

EUREKA COUNTY SCHOOL DISTRICT
BOARD OF SCHOOL TRUSTEES
MINUTES OF THE REGULAR BOARD MEETING
Of December 10, 2013

Board Room, Eureka Elementary School, Nevada
Room 8 Crescent Valley Elementary School, Nevada
Meeting sites connected by Interactive Video

5:30 p.m. – Call to Order

The meeting was called to order by President Kathy Bacon-Bowling

Roll Call

Present:

Kathy Bacon-Bowling, President
John Brown, Clerk (Absent)
Darla Baumann, Member
Terrilynn Brown, Member
Sara Simmons, Member

Ben Zunino, Superintendent/Principal
Ken Fujii, High School Principal
Mark Martinsen, District Administrator
Student Advisory Member Crystal Hubbard

ADOPTION OF AGENDA

President Bacon-Bowling requested a motion to approve the agenda. Darla Baumann made the motion and it was seconded by Terrilynn Brown. Motion carried and agenda adopted as listed.

Student Advisory Report

High School student Crystal Hubbard reported on student activities at the high school and included the topics of student council and food drive, helping with the Angel tree and helping the elementary school with the toy drive. Honor Society is helping with Santa Claus at the elementary school program. Mr. Cuda's music classes are performing on December 11th (band, choir, and guitar classes) at the Opera House.

PUBLIC COMMENT

President Kathy Bacon-Bowling read the following: Comments may be made by members of the public on any matters within the authority of the Board. Please note that Public Comment will be taken on any item on this Agenda marked "**FOR POSSIBLE ACTION**" before action is taken on such items, and members of the public are encouraged to comment on such items at the time they are being considered. Although members of the Board may respond to questions and discuss issues raised during the period reserved for Public Comment, no action may be taken on such a matter until the matter is placed on an agenda for action at a meeting of the Board. In making Public

Comment, speakers are asked to identify themselves for the record and to limit their comments to no more than three (3) minutes.

Members of the public who desire to have an item placed on an agenda of the Board are asked to submit their request and any supporting information to the Superintendent for review five (5) days prior to the date of a Regular Meeting of the Board.

Public Comment called for by President Bacon-Bowling. No public comment by audience

DISCUSSION/INFORMATION/ACTION ITEMS

1. Presentation/Update by Owner's Representative Mike Mitchell on new gymnasium facility and all matters properly related to construction and planning projects in the District. FOR DISCUSSION ONLY

Mike Mitchell, Project Manager for the new gymnasium and other related projects addressed the board to provide an update on these projects. The interior of the gym project is about two weeks ahead of schedule. This is due to work moving inside due to the cold weather. Work on the outside is about one week behind schedule. Mr. Mitchell discussed in detail the status of the work performed in the building. Mr. Mitchell asked the board about their preferences concerning bleachers in the gymnasium. The board was advised that wooden bleachers are available, and so are plastic bleachers. Mr. Mitchell described the advantages and disadvantages to each of the options. Mary Jane Hodson, operation and maintenance director, expressed her preference for plastic bleachers for long term low maintenance reasons. If the board opted for wood bleachers, there would be an additional \$11,000 charge. The board discussed the features of the two bleacher systems and decided that if the maintenance staff and administration preferred the plastic bleachers they would not be disappointed.

2. Discuss, approve, or deny approving group health, dental, and vision insurance proposal for district employees for calendar year 2014. Recommendation for this renewal has been provided by the District's Insurance Committee. The renewal cost is anticipated to be the same cost as this year's policy. Presentation will be made by District's Insurance Broker. FOR POSSIBLE ACTION. Public Comment will be taken prior to any action.

