

**MINUTES OF THE DECEMBER 14, 2021
REGULAR MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES**

December 14, 2021

1. Opening Items

1.01 CALL TO ORDER

The regular meeting of the Board of Trustees was called to order at 2:02 p.m. in the Board Room of the Central Administration Building, located at 425 East Ninth Street in Reno, Nevada.

1.02 ROLL CALL

President Angela Taylor and Board Members Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, and Beth Smith were present. Superintendent Kristen McNeill and staff were also present. Student Representative Victoria Gomez was not present at the time of roll call.

1.03 PLEDGE OF ALLEGIANCE

Ray Price, Deputy Chief of School Police, led the meeting in the Pledge of Allegiance.

2. Consent Agenda Items

Trustee Smith requested Consent Agenda Item 2.03, Possible action to provide final approval to the proposed revisions of Board Policy 5100, Student Behavior, be pulled for additional discussion.

Trustee Church requested Consent Agenda Items 2.06, Possible action to provide final approval to the proposed revisions of Board Policy 5250, Alcohol, Tobacco, and Controlled Substances, and 2.13 through 2.16, Possible action to provide approval to various committee appointments, be pulled for additional discussion. He noted Consent Agenda Items 2.13 through 2.16 could be opened together since his comments were related to committee appointments in general.

It was moved by Trustee Rodriguez and seconded by Trustee Minetto that **the Board of Trustees approves Consent Agenda Items 2.02, 2.04, 2.05, 2.07 through 2.12, and 2.17 through 2.22.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

- 2.02 The Board of Trustees approved the minutes of the May 25, 2021 Regular Meeting of the Board of Trustees.
- 2.04 The Board of Trustees provided final approval to the proposed revisions of Board Policy 5105, Adoption of a Site-Based Policy.
- 2.05 The Board of Trustees provided final approval to the proposed revisions of Board Policy 5150, Student Freedom of Speech, Freedom of Expression, and Right to Assemble.
- 2.07 The Board of Trustees provided final approval to the proposed revision of Board Policy 5300, Student Activities.
- 2.08 The Board of Trustees provided final approval to the proposed revision of Board Policy 5650, Student Suicide Prevention.
- 2.09 The Board of Trustees awarded Bid #22-27-B-10-AA, Toilet Paper and Soap Dispenser Retrofits at Twenty-One (21) Washoe County School District Schools, to Houston Smith Construction, Inc. for \$247,000.
- 2.10 The Board of Trustees awarded Bid #22-32-B-10-AA, Toilet Paper and Soap Dispenser Retrofits at Fourteen (14) Washoe County School District Schools, to Gary Romero, Inc. for \$159,200.
- 2.11 The Board of Trustees awarded Bid #22-31-B-10-DA, Braille Signage Installation at Various Schools in Washoe County, to Bruce Purves Construction, Inc. for \$248,762.
- 2.12 The Board of Trustees approved the Ninth Amendment to the Commercial Lease Agreement for 535 East Plumb Lane with Simons Properties (William J. Simons, Landlord), for the English Language Learners (ELL) and Title I Departments for an additional 12 months beginning on January 11, 2022 and expiring January 10, 2023 in the estimated amount of \$118,329.60 for the duration.
- 2.17 The Board of Trustees approved the one-year agreement for North American Specialty, for stop-loss coverage of \$425,000 with a rate guarantee of \$27.55 per employee/retiree per month, beginning January 1, 2022 and ending December 31, 2022.
- 2.18 The Board of Trustees approved the Purchase Order increase request for the approved Symetra Life Insurance Company one-year Group Term Life

Insurance contract January 1, 2021 and ending December 31, 2021 to include voluntary supplemental life insurance pass-through costs for a revised amount of \$2,886,485.

- 2.19 The Board of Trustees approved the Memorandum of Understanding between the District and the Duffield Foundation to complete a scoping study for improvements to Incline High School for up to \$75,000.
- 2.20 The Board of Trustees approved the Memorandum of Understanding between the Washoe County School District and the Washoe School Principals' Association providing for approval of a 4% Temporary Assignment Pay (TAP) for the Interim Principal at Turning Point/PASS.
- 2.21 The Board of Trustees approved and adopted changes to the negotiated agreement between the Washoe County School District and the Washoe School Principals' Association through 2023.
- 2.22 The Board of Trustees approved the 2021-22 Early Separation Incentive Program (ESIP) for eligible certified staff and professional-technical administrators, as recommended.
- 2.03 **POSSIBLE ACTION TO PROVIDE FINAL APPROVAL TO THE PROPOSED REVISIONS OF BOARD POLICY BOARD POLICY 5100, STUDENT BEHAVIOR, SPECIFICALLY TO UPDATE FORMATTING, CLARIFY LANGUAGE, AND REFLECT CURRENT PRACTICES**

Trustee Smith mentioned some of the feedback the Trustees received from staff was related being able to teach in an environment free from distractions; however, it was also important for the Board to maintain the focus of any policy on who the policy was directed toward, which in the case of Board Policy 5100 was students. She had received some language from a teacher and parent that she believed was an appropriate change that should be made because the focus remained on student behavior in the purpose section of the Policy. The alternative language would maintain part of the deleted language in the purpose section but change the focus to the student and was that "every student has the right to learn in an environment that is free from distractions and disruptions that impede learning."

President Taylor remarked that she had also heard from staff and appreciated the change in the language, especially with the focus on student behavior. She noted the change was not substantive and would not need to go back out for another 13-day public review period.

Trustee Nicolet agreed with the proposed change. She noted the concern from many of the emails she had received was related to removing the word "teacher" but it was important to have the Policy focused on the students since it was directly related to student behavior.

President Taylor mentioned the many of the concerns from staff were eased when the District provided additional information to teachers regarding the focus of Board Policy 5100 and there were other policies focused on providing a safe environment for teachers.

It was moved by Trustee Smith and seconded by Trustee Minetto that **the Board of Trustees provides final approval to the proposed revision of Board Policy 5100, Student Behavior, as revised.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

2.06 POSSIBLE ACTION TO PROVIDE FINAL APPROVAL TO THE PROPOSED REVISIONS OF BOARD POLICY 5250, ALCOHOL, TOBACCO, AND CONTROLLED SUBSTANCES: STUDENT PREVENTION AND INTERVENTION, SPECIFICALLY TO UPDATE FORMATTING, CLARIFY LANGUAGE, AND REFLECT CURRENT PRACTICE

Trustee Church explained why he would be voting no on the agenda item. He was concerned Board Policy 5250 did not address or even allow for the Superintendent to conduct drug testing under any circumstance. His understanding was that there was an unacceptable amount of drug use within the District.

It was moved by Trustee Rodriguez and seconded by Trustee Nicolet that **the Board of Trustees provides final approval to the proposed revision of Board Policy 5100, Student Behavior, as revised.** The result of the vote was 6-1: (Yea: Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor. Nay: Jeff Church.) Final Resolution: Motion Carries.

