

**MINUTES OF THE SEPTEMBER 27, 2022
REGULAR MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES**

September 27, 2022

1. Opening Items

1.01 CALL TO ORDER

The regular meeting of the Board of Trustees was called to order at 2:01 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 Adam Mayberry, Ellen Minetto, Diane Nicolet, Joe Rodriguez, and Beth Smith were present. Board Member Jeff Church was present via video conference. Superintendent Susan Enfield and staff were also present.

1.03 PLEDGE OF ALLEGIANCE

Trustee Smith led the meeting in the Pledge of Allegiance.

2. Consent Agenda Items

President Taylor noted staff was requesting Consent Agenda Item 2.06, Approval of Interlocal Agreement between the Washoe County School District and the City of Reno, Parks and Recreation Department, Sierra Kids After School Program, be pulled from the agenda. The item would return for consideration at a future meeting of the Board of Trustees.

Trustee Smith requested Consent Agenda Item 2.08, Approval of a Memorandum of Understanding between the Washoe County School District and the Washoe School Principals' Association, be pulled for additional questions and discussion.

Trustee Church requested Consent Agenda Items 2.12, Possible Action to direct the Superintendent to enter into a contract with Dr. Thomas L. Alsbury, 2.16, Possible Action to Provide Preliminary Approval to the proposed revisions of Board Policy 9088, 2.17, Possible Action to Provide Preliminary Approval to the proposed revisions of Board Policy 9100, and 2.20, Possible Action to Provide Preliminary Approval to the proposed revisions of Board Policy 9115, be pulled for additional questions and discussion.

President Taylor opened the meeting to public comment.

Colleen Westlake spoke to Consent Agenda Item 2.04, Award of Bid #23-06B-08-AA, Toilet Paper and Soap Dispense Retrofits at 24 Washoe County School District Sites. She questioned if the District had looked into working with the company that supplied paper products to the District. She believed most of the companies would provide dispensers at no cost so the District might not need to spend \$348,000 of tax-payer dollars on the dispensers.

It was moved by Trustee Nicolet and seconded by Trustee Minetto that **the Board of Trustees approves Consent Agenda Items 2.02 through 2.05, 2.07, 2.09 through 2.11, 2.13 through 2.15, 2.18, and 2.19.** 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 September 13, 2022 Regular Meeting of the Board of Trustees.
- 2.03 The Board of Trustees approved the renewal of the District-wide OnBase Hosted-Solution Document Management System annual software maintenance agreement through Precision Document Imaging in the amount of \$238,193.08 for the term November 4, 2022 to November 3, 2023.
- 2.04 The Board of Trustees awarded Bid #23-06-B-08-AA, Toilet Paper and Soap Dispenser Retrofits at 24 Washoe County School District Sites, to Gary Romero, Inc. for \$348,000.
- 2.05 The Board of Trustees awarded Bid #23-08-B-08-AA, Installation of Braille Signage at 13 Washoe County School District Schools, to Sullivan Structures LLC for \$334,410.
- 2.07 The Board of Trustees accepted the Budget Transfer Reports and provided authorization to include budget transfers between functions or programs for the General Fund for the period August 1, 2022, through August 31, 2022, in the amount of \$22,957, in the official Board minutes, as required by Nevada Revised Statute 354.598005.
- 2.09 The Board of Trustees renewed the Health Insurance Benefit Program with Anthem Blue Cross and Blue Shield (Anthem) for a term of 1 year beginning January 1, 2023 and ending December 31, 2023 in the estimated annual amount of \$2,298,711.

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- 2.10 The Board of Trustees adopted Board Resolution 22-014 designating the Chief Operations Officer of the Washoe County School District, to conduct real property transactions per Nevada Revised Statutes (NRS) 391.210, 278.346, and other applicable law.
- 2.11 The Board of Trustees approved, pursuant to Nevada Revised Statute 286.523, Special Education Aides and Assistants, School Bus Drivers, Music Teachers, Physical Education Teachers, and Clinical Procedure Nurses as critical labor shortage areas in order to hire individuals under critical needs status.
- 2.13 The Board of Trustees provided preliminary approval to the proposed revision of Board Policy 7700, Emergency Management, and initiated the 13-day public review and comment period.
- 2.14 The Board of Trustees provided preliminary approval to the proposed revision of Board Policy 7610, Public Records Requests, and initiated the 13-day public review and comment period.
- 2.15 The Board of Trustees provided preliminary approval to the proposed revisions of Board Policy 7620, Records Management, and initiated the 13-day public review and comment period.
- 2.18 The Board of Trustees provided preliminary approval to the proposed revisions of Board Policy 9050, Governing Model of the Board of Trustees, and initiated the 13-day public review and comment period.
- 2.19 The Board of Trustees provided preliminary approval to the proposed revisions of Board Policy 9052, Communication Protocols for the Board of Trustees, and initiated the 13-day public review and comment period.
- 2.08 **APPROVAL OF A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE WASHOE COUNTY SCHOOL DISTRICT AND THE WASHOE SCHOOL PRINCIPALS' ASSOCIATION (WSPA) PROVIDING FOR THE PAYMENT OF A SIGNING INCENTIVE OF \$3,500 AND/OR END OF YEAR STIPEND OF \$1,500 FOR PRINCIPALS SELECTED FOR OR RETAINED AT AN ASSIGNMENT AT ACCELERATION SCHOOLS FOR THE 2022-23 SCHOOL YEAR, WITH AN ACCELERATION ZONE SCHOOL CONSIDERED A MAJOR STRATEGIC EFFORT TO IMPROVE AND TURN AROUND THE DISTRICT'S LOWEST PERFORMING SCHOOLS**

