

HUMBOLDT COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES (Wednesday, November 28, 2018)-APPROVED

Generated by Judy Kritikos on Monday, December 3, 2018

A. Call to Order: The meeting was called to order at 3:03 pm at the Humboldt County School District office.

Board members present were: President Glenda Deputy, Chris Entwistle, Andy Heiser, John Hill and Abe Swensen.

Board members absent were: Vice President Nicole Bengochea and Clerk Boyd Betteridge.

Others present were: Bob Burns; Shelly Drake and Tara Larsen (Drake & Rose); Mike Dennis (SHE); Brady Rupp, Alex Jeffery, Heather Simms, Jeff Rinas, Hannah Haun, Shannon Sanchez, Tish Fullilove, Mara Gilstrap (GVE); Amie Godinez (LHS); Malinda Riemersma (HCEA Pres); Rhonda Stevenson, Traci Carbon (WGS); Marcel Maddox-Boy (NYCP); Shanna Cummings (H-Sun); Ronda Havens, Martin Lopez (D.Ofc) Supt. Dave Jensen, Asst. Supt. 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: President Deputy received documents from both HCEA and HCSSO to enter into bargaining.

B. Public Comment: None

Procedural: 1. Public Comment Guidelines

C. Superintendent's Report

Information: 1. Activity Report

- Trustee Betteridge is in Utah with his mother who is currently in the hospital. We wish the best for both he and his family during this time. Ms. Bengochea is also out of town tonight.
- Bids for our foodservice provider were closed last week. While we've been in contact with three companies for the five-year contract, only one bid was received from Chartwell's. Dr. Jensen is scheduling a review of the application and will submit our recommendations for NDA approval as soon as possible.
- Dr. Jensen met this morning with Jon Burhans, Mike Formby and on the phone with Max and Dan from H&K to discuss several items:
 - Evaluating options for the District Office single point. At this point, we are considering modeling the design similar to WJHS, SHES and McDermitt, which would allow our staff to both construct the entry point and monitor the entrance. There are some challenges we are continuing to explore, and additional information will be provided to the Board.
 - We are working on summer projects which will be presented to the Board on 12/11/18. Specifically, we are working on the FFMS EFFIS (proposed to divide into three projects), LHS Electrical and to start on WJHS cooling. We are also exploring some asphalt projects.
- On 11/27/18, Dr. Jensen was in Las Vegas for a meeting regarding the Augenblick study and proposal to modify Nevada's funding formula. This is an essential conversation as the ramifications of any decision can be lasting and have a negative impact on rural communities. Some specific areas that were addressed:
 - In talking with State Supt. Canavero, it is fortunate that per discussions between Steve and I during the earlier funding committee meeting, the study expanded from its initial focus of weights, to now include an essential review and discussion of base funding.
 - Senator Moe Dennis and Senator Joyce Woodhouse were present and participated. Both indicated that they will be leading this charge. This meeting is intended to gain broad stakeholder support and input.
 - Nevada ranked 48th in 2017 for funding with an average of \$9,258/pupil, with a national average of over \$13,000.
 - Recommendations are provided to ensure additional funds are targeted to the base, with weights (Sped, ELL, At Risk, TAG) calculated from the base.

- o The study is recommending a "successful schools" funding model that looks at the allocations being used by high functioning schools.
- o This equates to \$6,197 excluding federal funds, transportation, food service, adult ed and capital.
- o Using this model, they would recommend that HCSD receive \$9,575 based on this model. The problem noted, when local revenue is considered, we currently have \$9,850. For Clark, the recommended funding is \$9,109 while the available is \$7,582.
- o In addition, there is a recommendation that Comparative Wage Index (CWI) be included in the calculation that would shift all counties, other than Clark as a factor of 1, while Clark would be 1.3. This alone equates to no change for 16 districts, but provides over \$70 million for Clark.
- o Dr. Jensen's concern is that, when the above are evaluated, Clark County will see a massive influx of funds, while the rurals will see little benefit.
- o There is talk of "hold harmless" but that would simply mean that we stay stagnant while all additional dollars are funneled to Clark until they are made "whole."
- o If there are weights incorporated, then we would see some benefit, although there are concerns with how this would be funded.
- o Next meeting is scheduled for 12/10/18 in Las Vegas and is intended to finalize the plan to roll out at the upcoming legislative session.
- On 11/30/18, Dr. Jensen will be on a conference call to begin work on our first ThoughtExchange of the school year.
- Finally, we have received a letter of interest for Mr. Hill's seat in Orovada, which will be discussed in greater detail with Ms. Deputy and Ms. Bengochea to define next steps.

