

MINERAL COUNTY SCHOOL DISTRICT  
751 A. STREET  
Hawthorne, Nevada 89415  
BOARD OF TRUSTEES MEETING MINUTES  
*Tuesday, December 3, 2019*

The Mineral County School District held a public meeting on December 3, 2019 beginning at 5:33 pm at the Arlo K Funk District Services Center in Hawthorne, NV.

**MEMBERS PRESENT:** Kathryn Castagnola, Candice Birchum, Schyler Hagen, Tyler Viani

**MEMBERS ABSENT:** Keith Neville

**ADMINISTRATORS:** Karen Watson, Superintendent; Stephanie Keuhey, Principal HES; Rick Taylor, Principal HJHS/MCHS

**OTHERS PRESENT:** Crystal Sasser, Diane Rodriguez, MaryJo Gemelke, Hope Blinco, Tylor Nicholls, Jamarr Covington, Diana Isom, Jazminn Bryant, Taylor Doolin, Ann Kee, Tracy Larramendy, Karry Larramendy,

**CALL TO ORDER:** The regular meeting of the Mineral County Board of School Trustees was called to order by the Board President, Tyler Viani.

1. Certification of Public Notice, Roll Call, and Pledge of Allegiance
2. Approval of a flexible agenda – Table presentation until the next meeting.
3. Person or Group Recognition – Thank you to the Schools, Teachers, Principals
4. Presentations – Hawthorne Junior High School/Mineral County High School-School Performance Plan – *This item is tabled until the next meeting.*

**CONSENT ITEMS: (FOR POSSIBLE ACTION)**

1. Minutes: November 19, 2019
2. Payroll Vouchers: 1050,1051,1052,1054
3. Payroll Checks: 84995-85038
4. Warrants: 21655-21744
5. Personnel Report

*Tyler Viani made a motion to approve the Minutes from November 19, 2019, Payroll vouchers 1050, 1051,1052, 1054; Payroll Checks 84995-85038; Warrants 21655-21744 and the Personnel Report as presented. Schyler Hagen seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*

**ACTION ITEMS: (FOR POSSIBLE ACTION)**

1. **Recommendation:** Discussion and Possible Approval of Karen Watson and Crystal Sasser to attend the National School Board Association Conference & Exposition In Chicago, Illinois  
*Tyler Viani made a motion to approve Karen Watson and Crystal Sasser to attend the National School Board Association Conference & Exposition in Chicago, Illinois. Schyler Hagen seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*
2. **Recommendation:** Discussion and Possible Approval of JHCB-Safe Exposure to the Sun  
*Tyler Viani made a motion to approve as presented. Schyler Hagen seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*
3. **Recommendation:** Discussion and Possible Approval of GA/GAA/GAA1-General Provisions/Scope of Work  
*Tyler Viani made a motion to approve GA/GAA/GAA1-General Provisions/Scope of Work. Kathryn Castagnola seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*

MINERAL COUNTY SCHOOL DISTRICT  
751 A. STREET  
Hawthorne, Nevada 89415  
BOARD OF TRUSTEES MEETING MINUTES  
*Tuesday, December 3, 2019*

4. **Recommendation:** Discussion and Possible Approval of GAA2-Administration  
*Tyler Viani made a motion to approve GAA2 as presented. Kathryn Castagnola seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*
5. **Recommendation:** Discussion and Possible Approval of GAB/GAB1-Personnel Files/Contents  
*Tyler Viani made a motion to approve GAB/GAB1. Schyler Hagen seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*
6. **Recommendation:** Discussion and Possible Approval of GAB2-Employee Access  
*Tyler Viani made a motion to approve the GAB2. Kathryn Castagnola seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*
7. **Recommendation:** Discussion and Possible Approval of GAB3-Negative Information  
*Tyler Viani made a motion to approve GAB3. Kathryn Castagnola seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*
8. **Recommendation:** Discussion and Possible Approval of GAB4-Employee Submitted Information  
*Tyler Viani made a motion to approve GAB4-Employee Submitted Information. Schyler Hagen seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*
9. **Recommendation:** Discussion and Possible Approval of GAB5-Verification of Employment  
*Tyler Viani made a motion to approve GAB5-Verification of Employment. Kathryn Castagnola seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*
10. **Recommendation:** Discussion and Possible Approval of GAC-Confidential Information  
*Tyler Viani made a motion to approve GAC. Kathryn Castagnola seconded the motion. Kathryn Castagnola-Yes, Schyler Hagen-Yes, Tyler Viani-Yes, Candice Birchum-Yes 4-0-0*

*Candice Birchum left the meeting.*

**Informational Discussion of Policies to be revised (per Policy BFC)** – These are just for information, if you have any suggestions or comments please send to Karen or Crystal. *We need to figure out a better way to discuss and approve the policies. Maybe need to put together a policy committee.*

