

**MINUTES OF THE FEBRUARY 25, 2020
WORK SESSION OF THE
WASHOE COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES**

February 25, 2020

1. Opening Items

1.01 CALL TO ORDER

The work session of the Board of Trustees was called to order at 12:02 p.m. at the Washoe County School District's Central Administration Building, 425 East Ninth Street, Reno, Nevada.

1.02 ROLL CALL

President Malena Raymond and Board Members Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, and Ellen Minetto were present. Board Members Scott Kelley and Angela Taylor were not present at the time of roll call. Interim Superintendent Kristen McNeill and staff were also present.

1.03 PLEDGE OF ALLEGIANCE

Mark Mathers, Chief Financial Officer, led the meeting in the Pledge of Allegiance.

1.04 PUBLIC COMMENT

There was no public comment at this time.

1.05 ACTION TO ADOPT THE AGENDA

It was moved by Trustee Simon Holland and seconded by Trustee Minetto that **the Board of Trustees approves the agenda as presented.** The result of the vote was Unanimous: Pass (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Ellen Minetto, and Malena Raymond.) Final Resolution: Motion Carries.

2. Items for Presentation, Discussion, Information and/or Action

2.01 PRESENTATION AND DISCUSSION ON THE RESULTS OF THE COMMUNITY SURVEY OF THE 2020-21 BUDGET

Mark Mathers, Chief Financial Officer, presented the results of the community survey conducted regarding the Fiscal Year 2020-21 Budget for the Washoe County School

District. The District was able to present a balanced budget for the current fiscal year, so questions regarding areas the community felt should be reduced were not included in this year's survey. The survey focused on the community's knowledge of the District's budget and financial status, then moved to future planning and where financial priorities should focus if future funding was provided in both the short and long term. The survey was open for 3 weeks and over 3,000 responses. The responses to individual questions were reviewed. He highlighted $\frac{3}{4}$ of those responding believed the District was in a deficit situation during the current fiscal year, even though the District had a balanced budget. The community indicated as their top priorities, if future funding were available, increased teacher salaries, reduction of class sizes, and a focus on special education and safety issues. The results of questions related to what the community felt the District spent too much and too little on were reviewed.

Trustee Simon Holland asked if information on how much the District spent in each area was provided so the community would know prior to answering. Mr. Mathers stated the information was provided as a percentage of the General Fund spent in each area.

Trustee Simon Holland wondered what the overall class size was for grades 4 – 12. Mike Schroeder, Budget Director, indicated the average was around 25 to 27. He cautioned the average was skewed because of different grade levels and courses.

Mr. Mathers continued with the review of the survey results. The responses time and again supported increases to teacher and staff salaries and reduction of class sizes. About 50% of those who responded were parents and about 45% were employees, which included employees who were also parents. The majority of those responding were also from higher income households and predominately white. Staff was working with the Office of Communications and Community Engagement to determine better ways to reach out to under-represented populations for future surveys.

Trustee Kelley arrived at the meeting at 12:19 p.m.

Trustee Caudill expressed concern that $\frac{3}{4}$ of the respondents claimed to follow the District's finances closely but also believed the District still had a deficit. He wondered if the District needed to do a better job communicating what was happening or if there was a lack of understanding about when the fiscal year began. Mr. Mathers mentioned the District had been communicating they were in a deficit situation for so many years and painful cuts were required, so it would take some time for the community to fully understand a balanced budget had been achieved. Additionally, the timing of announcing a balanced budget, namely June and July, was overshadowed by other news regarding the District. It was also difficult to talk about having a balanced budget while at the same time talking about on-going funding challenges.

Trustee Caudill questioned if the rest of the responses were skewed because the respondents believed the District still had a structural deficit. Mr. Mathers indicated the questions were worded in such a way to determine how much the respondents actually knew about the District's finances.

