

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

The regular meeting of the Humboldt County Board of School Trustees was held September 26, 2017 at 4:31 p.m. in the District Office Boardroom.

Board members present were: President Bruce Braginton, Vice-President Glenda Deputy, Nicole Bengochea, Boyd Betteridge Chris Entwistle, Dr. Carrie Stringham and John Hill.

Others in attendance were: Superintendent Dr. Dave Jensen, Asst. Superintendent Dawn Hagness, Attorney John Doyle, S. Bare, S. Gilboy, C. Begay, L. Loyd (HCSSO), M. Riemersma (HCEA), D. LaRose, S. Fernandez (SHE), A. Lampshire, J. Elordi, J. St. Germain (WGS), L. Molini (WJHS), Laura Jensen (HCSD Food Services), Shanna Cummings-Humboldt Sun, (Teacher), and Judy Kritikos.

President Braginton opened the meeting with the Pledge of Allegiance.

Minutes:

For clarification, Dr. Jensen stated the grants discussion was intended to include Federal as well as State grants. However, since it wasn't specifically listed, it will be reagendaized for the upcoming meeting. Mr. Entwistle moved to approve the September 26, 2017 minutes as presented. Ms. Bengochea seconded, motioned carried.

Correspondence: Ms. Bengochea received an e-mail from the 1st grade team at GVE regarding concerns with the curriculum agenda item, which will be discussed later in the meeting.

Public Comment – Discussion Only: None

Superintendent's Report:

- A candidate for the new Projects Manager vacancy was interviewed last week. Mike Mitchell retires the end of October 2017. The committee recommended Mr. Jon Burhans, and the transition has begun as Mr. Burhans attended a meeting today.
- On 9/21/17, Dr. Jensen met with the Transportation department leadership team on this next year's plan. He was encouraged by the planning and vision expressed, and tracking the work of Amy, Byron and Mike as they work to make some key improvements this school year.
- On 9/21/17, Dr. Jensen also attended the Boys & Girls Club (B&GC) Board meeting. They are averaging 80 students/day in after-school attendance. Some bus route modifications were made, making the drop off more effective; we anticipate the numbers of attendees will continue to rise.
- Rachel's Challenge event started 9/25/17 at FFMS, at McDermitt today, and will be training our rural schools/LHS on 9/27/17. Rural schools will be at the B&GC, will conclude 9/28/17 at GVE and WGS, and finally WJHS on 9/19/17. As always, the Board is welcome to attend any event. There will be a formal community presentation at LHS on 9/27/17 at 6:00 pm and the Board and all community members are invited to attend.
- This morning, Dr. Jensen visited SHE to follow up on last week's fire. The portable is being demolished and set for removal on 9/27/17. The computers have been set up in an alternate location and the smell from the fire is dissipating. Byron and Dr. Jensen will meet with the adjustor on 9/27 to discuss next steps.
- In conjunction with this item, Dr. Jensen was asked for a cost feasibility of replacing the portable with a brick and mortar type of building. He contacted Mike Mitchell and a cost analysis has been provided to the Board. Considerations of cost/sf, life span, number of classrooms, lead time to get

portable vs build time, etc. Once they speak to the appraiser and obtain more info, he will pass this along.

- Dr. Jensen attended a kick-off meeting of the HVAC project at FFMS. The project is on track, and crews will be on site within three weeks to start preliminary work. Lead time for the units is six weeks and are being ordered at this time.
- On 9/27/17, Dr. Jensen and Ms. Hagness will be on a conference call with ThoughtExchange to outline the next inquiry. They've discussed the next exploration of talking with students to get their perception of how they feel the District is doing in meeting their education needs.
- On 10/5/17 Dr. Jensen will attend the October NASS meeting, and addressing WIDA 2.0 with NDE to fully discuss the outline on Criteria for Exiting and how school districts will be scored under NSPF.
- Dr. Jensen handed out the final copy of the Board Goals, approved two weeks ago, which included the recommended change. This can be sent electronically if requested.
- Dr. Jensen extended his congratulations to the HCEA and HCSSO on ratifying the tentative agreements on 9/20/17.