2.13 APPROVAL OF THE APPOINTMENT OF DARREN FLECK TO THE ZONING ADVISORY COMMITTEE TO FILL THE OPENING FOR A CERTIFIED TEACHER/COUNSELOR, WITH A TERM ENDING JUNE 30, 2023

2.14 APPROVAL OF THE RE-APPOINTMENT OF JEFFREY KIRST TO THE OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUSTEES COMMITTEE IN THE CATEGORY OF "A PERSON WITH A COMBINATION OF EDUCATION AND EXPERIENCE IN FINANCE OR ECONOMICS THAT TOTALS 5 YEARS OR MORE," FOR A TERM ENDING DECEMBER 31, 2025

2.15 **APPROVAL OF THE APPOINTMENT OF THE FOLLOWING MEMBER TO THE STUDENT ATTENDANCE ADVISORY COMMITTEE FOR A 2-YEAR TERM ENDING JUNE 30, 2023: CANDICE ROUNDY, JUVENILE SERVICES REPRESENTATIVE**

2.16 **APPROVAL OF THE FOLLOWING APPOINTMENT TO THE COUNCIL ON FAMILY RESOURCE CENTERS FOR A 2-YEAR TERM ENDING JUNE 30, 2023: RACHEL KINGHAM, COMMUNITY REPRESENTATIVE**

President Taylor opened Consent Agenda Items 2.13 through 2.16 at the request of Trustee Church to allow for comments, questions, and discussion.

Trustee Church remarked that he had previously expressed his disagreement with the Board Policy that allowed for the appointment and/or re-appointment of people to committees without providing an opportunity for the Trustees to review applications of all those who applied. He would support the agenda items, but would like to see the process changed in the future to allow the Board to review all applications and possibly speak with those interested in serving on committees.

It was moved by Trustee Nicolet and seconded by Trustee Minetto that **the Board of Trustees approves Consent Agenda Items 2.13 through 2.16**. The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

3. Budget Items

3.01 **DISCUSSION, PRESENTATION, AND POSSIBLE ACTIONS REGARDING THE ADOPTION OF WASHOE COUNTY SCHOOL DISTRICT BOARD RESOLUTIONS 21-023, 21-024 21-025, 21-026, 21-027, 21-028, 21-029, 21-030, 21-031, 21-032, 21-033, 21-034, 21-035, 21-036, 21-037, 21-038, 21-039, 21-040, AND 21-041, RESOLUTIONS TO AUGMENT THE FISCAL YEAR 2021-22 BUDGET, AND APPROVAL OF AUGMENTATION AND TRANSFERS FOR THE FISCAL YEAR 2021-22 BUDGET**

A presentation was provided by the Office of Business and Finance on the budget augmentation and amendment process that occurred in December of each year. School districts were required to amend their final budgets to reflect the average daily enrollment for the first half of the school year. No other local government in Nevada was required to amend their budget during that fiscal year. The augmentation process was needed to allow for any increase or decrease in appropriations as defined in Nevada Administrative Code (NAC) 354.410. The District did have higher revenues than anticipated due to an increase in enrollment. Information on specific augmentations

and transfers for each fund was reviewed, including increased fuel costs and the creation of a central services internship program to assist with projects and the building of a recruitment pipeline for future hiring needs.

Trustee Church requested clarification on the student enrollment numbers. Jeff Bozzo, Budget Director, explained the District budgeted for an average daily enrollment of 61,300 students, which was based on the prior fiscal year enrollment trends. The actual enrollment for the first quarter was 61,709 students, which amounted to an increase in revenue of \$2.9 million.

Caty Delone, Human Resources Manager, provided information on the new professional internship program. The intent was to expand the District's brand on higher education campuses in the area and reach out to students who were interested in public education, but not necessarily as teachers. The benefits of a professional internship program for both the students and the District were reviewed.

President Taylor and Trustee Nicolet expressed appreciation for the program because it would produce results and opportunities. President Taylor highlighted that Mr. Bozzo first began working with the District as part of an internship program.

Trustee Smith thanked staff for the information. She was pleased the District had been able to increase the enrollment numbers and could provide factual information on that increase to the community.

It was moved by Trustee Smith and seconded by Trustee Nicolet that **the Board of Trustees adopts Washoe County School District Board Resolutions 21-023, 21-024 21-025, 21-026, 21-027, 21-028, 21-029, 21-030, 21-031, 21-032, 21-033, 21-034, 21-035, 21-036, 21-037, 21-038, 21-039, 21-040, and 21-041, Resolutions to Augment the Fiscal Year 2021-22 Budget and approves budget transfers as proposed.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

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

4.01 DISCUSSION AND POSSIBLE ACTION TO PROVIDE DIRECTION TO THE BRYAN GROUP REGARDING THE PROCESS FOR SELECTING THE SUPERINTENDENT OF SCHOOLS FOR THE WASHOE COUNTY SCHOOL DISTRICT INCLUDING, THE UTILIZATION OF, AND IF APPLICABLE, THE ROLE AND COMPOSITION OF, A SEARCH ADVISORY GROUP; IDENTIFICATION OF AND PROCESS FOR SOLICITING INPUT FROM KEY STAKEHOLDERS ON THE DESIRED PROFESSIONAL QUALIFICATIONS

**AND PERSONAL CHARACTERISTICS OF THE NEXT SUPERINTENDENT;
AND, DETERMINATION OF A COMPENSATION RANGE**

Emily Ellison, Chief Human Resources Officer, provided a brief introduction on the stakeholder process used by The Bryan Group (TBG). The goal of the current meeting was to determine if the Board was interested in utilizing a search group, the types of stakeholders to be used as part of the search advisory group (SAG), while at the same time balancing the requirements of Open Meeting Law (OML) and confidentiality, and the compensation range for the position.

Nora Behrens, The Bryan Group, began the discussion of the recommended process TBG was interested in utilizing as part of the Superintendent Search process. Two options were provided to the Board for consideration, one being driven by the District and the other driven by TBG. Either option could include the use of a SAG to provide input and feedback in key aspects of the process, to include candidate screening.

Trustee Nicolet wondered if the Board could select aspects from the two options provided. Ms. Behrens stated the process could be customized to meet the specific needs and desires of the Board.

Trustee Smith asked if the Board would appoint or select members to the SAG. Ms. Behrens mentioned TBG did have a list of the types of people they would normally select to be part of the SAG, but they would also take input from the Trustees on who they would be interested in seeing included. One of the decision points for the Board would be to provide input on if they were interested in using a SAG and who they would be interested in seeing included on the SAG. Neil Rombardo, Chief General Counsel, cautioned if the Board were to appoint members to the SAG, it would become a committee of the Board and subject to OML.

President Taylor added that the Board could provide input on the broad types of people they would be interested in seeing on the SAG, such as teachers, parents, and students. Ms. Behrens remarked the intention was the SAG would not be a committee of the Board to allow for applicant confidentiality. The intent was also that a member of the Board would not be included as part of the SAG to allow for open and honest feedback from the members on candidates.

Trustee Church requested clarification on if he would be able to recommend specific groups to be part of the SAG. Ms. Behrens believed that a recommendation would be appropriate since it was not a guarantee someone from a specific group would be selected to be part of the committee.

Trustee Church asked how much communication the individual Trustees should have with TBG on their thoughts on the process and possible qualifications.

