# NYE COUNTY SCHOOL DISTRICT
# BOARD OF TRUSTEES REGULAR MEETING MINUTES
# July 16, 2026

## CALL TO ORDER:

Mrs. Campos, President, called the meeting to order at 5:31 p.m.

## PLEDGE OF ALLEGIANCE:

Evalenne Armendariz from Pahrump Valley High School led the Pledge of Allegiance.

## WELCOME:

Mrs. Campos welcomed everyone to the Board of Trustees meeting.

## RECOGNITIONS:

No recognitions.

## ROLL CALL:

Present: Leslie Campos, President; Robert White, Vice President; David Harris, Clerk; Larry Small, Member; Nathan Gent, Member; and Chelsy Fischer, Member.

Absent: Martin Daffer, Member.

Executive Cabinet/District Office staff in attendance: Joe Gent, Superintendent; Genoveva Lopez-Angelo, Assistant Superintendent; Michelle "Chelle" Wright, Human Resources Director; Brian Kunzi, Legal Counsel; Ray Ritchie, Chief Operating Officer; Nate Cardinal, Director of Maintenance, Operations, Safety, and Security; Robert Williams, Director of Technology; and Iliana Garcia, Executive Assistant.

## ADOPTION OF AGENDA:

No changes.

## GENERAL PUBLIC INPUT

No public comment.

## CONSENT AGENDA

- Approve, disapprove, amend, or modify the June 2, 2026, minutes
- Approve, disapprove, amend, or modify the June 11, 2026, minutes
- 2025-2026 Annual District-Wide Restraints Report
- Debt Management Policy, Capital Improvement Plan, and Indebtedness

Mr. Small made a motion to approve the Consent Agenda. Mr. White seconded, and the motion passed with a vote of all in favor, 6-0.

## ADMINISTRATOR'S REPORT

Mrs. Wright provided an update on the Reduction in Force (RIF) and recall process. For licensed staff, the teacher RIF process is complete, and the recall phase is nearly finished, with 12 of 16 candidates processed. Of the original 25 RIF positions, 13 were filled during the RIF phase and seven during recall, leaving 10 individuals on the recall list, including three who declined placement due to location or licensure constraints. The district maintains 20 teacher vacancies, primarily in rural schools or specialized subjects; active postings on the Applitrack platform are open to internal and external applicants, as remaining recall candidates lack the requisite endorsements (e.g., elementary or special education licenses without direct pathways to secondary core subjects).

For support staff, three of five RIF candidates have been placed, with options pending for two campus monitors and one health aide, who remain eligible for other support classifications or substitute roles. Approximately 10 special education paraprofessionals remain on the recall list and will be recalled as vacancies arise. Additionally, Mrs. Wright reported 12 licensed and five unlicensed resignations or retirements since June 2; while two unlicensed hires were finalized, licensed hiring remains frozen pending completion of the recall process.

Mr. Williams presented an update on the Federal Communications Commission (FCC) E-Rate program, which provides reimbursement for district bandwidth (Category 1) and network hardware infrastructure such as switches and routers (Category 2). Over the past three years, the district incurred approximately $300,000 in program-eligible expenses. Mr. Williams noted concerns regarding potential federal funding reductions tied to broader "screen time" discussions, which could jeopardize district internet connectivity and infrastructure maintenance. Board members were encouraged to engage state and federal representatives and submit public comments during the upcoming FCC window to advocate for sustained funding. Mr. Williams also detailed the district’s standard three-year contract cycle for bandwidth. In the Front area, Valley Electric remains the sole bidder as competing vendors rely on their established fiber infrastructure. However, recent fiber expansion near Hadley may generate new vendor participation in future Request for Proposal (RFP) cycles. Discussion ensued.