D. Celebrations: This item was moved to follow the Consent Agenda to allow time for attendees to arrive from school.

E. Consent Agenda

Action (Consent): 1. Approval of Warrants

Action, Minutes: 2. Approval of Minutes

Recommended Action: Recommend approval of prior meeting Minutes.

Ms. Deputy stated that at the NASB Conference, they were told that Approval of Minutes item can be moved to the Consent Agenda area. The Board was fine with this change.

Mr. Hill noted one correction: F2: Nevada Division of Environmental Protection Bus Award: "Mr. Hill moved to approve to approve the...." should be "Mr. Hill moved **to approve** the..."

Action (Consent): 3. Approval of Consent Agenda

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

Mr. Entwistle moved to approve the Consent Agenda as amended. Mr. Swensen seconded; motion carried.

D. Celebrations: This item was moved to follow the Consent Agenda to allow time for attendees to arrive from school.

Ms. Hagness was excited and proud to acknowledge the third grade teachers at GVE for their work as a team implementing a brand new curriculum. It is rigorous, different from how they've taught before and takes a lot of work. Walking into another room of the same grade or different school hearing the students discuss the same material was incredible. An excellent example of collaboration and cohesion, room to room, school to school. These teachers have put their heart into it and the students were thoroughly engaged. Ms. Hagness thanked each teacher and then presented a Certificate of Appreciation to Tish Fullilove, Hannah Haun, Mara Gilstrap and Shannon Sanchez for their dedication, hard work and the great results that came of it.

F. Discussion and Possible Action Items

Action, Discussion: 1. FY18 Audit Presentation by Drake and Rose, LTD.

Recommended Action: That the Board of Trustees accept the FY18 Fiscal Audit as presented

Ms. Shelly Drake addressed the Board regarding the F18 Audit. She acknowledged and thanked Ronda Havens and the Accounting staff for their phenomenal job, as they work closely together all year. Ms. Drake provided a general overview, explaining why an audit is necessary and required by NRS. There were a few liabilities to report: other post-employment benefits (health insurance) and pension liabilities; two accounting standard changes this year, and explained the various assets the District has. At the end of June 2018, the District owns approximately \$55mm in assets (cash, fixed assets, buildings, land, etc.) and owed \$73mm. If the two liabilities mentioned above were removed, the District assets would exceed the liabilities by \$36mm. Of that \$36mm, \$27mm is fixed assets (land, buildings, vehicles, etc.), \$1mm restricted for self insurance, \$5mm restricted for other purposes - i.e. capital projects, etc., leaving an unrestricted amount of \$3mm. Other large increases were due to a large federal grant, Title I grants, etc.

Ms. Tara Burke then addressed the Board with additional details, specifically stating that no NRS violations were found. She noted the average revenue has been approx \$30mm, with little fluctuation. This year, it was \$35.8 mm, due to net proceeds of minerals and the DSA formula change. Salaries and benefits outflows have had little change in the last three years. Purchased Services increased due mostly to PD, related travel, training, consultants, etc., and improvements at McDermitt. Repairs and Maintenance increased as well, as it included capital improvements. Supplies increased, due mainly to textbooks and tech supplies (Chrome books, software, licenses, etc.). The General Fund ending fund balance increased this year, again tied to the DSA increase and net proceeds of minerals.

