

HUMBOLDT COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES (Tuesday, January 23, 2018) - APPROVED

Generated by Judy Kritikos on Monday, January 29, 2018

A. Call to Order: The meeting was called to order at 4:33 pm at the Humboldt County School District office.

Board members present were: Nicole Bengochea, John Hill, Dr. Carrie Stringham and Chris Entwistle. Absent were: President Bruce Braginton, Clerk Boyd Betteridge and Glenda Deputy. Others in attendance were: Superintendent Dr. Dave Jensen. Asst. Superintendent Dawn Hagness, Attorney John Doyle, Shauna Cummings (Humboldt Sun), Malinda Riemersma (HCEA), Noel Morton (HCSD) and Jim Bidart.

Procedural: 1. Pledge of Allegiance: (Acting President) Nicole Bengochea opened the meeting with the Pledge of Allegiance.

Action, Minutes: 2. Approval of Minutes

Recommended Action: Recommend approval of prior meeting Minutes.

It was moved, seconded and carried to approve the minutes from the 1/9/18 Board meeting as presented. The minutes from the 1/9/18 Board retreat will be addressed at the 2/13/18 meeting.

Information: 3. Correspondence: None

B. Public Comment: None

Procedural: 1. Public Comment Guidelines

C. Superintendent's Report

Information: 1. Activity Report

- Dr. Jensen congratulated Board member Glenda Deputy on the birth of her grandchild earlier today.
- Dr. Jensen stated that the latest version of the budget has been released and can be found on our HCSD website. Dr. Jensen has scheduled a few community presentations to go over the budget.
- On 1/18/18 Dr. Jensen attended the State Board of Education (SBE) meeting, and reported they agreed to maintain the current cut scores. A conversation was held during the event on the four teacher rankings. It was noted that, across the state, only 1.2% (248 out of 21,002) of teachers were ranked as ineffective. One of the SBE Board members believes more categories are needed to get a true bell curve.
- On 1/19/18, Nevada Association of School Boards (NASB) met and a key area of discussion was the iNVEST document for the 2019 legislative session. This is being worked on early to have it in the hands of candidates for the upcoming election. We believe every classroom/school should have: highly trained/effective teachers, reasonable number of students, a sufficient number of safe/warm/dry classrooms, 21st Century materials/technology, student-centered supports, leadership, engaged families/community, and students meeting academic and social milestones. As progress is made, this will be brought to NASS and will be asked for their support.
- On 1/19/18, the Superintendent's Academy conference began. Discussions were held on PERS, and the information was provided to the Board.
- During the 1/9/18 Board retreat, Dr. Jensen was asked to make contact regarding assessments of our facilities. Max Hershenow suggested Tim Default of the Cunningham group, an architectural group focused on education. This type of study is what they frequently do. They had a very good conversation, and Dr. Jensen provided several pieces of information were provided to Mr. Default. Cost will be a factor as a project of this size and scope will be sizable. Mr. Hill asked if this would be something that would have to go out to bid. Mr. Doyle stated professional services are

generally exempt from competitive bidding. Dr. Jensen will update the Board throughout the process.

- On 2/1/18, Dr. Jensen will be in Las Vegas for the February NASS meeting. The morning will be dedicated to NASS, and the afternoon for the iNVEST document. They will meet with Governor candidates to discuss their educational platform.
- On 2/2/18, Dr. Jensen will fly back to Reno and attend a Public Education Foundation leadership summit in the morning, and return that afternoon.

D. Celebrations:

Dr. Jensen and Mrs. Hagness submitted Noel Morton to the Nevada Association of School Administrators as a nominee for the Professional Technical Administrator of the year. At the Superintendent's Academy, Noel was given this prestigious award. Due to family issues, Noel was unable to attend. Dr. Jensen and Mrs. Hagness wanted to recognize Noel at our Board meeting. Several years ago, looking at a turn around process for our lowest performing schools Dr. Jensen had Noel in mind. Her passion, her understanding of curriculum/instruction, and her ability to lead, guide and motivate was exactly what was needed. In the last three and a half years, she has had a profound impact on McDermitt, also worked with the Jr. High and French Ford. Both Dr. Jensen and Mrs. Hagness can't imagine our central office without her leadership, insight and the value she brings to our group. It's wonderful to see Noel's work being recognized at the state level.