Trustee Simon Holland remarked the adequacy of education funding in Nevada had been at the forefront of many conversations so that could have also skewed the results. She believed it would be important for the District to ask a question regarding the adequacy of education funding during next year's survey since it would occur just before the start of the Legislative Session.

Trustee Raymond appreciated the information but was concerned about the inequity of those responding to the survey. She hoped the District would be able to do more to reach out to all areas of the community in the future, not just related to the budget survey, but all surveys so a more representative sample of the community was provided. She also felt there would not be much difference in the results since many of the conversations she had with the community were related to class sizes and teacher salaries. Her concern with class sizes was that a ratio was used to show the average, but everyone was aware of larger classes and concerned about those classes with over 30 students.

Interim Superintendent McNeill agreed with many of concerns raised by Trustees. It was important everyone in the community had the ability and resources to participate in the surveys put out by the District. The Office of Communications and Community Engagement was working on ways to improve the response rate for those under-represented areas. In terms of class sizes, grades 4 – 6 class sizes were concerning but it was in the middle and high schools where the class sizes were growing even more because of core course requirements.

Trustee Caudill requested, when providing information on class sizes, that additional information on which schools had the largest class sizes and the grade levels of the largest class sizes.

Trustee Simon Holland agreed and requested the core class sizes in high schools be provided separately if possible.

Trustee Minetto requested clarification on if music, special education, and other specialty classes were included in the average. Mr. Schroeder indicated they were not.

Trustee Kelley wondered if staff could provide the dollar amounts of reducing class sizes by different numbers of students. Mr. Mathers stated they could and would provide the information when the tentative budget was presented in March 2020.

2.02 PRESENTATION BY STAFF AND DISCUSSION BY THE BOARD REGARDING THE DISTRICT'S FISCAL YEAR 2020-21 GENERAL FUND BUDGET PROCESS AND STATUS; REVENUE AND EXPENDITURE ESTIMATES; BUDGET UNCERTAINTIES; RECOMMENDED NEXT STEPS FOR THE BUDGET; AND CONSIDERATION ON POSSIBLE DIRECTION TO THE INTERIM SUPERINTENDENT AND STAFF

Mark Mathers, Chief Financial Officer, explained the presentation would provide an update on the budget and budget process. Since the prior update in November 2019, the estimated deficit the District was facing had lowered with improved revenue projections. The District would refine the numbers even more once the state released their projections in late March 2020. One question the Office of Business and Finance had received lately was why the District was looking at a deficit for Fiscal Year (FY) 21 when the District was able to balance the budget in FY20. The primary reason was that the per pupil amount from the state, which in total accounted for 80% of the General Fund, was set to increase \$50, which represented a 0.8% increase in funding and just salary increases for current employees were set to increase by 2%. Additionally, there were health insurance increases and the operating costs of new schools that would increase District expenses. It was important to note the Washoe County School District now received the lowest per pupil amount from the state.

Mike Schroeder, Budget Director, presented what staff had been working on since the prior update in November 2019. Staff met with all offices and departments to refine budget numbers and review operational costs. Information on long-term critical needs was collected to determine what programs and services the District had cut over the past few years and the impacts of those cuts on instruction and operations. When the District first presented the information on FY21 an estimated gap between revenues and expenses was \$4.26 million. Since then, the revenue estimates were refined and increased; however, the District was also estimating an increase in the number of students enrolling in charter schools. The initial new revenue increases in November 2019 totaled \$6.37 million and the current increases were \$6.80 million. The projected expenses from November to the present were reviewed and showed a decrease in expenses from \$10.63 million to \$7.55 million.