President Taylor noted part of the process included conversations with the individual Trustees, which would be the appropriate time to share thoughts on what the Trustees were interested in seeing in a superintendent as part of the process. She cautioned that the Trustees should not be contacting TBG to receive information or reports outside of Board meetings because that could be a violation of OML. Ms. Behrens indicated TBG would be contacting the individual Trustees soon to obtain some initial input and feedback on what they would be interested in seeing in a superintendent as part of the information that would be included in the job posting. Ms. Ellison reminded the Trustees and community that any action TBG took would be at the direction of the Board as a whole and not at the direction of any individual Trustee, to include the Present of the Board.

Trustee Nicolet expressed concern over the management and time commitment required of students interested in participating in the process. It would be important to ensure open communication with parents and teachers on the expectations as well so they understood what would be required of the students. Ms. Behrens indicated TBG would work with the District's Student Voice Program to identify students interested in participating. TBG was hoping to provide the students an opportunity to earn credits depending on the amount of time and work they spent on the process.

Trustee Rodriguez wondered if town halls would be part of the search process so the Trustees could receive input from the community. Ms. Behrens mentioned once the number of candidates had been honed down to the finalists that would be presented to the Board, TBG would set up town hall opportunities. The candidates were generally provided with about 48 hours' notice so they could take whatever steps they needed to before their names were publicly announced.

Trustee Mayberry remarked that he wanted to ensure everyone who was interested in participating in the process was provided an opportunity to participate.

Trustee Church requested additional information on Student Voice because he was not clear on what that meant, but felt it could be biased because all the students would be coming from one group. He would rather have the student body presidents from each high school take part in the process.

President Taylor noted Student Voice was largely represented by the Superintendent's Student Advisory Committee. Typically, the students on the Committee were already the student body presidents of the high schools or their designees.

Ms. Behrens continued a review of the options the Board would need to provide direction on with a comparison of the two search process options. The primary difference was the use of the SAG. She noted there were no changes in costs between

the two options and the community stakeholder input and feedback process was the same. An overview of the entire process was provided.

Trustee Nicolet wondered why the job posting was released prior to the formation of the SAG, if the intent was for the SAG to provide input on what they would want to see in a superintendent. Ms. Behrens explained the SAG would provide TBG with additional data points and take part in the screening of the applications, then watching the short interviews to narrow the field down to a manageable number that would be presented to the Board and community.

Trustee Smith requested clarification on if the posting would change based on information from the SAG or if the information from the SAG would provide direction on the screening of applications. Ms. Behrens indicated the SAG and feedback from stakeholder groups would provide information on the refined criteria TBG would use to evaluate applications.

Trustee Church expressed concern that TBG would only be providing 2 candidates for the Board to consider. Ms. Behrens mentioned TBG generally presented 2 – 3 candidates, but it would be the purview of the Board on the exact number.

President Taylor remarked that there was generally a natural break in the scoring of candidates. She used the example of when the Board had determined the number of candidates invited to interview for Trustee vacancies versus the number of applications received. She would not be in favor of providing a specific number of candidates the Board should interview and would suggest having a natural break be the guide.

Ms. Behrens narrowed the conversation to the first part of the process, which would be if the Board wanted to utilize a SAG or if the Board wanted TBG to work directly through them.

President Taylor stated she would be interested in seeing the SAG included as part of the second option presented. She expressed concern over the heavy reliance on students as part of the first option. She wanted to ensure students were included in the process, but was hesitant to include students in part of the data collection and analysis process.

Trustee Nicolet asked what role District staff would play in the process, specifically regarding the Office of Human Resources and the Office of Communications and Community Engagement. Ms. Ellison provided information on the process used in 2019. She had been the primary point of contact during the process and would facilitate meetings with other departments as needed. If the Board desired a more hands on approach, they would need to direct that through action.

Trustee Nicolet requested clarification on item 16(a) included in the list of steps and why the job description for the superintendent would be updated at the end of the process. Ms. Behrens noted a new job description would be developed based on all the information collected during the process. The description could then be used as part of an evaluation process.

President Taylor noted the decision points for the current meeting were the possible use of the SAG, the membership categories for the SAG, and compensation range.

President Taylor opened the meeting to public comment.

James Benthin spoke to the possible qualifications and proposed compensation for a new superintendent. He believed the Board should develop specific academic goals for a new superintendent, including annual increases in the goals. He would like to see the list of qualifications include something related to increases in academic proficiency.

Shannon Coley expressed concern and frustration that the first possible qualification for a superintendent was an unwavering commitment to supporting diversity and prioritizing inclusion and equity for all. She believed improvement to the academic success of students should be the highest priority for the Board and the District, which was what she claimed the parents and community also wanted. She did not think Fortune 500 companies would be interested in moving their top executives to the area because of the status of the schools. She also did not believe students in the District would understand the duties and responsibilities of a superintendent.

Pablo Nava Duran felt the Board had to hire the most qualified person as superintendent, no matter where they came from. He believed for the Washoe County School District to be the best in Nevada, they had to have the best superintendent. He provided some names of people in the community who he believed should be included in the process because of their commitment to education.

The Board received an email from Christine McAvoy.

President Taylor reviewed the decisions the Board needed to make at the meeting, the first of which was if the Board was interested in utilizing a search advisory group.

It was moved by Trustee Minetto and seconded by Trustee Mayberry that **the Board of Trustees recommends The Bryan Group utilizes a search advisory group.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

Ms. Behrens provided a list of possible categories to be included as part of the SAG: parents, students, teachers, District support staff and administrators, employee associations, public officials, District volunteers, and key community members from non-profits and business. She requested feedback and input from the Trustees on other categories TBG should consider including as part of the SAG.

Trustee Nicolet asked if key community members would include others who might not be part of non-profits or the business community. Ms. Behrens indicated that was correct and non-profits and business were just examples of community stakeholder groups.

Trustee Rodriguez wondered what the size of the SAG would be. Ms. Behrens remarked about 15 adults and up to 10 students.

Trustee Mayberry provided categories he believed were important and should be represented, including business industry and technology and local education advocates. He was also interested in having representation from organizations and/or individuals who represented the disabled and special needs populations of the District.

President Taylor felt it was important to ensure a diverse group that represented the student and community populations. Ms. Behrens noted individuals could also represent multiple categories, such as a parent of a student with special needs or a teacher and a parent.

Trustee Smith wondered if District volunteers needed to be a defined group. She would hope community members interested in taking part in the search process were already volunteering in the schools or for the District as a whole. She was interested in seeing a parent of a student in a specialty education program be part of the group and community partners with experience in executive searches.

Trustee Rodriguez felt it would be important for representatives from across Washoe County to be included. He recommended a parent from each of the Trustee electoral district.

Trustee Church remarked that the decision of who should be on the SAG should be the decision of TBG and the Board should not be involved. He felt the comments from the Trustees should be viewed as suggestions only. He stated he was opposed to having the employee associations take part in the SAG because he believed it was inappropriate for them to vote on the person who would be supervising them and there were too many associations to choose from. He was also concerned about having public officials being part of the process and it would depend on which officials were selected. He would like to see the application process open to anyone in the community and not limited to specific groups within the community.

