

# Agenda of Regular Board Meeting

## The Board of Trustees Nye County School District

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A Regular Board Meeting of the Board of Trustees of Nye County School District will be held Wednesday, October 12, 2022, beginning at 5:30 PM at the Round Mountain High School, 61 Hadley Circle, Round Mountain, NV 89045.

Disabled members of the public who require reasonable accommodations in order to attend this Meeting are asked to notify District Administration at 775-727-7743, ext. 224, at least 24 hours prior to the Meeting. Questions regarding backup materials may be directed to Board Secretary Kelly Wood, 775-727-7743, ext. 224. A Public Binder will be available for viewing at the scheduled location at the time of the Meeting.

This Meeting will also be streamed live online via the link on the Nye County School District website. Public comment may be accepted live via email for the duration of the Meeting and shared during the Public Input time designated on the Agenda. Public comment made by members of the public attending the meeting virtually must be emailed to [publiccomment@nyeschools.org](mailto:publiccomment@nyeschools.org) and must include:

1. The author's first and last name.
2. The author's phone number (phone number will not be read on the official record).
3. Date of the Meeting for which the comment is intended.

All Public Input rules and timelines listed on the Agenda still apply.

This Agenda has been 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.

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. **PLEDGE OF ALLEGIANCE**
3. **ROLL CALL**
4. **MISSION STATEMENT & GOALS**
5. **ADOPTION OF AGENDA, FOR POSSIBLE ACTION**

6. **RECOGNITIONS, INFORMATIONAL**

The Board may recognize individuals or groups who have excelled in academic or athletic pursuits, or who have contributed to NCS D in a significant manner.

7. **REPORTS, INFORMATIONAL**

A. SCHOOL SPOTLIGHTS

Round Mountain Schools

B. ADMINISTRATOR'S REPORT

C. SUPERINTENDENT'S REPORT

Dr. Shillingburg will report on events that have occurred or are pending since the last Board meeting.

D. BOARD REPORTS

8. **PUBLIC INPUT, INFORMATIONAL**

This time is set aside for the public to make comments on items within the authority of this Board and are not for Board interaction. Matters raised cannot be deliberated or acted upon until properly placed on a future agenda. **Comments that are irrelevant, repetitious, slanderous, offensive, inflammatory, willfully disruptive or deemed personal attacks will not be permitted.** A Request to Speak form must be completed and submitted to the Board Secretary before the Public Input is open. A time limit of 3 minutes per person or 5 minutes for the spokesperson for a group will be imposed.

9. **CONSENT AGENDA, FOR POSSIBLE ACTION**

A. APPROVAL OF THE SEPTEMBER 28, 2022 BOARD MEETING MINUTES 3

10. **SPECIAL EDUCATION SUPPORT SERVICES (SESS) UPDATE, INFORMATIONAL 10**

Lisa Ford, Director of Special Education Support Services

11. **APPROVAL OF GRANTS, FOR POSSIBLE ACTION 33**

Karen Holley, Coordinator of Federal and State Programs

12. **APPROVAL OF BID FOR ROOF REPAIR PROJECTS, FOR POSSIBLE ACTION 34**

Joe Schmidt, Director of Maintenance/Operations, Safety/Security

13. **DISTRICT SAFETY UPDATE, INFORMATIONAL**

Joe Schmidt, Director of Maintenance/Operations, Safety/Security

14. **DISCUSSION/APPROVAL OF HEALTH INSURANCE CHANGES, FOR POSSIBLE ACTION 45**

Ray Ritchie, Chief Operating Officer

15. **APPROVAL OF WARRANTS, FOR POSSIBLE ACTION**

Recommended Action: That the Board approve the check registers.

16. **DISCUSSION/APPROVAL OF THE SUPERINTENDENT'S CONTRACT, FOR POSSIBLE ACTION**

17. **DISCUSSION REGARDING FUTURE BOARD MEETING TOPICS, INFORMATIONAL**

18. **CHANGE OF DATE/ATTENDANCE AREA OF FUTURE BOARD MEETINGS, FOR POSSIBLE ACTION**

The BOT may make any change of date, time or location that has become necessary.