Trustee Simon Holland mentioned she hoped the District would find ways to fund science textbooks prior to the 2021-22 School Year. She was very concerned over the length of time it had been since the District adopted a new science curriculum. She understood the District was looking at different opportunities to fund textbooks but wanted to press for adoption as soon as possible. Interim Superintendent McNeill remarked the District was also concerned about the science curriculum and the proficiency of District students in science. She reminded the Trustees the District would first need to adopt a new curriculum, which did take time because of the process, and then provide training to teachers on the new curriculum. At the present time, due to the time it took for the

entire process, she could not guarantee a new curriculum could be provided to all students by the start of the 2021-22 School Year. The process could begin but would not be completed by the 2021-22 School Year.

Trustee Simon Holland wondered how funding science textbooks would affect the District's ending fund balance if the Board wanted to move forward with funding grades K-5. Mr. Mathers stated funding grades 3-5 would decrease the ending fund balance from \$41 million, or an 8.2% ending fund balance, to \$38 million, or a 7.63% ending fund balance which was below current Board Policy requirements of an 8-10% ending fund balance. The District was looking at various options, such as the use of medium-term notes, to fund new science textbooks.

Trustee Kelley asked if the costs of textbooks was increasing or decreasing. He believed if the costs decreasing, it could benefit the District financially to wait a year. Mr. Schroeder noted the costs of textbooks over the past few years had increased significantly and science textbooks were generally more expensive than other subjects. Interim Superintendent McNeill mentioned many believed, since much of the curriculum was now on-line, the costs of textbooks would decrease; however, the District was seeing the opposite occur and costs were increasing.

Mr. Schroeder presented the revised revenues and expenses that now showed a deficit of \$750,000 instead of the initial estimate of \$4.26 million. He reviewed the proposed deletions that were able to reduce expenses. Some of the cuts included elimination of the Chief of Staff position, along with the Executive Assistant assigned to the position, a reorganization to Extended Studies positions, adjustments to fixed allocations at options schools, and various other cuts for a total amount of reductions of about \$1.71 million. Some long-term and critical needs added to the budget included sick leave payoff cap increase, extra duty stipends for teachers, and various long-term needs that increased the budget by about \$1.12 million.

Trustee Simon Holland wondered how much had been budgeted for technology refresh and replacement. Mr. Mathers indicated close to nothing had been budgeted for technology refresh from the District's General Fund. Schools were largely responsible for their own technology refresh. However, IT infrastructure spending had increased under the Capital Fund. An IT Strategic Plan Refresh Program had been developed and was looking at different methods of funding technology refresh in the schools so they were less reliant on fundraising.

Trustee Simon Holland remarked that she would rather see the ending fund balance decreased if the District were able to establish ways to fund some of the programs, such as technology refresh.

Mr. Mathers presented some significant budget uncertainties the District was facing for FY21. The District was hoping many of the uncertainties would be clarified prior to the adoption of the final budget; however, he could not guarantee that would occur. The first uncertainty was related to enrollment projections. The District was anticipating an increase in enrollment because of new housing developments, but not at the higher prior rates new developments showed 10 years ago. The District would not know the final enrollment numbers for the next school year until October 2020. The District was concerned about some decrease in enrollment because the opening of a new charter school in the Spanish Springs area but anticipated some additional students coming into the District because of the closure of Nevada Connections Academy, an online charter school closed by the state. The second uncertainty was the status of the Incline Village Property Tax Lawsuit. The District Court sided with the property owners in October 2019 but the Washoe County Commission had voted to appeal the decision and was in settlement talks with the plaintiffs. The District was waiting on information from Washoe County on the final estimate they owed, but the impact could be phased over multiple years. The final uncertainties were regarding compensation issues with some employee associations.

Interim Superintendent McNeill provided additional information regarding enrollment. District leadership was communicating with school administrators on the importance of getting students registered for the next school year and becoming ambassadors for the District. It was incumbent on all employees to talk with others about the good things happening in the schools and the options available to all students.

President Raymond asked if the decrease in marketing funding specific to North Star Online School would be absorbed into the marketing costs for the entire District. Mr. Mathers stated that was the intent.