President Taylor highlighted the input from the Trustees were suggestions and TBG should take the comments into consideration when making their decision as to who would be part of the SAG.

Trustee Smith requested additional information on the application process for those interested in serving on the SAG. Ms. Ellison indicated once the District had the information on the process and where to access the application, she would work with the Office of Communications and Community Engagement to get the information on the District's website and to the community.

Mr. Rombardo suggested any action include language that would indicate that the Board of Trustees would accept the decision of TBG in the formation of the SAG and any recommendation that came from the SAG. He wanted to ensure the community understood the SAG was not a public body that reported to the Board of Trustees but a group put together by and for TBG.

It was moved by Trustee Church and seconded by Trustee Rodriguez that **the Board of Trustees empowers The Bryan Group to form the search advisory group as they see fit.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

Ms. Behrens moved the conversation to compensation. Information on the compensation of other superintendents in Nevada and school districts of similar size or composition to Washoe County School District was presented for consideration by the Board as part of the discussion. The recommendation from TBG was a compensation range of \$275,000 - \$300,000, with a benefits package of \$85,000 - \$95,000.

Trustee Smith asked if the Board could consider adding other compensation opportunities, such as incentives or reach goals. Ms. Ellison mentioned the last two superintendent employment agreements did have incentives included in the form of performance bonuses. The incentives were not included as part of the information in the initial job postings, but determined as part of the superintendent contract process. The Board would need to affirm the base compensation, benefits, and if they were interested in adding a disclaimer regarding incentives.

Trustee Church stated he would be interested in seeing a base compensation range of \$250,000 - \$350,000, with incentive bonuses. He was interested in providing language on no state income taxes in Nevada because that could be a large bonus for the District. He was concerned about including benefits as part of the package because some people were not interested in receiving medical or housing benefits. He was also concerned about the length of the contract and would be interested in seeing only a 1-

year contract. Ms. Ellison noted Nevada Revised Statutes limited any initial contract with a school district superintendent to less than 4 years. Any subsequent contract was not required to be limited in terms of length.

Trustee Smith disagreed with a 1-year contract because it was important for any candidate to have the opportunity to grow and improve. She noted the information provided to the Trustees during a recent training highlighted that most new superintendents began to hit their stride in the third year of their contracts. She wanted to ensure anyone hired had the opportunity to perform and succeed.

President Taylor agreed it was important to provide someone the opportunity to perform, while at the same time allowing flexibility if the fit was not right. She did not believe anyone would be interested in moving to the area for a 1-year only contract nor that it was fair for the Board to hire someone and expect large-scale changes in 1 year. Not only would the individual be making a commitment to the District, but the Board would also be making a commitment to the individual.

Trustee Mayberry agreed with President Taylor and Trustee Smith in terms of length of contract because it allowed for time for a superintendent to get going. He also agreed with Trustee Church in terms of the compensation. He wondered why TBG included some of the data as part of their salary comparison study. Ms. Behrens explained TBG was looking for comparable districts and used the different data points related to demographics, enrollment, or proficiency as indicators.

Trustee Mayberry questioned why the Clark County School District was included because they were very different than the Washoe County School District. Ms. Behrens noted Clark County was the most comparable school district in Nevada to Washoe County.

Student Representative Victoria Gomez arrived at the meeting at 4:15 p.m.

Trustee Church clarified that he did not believe the Board should offer a 1-year contract. He felt if an individual was interested in a 1-year agreement, then that should be a factor in the decision-making process. In terms of the compensation range he had proposed, he believed it was important to clarify he meant \$250,000 - \$350,000 pay and benefits, and not have the benefits package listed separately.

Trustee Smith wondered if that approach would be a deterrent. She wanted to ensure the first information a prospective applicant saw was enticing enough to make them want to find out more. She was not opposed to the idea of combining all costs, just wanted to ensure it would not deter someone. Ms. Behrens mentioned either way was fine, and both methods were common. The intent was to put out a number the Board was comfortable with that would attract high-quality candidates. Ms. Ellison indicated

there could be some risk in not delineating between salary and benefits because a candidate would not necessarily have a frame of reference as to what the percentage of the figure would be for benefits and what was salary.

Trustee Church remarked the wording negotiable or flexible could also be added.

President Taylor stated she was more comfortable delineating the two because it provided a clearer comparison; however, she understood where Trustee Church was coming from. She would be open to a conversation with a finalist or as part of the negotiation process. Ms. Ellison added the District's benefits package was about 1/3 of the compensation.

Trustee Smith remarked it was important for the Board to offer a very competitive salary since there were so many open superintendent positions in the country. She felt an appropriate starting salary was \$280,000, with \$85,000 in benefits, to include language that highlighted the Board was willing to negotiate and include performance incentives.

Trustee Rodriguez agreed with Trustee Smith that it was critical the Board offered a bold compensation package to attract the right candidates.

Trustee Nicolet felt Nevada provided a number of good benefit packages and it was important to provide that information as well.

President Taylor highlighted since the Nevada Public Employees Retirement System (PERS) was built into law, the District was required to pay that cost, even if the individual was not interested in receiving PERS. There were other benefits the Board was not able to negotiate, so it was important to take those into consideration and not necessarily include a firm number for benefits. Ms. Ellison provided additional information on common practices in providing information on benefit packages, which did include language that some aspects were negotiable.

Trustee Rodriguez requested clarification on the recommendation. Ms. Behrens noted TBG had set the recommended compensation range as \$275,000 - \$300,000 plus benefits.

President Taylor requested clarification on the current salary for the superintendent. Ms. Ellison stated the base salary in the contract was \$265,000 in 2020.

It was moved by Trustee Rodriguez and seconded by Trustee Smith that **the Board of Trustees sets the compensation range as the following: base salary of \$275,000 - \$300,000, plus benefits, plus incentives, with a minimum 3-year contract.**

President Taylor opened the motion for discussion.

Mr. Rombardo noted the length of the contract was not included as part of the agenda, so that part of the motion would need to be removed.

Trustee Mayberry asked if the \$25,000 range was too narrow. Ms. Behrens indicated it was not.

Trustees Rodriguez and Smith agreed to remove the minimum 3-year requirement from the motion.

Ms. Ellison recommended adding a little more to the top end, if the Board was comfortable, in case a candidate was a \$301,000 candidate. She felt the \$25,000 was a little too narrow, but the Board had to be comfortable with the top figure. A broader range would attract a wider candidate pool, but if the Board had no intention of paying the maximum, then it should not be included.

Trustee Rodriguez, as the maker of the motion, added the maximum number as \$310,000. Trustee Smith, as the seconder, agreed.

Trustee Nicolet mentioned it would be important to remember the incentive conversation would come later so that could add quite a bit to the salary. Ms. Ellison noted generally the incentives were included as a percentage of the base pay, such as up to 10%.

President Taylor clarified the motion as: **the Board of Trustees sets the compensation range as the following: base salary of \$275,000 - \$310,000, plus benefits, plus incentives.**

The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

President Taylor recessed the meeting for 30 minutes.