A. DETERMINATION IF THERE WILL BE A QUORUM AT THE NEXT BOT MEETING

The next BOT meeting is Wednesday, November 16, 2022, in Pahrump, NV.

19. **PUBLIC INPUT, INFORMATIONAL**

This time is set aside for the public to make comments on items within the authority of this Board and are not for Board interaction. Matters raised cannot be deliberated or acted upon until properly placed on a future agenda. **Comments that are irrelevant, repetitious, slanderous, offensive, inflammatory, willfully disruptive or deemed personal attacks will not be permitted.** A Request to Speak form must be completed and submitted to the Board Secretary before the Public Input is open. A time limit of 3 minutes per person or 5 minutes for the spokesperson for a group will be imposed.

20. **ADJOURNMENT, FOR POSSIBLE ACTION**

Recommended Action: That the Board President adjourn the meeting.

**NYE COUNTY SCHOOL DISTRICT  
BOARD OF TRUSTEES REGULAR MEETING MINUTES  
SEPTEMBER 28, 2022**

Present: Teresa Stoddard, President; Sean Hastings, Vice-President; Larry Small, Clerk; Tim Sutton, Member (via Zoom); Bryan Wulfenstein, Member; Warren Shillingburg, Superintendent; Laura Weir, Assistant Superintendent (via Live Stream); Ray Ritchie, Chief Operating Officer; Brenda Slusser, HR Executive Director (via Live Stream); Kelly Wood, Executive Secretary

Mark Hansen, Member arrived at 6:17 p.m.

Absent: Roger Morones, Member;

Guests: Rob Williams, Joe Schmidt, Paul Anderson (via Zoom), Arthur Hodge, Desiree Veloz, Cheryl Tibbits, Sierra McKillips, April Sutton, Erin Jerabek, Michael Pape, Ava Proulx, Angela Rhodes, Michael Keyes, Reva Braun, Brionna Moore, Tosca Arntz, Wendy Weeks, Eric Kunzi, Chris Laux, Nichole Walters, Kenny Weaver, Alicia Lewis, Joseph Kinn, Edward Chandler, Elizabeth Mattson, Emily Smith, Kelsen Smith, Crystal Dabrowski, Tina Rieger, Amy Veloz, Ben Veloz, Sue Neubecker, Tammy Winters, Nancy Berry, Jessica Hargis, Craig Rieger, Alex Rieger, Chris Boyajian, Genoveva Lopez-Angelo, Elizabeth Ewing, Nate Cardinal, Sylvia DeMasi, Bill Hockstedler, Pahrump.

**CALL TO ORDER**

The meeting was called to order at 5:35 p.m. at the Southern District Office, 484 S. West Street, Pahrump, NV and streamed electronically through the NCSD website. Pahrump Valley High School student Alex Rieger led the Board members, administrators and guests in reciting the Pledge of Allegiance. Roll was called. Mr. Small read the mission statement and goals.

**ADOPTION OF AGENDA**

Mr. Hastings made a motion to adopt the agenda. Mr. Small seconded and the motion passed all in favor.

**RECOGNITIONS**

None.

**SCHOOL SPOTLIGHTS**

Dr. Shillingburg stated they are doing something different with School Reports this year. They will now be recognizing students and staff from each school at the Board meetings. Tonight's School Spotlights are from Pahrump Valley High School and Rosemary Clarke Middle School.

Desiree Veloz, Kenny Weaver, and Tosca Arntz from PVHS recognized the following students/staff:

- \* Michael Pape, Teacher; High Advanced Placement Academic Achievement Results
- \* Sue Neubecker, Staff; Supporting and Elevating Student Success
- \* Sofia Poulis, Student; Academic Excellence

\* Alex Rieger, Student; Academic Excellence.