Mr. Schroeder concluded the presentation with the next steps in the budget process. The recommendations would be included as part of the District Tentative Budget, to be presented on March 31, 2020, if there were no objections. The numbers would continue to be refined as additional information became available from the state and Washoe County. The District would continue to review items related to allocations, substitute pay, additional flexibility for classified positions in the schools, facility use fees, and employee suggestion program ideas.

Trustee Kelley requested additional information regarding the Incline Village property tax lawsuit. If the process could take multiple years, would the District have to opportunity to explain how the repayment would work and the impact to the District's budget to the District Court. Mr. Mathers noted the Washoe County School District was not a named party in the lawsuit, only Washoe County and the State of Nevada. The District did not have the ability to work with the District Court on the repayment process. He reviewed the process for recalculating property taxes and how the allocation process worked

between local government entities. Neil Rombardo, Chief General Counsel, stated the District was working with Washoe County on how repayment would work, but he did not believe the District Court would be interested in hearing from the School District on a repayment plan.

Trustee Kelley wondered if the facility use fees were applicable all year round or only during the school year. Mr. Mathers mentioned he would have to check with Operations since they were responsible for charging the fees.

Trustee Caudill asked if the District was also a part of the settlement discussions or had an idea of the timeline of the discussions so the District would have the appropriate information prior to the final budget. Mr. Mathers indicated the District had requested estimates prior to the development of the Tentative Budget and approval by the Board. He knew the County was hopeful to have information by then, but there was no guarantee the District could have the information.

President Raymond thanked staff for the information. She was relieved the Board did not have to consider large cuts to programs and personnel; however, students and staff were now feeling the consequences of prior cuts so it was important to look at what could and should be restored. She appreciated staff was looking at alternative funding mechanisms for items, such as textbooks, but it was also important to look at District priorities and what should be the focus of any additional revenue. It was also important to remember FY22 would also come with challenges because of the new funding formula.

President Raymond recessed the meeting for 15 minutes.

2.04 PRESENTATION AND DISCUSSION ON THE PROCESS TO BE USED TO DETERMINE THE CANDIDATES TO BE INVITED TO INTERVIEW WITH THE BOARD OF TRUSTEES AND ACTION TO FINALIZE THE DATE FOR THE FIRST ROUND OF CANDIDATE INTERVIEWS, POSSIBLE ACTION TO PROVIDE DIRECTION TO JG CONSULTING ON THE TOPICS FOR INTERVIEW QUESTIONS TO BE USED FOR THE SELECTED CANDIDATES FOR THE POSITION OF SUPERINTENDENT OF SCHOOLS FOR THE WASHOE COUNTY SCHOOL DISTRICT, POSSIBLE ACTION TO APPROVE THE PROCESS TO BE USED TO ALLOW EMPLOYEES AND COMMUNITY STAKEHOLDERS THE OPPORTUNITY TO INTERACT WITH FINALISTS AND PROVIDE FEEDBACK TO THE BOARD OF TRUSTEES PRIOR TO THE BOARD OF TRUSTEES' FINAL INTERVIEWS, AND POSSIBLE ACTION TO FINALIZE THE DATE FOR FINALIST INTERVIEWS

James Guerra, JG Consulting, explained the process moving forward for the Trustees to review the selected candidates for consideration to determine those individuals the Trustees would be interested in interviewing. The intent was to provide each Trustee

with a binder of the application information prior to the March 10, 2020 meeting and access to the on-demand interviews. The information would be available to the community at the same time it was available to the Board in accordance with Nevada's Open Meeting Law. Additional information on the process used by JG Consulting was provided.

Trustee Simon Holland wondered if the candidates to be discussed on March 10 would have the ability to attend the meeting. She would be uncomfortable having any candidate present so any one candidate would not have an advantage over others. Emily Ellison, Chief Human Resources Officer, remarked that Legal would need to confirm, but it was her understanding the Board could not exclude persons from attending the meeting.