4.05 PRESENTATION, ANNOUNCEMENT, AND POSSIBLE ACTION TO RECOGNIZE THE ELEVENTH ANNUAL HOLIDAY CARD CONTEST WINNERS

The winners of the 11th Annual Holiday Card Contest were announced as follows:

- Elementary School – Simarjot Kaur Sahota, 5th Grade, Lemmon Valley Elementary School

- Middle School – Molly Raymond, 7th Grade, Darrel Swope Middle School
- High School – Alex Garcia-Tapungot, 10th Grade, North Star Online School

President Taylor opened the meeting to public comment.

Pablo Nava Duran congratulated all the winners. He felt all the cards were beautiful.

It was moved by Trustee Nicolet and seconded by Trustee Minetto that **the Board of Trustees recognizes the winners of the Eleventh Annual Holiday Card Contest for elementary schools, middle schools, and high schools.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

4.02 PRESENTATION AND DISCUSSION ON THE CURRENT PROJECT SCHEDULE AND BUDGETED COSTS ASSOCIATED WITH THE FUTURE DEBBIE SMITH CAREER & TECHNICAL EDUCATION ACADEMY HIGH SCHOOL

Tami Zimmerman, Deputy Chief Facilities Management Officer, provided a detailed background presentation on the Debbie Smith Career & Technical Education Academy (CTE/CTA) since there were so many new members of the Board. As part of the WC1 initiative included a new CTE facility and the District determined the current site of Proctor R. Hug High School would be suitable once the new Hug High School was completed. The CTE Department provided recommendations on the programs to be included at the new campus and new educational specifications were created. The timeline of the project to date was shown and the design process highlighted. She noted part of the campus would include a building for RiSE Adult Academy to allow the District to save on the current lease agreement for the school and a new Board Room that would provide a larger space for Board and committee meetings. A video of the conceptual campus was shown. Information on market volatility, local construction cost increases, and the impacts of inflation was provided.

President Taylor appreciated the update and that the District had revised the construction schedule to allow for everything to be in place when students arrived. She understood there was some frustration because everyone wanted to new site to open, but since there was not an issue with overcrowding the school would correct, it was important to get everything right.

Trustee Nicolet requested clarification that there would be no students on the campus for 2 years. Ms. Zimmerman stated that was correct. The change in the timeline to have all the equipment and programming in place before opening to any students would allow the school to accept all grades because some of the programming would either move from the Academy of Arts, Careers, and Technology (AACT) High School or

was a duplicate program that would provide opportunities for more students to participate in a specific area. Instead of opening with a little over 400 students, the new location would open with over 600 students.

Student Representative Gomez wondered if students who entered the new facility as Sophomores or Juniors would have been required to complete any CTE programming at their zoned high schools. Ms. Zimmerman mentioned some of the programs were 2- or 3-year programs, so students would be able to enter the programs at different times during their high school careers.

Trustee Mayberry requested clarification on if programming would be moved from the current AACT High School. Ms. Zimmerman explained the intent was that AACT and Debbie Smith would be sister schools who would share certain aspects, such as athletics. Due to the popularity of some CTE programs at AACT High School, the CTE Department decided to duplicate some programs at the new Debbie Smith facility, such as culinary arts.

Trustee Smith wondered if there was a requirement by the District for contractors and construction companies to hire former students who had participated in any of the CTE programs throughout the District. Ms. Zimmerman indicated there was no requirement that former students be hired; however, there were numerous former students working on projects throughout the District, including as project managers.

Trustee Minetto asked if Debbie Smith was a CTE or a CTA.

President Taylor believed the CTE programs were part of the Debbie Smith Career and Technical Academy (CTA).

Superintendent McNeill mentioned it was both a CTE and a CTA.

4.03 PRESENTATION, DISCUSSION, AND POSSIBLE ACTION TO APPROVE THE WASHOE COUNTY SCHOOL DISTRICT 2021/22 'B' MAJOR PROJECTS PROGRAM IN THE AMOUNT OF \$1,825,000 FOR SUPPLEMENTAL FUNDING FOR A FUTURE ELEMENTARY SCHOOL IN THE RIO WRANGLER AREA, AS RECOMMENDED BY THE CAPITAL FUNDING PROTECTION COMMITTEE

Pete Etchart, Chief Operating Officer, explained the Board had previously approved the funding of the new elementary school in the Rio Wrangler area. The District had factored a 15% cost escalation factor over the most recent elementary school construction into original estimate; however, the actual bids came in closer to 20% higher than the prior construction. Additionally, changes were required to the original design of the school based on supply chain issues and some contractors who had

previously worked with the District had indicated their schedules would not allow for them to take on additional projects at the present time. The Capital Funding Protection Committee approved the recommendation at their meeting on December 2, 2021.

Trustee Church asked if waiting was an option the Board should consider since that could allow an opportunity for contractor schedules and supply chain issues to ease. Mr. Etchart remarked that waiting was always an option but there were no indications market prices would go down in the near future. The Capital Funding Protection Committee believed the bid received was the best price at this time and was the only way to guarantee the school would open for the 2023-24 School Year.

Trustee Church wondered if the price would be guaranteed. Mr. Etchart stated it would.

It was moved by Trustee Rodriguez and seconded by Trustee Mayberry that **the Board of Trustees approves the Washoe County School District Capital Improvement Program, to include the 2021/22 'B' Major Projects Program in the amount of \$1,825,000 to provide supplemental construction funding for a future elementary school in the Rio Wrangler area, as recommended by the Capital Funding Protection Committee.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

4.04 PRESENTATION AND POSSIBLE ACTION TO APPROVE THE AWARD OF BID #22-26-B-10-DA, CONSTRUCTION OF RIO WRANGLER AREA ELEMENTARY SCHOOL, TO MARTIN HARRIS CONSTRUCTION/GROUP WEST CONSTRUCTION, A JOINT VENTURE, FOR \$38,625,039

The Capital Projects and Purchasing Departments provided a presentation on the bid process for the construction of a new elementary school in the Rio Wrangler area of southeast Reno. The scope of work for the project was reviewed. The project was publicly advertised, and bids were due at 2:00 p.m. on November 23, 2021. One bid was received on time from a joint venture between Martin Harris Construction and Group West Construction at \$38.625 million. It was noted close to 100% of the subcontractors were local.

Trustee Mayberry asked if there was anything the District could have done differently to attract additional bidders. Andrea Sullivan, Director of Procurement and Contracts, mentioned she had wondered that herself because initially there was a lot of interest in the project. She believed there were just too many other projects contractors were working on at the present time.

It was moved by Trustee Mayberry and seconded by Trustee Rodriguez that **the Board of Trustees awards Bid #22-26-B-10-DA, Construction of Rio Wrangler Area Elementary School to Martin Harris Construction/Group West Construction, a Joint Venture, for \$38,625,039.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

President Taylor recessed the meeting for 10 minutes.