Erin Jerabek, April Sutton, and Edward Guinto-Chandler from RCMS recognized the following students/staff:

\* Nancy Berry, Staff; Patience, Kindness, Positivity & Willingness to Help

\* Kelsen Cross-Smith, Student; Highest GPA, Consistent Attendance, Perfect Behavior.

### **ADMINISTRATOR REPORTS**

None.

### **SUPERINTENDENT REPORT**

Dr. Shillingburg thanked the Pahrump Valley Chamber of Commerce for inviting him to be a guest speaker at their luncheon last Wednesday. He stated he enjoyed sharing about the schools, and our goal to be the number one district in Nevada. He also spoke about the strategic plan and invited anyone who is interested to participate in the process.

Dr. Shillingburg then reported that he had his first meeting this afternoon with the Parent Advisory Council. He stated they had great conversation and he looks forward to working with them this year. The Parent Advisory Council and Teacher Advisory Council are opportunities for him to reach out to our stakeholders and for him to share any issues, concerns, or celebrations.

### **BOARD REPORTS**

Mr. Small reported that he attended Pastries with Parents at Rosemary Clarke MS. He stated the data review was eye-opening and congratulated the staff for a great event.

Mr. Wulfenstein reported that he attended some football games recently, and wanted to commend the players for being a competitive team with Virgin Valley and Moapa Valley. He thanked the coaches and athletes for their dedication and stated they were a great example of adversity and perseverance. He appreciated watching them and looks forward to more games.

### **PUBLIC INPUT**

Arthur Hodge stated he loves the USA and is saddened by the state that she is in. Safety and security are paramount and we need to think outside of the box. He said right now it seems like the abyss, and we must have the holistic approach. We need folks to start thinking outside of the box. He then stated that we need a food service committee. He does not want the government telling us what to eat and what not to eat. He also spoke about the need for a leadership class for students that are interested, and that will allow credit. There is too much potential going untapped and we need good leaders for the future.

Amy Veloz asked if Dr. Shillingburg knew there were problems with the superintendent evaluation form, why didn't he bring it up at the July meeting? If he mentioned it previously, the Board could have created a new one in a previous meeting. She then asked why the Superintendent's contract is being discussed before it is expired. Also, the Superintendent is asking for a raise with back-pay. How is this feasible if the district is low on funding? She stated that Mr. Sutton said he would only agree to the contract if there was a stipulation that the strategic plan would be completed by the end of the school year. She said that Dr. Shillingburg agreed and said he would do the strategic plan. She noted that Mr. Morones stated that he would take that as a commitment. The contract sounds like it would be nearly impossible to negate if it was renegotiated. She asked the Board to take a moment to ponder her questions.

Nichole Walters spoke on behalf of her business No Opinion News. She stated she also runs a telegram channel called Truth Seekers, and she will have a Faith in Blue car show in October at Petrack Park. She then stated that her daughter has expressed concerns about students vaping at schools and also having weapons. She stated that her daughter and other students are telling her they have problems with the hall monitor CJ. CJ almost locked her daughter in the bathroom during lunch, or the bathrooms are completely locked. She said the bathrooms should not be locked during lunch time. She stated she has reported her issues regarding CJ but nothing has been done. She then stated that the schools are using Google and doing collections of data through Google. She asked who is this data being sold to? She also noted that FCC set standards for wireless radiation levels. She listed the levels. She said that 20-30 kids in a classroom using electronic devices would create high radiation levels.

Wendy Weeks spoke on behalf of the NCCTA. She spoke about many concerns including: growing student population, teacher shortage, not enough consumable books for students, swamp coolers at Beatty schools, holes in the roof at Tonopah HS, teachers volunteering to be on the Advisory Committee with no pay, salaries not competitive with the inflation rate, in-person training for Writable, thankful for the math training however room was too hot and small to keep on task, and continuing issues with a particular elementary school.

#### **APPROVAL OF THE CONSENT AGENDA**

Mr. Small made a motion to approve. Mr. Wulfenstein seconded, and the motion passed with a vote all in favor.

