass soon.
6. Secretary Wright thanked Mr. Welter, McDermitt staff and community for hosting the meeting.
7. Secretary Wright congratulated Jaimi Wilkinson on being named Coach of the Year.
8. Dr. Jensen thanked Mr. Welter and the McDermitt staff for hosting the meeting.
9. Dr. Jensen congratulated Jaimi Wilkinson. He noted that Jaimi has been instrumental in athletics at McDermitt Combined and he appreciates her efforts.
10. Dr. Jensen thanked the Malheur County Oregon Board for attending.
11. Mr. Braginton said it was great to have the Malheur Board in attendance.
12. Mr. Braginton congratulated Jaimi Wilkinson.
13. Mr. Braginton thanked Mr. Welter, the staff and community. He noted the larger participation of staff and community members, not just Malheur County Board members, to the meeting than prior meetings held in McDermitt. He said “This may say something about the effort that is being put forward for the direction of McDermitt School.” “It seems to be a positive sign.”
14. Mr. Welter presented Dr. Jensen with a t-shirt depicting the three areas of Positive Behavior Intervention and Support (PBIS); respect, responsibility and safety.

Adjourned 5:59 p.m.

Submitted by Secretary, Paula Wright

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Ann Miller, Clerk