4.09 DISCUSSION AND POSSIBLE ACTION TO ACCEPT THE FINDINGS OF THE GUNDERSON LAW FIRM INDEPENDENT FACTUAL INVESTIGATION REGARDING: 1) FURTHERANCE OF THE PRIOR EXTERNAL INVESTIGATION ADDRESSING ALLEGATIONS OF WHEN AND WHO WITHIN WASHOE COUNTY SCHOOL DISTRICT'S LEADERSHIP FIRST LEARNED THAT FORMER TRUSTEE JACQUELINE CALVERT RESIDED OUTSIDE OF HER DISTRICT; AND 2) LEGAL ANALYSIS AND RESEARCH RELATING TO SERVING AS A WASHOE COUNTY SCHOOL DISTRICT TRUSTEE, INCLUDING VOTES CAST, COMPENSATION, AND ANY PAID BENEFIT SUCH AS HEALTH INSURANCE WHEN IT IS DETERMINED THAT A TRUSTEE DOES NOT LIVE IN THE DISTRICT FOR WHICH THEY WERE ELECTED TO REPRESENT, THE BOARD OF TRUSTEES MAY CONSIDER THE CHARACTER, ALLEGED MISCONDUCT AND/OR PROFESSIONAL COMPETENCE OF ANGELA TAYLOR, DIANE NICOLET, ELLEN MINETTO, JEFFERY CHURCH, JOSEPH RODRIQUEZ, ELIZABETH SMITH, JACQUELINE CALVERT, NEIL ROMBARDO, JENNIFER JIMENEZ, DIANA CALLES, EMILY ELLISON, JENNIFER BATCHELDER AND/OR EVANGELINA MENDIBLES RUSSELL

John Funk, Gunderson Law Firm, presented the Board with the findings of the continued investigation related to the residence of former Trustee Jacqueline Calvert and who knew what and when. The final report on the investigation and the legal analysis requested by the Board were provided to the District and posted the day prior to the meeting. Information on how the continued investigation was conducted and who participated was provided. He noted former Trustee Calvert was not interviewed because she refused to speak with the investigator, though she did sign the Open Meeting Law (OML) notice and was very cordial to the investigator. The total amount former Trustee Calvert received from the District in wages and benefits was approximately \$60,000 and she sought reimbursement for trips totaling a little over \$600. He stated the additional interviews were enlightening but did not provide any additional information that would change the initial conclusion provided in the first report.

President Taylor opened the meeting to public comment.

Pablo Nava Duran appreciated the additional information provided and wondered if the District should look at filing criminal charges against former Trustee Calvert.

Trustee Church asked if Mr. Funk knew what address former Trustee Calvert used for the reimbursement claim. Mr. Funk indicated the form asked for an employee mailing address and a Post Office Box was provided.

Trustee Church found it troubling that reimbursement would be provided without knowing the starting and ending points for mileage. As a former investigator, he believed there remained some concerns about what could have been done to gather additional information, but it appeared there was a strong desire by both the Board and community to move forward.

It was moved by Trustee Smith and seconded by Trustee Minetto that **the Board of Trustees accepts the findings of the continued independent factual investigation by the Gunderson Law Firm.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

Mr. Funk presented the analysis of the legal questions asked by the Trustees. The two questions addressed in the analysis were: what was the effect of former Trustee Calvert's actions during Board meetings, including votes cast, and what claims would the District have in seeking reimbursement into funds disbursed after she had moved residences. It was the opinion of the Gunderson Law Firm that since the seat was not vacant until former Trustee Calvert resigned on September 13, 2021, all votes taken by her and her presence for quorum purposes were valid. His analysis was based on an opinion issued by the Nevada Supreme Court in 2020 related to Nevada Revised Statute (NRS) 283.040, which required some sort of action to declare a seat vacant. He also reviewed opinions issued by the Nevada Attorney General's Office, which highlighted that the act of moving was not a good enough reason to declare a seat vacant, and the intent of the individual was also needed; for example, what did the individual intend related to residency. Additionally, since the seat was not vacant, former Trustee Calvert was legally entitled to receive compensation and any reimbursements properly filed. He noted that she did the work of a Trustee, including participating in meetings, and it would not be cost effective for the District to pursue additional action.

President Taylor remarked she understood why former Trustee Calvert would not be interested in responding to questions based on what had been occurring in the public related to her residence. The situation was unique, as evidenced by what was provided in the report on the legal analysis. She thanked Mr. Funk and Ms. Jenna Johnson, with Elite Investigations, for their work and compiling everything by the end of the calendar year.

Trustee Church believed the legal analysis was strong and agreed that the District should not pursue any further action.

It was moved by Trustee Church and seconded by Trustee Rodriguez that **the Board of Trustees accepts the legal analysis completed by the Gunderson Law Firm and takes no further action.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

4.06 **DEPARTMENT OF GIFTED AND TALENTED EDUCATION PROGRAMS (GATE) UPDATE AND PROPOSED CHANGES TO GT SERVICES INCLUDING SCHOOL WITHIN A SCHOOL (SWAS) LOCATIONS FOR THE 2022-23 SCHOOL YEAR**

Dr. Troy Parks, Chief Academic Officer, and Dr. Victoria Westfall, Director of Gifted and Talented Education Programs, provided an update on Gifted and Talented Education (GATE/GT) Programs, including the GT Institute at Proctor R. Hug High School, middle school magnet program, and the proposed changed to the Roy Gomm School Within a School (SWAS) location. GATE identification and academic requirements in the District were governed by Nevada Revised Statutes (NRS), Nevada Administrative Code (NAC), and Board Policy 6525. The District did conduct universal assessments in both Grades 2 and 5, but also utilized other scores and assessment results to determine if a student should be placed on a watch list and their progress monitored by the Department and schools. The Department would also conduct "talent searches" for students based on information provided by teachers, including a specific search program in Title I schools. The programming models in elementary school, middle school, and high school were explained. It was highlighted that the District was nationally recognized for the programming options provided to GATE students. The proposal to move the SWAS program from Roy Gomm Elementary School to Florence Drake Elementary School was presented. The primary reason for the change was to create a more regional approach to where programming was located and ensure equity of access for students interested in the program. Additional positives for moving the program included reduced travel times for most students who were bused to the program, increased capacity since Florence Drake Elementary School had a smaller enrollment than Roy Gomm Elementary School, the larger number of GT endorsed teachers currently at Florence Drake Elementary School, and that there were no anticipated budget implications with the move.

President Taylor requested clarification on the watch list and if students were pulled into programs based on what the Department was seeing. Dr. Westfall explained the watch list was used for students who did not quite meet the eligibility scores. The Department would continue to monitor the student for about 3 years to determine if

their scores improved. If a student continued to improve and perform, the Department would move them into GATE programs. The Department would work with the individual teachers and could retest a student as well.

Trustee Nicolet asked what the District was losing in the ability to monitor students since the Measure of Academic Progress (MAP) testing had not been conducted since the start of the pandemic. Dr. Westfall indicated the District was able to use older MAP scores and some other assessment data; however, it was the loss of trend data on the individual students that was the concern. Dr. Parks provided information on additional options the District had available to use in terms of programs used in various school districts and allowed for the comparison of data, such as Dreambox.