Neil Rombardo, Chief General Counsel, clarified that while the information included in the binders would be made public, any personal notes made by individual Trustees were exempt and not public records. The narrowing of candidates would have to occur in an open meeting. A variety of methods to narrow the candidates was available, such as ranking for consensus or individual votes on candidates. Candidates could not legally be excluded from the meeting, but past practice for numerous public bodies was to request the candidates not be in the room. It would be important to note the on-demand interviews would also need to be made available to the public when sent to the Board.

The Board and JG Consulting discussed options to view the on-demand interviews to ensure compliance with Nevada's Open Meeting Law. JG Consulting expressed some concern about providing access to the community since they utilized a third party to host the interviews, but were willing to contact the company to determine if it was possible to provide access to the community. The Trustees were in favor of providing as much access as soon as possible so they also had the ability to review as much information prior to the meeting.

President Raymond wondered how the Trustees could receive additional input from staff prior to narrowing the candidates for interviews. Mr. Guerra indicated the meeting would allow time for public comment, so it would be important for representatives from the bargaining units to attend to provide input. JG Consulting also continued to conduct meetings with internal stakeholders and receive responses to the survey.

Mr. Guerra noted the Board would also need to determine dates for the first round of in-person interviews. The recommendation was if there were more than four candidates to interview, the interviews should be conducted over a 2-day period.

Trustee Simon Holland mentioned it could be helpful to have an interview panel, consisting of employees and community members that would provide non-binding recommendations to the Trustees. She believed the use of an interview panel would allow additional opportunities for employee and community feedback in the process. It

was important the new superintendent was supported by employees and community members so she wanted to ensure everyone had the ability to hear from the candidates and provide their thoughts.

President Raymond noted any such panel would be required to comply with Nevada's Open Meeting Law. Mr. Guerra requested additional clarification on how the panel would conduct their meetings and if a moderator would be used.

Trustee Simon Holland indicated some staff for the group would be required to assist the panel and guide them through the question process. She was concerned about the timing because she did not believe the Board would have the ability to select the persons for the panel. Dr. Jose Leyba, JG Consulting, remarked if such a panel were utilized, it would be critical to have representation from the Offices of General Counsel and Human Resources present to ensure those on the panel were aware of what they could and could not ask about during the process. He cautioned that there could be some candidates not interested in sitting in an interview with staff and community members because it was an extra step in the process that could be cumbersome.

Ms. Ellison mentioned other conversations she had held with JG Consulting and District staff on possible opportunities for employees and community members to interact with candidates would be to conduct some type of forum, panel, or town hall with the final candidates. The intent would be the Board would narrow the field on March 10 to those candidates they were interested in interviewing, and then conduct the first round of interviews. Prior to the second round of interviews, a forum would be conducted with the finalists that any employee or community member would be allowed to attend. Feedback would be collected after the forum and provided to the Trustees prior to any final decision being made.

Trustee Caudill wondered if the process was becoming too convoluted. He felt employees and the community would get lost in the process if there were too many steps with the Board narrowing the field, then narrowing again, prior to the community and employees having the opportunities to provide their input. Ms. Ellison cautioned it could be tricky for the Trustees to narrow the field to 2-3 candidates as finalists if they had not had the opportunity to meet the candidates in person with the first round of interviews. Mr. Guerra agreed with Ms. Ellison. He noted the additional opportunities for the Board, employees, and community members to hear from candidates would provide more information. Dr. Leyba appreciated the intent of the Trustees to involve the employees and community as much as possible; however, he believed the ultimate responsibility of selecting the best person for the position was the Board and they needed to use their best judgement.

A discussion was held on how best the Board could provide an opportunity for employee and community input session, while allowing for a clear timeline. The Trustees were

concerned about the opportunity to receive feedback from the community and how the feedback would be provided to the Board prior to any final decision. If the Board were interested in creating an employee and community stakeholder panel, the recommendation would be to utilize existing committees within the District, such as the Group Insurance Committee or Zoning Advisory Committee. Alternatives to an interview panel or forum were discussed. The consensus concluded a town hall type of opportunity for the employees and community to interact with the final 2-3 candidates should be held. The discussion continued as to how the town hall would be conducted and how the Trustees would receive feedback from the community.