Mr. Cardinal presented an update on ongoing facility projects. HVAC units at Hafen Elementary School are installed and operational, with final third-party commissioning pending. Roof replacement at Pathways is underway with an estimated five-week completion timeline; mitigation strategies are in place to ensure no disruption to school operations. Additionally, the districtwide cooler and freezer replacement project is progressing, highlighted by the successful installation of the high school unit and remaining installations nearing completion.

**SUPERINTENDENT’S REPORT**

Dr. Gent reported on noted positive progress regarding administrative adjustments to new organizational procedures. Leadership also emphasized the importance of district traditions, specifically noting the unifying community value of observing the Pledge of Allegiance and national anthem at public events.

Legislative Update (SB 460): Dr. Gent reviewed Senate Bill 460 and outlined key policy areas for legislative advocacy. He highlighted a desire to preserve local governance by shifting state oversight structures toward technical assistance rather than state authority. Additionally, concerns were raised regarding overly burdensome reporting mandates that produce limited data, the misalignment of principal tenure with school evaluation timelines, and the need for state "Science of Reading" mandates to be satisfied at the university teacher-preparation level rather than through district-driven training alone. Discussion ensued.

**BOARD REPORTS**

Mr. Harris reported that he applied to serve on the Nevada Interscholastic Activities Association (NIAA) Board of Control to advocate for rural athletics; however, he was not selected for the position.

Mrs. Campos extended gratitude to district teachers and staff for their dedication and hard work in preparing for the upcoming school year.

**APPROVAL OF THE 2026-2027 RESTORATIVE PRACTICES PLAN**

Mrs. Lopez-Angelo presented the 2026–2027 Restorative Practices Plan, highlighting a 29.1% drop in overall disciplinary incidents (from 4,070 to 2,886) and a decline in repeat offenders from nearly half to one-third of the disciplinary population. The plan remains compliant with state mandates (AB 285, AB 330, and NRS 392.4645) while targeting a 45% total reduction in repeat offenders. Key operational updates include standardizing the definition of fighting, eliminating Saturday School to reallocate administrative resources toward real-time restorative support, adding tiered escalation for disruptive conduct, and incorporating nicotine pouches into tobacco policies. To improve tracking and victim safety, the policy separates bullying from cyberbullying, isolates racial discrimination for targeted restorative hearings, and increases penalties for sexual misconduct. Discussion ensued.

Mr. Gent made a motion to approve the 2026-2027 Restorative Practices Plan. Mr. Harris seconded, and the motion passed with a vote of all in favor, 6-0.

**DISCUSSION TO APPROVE, DISAPPROVE, AMEND, OR MODIFY THE MISSING ASSIGNMENTS AND GRADING PROCEDURE**

Mrs. Lopez-Angelo presented survey data gathered from 4th and 5th grade teachers regarding elementary grading practices, specifically addressing the "M" (Missing) grade code, which was previously calculated as 50%. Board members reviewed feedback from 25 educators, noting that 56% found the 50% baseline made parent communications more challenging, while 44% strongly agreed it decreased student motivation to submit missing work. Teachers highlighted non-grade-book interventions—such as loss of privileges (80%) and parent conferences (68%)—as more effective accountability measures. To ensure district-wide consistency, Mr. Harris voted to standardize the "M" code across grades 4 through 12, requiring missing work to be calculated as a zero (0%). Discussion ensued.

Mr. Harris made a motion to standardize the "M" code across grades 4 through 12, requiring missing work to be calculated as a zero (0%), not a 50%. Mr. White seconded, and the motion passed with a vote of 6-0.