#### **NCSD SOCIAL WORKERS' PRESENTATION**

Social Workers Sierra McKillips, Alicia Lewis, Ava Proulx, Brionna Moore, and Angela Rhodes introduced themselves and showed a presentation explaining their responsibilities within the district. They spoke about their objectives, tiers of service, the programs/events they help run/manage and/or coordinate, and gave data regarding the number of students the Social Workers service each year. Ms. Lewis then spoke about and explained SafeVoice and Signs of Suicide processes. Mr. Small asked what the goal was to get social work coverage in the northern schools. Ms. McKillips replied that the Social Workers just went from being grant funded to solid funding, and there is not enough money to support solid mental health. Dr. Slusser who was attending the meeting via online streaming asked Ms. Wood to let the Board know that Lisa Ford and Dr. Slusser are working on getting contract social workers, but have not found anyone yet. Ms. Proulx stated she does attend the north when she can, and there are also counselors there to assist the students. Mr. Hastings stated he was amazed at all that the Social Workers do, and would like to see them come back in future Board meetings and give regular updates. Ms. McKillips agreed and also invited the Board members to stop by their offices any time they would like to observe what they are doing.

#### **APPROVAL OF BID FOR ROSEMARY CLARKE MIDDLE SCHOOL HVAC SYSTEM REPLACEMENT PROJECT**

Joe Schmidt stated this would eliminate approximately half of the dated HVAC units currently at RCMS. They will install modern units and the air filtration with the new units will be upgraded as well. Mr. Small asked about the timeline and the anticipated days of adverse weather portion of the proposal. Mr. Schmidt introduced Chris Laux from CORE Construction to answer any questions. Discussion ensued regarding timeframe of the project. Mrs. Stoddard asked Ray Ritchie about the funding. Mr. Ritchie replied it is coming from the final ESSER money. The remaining ESSER money must be used before school starts in August, and this is one of the projects that ESSER money can be used for. He stated they would like to replace all the units but right now there is not enough money for that. Discussion ensued.

Mr. Small made a motion to approve CORE to purchase the equipment from Norman Wright and the control system through Sunbelt Controls for a total cost of \$3,553,612.00. Mr. Wulfenstein seconded, and the motion passed with a vote all in favor.

### **DISTRICT SAFETY UPDATE**

Mr. Schmidt gave an update on the following projects:

- \*Paint Projects: Amargosa Valley School, exterior and cafeteria; Tonopah HS, paint exterior;
- \*Single Point Entry: Hafen ES, RCMS, J.G. Johnson ES, Amargosa School, Beatty HS; Floyd ES is next, then Beatty ES;
- \*Key Control: Amargosa Schools are finished; J.G. Johnson ES was started this week; Mt. Charleston ES will be next; there will be a thumb-turn on the inside of all classroom doors;
- \*Cameras: 85 were installed this year; estimate 225 will fix all bad views; 30 more on order now;
- \*Secretary Training: held September 23<sup>rd</sup>; went over the important role of administrative staff in emergency operations; overview/questions about single point entry and key control.

Discussion ensued.

### **APPROVAL OF WARRANTS**

Mr. Small asked Mr. Ritchie about some of the warrants. Discussion ensued. Mr. Small made a motion to approve check vouchers: No. 1047 for \$29,146.57; No. 1048 for \$28,530.98; No. 1049 for \$2,178.91; No. 1050 for \$460,729.92; No. 1053 for \$179,004.23; No. 1055 for \$151,227.50; No. 1056 for \$221,915.87; No. 1057 for \$10,738.23; No. 1058 for \$34,852.12; No. 1062 for \$7,756.21; No. 1063 for \$65,794.86; No. 1074 for \$97,733.70; No. 1075 for \$11,916.11; No. 1076 for \$466,845.68; No. 1077 for \$76,158.14; No. 1078 for \$37,393.74; No. 1085 for \$31,236.00; No. 1086 for \$2,593.90; No. 1087 for \$304,525.48; No. 1088 for \$110,747.47; No. 1459 for \$2,795.62; No. 1460 for \$68,112.44; No. 1464 for \$256.04; No. 1470 for \$25,464.65; and No. 1472 for \$91.91. Mr. Hansen seconded, and the motion passed with a majority vote in favor.