Consent Agenda

Discussion and Possible Action – Approval of Warrants, Approval of two Field Trips.

The Board agreed to treat the two items together.

Warrants: Dr. Stringham will abstain from voting on approval of several warrants.

Field Trip: There were requests from Denio and Lowry Key Club for field trips.

Mr. Hill moved to approve the warrants and two field trips. Ms. Bengochea seconded, motion approved and carried with one abstention by Dr. Stringham.

Discussion and Possible Action – Fountas & Pinnell (F&P) Reading Materials for Grades K-3, Possible Purchase Authorization – Dr. David Jensen

Dr. Jensen recapped: in 2015, legislative changes introduced the Read By Third Grade (RBTG) requirements. We are approaching the time when we will be required to retain any third grader not reaching certain benchmarks. Our staff and administrators have looked aggressively at this, and as a District we have not been in a position to provide a meaningful curriculum that supports staff in meeting the expectations and rigor of the CCSS.. After several meetings/discussions, a recommendation has been made to use Fountas and Pinnell (F&P) to meet expectations. This has been built into a \$1 million grant application submitted to NDE. As it is doubtful we will be awarded everything we've asked for, based on feedback from administrators, we want to move forward in purchasing this curriculum to address instructional needs of our students. We acknowledge we've done a poor job thus far of moving forward with a uniform curriculum, for several reason, fiscal being the primary one.

Ms. Hagness confirmed there have been several conversations about curriculum, and many requests to make purchases. After an inventory, we are 15 years beyond purchasing ELA curriculum materials. Common Core was adopted in 2009 and we have done little district-wide to support teachers in changing practices. Administrators have made purchases in "pockets" – so there is different curriculum in various classrooms within the same school, and at various schools and in different grades. With the RBGT grant, there is an opportunity to purchase some materials. ESSA has very strong requirements in meeting evidence-based materials. Our desire is to find something that meets all of the approaches we say teachers need to provide, that is written in the literacy plan, and meets quality reading instruction. F&P Classroom is new, but F&P themselves are not. They are some of the top researchers, having done this work for over 20 years, and considered the best in the field. They've taken their individual pieces/components, and put them together in one package. This would be a good approach as it matches the consistency we feel we lack across the district. If we want teachers to change – we need to put the materials they've asked for in their hands and show them how to use it. Looking at our 1st, 2nd and 3rd grade students across our schools, 48% of our children are not proficient by standards. We can't afford to do what we've always done. Teachers are

telling to us what they currently have, or spending nights/weekends to put something together that they think will meet the requirements. Instruction by teacher, by class, by school is different, and the equity between kids is challenging. We don't want teachers having to spend their time to figure out what MIGHT be the best materials to use. We want to put good, quality, authentic literature in their hands, along with the support that goes with it. In discussions with administrators/staff, it was agreed they would rather purchase something they know has quality literature, authentic text and provides consistency within the district, rather than just buying something to buy. Whether we get the grant funds or not, they agreed they want to purchase the F&P materials.

Ms. Bengochea asked how much more training this will put on teachers, and consideration of the purchase at this time of year, and whether pulling them out would be better, or does the State allow the learning strategists to do that?

Ms. Hagness confirmed that learning strategists cannot pull children out, they are to work with teachers. Pulling a child out for special learning won't accomplish much in 30-minutes. If a child is pulled out for special learning – why wouldn't those strategies also work in a regular classroom for all students?

Mr. Betteridge stated it's a problem that we've had this issue for eight years and are only addressing it now. He wanted to see the data on how these programs would actually help children.

Ms. Hagness stated there is data on the type of curriculum/methods, but there is no data like that for F&P's classroom materials because it is new. However, the strategies/approaches are not new.

Dr. Jensen stated that the Board is being asked to approve \$420,000. Putting F&P aside, we've not had this level of financial resource available to move forward. We have it now, through an unanticipated Net Proceeds of Minerals true up, and are in a good position to move forward. The question is whether we can be satisfied with having the diverging curriculum in the various classrooms/schools and still say we have the same goal for our students.

Mr. Betteridge suggested we consider picking one school and trying the materials there before spending such a large amount. He wasn't comfortable with forcing these program changes on teachers, and being told to agree to it and be quiet about it.

