



**NYE COUNTY SCHOOL DISTRICT**  
**Board of Trustees**  
**Policy Committee Agenda**

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A Policy Committee of the Board of Trustees of Nye County School District will be held on Wednesday, November 1, 2006, beginning at 9:00 AM at the Southern District Office Boardroom, 484 S West Street, Pahrump, NV 89048.

The subjects to be discussed, considered, or acted upon are listed below. Items do not have to be taken in the order presented below and the Board may combine two or more agenda items for consideration at any time. The Board may also remove any items on the agenda or delay discussion relating to any item listed on the agenda at any time. Unless removed from the Consent Agenda, items identified within the Consent Agenda will be acted on at one time.

1. CALL TO ORDER
2. APPROVAL OF MINUTES OF PAST MEETINGS, ACTION ITEM
3. PUBLIC INPUT, INFORMATIONAL ITEM
4. DISCUSSION/POSSIBLE DECISION REGARDING PROPOSED NEW POLICIES, ACTION ITEM
  - A. POLICY 0211 - SAFE & RESPECTFUL LEARNING ENVIRONMENT
  - B. POLICY 6439 - DONATED LEAVE PROGRAM FOR NON-UNION EMPLOYEES
  - C. POLICY 6574 - CORRECTIVE DISCIPLINE OF NON-UNION CLASSIFIED STAFF
  - D. VARIOUS TECHNOLOGY POLICIES
5. DISCUSSION/POSSIBLE DECISION REGARDING REVISIONS TO EXISTING POLICIES, ACTION ITEM
  - A. POLICY 6147a - DRUG TESTING
  - B. POLICY 7620 - WELLNESS
6. ASSIGNMENT OF FUTURE POLICIES, ACTION ITEM
7. ADJOURNMENT, ACTION ITEM

This Meeting will be streamed live online via the link <https://livestream.nyeschools.org/ViewStream.html> on the Nye County School District website. Click on the following link if you have difficulties with the live streaming: <https://bit.ly/ncsdbotmeetings>.

Public input may be accepted live via email for the duration of the Meeting and shared during the public input designated timeframe (all rules and timelines as listed in the Agenda still apply). Public comments made by members of the public attending the meeting virtually must be emailed to [publiccomment@nyeschools.org](mailto:publiccomment@nyeschools.org) and must include:

- a. The author's first and last name
- b. The author's phone number (will not be read with comment)
- c. Date of the Meeting for which the comment is intended

Nye County School District (NCSD) will empower students to learn at their highest level in an environment of mutual respect.

The NCSD BOT Goals are as follows:

**Culture**

Improve and sustain a culture of learning for all through:

- ◆ Recruiting, selecting, inducting, supporting, evaluating, and developing staff.
- ◆ Fostering a safe and respectful learning and working environment.
- ◆ Promoting ongoing family and community engagement in pursuit of our vision.

**Academic**

Elevate achievement and support lifelong learning for all through:

- ◆ Creating and sustaining a results-focused learning environment; establishing measurable goals for all.
- ◆ Creating and sustaining an instructional framework and common language to ensure essential content standards drive instruction.

The notice for this posting was posted on the NCSD Website (<https://www.nye.k12.nv.us>), Nevada's Notice Website (<https://notice.nv.gov/>), at the main physical location of the meeting, and has also been provided to all persons who have made a specific request of a copy of the Agenda by US Mail or electronic mail. A Public Binder will be available for viewing at the scheduled location at the time of the Meeting.

*NYE COUNTY SCHOOL DISTRICT NOTICE OF NONDISCRIMINATION*

*Nye County School District (NCSD) does not discriminate on the basis of race, color, religion, national origin, ancestry, disability, age, marital status, sex, sexual orientation, gender identity or expression, or any other category protected by applicable state or federal law in its program and activity, including employment. In keeping with requirements of federal and state law, NCSD strives to remove any vestige of discrimination in accommodating the public at public meetings.*

*The Nye County School District is pleased to provide reasonable accommodations for the disabled. Members of the public who are physically handicapped and require special accommodations or assistance to attend the meeting are requested to notify the Executive Assistant to the Superintendent and Board of Trustees in writing at 484 S West Street, Pahrump, NV 89048, email Iliana Garcia at [igarcia@nyeschools.org](mailto:igarcia@nyeschools.org), or call 775-727-7743, ext. 239 at least one week before the meeting.*

**POLICY COMMITTEE MINUTES**  
**September 20, 2006**

Present: Deborah Wescoatt, Chair; Nicole Genet; Dawn Murphy; Tracie Ward; Dr. William Roberts; Rod Pekarek; Dale Norton; Ray Ritchie; Lisa Mays; and Kerry Paniagua.