Trustee Smith wondered if there were other schools in the District that should be included as part of the Acceleration Zone and if the incentives could be provided to principals at

additional schools in the future. She was specifically wondering about William Anderson Elementary School and if the school should be included. Emily Ellison, Chief Human Resources Officer, indicated staff was reviewing the eligibility of William Anderson Elementary School because they had previously been included as part of the Acceleration Zone but had dropped off. The District would also be looking into other changes to the Acceleration Zone with the return of star ratings to schools for the next school year.

Trustee Mayberry asked why the incentive stipends were not applicable to other staff members at the schools in the Acceleration Zone. Ms. Ellison stated there were statutory requirements related incentives for certain staff members. The District reviewed eligible positions and other requirements for such incentives annually.

It was moved by Trustee Smith and seconded by Trustee Minetto that **the Board of Trustees approves the Memorandum of Understanding between the Washoe County School District and the Washoe School Principals' Association for the payment of a signing incentive for \$3,500 and/or end of year stipends of \$1,500 for Principals selected for or retained at an assignment at Acceleration Schools for the 2022-23 School Year.** 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.

2.12 POSSIBLE ACTION TO DIRECT THE SUPERINTENDENT TO ENTER INTO A CONTRACT WITH DR. THOMAS ALSBURY, BALANCED GOVERNANCE SOLUTIONS, FOR THE FACILITATION OF THE SUPERINTENDENT EVALUATION PROCESS WHICH INCLUDES GATHERING TRUSTEE ASSESSMENT OF PERFORMANCE, COMPILING THE FINAL EVALUATION REPORT, AND FACILITATING THE SUPERINTENDENT EVALUATION MEETING IN A TOTAL AMOUNT OF \$22,500

Trustee Church remarked that he did not believe the agenda item was necessary, especially for the cost. He would prefer to see the Board conduct the evaluation since that was their duty.

President Taylor opened the meeting to public comment.

Colleen Westlake agreed with Trustee Church. She did not believe the Board should be hiring someone from outside the District to evaluate the Superintendent and that the Board should look at test scores and how the community felt. She would prefer to see the Trustees evaluate the Superintendent's performance based on test scores and not "pass the buck" to someone else to evaluate Dr. Enfield's performance. She felt it was disgraceful the Trustees were not doing their jobs.

Trustee Smith clarified that the Trustees were the ones conducting the evaluation. The agenda item was an agreement with Dr. Alsbury, who the Board had previously worked with, to facilitate the evaluation process. Dr. Alsbury would not impart his opinion and the seven Trustees would evaluate Dr. Enfield.

President Taylor added that it was not uncommon for school districts, or other organizations, both public and private, to bring in an outside facilitator to assist in conducting the evaluation. The Trustees would work with the facilitator to provide their feedback on what the Superintendent was evaluated on, the facilitator would then compile the information and present a final report. She did not believe it was appropriate, nor was it a best practice, to have staff be part of the process to evaluate their boss. Since the Board had worked with Dr. Alsbury on governance topics, she was interested in continuing that relationship and having him facilitate the evaluation.

Superintendent Enfield believed the use of a facilitator would also be beneficial in determining how she would be evaluated because she would be evaluated on a strategic plan that was not her own. It would be critical for the Board and herself to collaborate on what she should be evaluated on, while also developing new goals and objectives moving forward.

Trustee Nicolet highlighted that community input was an important part of the Superintendent Evaluation Process. She appreciated the working relationship the Board already had with Dr. Alsbury because he was able to get the Trustees to come to a collective decision in terms of how and what the superintendent should be evaluated on.

