

HUMBOLDT COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES (Tuesday, January 22, 2019)-APPROVED

Generated by Judy Kritikos on Thursday, January 24, 2019

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: President Glenda Deputy, Vice President Nicole Bengochea, Clerk Boyd Betteridge, Chris Entwistle, Andy Heiser, Abe Swensen and Sabrina Uhlmann. Others present were: Marty Johnson (JNA Consulting); Ryan Henry (Sherman & Howard); Mike Dennis (SHE), Amie Godinez, Martin Lopez (LHS); Jeff Rinas (GVE), Lisa Evatz, Rhonda Stevenson (WGS), Malinda Riemersma (HCEA President); DeAnna Owens, Ronda Havens (D.Ofc); Shanna Cummings (H-Sun); Supt. Dave Jensen (via telephone); Dawn Hagness, Attorney John Doyle and Secretary Judy Kritikos.

Procedural: 1. Pledge of Allegiance: President Glenda Deputy opened the meeting with the Pledge of Allegiance.

Information: 2. Correspondence

Clerk Boyd Betteridge received a letter from Attorney John Doyle with a 2018 summary of all claims made against HCSO for tortious conduct.

B. Public Comment: None

Procedural: 1. Public Comment Guidelines

C. Superintendent's Report

Information: 1. Activity Report

- Dr. Jensen participated in the meeting via phone call, and apologized for not being present for today's board meeting. He looks forward to sharing information that he and Dustin Christean (LHS VP), gather by attending the Personalized Learning conference.
- Ms. Hagness provided the Superintendent's report as follows:
- Congratulations were given to Ms. Hagness for her recent award and recognition as the Professional Technical Administrator for Nevada as provided by the Nevada Association of School Administrators. This is a well-deserved award, being recognized for her tireless efforts to support staff and administration as we collectively work to continue the great growth that is occurring.
- As a reminder, if you have any suggestions regarding the "User Friendly Budget" please let Dr. Jensen know; he hopes to release it publicly on 1/25/19.
- We plan to release our next ThoughtExchange process next week. This will be a broad based outreach to seek information on what we can improve on and what we are doing well as part of a "weather report" process. We hope to compare the recent data with information gathered a couple of years ago to monitor progress.
- After the wrong equipment was delivered, the correct equipment for the HVAC project was scheduled to arrive today. Dr. Jensen expressed his appreciation to the Maintenance Department for working to keep everyone warm during this process and for their efforts on completing the project. We look forward to seeing the project completed.
- Mike Formby and Jon Burhans are continuing to work on having a roof contractor evaluate the McD roof. A combination of poor weather and contractors being busy has slowed the evaluation down. We will report the findings as soon as completed.
- On 1/28/19, Dr. Jensen will be engaged in a review of the findings of the Rural Equity Analysis, and looks forward to engaging the Board in a review of this information shortly.
- On 1/29/19, Dr. Jensen will be meeting with both the HCEA and HCSSO leadership to begin to schedule negotiations. We are anticipating starting with language work this spring, and will complete the fiscal aspect following the legislative session.

D. Celebrations: None

E. Consent Agenda

Action (Consent): 1. Approval of Warrants

Action, Minutes: 2. Approval of Minutes

Recommended Action: Recommend approval of prior meeting Minutes.

Ms. Bengochea noted that in Mr. Entwistle's Board Reports, it was written Ms. Christean, and it should be "Mr."

Mr. Entwistle moved to accept the Minutes as amended. Mr. Betteridge seconded; motion carried.

Action (Consent): 3. Approval of Consent Agenda

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

F. Discussion and Possible Action Items

Action, Discussion: 1. Acceptance of 2009 Roll-Over Bond Refinancing Proposal

Recommended Action: That the Board of Trustees Review and Accept the Refinance Proposal of the 2009 Roll Over Bond.

Mr. Marty Johnson (J&H Consulting) addressed the Board. Documents and information regarding the payoff amounts were given to the Board. Keeping an eye on the market and interest rates, it appears this is a good time to refinance the Bond. Bids have been received and Mr. Johnson suggested Zion's bid be approved. While JPM Chase had a slightly lower interest rate, other fees and conditions in their bid made the total package higher than Zions. The savings should be over \$120k. This will be agendized at the 2/12/19 meeting to finalize the process.

Mr. Heiser moved to approve proceeding with the refinancing of the current bond. Ms. Bengochea seconded; motion carried.

Action (Consent): 2. Annual Board Reorganization to include Appointment to Board Offices and Committee Assignments

Recommended Action: That the Board of Trustees makes appointments for various Board offices and committee assignments.

The Board heard this item after the Buy-Out item. The Board discussed the various positions on the board as well as committees - what is required, what is involved, etc. The new assignments are as follows:

Glenda Deputy: President

Nicole Bengochea: Vice President, NASB Director, NASB Legislative rep, Truancy Advisory committee

Boyd Betteridge: Clerk

Chris Entwistle: Negotiations committee, Insurance Committee, NASB Alternative Director

Andy Heiser: Humboldt Foundation representative

Abe Swensen: Debt Management committee

Sabrina Uhlmann: Negotiations committee, Truancy Advisory committee

Mr. Swensen moved to approve the reorganization and assignments as presented; Mr. Entwistle seconded; motion carried.

Action (Consent): 3. Annual 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.