Dr. Stringham stated the need for updated textbooks/materials is not unique to K-3, the Board has been made aware of this on multiple occasions, and there just hasn't been money for new/updated materials.

Ms. Hagness stated that whatever materials we purchase is only as good as the level of implementation and consistency in the classroom.

Kristen Holden, Principal at GVE, spoke and confirmed that there had been significant consideration and conversation about this purchase. What they all loved was that it consists of the best practices in literacy. If another program were purchased, we know we would still need/be provided with PD on that program. F&P are leaders in their field of effective literacy practices, many of them use F&P already. They all agreed they'd implement it, provide the teachers with support, and ensure the materials are being used and used consistently in the classroom, and to work on this collectively with all three schools. A lot of staff use bits and pieces of this, haven't been given guidance in every day practice, but the foundation has been put into place. They are excited about being able to talk the same language so if moving from one school to another, students will expect the same experiences in the classroom.

Ms. Hagness stated this is the first time she's been in a meeting where all elementary administrators have felt so passionately about a topic, and came together wanting to be consistent, something the Board has asked for. They discussed picking one site to try it, but couldn't figure out which group should be left out. Pre-K has these materials, provided through grant funds. We are prepared to order these materials immediately. It will take two-four weeks for all the materials to arrive and then roll out section by section. These materials will complement the current Lucy Calkins program. The consistency of this program should also help with other areas, such as math.

Mr. Entwistle stated he's only hearing Admin's being part of the conversation, and it would be better to have teacher participation, and get their buy-in.

Ms. Hagness agreed yet stated that unless the Admin's agreed fully with this program, it would not be implemented. They were charged with talking to the leadership team, which they did over the summer.

Mr. Braginton hears two issues: (1) something to enable teachers to reach the objectives that the Board has discussed, another resource, not to supplement; and (2) complete implementation. He did not feel this expenditure would be correct, if there wasn't strong, solid support for full implementation.

Ms. Hagness stated this would not take away from the flexibility or creativity in the classroom. Each teacher has their own flair and approach, yet will be provided with consistent materials so each approach will be unique, but all will be using the same guidelines.

Malinda Riemersma stated teachers need guidance and materials to follow, but wants to be assured they won't be told they can't use the resources they already know and have now in the classroom, as happened with Eureka Math. She also stated that teachers were part of the review process in recommending F&P.

Kristen Holden stated this is a framework which brings in quality materials that meet Common Core standards, guides and supports teachers, but it is not a script to follow. F&P have aligned their choices to Standards. You can use your materials, as long as they fit in the framework of good teaching.

Dr. Jensen asked the teachers in the audience to share their opinion. They stated their entire leadership team is in agreement they want the structure of F&P. They need to have authentic, relatable materials, and after seeing the packets, all grade levels are happy with it and begging for it. One teacher actually cried after reviewing the materials stating she'd waited her entire career for this moment. Other teachers stated they've been waiting for something like this for a long time, and are excited about getting to use it.

Dr. Stringham moved to authorize the purchase of Fountas & Pinnell Reading Materials for Grades K-3.

Mr. Entwistle seconded, motion carried. (Note: the audience responded with enthusiastic applause.)

Discussion and Possible Action – Second reading of the Procurement Policy for Food Service Procurement Policy – Laura Jensen

Dr. Jensen reminded the Board this is a compliance piece through the Nevada Dept. of Agriculture, and we are required to develop a procurement plan. This is a model plan, NDA has reviewed it and agrees it fully meets all the compliance requirements, and Ms. Jensen is aware of the requirements. Upon review, and no questions, the Board was asked to adopt the plan.

Ms. Bengochea moved to approve the Procurement Policy for Food Service as presented. Mr. Hill seconded, motion carried.

Discussion and Possible Action – Consideration of Supporting the AASA Resolution in Support of Public Education – Dr. David Jensen

Dr. Jensen stated the AASA is the National Superintendent's organization, very prominent in public education and advocating in Washington DC. In July, AASA released their theme: I Love Public Education. There is currently a push at the national level to shift funds from public education to private education. At the national and state level, a deviation of limited resources is moving toward private and for-profit school systems. AASA's goal is to advocate at the national level that public money be used for public education. AASA has a provided model resolution language, asking school districts across the nation to take a unified message back to Capitol Hill, stating this is the view and belief of our school systems, and we are asking them to support public education. Some of the language doesn't/won't suit all schools, but will be fully supported by all districts in ensuring all students are successful.