**REVIEW OF THE DISTRICT IMPROVEMENT AND LOCAL LITERACY PLANS**

Mrs. Lopez-Angelo presented the 2026–2027 District Improvement and Local Literacy Plans, which target proficiency gains in ELA (to 38.7% for grades 3–8; 32.6% for grade 11) and Math (to 26% for grades 3–8; 16% for grade 11) through enVision Math and data-informed interventions. Support strategies for diverse learners feature QTEL practices for English learners and integrated PLCs delivering Specially Designed Instruction for special education. To enhance climate, the district aims to cut chronic absenteeism to 25.0% and boost secondary student engagement scores by 15 points at targeted middle and high schools. PLCs will shift toward collaborative data inquiry monitored by monthly administrative walkthroughs. Elementary literacy will follow a daily 90-minute core instruction and 30-minute "WIN" intervention model with i-Ready screening. Per SB 460, K–3 staff and administrators will complete a mandated

15-hour Science of Reading course starting in August to bolster early reading proficiency and support early identification of learning disabilities. Discussion ensued.

**a. Discuss the contract for the Guaranteed Maximum Price (GMP) from CORE Construction; b. Approve the contract for the GMP from CORE Construction for $12,604,029.00; c. Reject the contract for the GMP and provide direction to staff on how to proceed with the project**

Mr. Cardinal presented the Guaranteed Maximum Price (GMP) contract from Core Construction for the Tonopah Sports Complex, totaling $12,604,029. The project scope encompasses an artificial turf field, a running track, a concession stand, a ticket booth, and dedicated team rooms for halftime meetings. To ensure increased durability, building construction was shifted from metal to CMU block. Facilities and logistics features include vandal-resistant restrooms with rolling security doors, fiber internet capability for game streaming, new bleachers, and an announcer's booth. The project also addresses safety concerns regarding the dark hill between the school and the complex and includes demolishing the former elementary school down to its slab. Funding for the project will be supported by bond proceeds, and the district will issue a new bond to cover the sports complex costs along with air conditioning unit replacements in Round Mountain. Discussion ensued.

Mrs. Campos made a motion to approve the contract for the GMP from CORE Construction for $12,604,029.00. Mr. Small seconded, and the motion passed with a vote of all in favor, 6-0.

**a. Review the bid responses received for the Beatty High School Welding Shop Reconfiguration Project; b. Reject all bids for the project; c. Provide direction to staff regarding future action on the project**

Mr. Cardinal reported that all bids for the Beatty High School welding shop reconfiguration project exceeded the $600,000 grant allocation, with the lowest responsive bid coming in over $700,000. He recommended rejecting the current bids to allow Karen Holley time to explore additional grant funding opportunities. Should supplementary funds be secured, the project will be re-evaluated for future consideration.

Mr. White made a motion to reject all bids for the expansion of the Beatty High School welding shop. Mr. Small seconded, and the motion passed with a vote of all in favor, 6-0.

**CLOSED SESSION**

At 7:11 PM, Mrs. Campos moved to recess into closed session to review the NCSD Emergency Operations Plan (EOP). The Board reconvened in open session at 7:38 PM.

**APPROVE OR DISAPPROVE THE DISTRICT-WIDE EMERGENCY OPERATIONS PLAN (EOP) WITH ANY MODIFICATIONS**

Mr. Gent made a motion to approve the Emergency Operations Plan, with the Key Content correction in section 17. Mr. Small seconded, and the motion passed with a vote of all in favor, 6-0.

**PRESENTATION OF THE SUPERINTENDENT'S EVALUATION SCORE AND RATINGS FOR 2025-2026**

Mr. Gent declared a familial conflict of interest regarding this agenda item and abstained from all discussion and voting. Mrs. Wright presented the 2025–2026 Superintendent Evaluation results.

Based on the submitted evaluation forms, the Superintendent received an overall average score of 60.66 out of 84 points (72%), earning a designation of "Satisfactory" from four of the six participating board members. Upon obtaining signatures from the Board President, Board Clerk, and Superintendent, the final evaluation will be placed in the Superintendent's personnel file.

**NEVADA ASSOCIATION OF SCHOOL BOARDS (NASB) AWARD NOMINATION FORMS**

Mr. Small presented nominations for the Nevada Association of School Boards (NASB) Awards. The NASB submission deadline is August 21, 2026. To facilitate board review and obtain necessary signatures, local nominations must be submitted by August 14, 2026. A summary of prior-year recipients was provided for contextual reference.