Ms. Drake then addressed the Board, going over the two areas they selected for a compliance audit, focusing on federal grants programs (money received directly from the federal govt or indirectly, from the federal govt thru the State and to the District). With regard to State compliance, she stated no instances of non-compliance were found. They also have a responsibility to review the District's Reserve Fund balances, and confirm they are reasonable and necessary for the purposes of the funds they are reserved in, and after review, found nothing that lead them to believe they were not reasonable and necessary - a very clean compliance audit. Ms. Drake stated that in addition to the audit, they are always looking for other areas that could be changed, streamlined, etc.

Ms. Burke addressed the areas they reviewed and discussed - i.e. continued training, implementing new procedures/changes, implementation of the required procurement procedures, Time and Effort reporting, etc.

Dr. Jensen acknowledged Ronda Havens and her entire staff for the exorbitant amount of time and work they have put in for the success of this audit. He also thanked Ms. Drake and Ms. Burke for their work, and acknowledged that they don't just provide a "one-and-done audit", but they engage with the District during the year with items they identify as areas we can improve on, which is a strong reason why we receive such clean reports.

Mr. Hill moved to accept the FY18 Fiscal Audit as presented. Mr. Entwistle seconded; motion carried.

Action, Discussion: 2. Discussion regarding the interest of the Board of Trustees to consider Early Incentive Buy-Outs

Recommended Action: That the Board of Trustees take action providing notification of their intent to accept applications for the Early Incentive Buy-Out or to deny consideration of such requests.

Dr. Jensen reminded the Board this item was carried over from the previous meeting. Over the past five years, the Board had not considered this item and not funded the plan. This year, Dr. Jensen is recommending this be given consideration due to enrollment being down, upcoming legislative issues coming, and attrition. The Board discussed issues such as: how many employees would this potentially affect, how will this affect the loss of teachers and replacements, cost of losing higher paid teachers vs hiring new teachers at lower salary, how this would affect SpEd and if those employees are eligible, how many employees have expressed an interest in this, has our enrollment gone down, how has this affected revenue, how would the loss of these teachers affect the District financially, an incentive in hiring new teachers, etc. Audience members addressed the Board: Jeff Rinas, Mike Dennis, Malinda Riemersma, and Martin Lopez. Some felt the Early Incentive Buy Out was an important benefit to offer potential employees, and is done in other districts as an incentive when hiring. After a thorough discussion with much input by the audience as well as the Board, the Board made a motion.

Mr. Heiser moved to approve the consideration of Early Incentive Buy-Outs for FY18-19. Mr. Entwistle seconded; motion carried. (Yes: Ms. Deputy, Mr. Entwistle, Mr. Heiser, Mr. Swensen. No: Mr. Hill)

It was noted that paperwork is due to the District Office by 1/7/19. The Board will consider the applications at the January 22, 2019 meeting.

Discussion: 3. Nevada Educator Performance Framework Annual Review to meet Statutory Requirements per NRS 391.485.

Ms. Hagness discussed how the current performance procedure and ratings work. In the past there were 2 possible ratings: Satisfactory or Unsatisfactory. In FY14-15, this was changed to 4 ratings: Highly effective, Effective, Minimally Effective, and Ineffective. In FY18-19, it was suggested to change Minimally Effective to Developing. Ms. Hagness also provided information on how the percentages of the various areas, i.e. Instructional, Professional responsibility, Student Performance) are weighted to obtain the rating. It was found that 96-98% of the NV teachers were rated as Highly Effective or Effective, which the state board of education is doubting the accuracy of these ratings and the reasons behind the ratings. Several ideas and suggestions have come out of review of ratings - looking at areas to target improvement, coaching supports, mentors, purchasing high quality rigorous curriculum, etc.

Discussion: 4. Comparative Review of Substitute Compensation Rates Across Nevada's School Districts
Dr. Jensen reviewed a document with the Board which included the rates for subs (long term, rurals, emergency, etc.), from each of the counties in Nevada, comparing each County in the State. Overall, the pay in Humboldt County is about average as compared to most districts in Nevada. There are only three districts that currently pay less than HCSD. So far this year, there have been 2,721 absences in the District. We have been unable to fill all but 127 of those absences, or 6%. Of those 127 absences, 26% unfilled absences have been in McDermitt, due to ongoing issues of the lack of subs in the area or interested in traveling to McDermitt. Also, of that 127 absences, 26% of the absences had zero days notice; 41% put in the request up to 5 days in advance, 14% provided 6-10 days notice, and 16% provided 11+ days notice.