President Taylor requested additional information on the Gifted Education Model of Support (GEMS) program. Dr. Westfall mentioned GT students were grouped with their peers and serviced by teachers in their schools who had a GT endorsement through differentiated instruction. The program allowed students to remain in class and were not pulled out to receive GT services. The Department was interested in expanding the program because it was the most cost-effective method of providing GT services since the teachers were already allocated to the schools. Dr. Parks added the District was able to receive additional funding from the state when GT students were serviced by a GT endorsed teacher. The instructional models were also relevant to all students, so there was a push to get as many teachers as possible earn the GT endorsement.

Trustee Nicolet thanked Superintendent McNeill and staff for identifying ways to save the GT Institute at Proctor R. Hug High School.

Trustee Smith wondered when 5th grade students were invited to participate in the Advanced Academic Placement (AAP) program at Archie Clayton Middle School. Dr. Westfall remarked that the Department would begin sending out the invitations by the first of the year.

Trustee Nicolet asked for clarification on "responsible scheduling" that was used for AAP students. Dr. Westfall explained responsible scheduling was placing students in the most appropriate class based on their abilities. For example, a student in the AAP program might be better served in a general education class for English and the GT classes for all other subjects.

President Taylor opened the motion to public comment.

Pablo Nava Duran expressed support for moving the SWAS program from Roy Gomm Elementary School because the families and students would be better served by a program at Florence Drake Elementary School.

Trustee Mayberry asked what a student would need to do if they were currently part of the SWAS program at Roy Gomm Elementary School and were not interested in moving with the program to Florence Drake Elementary School. Dr. Westfall noted if the student was not zoned for Roy Gomm Elementary School, the family would need to follow the variance process. If the student did qualify for GT services, they would receive those services through a different model, such as through the itinerate service model.

It was moved by Trustee Church and seconded by Trustee Minetto that **the Board of Trustees approves the re-location of the SWAS program currently located at Roy Gomm Elementary School to Florence Drake Elementary School.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

4.07 **DISCUSSION AND POSSIBLE ACTION TO REVIEW AND PROVIDE DIRECTION ON CURRENT COVID-19 MITIGATION MEASURES IN EFFECT FOR THE 2021-22 SCHOOL YEAR INCLUDING FACILITIES MANAGEMENT, TRANSPORTATION, STAFF AND STUDENT EXCLUSIONS, AND FACE COVERINGS FOR DISTRICT FACILITIES AND SCHOOL SITES BASED ON CURRENT FEDERAL, STATE, AND LOCAL GUIDANCE**

This item was pulled from the agenda for time as there were no new updates to provide.

4.08 **DISCUSSION AND POSSIBLE ACTION FOR THE BOARD OF TRUSTEES TO HIRE INDEPENDENT BOARD COUNSEL FROM A PRIVATE LAW FIRM FOR A RETAINER AMOUNT NOT TO EXCEED \$35,000, PURSUANT TO BOARD POLICY 9165, TO REPRESENT THE WASHOE COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES FOR OPEN MEETING LAW PURPOSES AT MEETINGS OF THE BOARD OF TRUSTEES AND BOARD POLICY COMMITTEE AS WELL AS OTHER ADVICE REQUESTED BY TRUSTEES PURSUANT TO BOARD POLICY 9165 AND FOR THE BOARD PRESIDENT, IN CONSULTATION WITH THE BOARD VICE PRESIDENT AND CLERK, TO SELECT THE LAW FIRM**

Dr. Kristen McNeill, Superintendent, explained the District provided opportunities for the Trustees to participate in small group meetings related to the matter. Board Policy 9165 provided the ability of the Board to hire external Board legal counsel. Additional information on the benefits of the Board utilizing outside Board counsel and the responsibilities between outside counsel and the Office of General Counsel was provided in the staff report. She noted the Nevada System of Higher Education and the Clark County School District utilized an independent legal counsel for meeting purposes.

The firms recommended for the position were the Gunderson Law Firm, McDonald Carano, and Simons Hall Johnston. The recommendation would allow the Board Leadership Team to select the firm.

President Taylor felt it was appropriate for the Board to consider the recommendation since the amount of work for the Office of General Counsel had increased and it was important that matters important to the District received the appropriate attention they required. It would be important for the Trustees to remember they would not have legal counsel readily available because each contact came at a cost.

Trustee Minetto agreed with President Taylor and felt it was a wise move for the Board to take.

Trustee Church noted he also agreed and mentioned the Board always had the option to cancel the contract.

Trustee Rodriguez felt the District might be able to save money since they were not adding another employee.

It was moved by Trustee Rodriguez and seconded by Trustee Minetto that **the Board of Trustees approves the hiring of Independent Board Counsel, for a retainer not to exceed \$35,000 for the current fiscal year, to represent the Board of Trustees for Open Meeting Law purposes at Trustee meetings and Board Policy Committee meetings, consistent with Board Policy 9165 – Legal Counsel, and for the Board President, in consultation with Board Leadership, to select the law firm.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

4.10 CONTINUATION OF ITEM 3.06 FROM THE NOVEMBER 23, 2021 REGULAR MEETING OF THE BOARD OF TRUSTEES: DISCUSSION AND POSSIBLE ACTION TO CONTINUE THE DISCUSSION AS IT RELATES TO HOW THE TRUSTEES CAN COMPROMISE TO WORK BETTER AS A TEAM BY HIRING OF DEB DARBY AND/OR RANDY MANNER TO CONDUCT PROFESSIONAL DEVELOPMENT, BOARD TRAINING AND ONGOING COACHING FOR THE BOARD OF TRUSTEES

President Taylor reviewed the item from November 23, 2021 and noted since then, the Trustees were provided opportunities to speak with Randy Manner and Deb Darby Dudley. Based on the prior discussion, the intent was to work with Ms. Dudley. It was noted Ms. Dudley worked through the Nevada Association of School Boards, so any agreement would be through the state organization and not directly with Ms. Dudley. If

the Board determined additional work was needed, they would look to working with Randy Manner.

Trustee Smith requested clarification on if there would only be one day-long training after the individual conversations with the Trustees. She wondered if another agenda item would be required to approve additional coaching sessions if the Trustees determined there was a need for more.

President Taylor explained the initial session would be the one-day session and any additional sessions, if needed, would be conducted at an hourly rate.

Trustee Smith asked if there was any kind of agreement being considered that the sessions with Ms. Dudley would represent the final resolution to the matter.

President Taylor believed that was the intent.

President Taylor opened the meeting to public comment. The Board received an email from Christine McAvoy.

It was moved by Trustee Church and seconded by Trustee Rodriguez that **the Board of Trustees approves the hiring of Deb Darby Dudley to conduct individual interviews with the Trustees and hold a day long training and on-going, in-person training/coaching sessions as needed for the Board in order to help us be able to work better together as a team, as a final resolution to this matter.** The result of the vote was Unanimous: (Yea: Jeff Church, Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, Beth Smith, and Angela Taylor.) Final Resolution: Motion Carries.

5. Reports

5.01 BOARD REPORTS

Members of the Board of Trustees reported on their activities, meetings, and events.

5.02 STUDENT REPRESENTATIVE REPORT

Student Representative Victoria Gomez reported on activities, meetings, and events of the Superintendent's Student Advisory Council.

5.03 SUPERINTENDENT'S REPORT

Superintendent Kristen McNeill reported on her activities including meetings with staff, community leaders, and the media.