Insurance broker Maggie Loyan was present to discuss the insurance renewal with the board. Payroll/HR Officer Devanie Etchegaray introduced Ms. Loyan and explained the renewal process, along with the insurance committee's efforts. Ms. Loyan explained the current insurance market and the renewal options that the committee had selected. The option was to renew with the current coverage but with an option for employees to select an HMO plan if they preferred. The discussion was lengthy while all of the provisions of the plan were discussed. Ms. Loyan was able to negotiate a flat renewal from Anthem Blue Cross Blue Shield. The recommendation is to renew with Anthem for medical

coverage, change disability coverage from Ameritas to Anthem, keep life insurance with Anthem, and keep life insurance coverage with Anthem. Each category premium amount was reduced, except for vision insurance with VSP. A lengthy explanation of the insurance plans was provided. Motion made by Darla Baumann, seconded by Terrilynn Brown to approve the recommended insurance renewal. Motion carries. No further public comment.

3. Discuss, approve, or deny approving an aide position at Eureka Elementary School for the remainder of this school year only. Proposed new position would be for approximately 35 hours per week and starting salary would be \$15.70 per hour. FOR POSSIBLE ACTION. Public Comment will be taken prior to any action.

Superintendent Zunino explained the request for an additional aid position for Eureka Elementary School to be used in the first grade, but in some of the other primary grades as well. The Superintendent said that an additional aide is needed even though there are less students than the allowable class size of 25 students. Motion made by Darla Baumann, seconded by Terrilynn Brown to approve this position. No public comment. Motion carries.

4. Discuss, approve, or deny accepting correspondence from the Eureka County Teacher's Association which declares the roster of officers, any changes to the Bylaws, and the annual filing with the Local Government Employee-Management Relations Board. The submission fulfills the requirement of notifying the Board of School Trustees that the organization wishes to retain recognition as the collective bargaining representative under the terms of NRS 288. FOR POSSIBLE ACTION. Public Comment will be taken prior to any action.

The Eureka County Teacher's Association provided the District with written correspondence communicating the required information pursuant to NRS 288. Superintendent Zunino explained that this is a routine requirement that is done annually. Motion made by Darla Baumann, seconded by Terrilynn Brown to approve accepting the declarations from the ECTA. No Public Comment. Motion carries

5. Discuss, approve, or deny accepting correspondence from the Eureka Classified Employees Association which declares the roster of officers, any changes to the Bylaws, and the annual filing with the Local Government Employee-Management Relations Board. The submission fulfills the requirement of notifying the Board of School Trustees that the organization wishes to retain recognition as the collective bargaining representative under the terms of NRS 288. FOR POSSIBLE ACTION. Public Comment will be taken prior to any action.

The Eureka Classified Employees Association provided the District with written correspondence communicating the required information pursuant to NRS 288. Again, Superintendent Zunino explained that their written material conformed to the requirements of NRS 288. Motion made by Darla Baumann, second by Sara Simmons to approve accepting the declarations from the ECEA. No Public Comment. Motion carries

6. *Discuss, approve, or deny adopting Policy #4182, on 2nd reading, entitled "Employee Bullying – Safe and Respectful Working/Learning Environment." FOR POSSIBLE ACTION. Public Comment will be taken prior to any action.*

Superintendent Zunino explained that POOL/PACT had provided the policy and training had been provided to all staff, including substitute employees. Motion made by Darla Baumann, seconded by Sara Simmons to approve policy. No Public Comment. Motion carries.

7. *Discuss, approve, or deny acceptance of the termination of the Agreement for Services of Independent Contractor between Eureka County School District and Benary, Ltd., effective June 30, 2014. FOR POSSIBLE ACTION. Public comment will be taken prior to any action.*

Break called for by President Bacon-Bowling at 6:40 p.m.
Meeting re-adjoined at 6:53 p.m.

President Bacon-Bowling advised the group that this agenda item was a formality to accept the termination of the Independent Contract with Superintendent Zunino's company that provides the services of the Superintendent. The action is similar to accepting a letter of resignation from an employee. Several board members expressed their thanks to Superintendent Zunino for his service. Motion made by Sara Simmons, seconded by Darla Baumann, to accept the termination of the contract. No Public Comment. Motion carries