It was moved by Trustee Rodriguez and seconded by Trustee Nicolet that **the Board of Trustees approves the contract with Dr. Thomas Alsbury for facilitation of the Superintendent Evaluation Process in a total amount of \$22,500.** 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.

2.16 POSSIBLE ACTION TO PROVIDE PRELIMINARY APPROVAL TO THE PROPOSED REVISIONS OF BOARD POLICY 9088, TRUSTEE/SUPERINTENDENT RELATIONS, TO REVISE LANGUAGE RELATED TO INDIVIDUAL MEMBERS OF THE BOARD OF TRUSTEES, AND INITIATION OF THE 13-DAY PUBLIC REVIEW AND COMMENT PERIOD

Trustee Church stated he was not comfortable with the wording in Section 1(b)i. He did not believe the language allowed the Trustees to request information directly from staff without prior approval from the entire Board or the Superintendent.

It was moved by Trustee Mayberry and seconded by Trustee Rodriguez that **the Board of Trustees provides preliminary approval to the proposed revision of Board Policy 9088, Trustee/Superintendent Relations, and initiates the 13-day public review and comment period.** 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.

2.17 POSSIBLE ACTION TO PROVIDE PRELIMINARY APPROVAL TO THE PROPOSED REVISIONS OF BOARD POLICY 9100, PUBLIC BODIES, TO REVISE LANGUAGE, UPDATE DEFINITIONS, AND INITIATION OF THE 13-DAY PUBLIC REVIEW AND COMMENT PERIOD

Trustee Church indicated he disagreed with the entire policy, especially the reappointment of members. He would prefer each Trustee appoint one member to each committee, without requiring a majority vote from the Board, and that the person would serve at the pleasure of the individual Trustee. He felt the current process allowed for the perception that committees were "stacked" in favor of a particular view, specifically referencing the Sexuality, Health and Responsibility Education (SHARE) Advisory Committee.

President Taylor opened the meeting to public comment.

John Eppolito agreed with Trustee Church's comments. He mentioned he had seen the "stacking" occur most recently with the SHARE Committee. He believed the only reason the SHARE Committee took the public's comments into consideration during their discussions about the 5th grade curriculum was because there was so much opposition to the Committee's definition of boy and girl. He felt the members of the Committee continued to get reappointed and they all had the same philosophy in terms of what should be taught. He wanted to see conservative Christian views represented on the Committee.

Colleen Westlake agreed with Trustee Church. She was interested in ensuring all views and voices were heard, but believed the committee appointment process did not allow that to occur. She commented that if all voices were not heard then the community was not being served. She requested the rules be changes for committees so all viewpoints where heard.

President Taylor remarked the intention was that the committees represent the diverse views of the community. It was important for diverse thoughts on committees because through the discussion, the best option would be discovered. She had previously encouraged a conservative clergy member to apply to the SHARE Committee because she wanted to ensure there was a diversity of thought. The individual did serve on the Committee for a couple of years and chose not to continue serving. She noted the School

Naming Committee and the Zoning Advisory Committee members were selected by the individual Trustees to represent their areas. Other committee membership, such as the SHARE Committee, was dictated by Nevada Revised Statutes. Based on prior concerns raised about committee appointments, changes were made to the process to encourage staff to select diverse candidates to fill committee vacancies so the committees could ultimately reach the best decisions.

Trustee Smith commented that the Board of previously had a similar conversation regarding committee appointments and ensuring there was a diversity of thought. She felt staff had heard the intent because there had been new applicants to committees considered. She provided an example of encouraging a community member to apply for an open position on the Zoning Advisory Committee because the individual had provided differing views at many Committee meetings. She noted the Board of Trustees was the body that ultimately approved all committee appointments, to include the re-appointment of committee members.

President Taylor added the Trustees could also request to see all applications for open seats on committees.

Trustee Church expressed confusion on the ability of Trustees to request to see all applications. His was frustrated because the appointment of committee members occurred on the Consent Agenda and then, staff only provided a single name for consideration to an individual seat. He asked where in the Policy the Trustees were allowed to request all names be presented.

President Taylor and Trustee Smith highlighted Section 4(a)vi, on page 4, allowed the Board to ask the Responsible Office to forward the ranking of candidates and deliberation of more than one applicant.

Trustee Church felt his point was made because it was the Board who had the ability to ask. As an individual Trustee, he did not have that ability or authority.

Trustee Rodriguez mentioned it was also important for the Board and community to understand there was also a lack of volunteers interested in serving on committees. He noted when he had an opening on the Zoning Advisory Committee, there was only one applicant.