6. Closing Items

6.01 PUBLIC COMMENT

Pablo Nava Duran expressed hope that 2022 would be a better year for the Board and District. He was concerned about the shortage of bus drivers in the District and the impacts on students, including being required to walk longer distances to reach a central bus hub. He urged the Board to consider different options in their efforts to recruit and retain bus drivers.

The Board received emails from the following:

Joe Morabito
Will Harper
Russell Gray
Sarah Dockins
Hal Craddock

6.02 NEXT MEETING ANNOUNCEMENT

The next Regular Meeting would take place on Tuesday, January 11, 2022

6.03 ADJOURN MEETING

There being no further business to come before the members of the Board, President Taylor declared the meeting adjourned at 8:50 p.m.

Angela D. Taylor, President

Diane Nicolet, Clerk

From: Morabito, Joe
Sent: Thursday, December 9, 2021 8:49 AM
To: Public Comments
Subject: [EXTERNAL] Student Behavior - Weapons On Campus

If the rules are not already there, should be ZERO tolerance for any student that brings a weapon on campus. Automatic expulsion. No debate. Not appeals. Just gone. And immediate termination for any Administrator or Teacher who fails to report an incident specific to a student with a weapon on campus. Again, ZERO Tolerance. JM

Joseph Morabito SCRIP
President/CEO
Paragon Global Resources, Inc.

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From:
Sent: Monday, December 13, 2021 5:48 PM
To: Public Comments
Subject: [EXTERNAL] ESSR

BOT-
It is clear what educators have had to endure in this profession before and during this pandemic. Education after the pandemic will also present more challenges. With fewer college students going into education and more teachers fleeing the profession seems that now is to show you are serious about pushing for more funding to retain and recruit people to enter this challenging and rewarding profession.

Class sizes are rising, schools are overcrowded, sub shortages(especially at my school, Spanish Springs HS) force teachers to lose valuable prep time, and more is being placed on the shoulders of educators than ever before. Students will not get the best from their teachers if this continues. Now would be the time to do everything in your power to advocate for a contract that reflects what you really think of educators.

My questions for you all are, how much of the ESSR funds(\$122 million plus) will be used to retain and recruit educators? Specifically, in salary increases? What is the education and social emotional well being of students, which teachers have been tasked to address among many other things up to and including suicide prevention and drilling for the threat of school shootings, worth to you? The time to act is now. Please do whatever you can to help us and influence a contract worthy of the service we provide to the community.

Thank you for your time,
Will Harper
EL Teacher

Sent from [Mail](#) for Windows

From: Russell Gray
Sent: Monday, December 13, 2021 8:01 PM
To: Public Comments
Subject: [EXTERNAL] Silver Knolls student pickup

In looking at the new pick up schedule for Middle school and High school students in the Silver Knolls area I see the pick up location is Silver Lake Elementary School. In order for students to get to that location it will require a three mile plus walk along Red Rock Road that has no side walks and a narrow dirt shoulder with a 40 MPH posted speed limit. There also no crosswalks. There is also no lighting along this road and students will also have to negotiate a high use industrial area. I think the district should be looking at safety issues for some of these locations.

Russ Gray
Silver Knolls

From: Sarah Dockins
Sent: Tuesday, December 14, 2021 7:51 AM
To: Public Comments
Subject: [EXTERNAL] Covid testing Northshore clinical

Hello,

my husband took our son, who has been excluded from school due to a head cold, to get a antigen test so he can return back to school. This was recommended by the school nurse and your online form. The Northshore clinical labs that are being run out of the high school told us that they could not give him any results for the test even though he took a 15 minute antigen rapid test and, that no news was good news. They told him that they have been getting people all day long for tests and they can't understand why because their tests were not excepted by the Washoe County school District??? or exclusion???? even though it says on the WCSD online form that we can go to the high schools to get the test. I have been waiting on the results and Nothing has been emailed to me. They told us we would not get any results with this test. I don't know if you could let someone know in the school district know that this is what they are telling people. They made us fill out a ton of paperwork online and when we arrived and this is what we're getting. We completely wasted our time yesterday And I cannot get any results so my son can get back to school because I have none. I just don't want other parents to run across this type of situation. I'm extremely frustrated. Now I'm going to have to try and find testing somewhere else. If you could please let the powers that be know that this is what is happening.

Thank you
Sarah Dockins

Sent from my iPhone
Sarah Dockins

From: Christine McAvoy
Sent: Tuesday, December 14, 2021 12:30 PM
To: Public Comments
Subject: [EXTERNAL] Agenda Item 4.01

The Board must require that the Bryan Group find a superintendent whose focus will be on providing an exceptional education for ALL students in Math, Social Studies, English, Reading, and Writing, not equity. An education where students will be either college or career ready.

The focus on requiring an allegiance to equity in the job description makes no sense. Equity is a nonsense word when used by WCSD. If it means to give everyone equal opportunity to achieve, as the Board has agreed that it does and the dictionary would call this equality, then this is something I would hope our school district has engaged in since its inception. Make a new superintendent instead pledge to creating schools that will provide an exemplary education to all.

Thank you,
Christine McAvoy

From: Christine McAvoy
Sent: Tuesday, December 14, 2021 1:47 PM
To: Public Comments
Subject: [EXTERNAL] Agenda Item 4.10

There have been questionable costs to the district this year, and we now see another cost on the horizon in the form of hiring a team builder so the Board can work together. I am not privy to what goes on behind the closed door conversations of board members, but watching from the public seating section the only thing I can see as a possible issue is the Board trying to get rid of diversity of thought in the form of Trustee Church. All Board members including and especially Trustee Church have acted with nothing but decorum until the issues arose surrounding Trustee Calvert.

Let's say the hiring of a team builder is justified. We as the public have yet to be provided with either of the team builders Ms. Darby and Mr. Manner's credentials or actual cost to preform such a task. Has either one ever worked with a school board? How much will each of them cost to perform their job? Does Mr. Manner have qualities that override the expense of flying him in from Virginia, as Ms. Darby is local? I wouldn't believe team building could be accomplished via zoom. There is much food for thought and no information to weigh the cost vs benefit of hiring a team builder.

Thank you,
Christine McAvoy

From: Hal Craddock
Sent: Tuesday, December 14, 2021 4:45 PM
To: Public Comments
Subject: [EXTERNAL] Equity vs Exemplary Education in Washoe County Schools

Dear WCSD Board Members,

As a twenty-three year resident of Washoe County, I am writing you to express my absolute objection to the hiring of any WCSD Superintendent who will focus on teaching "Equity", as in the context of the dogma of Diversity, Equity & Inclusion (CRT) being used around the country, rather than focusing WCSD funds and teacher's time on exemplary education in Science, Math, English and Social Studies.

The implementation of "equity" based curriculum around the country has led to schools dropping accelerated classes, dropping AP classes, and a decline in exemplary education. If WCSD is going to improve the education of its students, funding and time should be spent on reading, writing and math.
"A rising tide raises all ships."

Thank you,
Hal Craddock

[Sent from AT&T Yahoo Mail for iPad](#)