Trustee Taylor arrived at the meeting at 2:50 p.m.

It was moved by Trustee Simon Holland and seconded by Trustee Caudill that **the Board of Trustees directs JG Consulting to work with District staff to set up a "town hall" opportunity for candidates prior to the final round of interviews to allow for staff, students, and the community to hear from the final candidates; requests the use of a moderator to ask questions of the candidates; allow each candidate 30 minutes to answer questions and has other candidates sequestered when not speaking; and requests a mechanism be used to allow the community to rank the candidates and provide feedback to the Board prior to a final decision being made.**

President Raymond opened the motion for discussion.

President Raymond opened the meeting to public comment.

Darrel Drake requested clarification on the committee used by JG Consulting and if they would be providing their input to the Board throughout the process. Mr. Guerra mentioned the executive search committee worked with JG Consulting to identify the top candidates for the Board to consider. Once the semifinalists were provided, the group could provide their individual comments but would not provide comments as a group.

The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Scott Kelley, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

President Raymond moved the conversation to possible dates for interviews. The Board had previously discussed dates in the first full week of April for the first round of interviews and then the second round of interviews conducted around the date of the Board's regularly scheduled meeting on April 14, 2020. The Board discussed various dates that could work based on their individual and collective schedules.

It was moved by Trustee Simon Holland and seconded by Trustee Taylor that **the Board of Trustees selects April 7-8, 2020 as the dates for the first round of interviews; April 13, 2020 as the date for the candidates' Town Hall; and April 14, 2020 as the date for the second round of interviews and possible selection of a lone finalists.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Scott Kelley, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

Mr. Guerra presented a template JG Consulting had previously used for interviews of superintendent candidates. The intent of the discussion was to review the topics and then questions could be developed from those topics. Included in the template were some ideas of questions.

Ms. Ellison mentioned it would be important for the Trustees to determine which topics they were interested in asking questions on. Once the topics were finalized, the individual Trustees could work directly with Mr. Guerra and JG Consulting on the specific language for the questions. The proposed process would allow the exact questions to remain confidential until the actual meeting.

Trustee Simon Holland requested something more be included related to equity, innovation or forward thinking, models of educational leadership the individual followed, and questions should include examples of what the candidates had done to promote their views and accomplishments. She would also want to hear about a candidate's vision for the Washoe County School District.

Trustee Taylor agreed with Trustee Simon Holland's comments. She was also interested in how a candidate would employ a more inclusive workforce in the District so it was reflective of the community. She was concerned about some of the language of the questions since a candidate coming from the business or non-profit field might not have experience in improving academic outcomes.

President Raymond asked if the Trustees would have the opportunity to review another draft list of topics or a script template prior to the interviews. Mr. Guerra noted the template and topics could be refined based on the current discussion and brought back for review on March 10, 2020.

President Raymond wondered how many questions the Board should consider for the first round. Mr. Guerra stated typically interviews would last from 45 to 90 minutes and the individual Trustees would ask the same questions of each candidate. He recommended 60 minutes per candidate, with each Trustee asking at least one question.

Trustee Caudill asked if the Board should also consider the second round of questions at the same time. Mr. Guerra noted it would be up to the Board. JG Consulting could

provide possible questions for the second round at the same time or have additional topics identified so the exact questions were not released to the candidates prior to the interview.

Trustee Taylor requested something more be included regarding the relationship between the superintendent and staff. Mr. Guerra mentioned the on-demand interviews did include some of the applicants' ideas on relationships with the community and staff, but if the Board were interested in hearing more a follow-up question could be included for the in-person interviews.

