

MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING MINUTES
Thursday, March 5, 2020

The Mineral County School District held a public meeting on Thursday, March 5, 2020 beginning at 5:31 pm at the Mineral County School District.

MEMBERS PRESENT: Kathryn Castagnola, Tyler Viani, Keith Neville,

MEMBERS ABSENT: Schyler Hagen, Letter to School Board read from Schyler. Candice Birchum

ADMINISTRATORS: Karen Watson, Superintendent; Lance West, Principal SES

OTHERS PRESENT: Crystal Sasser, Ann Kee, Will Gemelke, Hope Blinco

CALL TO ORDER: 5:30 pm.

1. Certification of Public Notice, Roll Call, and Pledge of Allegiance
2. Approval of a flexible agenda - **NONE**
3. Person or Group Recognition - 1A State Championship Boys (Need to invite to the next meeting) Cheerleaders received the Highest GPA Award.
4. Presentations - **NONE**

CONSENT ITEMS: (FOR POSSIBLE ACTION)

Items listed under the consent calendar will be voted on as a block. If a member of the public or a Board Member wishes to discuss an item in the consent calendar, that item will be removed from the Consent Items and placed with the Action Items for possible action.

1. Minutes: February 21, 2020
2. Payroll Vouchers: 1092,1093
3. Payroll Checks: 85228-85272
4. Warrants:
5. Personnel Report

Tyler Viani made a motion to approve the consent items as presented. Kathryn Castagnola seconded the motion. Kathryn Castagnola-Yes, Tyler Viani-Yes, Keith Neville-Yes, 3-0-0

ACTION ITEMS: (FOR POSSIBLE ACTION)

There will be an opportunity for public comment on each **Action Item** following Board discussion on the item and before the Board makes a motion on the item. You may request to speak by raising your hand during the Public Comment period or by completing a **Request to Address the MCSD Board** form prior to the Public Comment period. Those who submit the form will normally be called on first. Speaking time will be limited to a maximum of 3 minutes. The President may allow additional time to a given speaker as time allows and in his/her discretion.

1. **Recommendation:** Discussion and Possible Approval of a date for a Board Retreat in order to develop Board Goals
Table until all of the members are present.
2. **Recommendation:** Discussion and Possible Approval of the 2020/2021 School Calendar
Tyler Viani made a motion to accept the 2020/2021 School Calendar as presented. Kathryn Castagnola seconded the motion. Kathryn Castagnola-Yes, Tyler Viani-Yes, Keith Neville-Yes, 3-0-0
3. **Recommendation:** Discussion and Possible Approval of the Superintendent Evaluation Form
Table until the next meeting.
4. **Recommendation:** Discussion and Possible Approval of the School Board Code of Conduct
Table until the next meeting.

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5. **Recommendation:** Discussion of Chain of Communication
How the process should be when there is an issue and how and who to resolve the issue. Need to promote communication.
6. **Recommendation:** Discussion and Possible Approval of the MCSD Hiring Process
*Administration is working on different ways to get the jobs out there. We should be paying the teachers full wage when they are hired on. Help people when they need it, everyone. We need to become more Customer Service orientated. We need to help people that want to come work here.
Look at signing bonus for other classified positions especially bus drivers. Short all across the board. Need the board to look at this issue.
There is a shortage everywhere. We need to be competitive to get people into this district. This was not meant as anything derogatory to anyone. This falls in line with what we are working on with the Performance plan. How can we improve the system? What can we do to improve this issue? How do we keep the teachers here in the district? Invite the county commissioner to a joint meeting to discuss the countywide issues. There is nowhere to live in Hawthorne.*
7. **Recommendation:** Discussion and Possible Approval of Board Member conducting Exit Interviews
Hope does exit interviews with each employees and reports them to the Superintendent. Hope has done a 5-year exit report. Karen can do a confidential report for the board. They need to know why people are leaving. Why are people leaving? Look at areas of improvement. The employees do not have to have an exit interview. Communication and information.

POLICIES – Second Reading

BFC – Adoption, Revision and Repeal of Policies – *Make a change to add a Board Representative. Come back for a second reading. Bring back for approval at the next meeting.*

COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)

1. Correspondence & Announcements - NO
2. Board Member Reports – Pool Pact Meeting next month
3. Superintendent Report – NO
4. Principals Report – Lance West – There will be a caucus event on the Reservation in the multi-purpose room for the First Count for the State of Nevada. They are going to count the first elder on Friday, march 13th at 10:00am. Followed by a luncheon. VFW will do something a presentation and the tribal chairperson will give a speech.

GENERAL PUBLIC COMMENT: NONE

ADJOURNMENT: 7:04 pm

Respectfully submitted:


Kathryn Castagnola, Clerk