**DISCUSSION AND POTENTIAL ACTION TO DIRECT STAFF TO EXPLORE THE PROCESS FOR RETAINING OUTSIDE LEGAL COUNSEL FOR THE SCHOOL BOARD**

Board President, Mrs. Campos, initiated a discussion regarding the potential retention of outside legal counsel, noting that legal fees decreased by $93,000 during the year Mr. Kunzi was retained compared to the prior year. Board members debated potential costs, citing Douglas County's $395,000 in legal expenses after engaging outside counsel as a reason for caution. Mrs. Fischer expressed a desire for the Board to establish alternative legal counsel options when potential conflicts of interest arise. She also raised concerns regarding the timeliness and adequacy of responses from current counsel. Mr. Kunzi clarified that legal counsel represents the District and Board as a whole rather than individual members, offering 24/7 availability. It was noted that if the Board wishes to retain outside legal counsel for a specific matter, the item can be placed on a future agenda for formal consideration. Discussion ensued. Ultimately, the Board concluded the discussion with no formal motion made.

**DISCUSSION AND DELIBERATION OF ORGANIZATIONAL MATTERS FOR THE ELECTION AND APPOINTMENT OF TRUSTEES FOR BOARD COMMITTEE ASSIGNMENTS**

Board President, Mrs. Campos moved to table this agenda item regarding committee assignments to allow newly appointed Board Member Mr. Daffer the opportunity to participate in the selection process. By consensus, the Board agreed to table the item until the next regularly scheduled meeting in August.

**DISCUSSION/APPROVAL OF THE NCSD WARRANTS**

Mr. Harris requested that General Fund expenditures be presented separately from grant funds. Mr. Ritchie stated that current reporting aggregates these expenses and that he plans to present a revised format next month detailing specific fund and project numbers. Discussion ensued.

Mr. White made a motion to approve the June warrants. Mr. Harris seconded, and the motion passed with a vote of all in favor, 6-0.

**DISCUSSION REGARDING FUTURE BOARD MEETING TOPICS**

Mr. White presented several operational cost-saving proposals for the 2026–2027 school year to preserve district funds and build fiscal reserves, including: Hosting all regular Board meetings at the southern district office to eliminate trustee travel expenses, encouraging Board members to visit each district school once per semester while voluntarily absorbing individual travel costs, utilizing video conferencing (e.g., Zoom) for administrative meetings to minimize travel and lodging expenditures, and evaluating work-from-home arrangements for select business operations, specifically highlighting Mr. Ritchie performing duties via electronic workflows, overnight mailing, and bi-monthly on-site appearances to eliminate dedicated vehicle expenses.

Mr. Harris proposed referring policy review to the Policy Committee regarding increasing the semester exam weight to 20% and written finals for core subjects in grades 6–12, with the goal of strengthening student retention and study skills.

Mr. Small requested an evaluation of potential revenue-generating initiatives utilizing unused district land, specifically highlighting properties at Mount Charleston and Hafen Elementary. Additionally, Mr. Small requested a review of strategies to address student absenteeism, proposing that the Board revisit the hiring of a truancy officer in January following a comprehensive analysis of attendance data and budget availability.

Mrs. Fischer requested future consideration and reporting on zone variances to address growing student enrollment and ongoing residential development affecting Hafen and Floyd Elementary Schools; a detailed breakdown by school of current wait times for Special Education evaluations; and an informational presentation on long-term budget planning strategies designed to ensure financial stability and prevent future deficits.

**DISCUSSION TO APPROVE, DISAPPROVE, AMEND, OR MODIFY THE DATE OR ATTENDANCE AREA OF FUTURE BOARD MEETINGS**

No changes.

**GENERAL PUBLIC INPUT:**

No public comment.

**ADJOURNMENT:**

8:35 PM

By________________________________

David Harris, Clerk