1. GBB17-Staff Orientation - Read
2. GBB19-Outside Employment - Read
3. GBB20-Personal Appearance – *Stephanie thinks we need to change the way we are doing the policies because not everyone is getting enough time to read through the policies. Why are we rolling through them so quickly? This policy needs to be revised to bring into the current times frame. Red in the policy is recommended changes that the Superintendent has made. Schyler thinks that this process does not make any sense how we are doing it. Policies G were set as a goal for Mrs. Watson to be completed by March 2020.*  
*Tyler – we will move on and come back with new policy on how to fix this. He likes the idea of a policy committee.*
4. GBB21-Employees with a Communicable Disease Including the Human Immunodeficiency Virus (HIV)
5. GBB22-Use of Tobacco
6. GBB23-Children in the Workplace
7. GBB24-Reporting Convictions
8. GBB25-Telecommuting Policy

MINERAL COUNTY SCHOOL DISTRICT  
751 A. STREET  
Hawthorne, Nevada 89415  
BOARD OF TRUSTEES MEETING MINUTES  
*Tuesday, December 3, 2019*

9. GBBM1-Requirements for Coaches and Extra-Curricular Activities Advisors (recommend making it GBB27)

**POLICIES: First Reading** We are missing GBB4 from the new policy books.

1. GBB9-Employment of Relatives
2. GBB10-Conflict of Interest
3. GBB11-Code of Ethical Standards
4. GBB12-Prohibited Activity (*Add Political in the middle*)
5. GBB13-Solicitation Prohibited (*Not to include fundraising*)
6. GBB14-Work Stoppage Prohibited
7. GBB15-Use of District Property and Premises (*as listed in GBB6*)
8. GBB16-Phone Policy - *Would like to have a meeting to discuss (The principals would like to discuss this as a team)*

**POLICIES – Second Reading**

1. GBB/GBB1-Fair Employment Practices
2. GBB3-Employee Dating
3. GBB4-Employee, Board Member, Public Bullying (*Add the definition of bullying*)
4. GBB5-Employment Disabilities
5. GBB6-Drug and Alcohol-Free Workplace (*Definition*)
6. GBB7-Prohibition of Workplace Violence (*Add contractors also*)
7. GBB8-Criminal Defense Costs of Employees

**COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)**

1. Correspondence & Announcements – NONE
2. Board Member Reports – NONE
3. Superintendent Report – *State Superintendent, Jhone Ebert were visiting the schools today. Also in attendance were Governor's Cabinet member Stacey Montooth, Executive Director of the Nevada Indian Commission; NDE staff members: Dina Romero (Indian Education) and Julie Bowers (Inclusive Education). They started in Schurz with a tour and a round table discussion with members of the community. They then traveled to Hawthorne and visited classrooms at HES. Then to the High School to visit classrooms and another roundtable with the Leadership Team. They had recommendations about not only needs from the school but also needs that from the County Administration. The Superintendent would like to suggest having a joint meeting with the County Commissioners and Walker River Paiute Tribe to discuss how they can work together to try to make things better.*
4. Principals Report - *Rick Taylor-He received different data regarding the high school information so he will present at the next meeting. Talked about concerns at the junior high and high school. Getting teachers to come teach at that level. Serpent Classic is this weekend; there will be 18 teams here this weekend, Thursday through Saturday.*

**GENERAL PUBLIC COMMENT:** *Karry and Tracy Larramendy – They have 2 children in the school right now. We are missing eight teachers at the high school. They are very frustrated with the state of the High School. They are struggling with the fact that we have unqualified teachers teaching classes. They would like to find out what is being done about the teacher situation. What can the kids do to get more help with their schooling? How are they supposed to get what they need? We do offer online courses for the students. They feel we are failing their students. Many people working in town do not have their families living here in town due to the school situation.*


MINERAL COUNTY SCHOOL DISTRICT  
751 A. STREET  
Hawthorne, Nevada 89415  
BOARD OF TRUSTEES MEETING MINUTES  
*Tuesday, December 3, 2019*

*Stephanie suggests that the superintendent needs to be focusing the priority on the kids. The Board should revisit her goals and refocus to support the kids not doing policies. The Superintendent should be recruiting, retaining and improving instruction in this district is a huge disservice. She suggests that the Board needs to revisit the superintendent's goals. We need to grow our own. Help support the kids that go to college so they will want to come back to Hawthorne to teach.*

*Tyler Viani – we do need to work together and look at what our focus is. Need to have conversations to revisit this. We need to seek out experts within our community. Look at smaller colleges like UNR and UNLV. The Leadership Team will be having a meeting tomorrow and they will be discussing the issues that have been brought up at this meeting.*

**ADJOURNMENT: 6:33 PM**

Respectfully submitted:

  
Kathryn Castagnola, Clerk