The Board signs the Code of Ethics annually, as well as the Acknowledgement of Ethical Standards for Public Officials which is sent to the NV Commission on Ethics. Ms. Bengochea, Ms. Deputy and Mr. Entwistle signed the forms at the County office when they were sworn in, and they've been submitted by that office.

Action, Discussion: 4. Discussion Regarding Early Incentive Buy-Outs and Possible Approval of Requests

Recommended Action: That the Board of Trustees approve the Early Incentive Buy-Out requests as presented.

Giving consideration to those in attendance to hear this item, it was moved to be heard second in the Agenda order.

Ms. Hagness reviewed the history of HCSD and buy outs. The Board was given a spreadsheet of the costs for the buy out, the budget which accounted for the buy out costs, and the overall anticipated savings. There were 10 staff who applied: 9 Certified and 1 classified, and all met the requirements. Dr. Jensen stated that in year one, the potential savings will range from approximately \$460k (Column I, Step 0), to \$299k (Column V, Step 5). This takes into consideration the salaries and benefits of the retiring staff versus the potential new hire replacements at lower steps/columns. The Board participated in vigorous debate and discussion on this item. An area of concern was the loss of a counselor, given the current vacancies. The Board felt the amount of time given for these upcoming vacancies, and the successes of the previous hiring fairs, would help find good candidates for these positions. The Board could also consider offering incentives this year to fill critical positions. Another area of consideration was the loss of very well seasoned employees and replacements potentially coming straight out of college with no experience. Ms. Hagness addressed this concern by stating that veteran employees remember the struggles and difficulties of going thru the changes and new curriculum. New hires will come in fresh - open to new experience, not having gone through those struggles. We have new curriculum, a new Strategic Plan, ready to start a new job and a new career with hopes of 30 years with the District. There's just something energizing about a new teacher, a new year, part of a team where the enthusiasm is at its highest, starting a new career. They aren't aware of the "older" methods, the struggles and the transition those teachers experienced. To the new teacher, today's methods are their starting point. We have a mentoring program for the new teachers in a way we've never had before. The positive environment provided to the new teachers combined with the great financial position the District will be in by approving these Buy Outs, are why this is a good thing for the District.

Mr. Entwistle moved to accept the Early Incentive Buy-Outs. Ms. Bengochea seconded; motion carried with the approval of all Board members except Mr. Betteridge, who voted not to approve.

G. Public Comment: None

Procedural: 1. Public Comment Guidelines

H. Board Reports

Information: 1. Board Reports

- Mr. Swensen stated that all was well at home after needing to leave the previous meeting early.
- Mr. Heiser apologized for missing the previous meeting due to another meeting commitment. He stated that the Humboldt Foundation was working on an issue regarding being under the umbrella of the Truckee Meadows B&G Club.
- Ms. Bengochea let the Board know she has a binder with the BDR's (Bill draft resolutions) and was happy to let others review what she's put together. She thanked all the teachers and attendees who came tonight to hear the status of the Buy Outs, and appreciates all the work they've put in. Ms. Bengochea said she looked forward to seeing the Board at this weekend's training.
- Mr. Entwistle thanked the teachers/staff for their years of service and it's nice to reward them as they end their tenure. He is excited about this weekend's training.
- Mr. Betteridge stated Caleb Sanchez (FFA) was selected by the coaches to play in an All Star football game at Dallas Stadium in Texas, which will be televised by ESPN, on 1/29/19. Mr. Betteridge thanked the staff/teachers for all their work and wished them well as they leave HCSD; He congratulated Ms. Hagness on her award.
- Ms. Uhlmann thanked all the teachers/staff for the time and effort they've put in over the years, grateful for the time they've put in and excited for their next steps.
- Ms. Hagness thanked the Board for their very healthy, productive and engaging discussion. She thanked a group of teachers and administration involved with the ELA curriculum walkthroughs this week and the hard work they've put in. She specifically mentioned Chelsea Odoms, Brian Myers, Chelsea Borrowski, Leanna Peters, Lori Seidlitz, Holly Neal, Maria Miller,

Sheryl Radtke and Leslie Enochson. The trainers will be working with WJHS on Wed (7th-am/8th-pm); on Thur, all 3rd grade teachers will meet in the morning to work on curriculum, 4th grade in the afternoon; on Friday, the 5th and 6th grades. All grades will have at least half a day for supports. The rurals were asked to pick a grade band to attend. Ms. Hagness congratulated the ten staff members who are approved for Buy Outs.

- Ms. Deputy thanked everyone for engaging in the conversation tonight on the Buy Outs. She looks forward to seeing everyone at the training this weekend.
- Dr. Jensen also thanked everyone for the healthy and productive conversations tonight. He congratulated the staff for their hard work over their careers. He requested that the Board consider moving the 2/12/19 Board meeting to Monday, 2/11/19, as he will be out of town at another meeting. Mr. Heiser stated he might have a conflict and would work to see about rearranging his schedule.
- Ms. Kritikos reminded the Board that the 2/26/19 Board meeting will be held in McDermitt at 3:30, one hour earlier than the regularly scheduled time. Dr. Jensen stated we should reach out to Malheur CSD and invite them to attend.

I. Adjournment: President Deputy adjourned the meeting at 6:09 pm

Action: 1. Meeting Adjourned

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