

EUREKA COUNTY SCHOOL DISTRICT  
BOARD OF SCHOOL TRUSTEES

MINUTES OF THE REGULAR BOARD MEETING

Of December 8th, 2015

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 Bacon-Bowling.

**Roll Call**

Present:

Kathy Bacon-Bowling, President  
Darla Baumann, Clerk  
Robin Hicks, Member  
Terrilynn Brown, Member  
Mike Rebaleati, Member

Greg Wieman, Superintendent  
Susan Squires, Elementary Principal  
Dan Wold, High School Principal

***ADOPTION OF AGENDA***

Motion made by Terrilynn Brown to adopt the agenda, seconded by Mike Rebaleati to adopt the agenda.  
Motion carries.

***STUDENT ADVISORY REPORT*** – Heather Lacovara provided the report detailing activities and events at Eureka High School.

***PUBLIC COMMENT***

*President Bacon-Bowling asked for Public Comment. 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.

Donna Moyer asked why the wrestling events were not listed on the school calendar.

### **DISCUSSION/ACTION ITEMS**

- 1) *Presentation by Diamond Valley Future Farmers of America (FFA) chapter. FFA chapter members and advisor Leslie Zimmerman will provide an update on recent trip to Louisville, Kentucky. Chapter members attended the National FFA convention in October. **FOR DISCUSSION ONLY.***

Diamond Valley FFA members provided the Board with a debriefing regarding their trip to Louisville, Kentucky in October. Members shared their experiences with the competitions they were involved in and the work sessions they attended. Members were also able to attend some entertainment venues as well. Board members congratulated the students on their success.

- 2) *Discuss, approve, or deny approving the annual health insurance renewal. Renewal consists of coverage for medical, dental, vision, life, Accidental Death & Dismemberment (AD&D), and Disability insurance. The recommendation from the Insurance Committee is to renew the same coverage option that employees currently have with no changes. The renewal is 8.5% higher than last year's premium for the medical insurance portion, and with all other insurance components, the overall increase is 9%. The Board may also approve an "Alternate Plan" for employees to choose in order to comply with provisions of the Affordable Care Act. **FOR POSSIBLE ACTION.** Public Comment will be taken before vote is taken.*

Devanie Etchegaray, HR Officer for the District, provided the Board with an explanation of the insurance renewal process. The insurance components were discussed and explained. Mrs. Etchegaray stated that the Insurance Committee is recommending that the status quo plan be renewed, along with providing for the alternate plan as a choice if employees want it. Mike Rebaleati asked if the Insurance Committee considered Health Savings Accounts as an option for employees. He suggested that it should be offered next year as an option. President Bacon-Bowling discussed if the county and the school district could get a quote as a combined group next year to save money. The difficulties with this were discussed as research into the matter has shown that insurance companies do not like to join different employee groups together because of dissimilar employment rules involving bargaining groups. Motion made by Terrilynn Brown, seconded by Mike Rebaleati, to approve the insurance renewal and the dental, vision, life, and AD&D coverage. Some public comment occurred about Health Savings Accounts. Motion carries unanimously.

- 3) *Discuss, approve, or deny approving "Out-of-State Travel Request" for Board Member Mike Rebaleati and possibly other interested board members to travel to Boston, Massachusetts to attend the National School Board conference on April 9<sup>th</sup> to 11<sup>th</sup>, 2016. Approximate cost will be \$2,700 per person. **FOR POSSIBLE ACTION.** Public Comment will be taken before vote is taken.*

Mike Rebaleati address the Board regarding the merits of the National School Board conventions. He thinks they are helpful and encouraged all board members to attend. Discussion occurred by several board members on whether national travel is prudent, when the District will be facing revenue cuts. Some members feel that the national travel is not necessary and that board members can receive an appropriate amount of training at meetings in the State. Other members feel that the national travel is helpful and important. Motion made by Darla Baumann, seconded by Robin Hicks, to approve Mike Rebaleati's out-of-state travel to Boston, MA for the NASB conference. No Public Comment. Motion carries.

- 4) *Discuss, approve, or deny approving "Out-of-State Travel Request" for Superintendent Wieman to travel to Phoenix, Arizona to attend the American Association of School Administrators (AASA) Conference from February 10 to 13<sup>th</sup>, 2016. Approximate cost will be \$2,011 plus per diem. **FOR POSSIBLE ACTION.** Public Comment will be taken before vote is taken.*

Mike Rebaleati said that he is in favor of the out-of-state travel for Superintendent Wieman. Robin Hicks said that she is struggling with this request, and that she has heard concerns that the superintendent is spending too much time traveling. Superintendent Wieman said that he thinks that about one-half of the superintendents in the State travel to this conference. Mike Rebaleati thinks that the proposed trips that the superintendent wants to attend should be put on a list to discuss during the budgeting process. President Bacon-Bowling stated that when the Board interviewed the candidates, they asked them all if they would be willing to travel though most of the emphasis was to travel in-state for State concerns and issues. Motion made by Terrilynn Brown, seconded by Mike Rebaleati to approve the travel not to exceed \$2,011. No public comment. Motion carries unanimously.