Mrs. Hagness added that she didn't know of anyone on the cabinet or administrative level who can engage in the types of conversation that Noel has. She can speak to parents about how to help their child with reading, she can be the person who speaks to Administrators and has that background. She can sit in a collaborative team meeting with kindergarten or secondary English teachers and talk about curriculum, assessments and instruction. We are very fortunate to have such a well rounded person such as Noel. Noel challenges and pushes us every day, asking the hard questions to make sure we're making the best decisions in the interest of our students.

Noel stated this wouldn't have been possible without having a great team to work with. While they highlighted her work, Noel acknowledged this is a team effort. She is honored to work with them every day - the Administrators and the teachers. She wanted to make sure and share this with her team because it is a team effort.

E. Consent Agenda

Action (Consent): 1. Approval of Warrants

Warrants: **Mr. Hill moved to approve the warrants as presented. Mr. Entwistle seconded, motion carried.**

Action (Consent): 2. Approval of Consent Agenda

Recommended Action: Recommend approval of consent agenda items as presented.

F. Discussion and Possible Action Items

Action (Consent): 1. Board Review of Ethics Responsibilities

Recommended Action: That the Board review and affirm their commitment to Ethics responsibilities associated with their role as elected officials.

Each year, the Board has an obligation to review the Ethics. Three documents were given to the Board. The first is from our own HCSD Policies and Procedures, and is specific to the Board of Trustees Code of Ethics. The Board has defined for themselves, as being essential to adhere to being a cohesive and respectful Board of Trustees. The second document comes from the State of Nevada, the Nevada Acknowledgment of Ethical Standards, and is to be signed by each Board member. It states that each Board member has read and understands NRS Chapter 281A. Each Board member present reviewed and signed both documents.

Discussion: 2. Update on Bullying Data, First Quarter of the 2017-2018 School Year

Mrs. Hagness informed the Board that AB292 requires that Administrators report the number of bullying reports monthly and how many are substantiated. On a quarterly basis, she will submit a report to the State. Month one of reporting began in August. The Board then reviewed the number of reports previously recorded - 33 reports across the District, and about the same number in the first quarter the

previous year. Of those 33, 1 was cyberbullying. In reviewing the data, there are more reports coming in, which isn't confirming there is more bullying, but perhaps more conversations are being held, possibly clearer expectations and more people are coming forward, more investigations are taking place. The numbers are quite low for the first part of the year. The District and schools have done several things to help with concerns of bullying - meetings, trainings, Rachel's challenge, discussions. Dr. Jensen stated when a report is received, the Administrators take this very, very seriously. All reports will be investigated. We want to make sure that school is a safe place for every child, and if a child doesn't feel that school is a place they want to be - we have a problem. Our Principal's have been very responsive, and we will continue to share this message with the community, and build trust with them.

Action (Consent): 3. Review and Discussion of Recruitment/Retention Plan for the 2018-2019 School Year

Recommended Action: That the board approve the Recruitment/Retention Plan as presented.

Dr. Jensen began the discussion, noting that Malinda Riemersma was present. As we discuss the retention/recruitment plan, it is important to have a strong partnership with our Associations, and it is fortunate to have that with the HCEA and HCSSO. Dr. Jensen thanked Malinda for all that she's done because the Association has been instrumental in this process. One year ago, we were in a significantly different position than we are now. We had many long-term subs, and greatly concerned about getting fully certified teachers. The Association was instrumental in that - participating in hiring fairs, very open to instances of working on MOU's, etc., and she is very much appreciated.