The meeting was called to order at 10:05 a.m. in the Pahrump boardroom with a videoconference link to the Tonopah boardroom. Mrs. Ward moved approval of the June 30 minutes. Mrs. Murphy seconded, and a unanimous vote was recorded. There was no public input.

Policy 6147a – Drug Testing. Mr. Pekarek said the policy is a good start, but he still requested input from board members on the regulation. Mrs. Wescoatt asked him to put together a committee and asked for a list of names. Mr. Pekarek said the committee could consist of ten or eleven people, and she asked him to hold it at eleven. He said the proposal needs to be pulled from negotiations or they could be accused of unfair labor practice since all other items have been TA'd. She moved this for first reading.

Policy 7443 – Employee Passes. Dr. Roberts said he had been advised that the NCCTA contract, Article 14-3, does not state that the employee must accompany family members into the game. Mrs. Genet said that ticket takers don't know if kids belong to the employee. Mrs. Ward asked how much it would cost to give cards to family members. Mr. Pekarek said it's too late to bring this up in negotiations this year. Mrs. Wescoatt said the union members are violating their own provision. Dr. Roberts suggested sending a memo to supervisors to restate what the contract language is and ask ticket takers to follow it. Mrs. Wescoatt said if the employee doesn't want to go to the game, the spouse can bring the photo ID and said children under the age of 14 shouldn't be admitted without a parent. Other school districts are changing their practices because of all the problems with vandalism. Dr. Roberts said sometimes the employee is working somewhere inside the gate and the spouse can't get in. Mrs. Wescoatt said she would like a statement on the card that it will be taken away if improperly used. She said loss of revenue is a big deal to the school. Mrs. Genet asked if there had ever been a family pass. Mr. Pekarek said it had been tried in the past. Dr. Roberts said they could always put on the pass "violations will result in loss of privileges." He asked if the proposed policy was needed, and Mrs. Wescoatt said it's a dead issue since there is no provision in the master contract language about abuse. Later in the meeting Dr. Roberts asked again about disposition of this policy. Mrs. Wescoatt said the District can issue additional passes for immediate family.

Policy 1500 – Non-School Use of Buildings, Grounds & Equipment; and Policy 3330 – Rental & Service Charges. Mr. Ritchie explained there are two policies with payment schedules. He eliminated the schedule in Policy 3330 and made the language more explicit. The intent of Policy 3330 is to permit part of a school building to be leased or rented if it was not in use. Principals operate from Policy 1500 for temporary use of facilities. Mrs. Wescoatt said some people still call and complain that they've used a school for years and suddenly have to pay a fee. She objected to waiving the fee for some groups. Mr. Ritchie explained that Policy 1500 is used for such rentals, and Policy 3330 is reserved for long-term rental such as when the Gabbs School

was rented out for use by firefighters. Mrs. Wescoatt said she couldn't see any language giving the Superintendent the authority to waive the clean-up fee. Mr. Ritchie said the form gives the discretion to the principal. Mr. Norton said some entities ask for a deposit up front; and if the group doesn't clean up, they lose their deposit. Mrs. Wescoatt said she would have no objection to that. She questioned why there were two fees listed, and Mr. Norton explained that the first amount is for the first four hours. Then there is a charge per hour after that. She felt it needed to be explained better. Dr. Roberts said that the form explains the conditions under which the rental is free. Mrs. Wescoatt said to forward them for first reading.

Policy 6228 – Unused Sick Leave. Mr. Ritchie explained that he added a time frame for putting in requests. Mrs. Wescoatt said to forward it for first reading.

Technology Policies. Mrs. Wescoatt said she needs to take what she had back to the tech committee.

Assignment of Future Policies. Dr. Roberts said he would like to discuss Policy 1650 again because he became aware it might be a first amendment rights issue. If a candidate is attending a school activity and hands out materials, it is probably his right to do so. Mr. Ritchie passed out copies of a proposed donated sick leave policy and regulation for the board to review before the next policy committee meeting. Mrs. Wescoatt asked that it also be placed on the November 3 agenda for first reading. Mr. Pekarek said he would also have a policy on progressive discipline for non-union employees.

The next policy meeting was set for November 1 at 9:00 a.m. The meeting adjourned at 10:58 a.m.