It was moved by Trustee Smith and seconded by Trustee Minetto that **the Board of Trustees provides preliminary approval to the proposed revision of Board Policy 9100, Public Bodies, and initiates the 13-day public review and comment period.** 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.

2.20 POSSIBLE ACTION TO PROVIDE PRELIMINARY APPROVAL TO THE PROPOSED REVISIONS OF BOARD POLICY 9115, MEETINGS OF THE BOARD OF TRUSTEES, SPECIFICALLY TO UPDATE FORMATTING AND CLARIFY LANGUAGE, AND INITIATION OF THE 13-DAY PUBLIC REVIEW AND COMMENT PERIOD

Trustee Church remarked that he would like to include a reference to Robert's Rules of Order or some other rules in the Policy to avoid confusion. He felt a standard rule of order in the Policy would allow for transparency in terms of meeting protocols.

President Taylor indicated that the Board generally followed Robert's Rules of Order and the requirements of Nevada's Open Meeting Law in terms of meeting protocols. The Board had previously been advised by Legal Counsel not to have specific rules of order included as part of a policy because it could tie the Board's hands. She noted Robert's Rules of Order could be fairly restrictive in terms of how the Board would be able to conduct a meeting.

It was moved by Trustee Mayberry and seconded by Trustee Nicolet that **the Board of Trustees provides preliminary approval to the proposed revisions of Board Policy 9115, Meetings of the Board of Trustees, and initiates the 13-day public review and comment period.** 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.

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

3.01 PRESENTATION TO INTRODUCE THE NEW LOGO AND MASCOT FOR THE NEW JWOOD RAW ELEMENTARY SCHOOL

The Office of Communications and Community Engagement provided a presentation to unveil the mascot and logo for the new JWood Raw Elementary School in south Reno. The selection process and community involvement was reviewed. The mascot was a jaguar surrounded by the school name, with the colors of navy blue and gold to honor Mr. Raw's service in the US Navy.

3.02 PRESENTATION AND DISCUSSION ON THE PROGRESS AND SCHEDULE FOR THE DISTRICT-WIDE FACILITY MODERNIZATION PLAN

Adam Searcy, Chief Operations Officer, provided background information on the analysis work being conducted by CannonDesign.

Paul Mills, CannonDesign, provided a presentation on the scope of the District-Wide Facility Modernization Study. The intent of the Facility Modernization Plan (FMP) was a third-party recommendation meant to guide facility use and capital investment decisions for the next 5 – 10 years. CannonDesign's goal was to provide a transparent and data-driven report with priorities informed by not only by staff, but students and the community, with a focus on the equity and efficiency of District facilities based on current educational specifications of newly constructed schools.

Trustee Nicolet requested additional information on what "equity" meant in terms of facilities. Mr. Mills explained CannonDesign would be looking at the age of the facility, condition of the building, and the capacity of the facility. The ultimate goal would be to ensure all students were provided with the same opportunities no matter the building they were in.

Trustee Nicolet wondered if CannonDesign would provide recommendations related to educational programs. Mr. Mills noted they would be looking at program outcomes and determining what kind of programs could be housed in certain facilities.

Trustee Smith clarified "equity" meant in terms of the learning environment in older schools versus newer schools. Mr. Mills responded in the affirmative.

Mr. Mills continued with the presentation. He reviewed the types of outcomes CannonDesign would be looking at, such as repairs/upgrades to facilities, types of programs supported in different facilities, number and sizes of schools, and attendance boundaries and school calendars.

Trustee Smith asked if the FMP would be looking at entire areas in the community and the schools within those areas to determine if there should be changes to combine different school communities based on facility usage, grade levels in the schools, and attendance data. Mr. Mills stated that CannonDesign would be looking at all those areas.

Mr. Mayberry requested additional information on how attendance would be looked at in terms of the FMP. Mr. Mills indicated there were parts of the District where schools were seeing under-enrollment, while other schools were experiencing over-enrollment. One potential outcome would be to look at providing the family a different choice in where their child(ren) attended school, as opposed to the closest school. He cautioned the idea would be a very different concept than what the District had previously experienced, but it was something that could be considered.

Mr. Mills reviewed the process used by CannonDesign to develop the FMP. He noted the process was designed to build trust between the District, stakeholders, and the community. A sample timeline and process map was provided. A stakeholder advisory group would be used to assist CannonDesign in reviewing possible recommendations.

Various community engagement opportunities would be provided. The eight step process would begin with the development of guiding principles, then data collection, stakeholder input and design of a draft plan, then conclude with the District adopting the FMP.