Dr. Jensen stated there are three specific sections that he'll need the Board's feedback and guidance on. As of today, there are only four retirees. This will affect our time and funds expended on hiring fairs. We have four-five long term subs, primarily in special education, so we will discuss incentives to fill these position. He will also want the Board's feedback on trying to incentivize staff to let us know in a timely manner of their intention to retire, as that may dictate adding more hiring fairs. By law, a Notice of Intent to Continue Employment is distributed in May. On May 15th, if it is not received, we assume they are not returning, which is late in the game. We want to make it VERY clear we don't want to incentivize them to leave, we only want to incentivize those that know they are retiring at the end of the year, as they've met their 30 - 32, etc., years, and know they will be retiring, that they will let us know early. Teachers tend to leave their positions with HCSD due to retirement or a job transfer of a spouse. Most teachers come and stay long term with our District.

A proposal was made to offer a one-time \$500 incentive for teachers who know they will be retiring at the end of the school year, to give an irrevocable notification by February 14. This isn't a huge amount, yet it might be incentive enough for a teacher who knows they are retiring, to notify the District earlier of their plans. This helps the District plan for hiring fairs and other methods for looking for replacement teachers. There is considerable cost spent going to hiring fairs, and knowing in advance how many openings there will be, will help the decision making process in funds expended to fill those upcoming vacancies, which/how many fairs to attend.

Regarding Administration, the District may be looking for 1-2 positions this year. We are fortunate in this area.

The next topic was Special Ed Certificated positions. It was discussed to provide a \$2,500 hiring incentive, above other financial incentives from the State, which is currently up to \$5,000 for a new teacher coming in from outside the district. We still have long-term subs in these positions, and struggle to hire and fill these positions. It is a national issue as well. If the teacher did not have a Special Ed endorsement, this would apply, but it would be a three year commitment.

Dr. Jensen's goal is to have a fully certified teachers in every class. Knowing as soon as possible about retirements, the better chance we have in filling that position. In terms of Special Ed, these are our most at-risk students that we put in front of teachers, and we must do something to try and further provide the needed service for these students. To be clear - Dr. Jensen stated our long-term subs are fabulous, and he did not want to give the impression that we don't value our long term subs. On the contrary, we are encouraging them to get their certification because they are that good. That said, we know there is a different level of expectation and work load when you are a long-term sub.

Under Retention, Dr. Jensen reminded the Board that incentives were previously able to be given to all schools EXCEPT GVE and LHS. However, as GVE is now Title I, they are eligible, but LHS still is not. Dr. Jensen let the Board know that he authorized one teacher at LHS to receive an incentive, equal to what others are getting through State funds, because it's the right thing to do. Math and Science are often

the positions needing to be filled, and would like to formalize this incentive for future positions as long as the State authorizes/funds incentives for all the other schools.

In discussing hiring fairs, we attended four hiring fairs while having 20 vacancies. We had a great pressing need to be there. Currently with five vacancies and four Special Ed positions, the Board discussed the success rates at the various fairs. It was noted that UNR, Oregon and Montana proved successful in recruiting.

Because these changes are not "contract language" they could be changed if the District/Board feels it is not working or serving the purpose intended, or if the amount of the incentive isn't quite enough to fill the positions.

Dr. Stringham moved to approve the Recruitment Plan as presented. Mr. Entwistle seconded, motion carried.

G. Public Comment: None

Procedural: 1. Public Comment Guidelines

H. Board Reports

Information: 1. Board Reports

Mr. Hill congratulated Ms. Bengochea on her job of acting President at tonight's meeting.

Mr. Entwistle thanked Malinda Riemersma for attending tonight.

Dr. Jensen congratulated the staff as we end the first semester of the school year. Our staff has done a phenomenal job and looks forward to a great second half.

Mr. Doyle acknowledged the passing of Mr. Pat Hart on 1/19/18. He was a teacher and basketball coach at LHS in the 1970's. He was well known, respected and will be missed.

Ms. Bengochea thanked the Board for the opportunity to step in as acting President during Mr. Braginton's absence.

I. Adjournment

Action: 1. Meeting Adjourned: The meeting was adjourned at 5:58 pm

J. Notice

Information: 1. Notice to Persons with Disabilities

K. Postings

Procedural: 1. Public Posting of Agenda

Submitted by Secretary, Judy Kritikos


Boyd Betteridge, Clerk