Discussion: 5. Board Review and Discussion of the Nevada Association of School Boards Conference
The Board members who attended the NASB conference in Las Vegas, (Ms. Deputy, Mr. Entwistle, Mr. Swensen) expressed their thoughts and opinions of the information they took away from the conference. Being able to hear knowledgeable speakers with decades of experience helped the newer Board members. The information on the Open Meeting Law was interesting, and let the Board know they are following the regulations. A takeaway was: "Know your WHY. Then you can do your WHAT. When you know your WHY, your WHAT has more purpose." There was a conversation where the speaker talked about equity and implicit biases. We all carry biases to some degree, and as educators, knowing we have them helps us when dealing with students. Listening to other districts gave our Board assurance that our Board works very well as a team and communicates in clear respectful ways. Our Board is on track with all the legal requirements, maintaining high ethical values, considering the overall benefit to the students and families they serve. Everyone agreed that the conference was well worth the time and effort to attend, as well as helping the Board get to know each other on a personal level, which seems to be another reason why our Board communicates so well and works as a cohesive team. Dr. Jensen stated he is seeking information to get each of the Board members as Certified Public Officials.

G. Public Comment

Procedural: 1. Public Comment Guidelines

Malinda Riemersma thanked the Board for their discussion and subsequent approval for consideration of the Buy Outs. She introduced the members of the Association's Early Leadership Institute Heather Simms, Brady Rupp and Alex Jeffery, learning the Board policies, school policies, etc., and may reach out to the Board for interviews, questions, etc. They've been in education less than five years, and bring fresh voices to the group.

H. Board Reports

Information: 1. Board Reports

- Mr. Entwistle thanked the Board for the opportunity to attend the NASB conference, it was very insightful. If we ask the teachers to do PD, the Board should be held to the same standard in training, to do the best job possible for the students and district.

- Mr. Swensen also thanked the Board for being able to attend the NASB conference, giving him useful information as a new Board member, and time to collaborate with fellow Board members. Having an opportunity for PD was nice. He thanked the teachers for attending tonight's meeting.
- Mr. Heiser thanked the Board for their congratulations on the birth of his daughter, as well as allowing him to miss the NASB conference to be with his new family, and looks forward to attending the next one.
- Mr. Doyle commented on the Board's decision to split the EFFIS project, and to be aware of and careful about the statutory restrictions/laws regarding doing that. He will be available to discuss this with the Board/Superintendent if needed.
- Ms. Kritikos inquired about video recording the Board meetings.
- Ms. Hagness thanked the teachers for attending tonight's meeting. She is very proud and passionate about what what's been done with the new curriculum. Walking into various classes and hearing the conversations of the students, all learning the same curriculum at the same time, was wonderful. Everyone involved in bringing this new curriculum to the classroom should be very proud.
- Dr. Jensen stated that Clerk Betteridge shared information about suicide awareness training at WJHS. As a direct result, one student self-identified as having suicidal thoughts, and was able to get help and resources. Dr. Jensen indicated the next Board meeting, 12/11/18, will be long and have a very full agenda due to the holidays. Dr. Jensen shared his appreciation for the Board. He routinely meets with other school Superintendents and discuss the various challenges and issues, and we are very fortunate to have a Board that works so well together for the betterment of our students. He appreciates working with each of them.
- Ms. Deputy thanked the teachers and guests for attending tonight's meeting. Ms. Deputy reminded everyone of the Kings River Christmas program, held on 12/19/18 at 5:00 pm and dinner is available. She would like to see a list of the various Christmas programs coming up. Ms. Deputy thanked Pastor Bob Burns for attending and for his interest in serving on the Board.

I. Adjournment

Action: 1. Meeting Adjourned: President Deputy adjourned the meeting at 5:51 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