8. *Discuss, approve, or deny determining Administrative assignments, including a determination on whether and how the District Administrator position (currently held by Mark Martinsen) will be staffed following the departure of Mr. Martinsen. Discussion will include whether the position should be re-filled, covered by staff currently in place, or whether the position will be eliminated and the responsibilities reassigned. If the Board decides to re-fill the position, Board may take action to retain the services of the recruitment firm of Bill Thornton and Gus Hill to assist with a search for a District Administrator. FOR POSSIBLE ACTION. Public comment will be taken prior to any action.*

District Administrator Mark Martinsen spoke with the board regarding the duties of the position that he fills and the time he spends with various duties, including that of elementary counselor. Mr. Martinsen also acts as the Crescent Valley Principal, even though this position is encompassed in Superintendent Zunino's contract. Board and audience members expressed their thoughts regarding the administrative assignments. Superintendent Zunino suggested that the board should hire a superintendent, an elementary principal, a high school principal and an elementary counselor to replace the three departing individuals (Ben Zunino, Ken Fujii, and Mark Martinsen). Board members discussed Superintendent Zunino's four person scenario, which some board members were in support of and some who did not view the four person scenario

favorably. Mr. Martinsen described some of the historical administrative positions and combination in the past. Motion made by Darla Baumann, seconded by Terrilynn Brown to hire a superintendent, an elementary principal, a high school principal, and an elementary counselor. President Bacon-Bowling asked for public comment and audience member Robin Hicks suggested that the board check with the high school counselor to see if she could perform the elementary counseling duties and to hire a superintendent and have that person assist with determining the additional administrative assignments and the possible combination of positions. President Bacon-Bowling advised the group that she thinks that more thought is needed and that more research be done before rushing into this decision. Sara Simmons agreed with President Bacon-Bowling that waiting seems prudent. Several people think that the enrollment numbers are declining and there is no justification for adding an additional administrative position. Mrs. Baumann feels that the district needs a separate superintendent. The discussion continued and several audience members participated and shared ideas. Robin Hicks suggested that the board ask other school district's for their suggestions on how they split administrative positions. The motion is still on the floor and Darla Baumann restated her earlier motion. Mr. Martinsen then shared his observations regarding the subject and brought up distance education and that an administrator needs to be responsible for this as well. Darla Baumann retracted her previous motion and made a motion to table this agenda item, seconded by Terrilynn Brown. No additional public comment. Motion carries.

9. Discuss, approve, or deny retaining the recruitment firm of Bill Thornton and Gus Hill to assist with a search for a Superintendent of School and other services following the termination of the current contract with Benary, Ltd. FOR POSSIBLE ACTION. Public comment will be taken prior to any action.

President Bacon-Bowling suggested that the board take action to ask the recruitment firm to expand their search for at least a Superintendent of Schools at this time. Other board members aren't sure that this action should be taken until it is determined if the superintendent position will be combined with another administrative assignment. A lengthy discussion occurred. Motion made by Darla Baumann, seconded by Terrilynn Brown to ask the recruitment firm to recruit for the position of Superintendent of Schools and possibly (slash) Elementary Principal. No Public Comment. Motion carries.

CONSENT AGENDA

- A) Approve minutes of the October 29th, 2013 Special Board Meeting (removed)
- B) Approve minutes of the November 19th, 2013 Special Board Meeting
- C) Approval of the January 1st, 2014 Amended Final Budget
- D) Payroll and Warrants: Payroll checks #056306 to #056408 for \$205,204.62, Accounts Payable Checks #'s 021360 to #021409 for \$1,005,373.45, #021410 to #021450 for \$768,883.97.

Motion made by Darla Baumann, seconded by Sara Simmons to approve the consent agenda and to remove the approval of the minutes of October 29th from the consent agenda. No Public Comment. Motion carries.

REPORTS

The following staff members provided brief reports to the board: Superintendent Zunino, High School Principal Ken Fujii, Crescent Valley Principal Mark Martinsen, Finance Officer Lisa Jones. Each staff member reported on activities in their area of responsibility.

PUBLIC COMMENT

Kathy Bacon-Bowling asked for public comment from the audience. No comment provided at this time.

ADJOURNMENT

Action: Motion to adjourn.

Motion made by Darla Baumann, seconded by Terrilynn Brown to adjourn meeting. Motion carries.