- 5) *Discuss, approve, or deny Superintendent's evaluation pursuant to Policy #2120 AR "Eureka County School District Superintendent Evaluation Document". Board members will collaborate to provide an annual evaluation. The collaboration will result in a combined averaged score based on the compiled forms and board members will also provide commentary. Dr. Wieman has received the required notification pursuant to NRS 241.033 and NRS 241.031. **FOR POSSIBLE ACTION.** Public Comment will be taken before vote is taken.*

President Bacon-Bowling started the discussion by mentioning that board members received an email from Principal Squires that will be read into the minutes, and board members received a document from the two employee associations that will also be read into the minutes. The board members written comments from their individual evaluation forms were compiled and will also be read into the minutes. Mrs. Bacon-Bowling read the results of the board compilation which are: (scoring matrix 0-4) "Board and Community Relationships" the score was 2.82, for "Personnel Management, the score was 2.85, for "District and Organizational Management, the score was 2.95, for "Instructional Leadership" the score was 2.96, under "Student and Staff Relationships" the score was 2.66. The overall rating was 2.84. Mike Rebaleati thanked everyone for the input that was provided to him. He said that everything is a "work in progress" and that everything can be improved on. He thinks that the Board may want to have extra

## **Comments written on Evaluation Document by Board Members**

### **Board and Community Relationships:**

Concerns from some of the community members that the superintendent travels excessively and with declining enrollment/revenue is not pro-active in the schools/community as should be.

### **District and Organizational Management**

The budget process was very ineffective and confusing.

### **Student and Staff Relationships**

I believe Greg does a good job visiting buildings and classrooms. I also know that he attends many extracurricular events. I believe there is an improved morale among district employees; no district employee has approached me with concerns or a problem other than an email from the grade school principal.

## Comments from the ECTA & ECCA Regarding Superintendent Evaluation

Members of the Eureka County Teachers Association and Eureka County Classified Association met on December 3, 2015 to provide feedback to the Eureka County School Board regarding the evaluation of Superintendent Dr. Greg Wieman. Members used the ECSD Superintendent Evaluation Document as a guide to discuss the evaluation & the following comments are compiled from member discussion.

### Personnel Management:

- Positive & inspirational philosophy- positive, high goals & standards expressed, but not necessarily inspiring, inservice presentation was same speech and topic as the previous year
- Assures appropriate evaluation and placement of personnel-
  - Unique qualifications of staff not considered when transferring staff members
  - Special Ed position RIF- high needs and greater burden placed upon special ed staff, not enough staff to cover student needs, lack of response when asked for support
  - Great burden placed upon staff to cover due to loss of personnel (EES Secretary, special education)
- Work supportively with district admin.- Negative change in one building noted when superintendent is present, seems to undercut principal decisions on some issues
- Retain & recruit outstanding personnel- Great effort traveling to job fairs, etc. to encourage high quality teachers

### District & Organizational Management:

- Demonstrates knowledge of school facilities & programs- ACT prep for secondary students very helpful, students were successful & seemed to take preparation and the test seriously
- Bargaining/Negotiations- Positive experience, professional, completed the negotiations process in a very timely manner
  - Concern over the amount of time it took to get new contracts to members
  - Reformatting issues caused concern
- District culture & climate- unapproachable, feel that superintendent can be condescending & demonstrates poor listening skills
- Exhibits oversight of personnel-
  - Has covered as secondary administrator and treated students & staff respectfully, issues that arose were well handled
  - Buyout package for retiring staff members last year was generous and fair, members would like to see offer again in the future

- District Safety- Member of the district safety committee, reviewing new protocol & identifying areas to improve
- Monitors district technology- Very active in improving student & teacher technology
- Positive that the new gym has been made available for community use

#### Instructional Leadership:

- Facilitates a collaborative process- more of a top down style of management, not collaborative
- Implements & monitors change process to improve learning- Not involved in reading program adoption
- Reflects willingness to explore new approaches- Staff was encouraged to attend reading and math trainings
- Establishes high standards- Expectation of high standards is evident

#### Student & Staff Relationships:

- Regularly encourages and supports professional development and conference attendance
- Regular attendance at athletic events
- Rarely present in classrooms. Students have asked "who is that?"
- Crescent Valley staff was disappointed that he didn't attend the school on Monday, November 30<sup>th</sup>, after the tragic death of a student over the Thanksgiving holiday.

## Superintendents Evaluation

- Positive and inspirational philosophy for staff members
  - Has not developed a positive place to work
  - Teachers do not feel comfortable
  - Does not take time to listen to teachers
- Is not fair or professional
  - Does not support admin while talking with parents, makes inappropriate comments
- Does not facilitate a warm and welcoming environment
  - Did not visit or make any contact with CVES when a student was killed in a car accident
- Does not work supportively with district administration
  - Basketball standards
  - Tables at CVES
  - Aides for afterschool program
  - Did not share online observation system with admin
- Does not provide sound financial recommendations
  - Wanted math program but did not budget for it and wanted me to pay for it from my budget
  - Won't provide for afterschool aide even though it is in budget
  - Money for parking lot but not for aides
- Does not demonstrate knowledge of school programs
  - Did not participate in Journeys
  - Does not know TESOL

- Cut a special education position and allowed another spec. ed position to be three days only and attend CVES once a month rather than appropriately staff our district for its special education needs
- \*\*\*comments about not chasing students because they are a “pain in the ass”
- Did not read handbooks and was unaware of lunch changes which he then claimed was the fault of the staff
- Does not welcome/seek input from students faculty, staff
- Does not oversee effective implementation of programs
  - Second language students—does not provide for appropriate support
  - Special ed students—does not provide for appropriate support
- Does not facilitate or collaborate a process that develops a shared vision of improving student achievement
  - MAPS- is not in favor of but has not provided an alternative
  - Does not attend EES/CVES events when personally invited
  - Does not attend EES/CVES awards ceremonies