**0211**

**SAFE AND RESPECTFUL LEARNING ENVIRONMENT**

Nye County School District is committed to providing all students and employees with a safe and respectful learning environment in which persons of differing beliefs, characteristics and backgrounds can realize their full academic and personal potential. It is the intent of this policy to ensure that all administrators, principals, teachers and other personnel of the District demonstrate appropriate behavior on the premises of any of its public schools by treating other persons, including, without limitation, pupils, with civility and respect and by refusing to tolerate harassment and intimidation.

Any form of harassment or intimidation seriously interferes with the ability of teachers to teach, pupils to learn and other employees to complete their assigned duties. No employee, volunteer, pupil or member of the Board of Trustees shall engage in acts of harassment or intimidation on the premises of any public school, school-sponsored event, or school bus in the District or on any school-sponsored activity outside the County.

All pupils, employees, board members and members of the public are entitled to maintain their own beliefs and to respectfully disagree without resorting to violence, harassment or intimidation. This policy neither advocates nor requires the acceptance of differing beliefs in a manner that would inhibit the freedom of expression but does require that individuals with differing beliefs be free from harassment and abuse.

Reviewed:

Adopted:

Revised:

NEPN/NSBA Classification:

Legal Reference: NRS 388.121 through 388.139

**6439**

**DONATED LEAVE PROGRAM FOR NON-UNION EMPLOYEES**

Employees not covered by negotiated agreements may voluntarily donate a portion of their earned sick leave to other specified non-union employees who have exhausted their own sick, personal, annual and compensatory leave and who are suffering from a health condition or injury which is expected to require a prolonged absence from work. Recipients who must care for an immediate family member so affected or participating in organ donation are also eligible.

Participation is on a strictly voluntary basis.

Donors and recipients will abide by the requirements set forth in the regulation.

Reviewed:

Adopted:

Revised:

NEPN/NSBA Classification:

Legal Reference:

**6574**

**CORRECTIVE DISCIPLINE OF NON-UNION CLASSIFIED STAFF**

The Nye County School District will enlist the use of progressive discipline to provide the opportunity for the supervisor to communicate and document unsatisfactory job performance and allow the employee to make corrections in order to succeed in his/her position.

Corrective discipline is designed to provide a fair and structured way for employees to improve their job performances and/or behaviors which do not meet the standards or demands of their positions and to provide a system for fair and equitable treatment of all employees. Nye County School District recognizes and will follow the standards of due process throughout the corrective/progressive discipline procedure.

Reviewed:

Adopted:

Revised:

NEPN/NSBA Classification: GDQD

Legal Reference:

**6147(a) DRUG TESTING**

The district recognizes the importance of providing/ensuring a drug-free workplace for the health and safety of its employees, students and visitors. In doing so, the District believes that a testing program is necessary to ensure the highest level of conformity to the drug-free workplace policy.

The District, through other policies and administrative regulations, will implement a drug and alcohol testing program for all employees of the District. The District will implement programs as follows:

- A. Bus Drivers and Commercial Vehicle Drivers, Pursuant to Title 49 CFR, Part 382 and Part 40
  
- B. All District employees:
  - 1. Pre-Employment/Pre-Placement
  - 2. Reasonable Suspicion
  - 3. Post Accident

Employment with Nye County School District is contingent upon, among other things, compliance with this policy. Failure to comply will subject an employee to immediate termination of employment and will preclude an applicant from an offer of employment.

Reviewed: September 20, 2006  
Adopted: October 6, 2006  
Revised:

NEPN/NSBA Classification: GBEC  
Legal Reference: Federal Drug Free Workplace Act

7620

## WELLNESS POLICY

The Nye County School District promotes healthy schools and healthy students by supporting wellness, good nutrition and regular physical activity as a part of the total learning environment. The District supports a healthy environment where students learn and participate in positive dietary and lifestyle practices. By facilitating learning through the support and promotion of good nutrition and physical activity, schools contribute to the basic health of students.

The entire school environment shall be aligned with healthy school goals to positively influence a student's understandings, beliefs and habits as they relate to good nutrition and regular physical activity. All foods available on school grounds and at school sponsored events during the instructional day should meet or exceed District Nutrition Standards.

A quality physical education program is an essential component of wellness. Physical activity shall be included in each school's daily education program at all grade levels. Physical activity shall include regular instructional physical education, recess, co-curricular activities and walking between classes where appropriate.

Reviewed: April 14, 2006

Adopted: May 26, 2006

Revised:

NEPN/NSBA Classification: JLC

Legal Reference: Child Nutrition & WIC Reauthorization Act of 2004