Dr. Stringham moved to support the AASA Resolution in Support of Public Education. Mr. Hill seconded, motion carried.

Discussion and Possible Action –

Closed Session to Discuss Negotiations with the HCEA and HCSSO and Administrative Meet and Confer Pursuant to NRS 288.220 – Dr. David Jensen

5:58 p.m. Mr. Entwistle moved to enter Closed Session to discuss negotiations with the HCEA and HCSSO and Administrative Meet and Confer Pursuant to NRS 288.220. Mr. Betteridge seconded, motion carried.

6:37 p.m. Returned to Open Session

Public Comment – Discussion Only: None

Discussion and Possible Action – Possible Ratification of HCEA, HCSSO and Administrative Meet and confer Negotiations – Dr. David Jensen

Dr. Jensen expressed his appreciation to the bargaining team for the HCEA, HCSSO and the Administrators for their professionalism as we worked together on the negotiations process. He then reviewed the fiscal analysis of the settlements reached.

Teachers, HCEA: The negotiations team settled on a 3% base increase in year one and a 2% in year two. The cost in FY18, inclusive of benefits, is \$527,547.48. The projected 2% increase for FY19, inclusive of benefits is \$361,092.41 for an anticipated total biennial for salaries alone of \$888,638.89. Adjustments were made to rural salary increments as an incentive to recruit and retain teachers at our rural schools. It is currently \$750, and will be increased to \$1,250 for Denio, \$1,000 for Kings River and McDermitt and \$800 for Orovida and Paradise Valley. Based on current staffing, this has a \$4,750 annual commitment, or \$9,500 for the biennial. As a recruitment tool, all parties agreed to start new employees at Step 2 on the salary schedule. To be clear: for calculation purposes of the associated salary schedule, the base salary remains at Column 1, Step 0. We are moving new employees to Step 2 to start at a higher level, and they will stay there until they are eligible to move to Step 3. In FY18, anticipated cost is \$59,380.00 and as the staffing changes next year are unknown, we're projecting it equally, for a total biennial impact of \$118,760.00. For insurance, we anticipate no fiscal impact. We budget 6% for premiums and if the premium comes in under 6%, we will leverage cost savings to off-set the employee share, down to, but no further than \$0. Under article 13.6 – Unused sick leave upon retirement, we currently provide \$40/day of unused sick leave. Parties recommend an increase to \$60/day. Looking at a three-year average, this is a potential increase of \$38,588.80 annually and \$77,177.60 biennially. NOTE: The intent is to encourage our staff not to use sick days, so there may be some cost savings. Adjustment to the extra duty salary schedule – there are a number of areas we created common alignment. Head coaches receive a 10% stipend and Assistant Coaches receive 7%, yet a few sports received 9% and 6%. We currently spend \$320,000 annually. Based on our calculations, we anticipate this to be less than \$5,000/yr. The District anticipates a biennial commitment to meet the teacher's contract of \$1,099,076.40. Dr. Jensen asked the Board to consider ratification of this agreement as presented tonight.

Mr. Entwistle moved to ratify the HCEA agreement as presented. Mr. Hill seconded, motion carried.

Classified, HCSSO: As with the teachers, the negotiations team provided a 3%/2% base increase, inclusive of benefits. Year one anticipated cost is \$239,592.45, and based on projections anticipate \$175,000 in year two, for a total biennial commitment of \$414,592.45. Article 11.11: The District made adjustments to salaries to provide a uniform 4% step increment, which required changes to starting salaries in a few job families. As an example, Custodians and Grounds shifted from \$11.81 to \$13.38/hr starting. As a result, that is the largest impact. Year one cost is \$47,962.48. Food service: common Head Cook salary schedule. Year one cost is \$8,022.98 and for Health Assistance, it will be approximately \$1,000 or less, to make an adjustment to their step calculation. Over the biennium, the District anticipates the changes in Article 11.11 to cost \$113,970.92. Classified is subject to the changes as defined under the HCEA, relative to unused sick leave upon retirement, and insurance calculations as presented. However, those figures were inclusive under the information shared regarding certified, and are not presented separately. Looking at just the salary and the step adjustment, the anticipated biennial commitment is \$528,563.37 and Dr. Jensen asked the Board to consider ratification of this contract tonight.