President Raymond remarked she would like to see something related to the individual's relationship with employee associations or bargaining units. She agreed something more should be included related to equity, fiscal management, and communications/public relations.

It was moved by Trustee Simon Holland and seconded by Trustee Minetto that **the Board of Trustees directs staff to bring back proposed interview questions/topics on March 10, 2020 based on the Board's discussion.** The result of the vote was Unanimous: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Scott Kelley, Ellen Minetto, Malena Raymond, and Angela Taylor.) Final Resolution: Motion Carries.

2.03 PRESENTATION, DISCUSSION, AND POSSIBLE ACTION TO APPROVE A SALARY RANGE AND THE DRAFT CONTRACT TEMPLATE FOR THE POSITION OF SUPERINTENDENT OF SCHOOLS FOR THE WASHOE COUNTY SCHOOL DISTRICT

James Guerra, JG Consulting, reviewed information related to salary ranges for the position of Superintendent of Schools for the Washoe County School District. Based on the research provided of similar sized school districts, the recommended range for the position was \$270,000 to \$300,000 annually. JG Consulting recommended a base, mid, and high number, commiserate with experience.

Trustee Kelley mentioned something missing from the research was the state per pupil amount in other school districts. He believed it would be important to consider the financial status of the school districts and what each state contributed to education because one state might provide \$12,000 in per pupil funding, which allowed for some additional room for a superintendent salary, while other states provided less in per pupil amounts.

Trustee Simon Holland cautioned the Board did need to be fiscally responsible; however, it was critical they provided a salary that would attract top candidates. She noted the base salary of the Clark County School District Superintendent was \$320,000 and had

thousands of more students than Washoe County School District. She would be uncomfortable having the high as \$300,000. She would like to see the range set at \$260,000 to \$290,000. It was also important to note the prior salary for the position was \$275,000.

Trustee Caudill agreed with Trustee Simon Holland. He had actually been thinking \$250,000 to \$280,000, but he could support up to \$290,000. He felt the community would not support the Board offering \$300,000.

Trustee Kelley recalled the community was uncomfortable with the \$275,000, so he would like to see the range a little lower. He understood the national averages, but also knew the community would express their concerns with anything over \$275,000.

President Raymond remarked many of her conversations with the community had indicated they were not aware the prior salary was \$275,000 and actually believed the salary was much higher. She understood the concerns expressed by Trustee Kelley but could support the upper range of \$280,000 to \$290,000.

Trustee Taylor agreed with President Raymond and that it was the entire compensation package that was a concern to the community with the total costs being closer to \$400,000. She also agreed she could not support \$300,000 at the present time, but wanted to ensure the Board had a range to select from and could support up to \$290,000 for the right candidate.

Trustee Simon Holland noted the research did not include the possibility of a performance bonus, which the District's contract template did. She could support a lower salary range because of the performance bonus opportunity.

It was moved by Trustee Taylor and seconded by Trustee Simon Holland that **the Board of Trustees sets the base salary range for the Superintendent of Schools of the Washoe County School District as \$260,000 - \$290,000.** The result of the vote was 6 - 1: (Yea: Jacqueline Calvert, Andrew Caudill, Katy Simon Holland, Ellen Minetto, Malena Raymond, and Angela Taylor. Nay: Scott Kelley.) Final Resolution: Motion Carries.

President Raymond indicated she would like to move the discussion on the contract to the March 10, 2020 meeting unless it was critical the item was approved at the present meeting. Mr. Guerra indicated the majority of candidates were interested in the salary range. Since the contract template was part of the public meeting, candidates had the opportunity to review the draft to see possible changes.

3. Closing Items

3.01 PUBLIC COMMENT

There was no public comment at this time.

3.02 ADJOURN MEETING

There being no further business to come before the members of the Board, President Raymond declared the meeting adjourned at 3:52 p.m.

Malena Raymond, President

Andrew Caudill, Clerk