Trustee Rodriguez asked for additional information on the opportunities for the community to be involved. Mr. Mills explained CannonDesign would work with different representative groups that could be based on geographical area, socioeconomic status, athletic interests, or college and career interests to develop a diverse community stakeholder group to provide feedback and guidance on possible recommendations. CannonDesign would conduct multiple after-hours meetings with the group to determine items, such as survey questions, that would be used to obtain community input. Community forums would also be conducted, both in-person and virtually. Mr. Searcy added the District had sent multiple emails to District staff and others on opportunities to participate in the process.

Trustee Church wondered if the FMP would include recommendations on the following: potential school closures or consolidation, full school rebuilds versus rehabilitations, locations for new schools, and improvements to administration facilities. Mr. Mills noted the FMP would address all except administration facilities since that was not included in the scope of work. Mr. Searcy remarked that the administration piece was included on the Capital Projects programs list.

Trustee Church asked if CannonDesign would be looking at other District facilities, such as transportation yards. Mr. Mills indicated they would look at possible challenges to facilities as part of the whole student experience.

Trustee Smith inquired if there was agility in the process to allow for critical problems to be addressed immediately, should those arise. Mr. Mills mentioned there was flexibility and agility included as part of the scenario-based planning process that would be employed.

Trustee Mayberry asked if safety and security enhancements would be considered. Mr. Mills responded in the affirmative. CannonDesign would present a series of recommendations for the District, and ultimately the Board, to consider and implement. Mr. Searcy added the goal would be to present information that would bring all schools up to the same educational specifications that were present in the new schools, to include enhancements, architecture, and other areas for improvement. The District would then determine the specific projects that would need to occur at the individual sites to reach the current specifications.

4. Reports

4.01 BOARD REPORTS

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

4.02 STUDENT REPRESENTATIVE REPORT

This item was not heard.

4.03 SUPERINTENDENT'S REPORT

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

5. Closing Items

5.01 PUBLIC COMMENT

John Eppolito, Protect Nevada Children, spoke against the increased screen-time the District required of students. He presented articles and books that spoke to the harmful impacts on screen-time for children. He believed the District refused to take responsibility for the addiction to screens students were facing, as well as the inappropriate content students were able to access through District-issued devices. He claimed there was a parent in the North Valleys whose child was able to access pornography on District-issued devices and that students at Nick Polakidas Elementary School students were able to access pornography on Pornhub on their District-issued devices.

Melanie Sutton thanked Superintendent Enfield for conducting town hall meetings and President Taylor for her recent community events. She urged the remaining members of the Board to conduct similar events with their constituents. She mentioned she disagreed with the votes cast by the Trustees because she would prefer any money be spent on paying employees more and not on capital projects or devices.

Calen Evans, Washoe Education Association President, thanked the District for reaching out to have educators included in the work with CannonDesign. He called on the Board to address classroom needs with one-time funds from the Elementary and Secondary School Emergency Relief (ESSER) Act, such as new smart boards for classrooms. He felt there were many resources classrooms needed that could be addressed with the use of the funds. While there were numerous unfilled teacher allocations that would assist with classroom overcrowding, he knew there were other resources teachers needed to ensure quality student instruction was supported.

Mike Croghan spoke about a recent article in *National Geographic Magazine* that he believed highlighted the importance of teaching all history to all students. He mentioned the article was about black scuba divers working with underwater archeologists to

conduct dives of sunken slave ships. He noted the article explained the importance of working on the project by divers because it allowed them to connect with their past in various ways.

Shannon Coley requested the Board review the way public comment was conducted, especially during Consent Agenda Items. She would prefer the public be allowed to comment after Board discussion because the discussion would often lead to additional questions from members of the audience. She read the Nevada Revised Statute related to the Sexuality, Health and Responsibility Advisory Committee and mentioned she had spoken with members of the local Mormon community who felt they had been shut out of the process.

The Board received an email from Ann Silver, with The Chamber of Reno-Sparks.

5.02 NEXT MEETING ANNOUNCEMENT

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

5.03 ADJOURN MEETING

There being no further business to come before the members of the Board, President Taylor declared the meeting adjourned at 4:14 p.m.

Angela D. Taylor, President

Ellen Minetto, Clerk

From: Ann Silver
Sent: Friday, September 16, 2022 1:07 PM
To: Public Comments
Subject: [EXTERNAL] Bus Driver Recruitment

The Reno + Sparks Chamber of Commerce was able to successfully conduct recruitment for over twenty (20) KEOLIS drivers following a difficult strike.

We'd be happy to work with WCSD and its Human Resources Department to promote recruitment efforts throughout the community and to hold an open event at our office. We have plenty of parking and can furnish refreshments for applicants.

Ann Silver
Chief Executive Officer

Sent from [Mail](#) for Windows