Mr. Hill moved that to ratify the HCSSO agreement as presented. Ms. Bengochea seconded, motion carried.

Administrative negotiations. For clarification: Administration is not an Association. Rather, they are Meet and Confer, which means we extend the opportunity to our Administrators to come and sit for discussions on concerns and issues. Dr. Jensen went through the various calculations included in the agreement and disclosed that for impact purposes, and based upon the Superintendent being an Administrator, the Superintendent salary is included in the calculations, however, the Superintendent compensation is a separate conversation that the Board needs to engage in, and is based on the assumption that the Superintendent is provided the same compensation adjustments as other administrators. This is up to the Board, and will be agendized at a future Board meeting.

The Administrators agreed to the 3%/2% base increase, inclusive of benefits. In year one, anticipated \$94,738.35 and in year two \$63,258.90 for a total biennium commitment of \$157,897.25. In addition, the Administrative compensation schedule includes a 2% step increment. Calculations show, based on the method in which administrative salaries are calculated, it is significantly lower than that – it's 1.3%. In an effort to mitigate this, a one-time adjustment to the Responsibility Index is provided in FY18. This adjustment will cost \$21,566.36 and in year two \$22,161.19 for a total biennial commitment of \$43,727.55. As with Classified, insurance and unused sick leave upon retirement are also included under the Certified contract, which has been presented and ratified. Based on these two adjustments to our Administrative contracts, the total commitment for FY17-18 and FY18-19 are anticipated at \$201,624.80. Dr. Jensen asked the Board to consider ratification of this contract tonight.

Mr. Hill moved to ratify the agreement with the Administration. Mr. Entwistle seconded, motion carried.

Mr. Betteridge appreciated Mr. Entwistle and Mr. Hill's help in the negotiations and the leadership of Dr. Jensen and his balanced aspects of all aspects of the negotiations, not just the financial aspects.

Board Reports/Requests – Information Only/No Action

Ms. Deputy: Reminded everyone of Bingo at Paradise Valley, on Thursday, 10/26/17 at 7:00 pm.

Mr. Entwistle: Rachel's Challenge at LHS on Wed, 9/27/17, for the community. He thanked the teachers, specialists and admins who attended tonight's meeting and submitted statements to the Board regarding the reading materials for K-3. He thanked the HCEA, HCSSO, and Admin teams for their professionalism in the negotiations process. He also thanked the staff, teachers and maintenance and personnel for their quick response to the coolant leak at WGS – using their lunch totes to catch the coolant. His final thank you was to everyone who wore blue, today is Mesothelioma Awareness Day. His mother in law was diagnosed with this and is currently fighting this.

Ms. Hagness: Thanked the Board for asking the hard questions and doing their due diligence. She recommended everyone attend the Rachel's Challenge, it is very powerful.

Ms. Kritikos: Reminded the Board to submit their \$55 checks to NASB for the November Awards dinner.

Dr. Jensen: He appreciated having teachers attend tonight, whether they believe or support a direction, their voice is important and he appreciates their comments. Janet Kennedy recently had a stroke and could use our thoughts and prayers for a speedy recovery. She is currently in Portland, OR.

Mr. Braginton: He also thanked the HCEA, HCSSA and Administrators for the successful negotiations. He too appreciated having teachers and staff in the audience tonight and speaking, both in support and through a letter in contradiction, it's good to have the voices and encourages this in the future.

Ms. Bengochea: Thanked the Winnemucca Volunteer Fire Dept for their quickness, getting the computers out so quickly, and would like to have the conversation quickly about the building.

6:56 p.m. Mrs. Betteridge adjourned the meeting.

Submitted by Secretary, Judy Kritikos


Boyd Betteridge, Clerk