### **APPROVAL OF THE SUPERINTENDENT'S CONTRACT**

Paul Anderson stated he had talked with Mrs. Stoddard and Dr. Shillingburg to negotiate the new contract that is attached to the agenda as backup. He said the contract is based on this school year plus three more years. He stated in essence it is a four-year contract because you renegotiate in the last year of the current contract. It is difficult to operate as a lame duck when your contract is up. He stated that under *III. Duties of Superintendent* he added that the Superintendent is responsible for the development of the Strategic Plan which will be available for adoption on or before May 31, 2023. Under *V. Compensation* the base annual salary was increased to \$175,000 retroactive to July 1, 2022. Mr. Anderson said that Dr. Shillingburg's current salary was close to the bottom of the other counties, and this puts him in the ballpark of the other superintendents. He stated he has the other salaries being paid if the Board would like to see them. Mr. Anderson noted the rest of the contract is the same as the prior contract.

Mr. Small asked if they could go with a three-year contract like they did before, finish the current contract, then go with a two-year contract for the next one. Mr. Anderson replied that would be up to the BOT to decide. Mr. Small stated that he feels that the timeframe for the Strategic Plan is too long, and they should do six months because he had talked to some of our employees in the district and there are a ton of talented people that can draw up a plan. Dr. Shillingburg stated the Strategic Plan would be done by the end of the school year in May with the Vision, Mission, and graduate goals. Then over the summer annual objectives of how the goals would be met, so no matter what all goals coming from the

Strategic Plan wouldn't start until August 2023. Mr. Small asked if the annual 3% increase was the same for other employees, and Mr. Ritchie stated ultimately yes. Mr. Small stated he believed the salary increase was a large increase right now. Mr. Anderson stated that Dr. Shillingburg is still not matching what the other superintendents in the state are making. Mr. Small asked about *IX. Transportation* and the use of a 4-wheel drive vehicle. Mr. Anderson replied that was a carry over from the current contract, and due to the northern rural areas, the Superintendent has to travel to, it is something that has been in past superintendent contracts as well. Mr. Small asked about *XI. Goals and Objectives* regarding the 90 days to establish goals and objective for the district. Mr. Anderson replied that was also a carry over from the current contract.

Mr. Wulfenstein stated he wished the "Selection of a Company to do the NCSD Strategic Plan" agenda item was listed before this item. He is worried about spending money on a Strategic Plan, it is more common that a district uses its own resources to create a Strategic Plan. Dr. Shillingburg replied that it would not be fair to the community if he created a Strategic Plan if ultimately, he would not be here. If he is going to remain the Superintendent, then he can do the Plan, the BOT would need to make that choice. Mr. Wulfenstein asked if it is correct to say that we don't have to hire someone to do the Plan. Dr. Shillingburg replied yes, he has the skill level to create a Plan, but he wanted the BOT to see what outside companies charge. He wasn't sure if the BOT wanted him to stay on so he brought other possibilities for other people to do the Plan if he is not going to be here. Discussion ensued.

Mr. Hastings asked about *V. Compensation* if the annual 3% increase is regardless of an evaluation outcome, or should it be based on a satisfactory evaluation. Mr. Hansen stated that was a good point, it could be based on a satisfactory evaluation, however, the assessment must be objective and not based on others' opinions. Discussion ensued regarding the evaluation issues. Mr. Anderson stated the evaluation should tie back to *III. Duties of Superintendent*.

Mr. Sutton stated if they are inclined to approve the contract, it should begin July 2023 to July 2026 with the salary increase beginning July 2023. He said he has no problem with the annual 3% increase, but is concerned with *XIII. Termination of Employment Agreement* that states the Superintendent can terminate this agreement with a 90-day notice. He stated that is short notice and would leave the Board scrambling. If that remains in the contract, the BOT should be able to terminate the Superintendent with the same 90-day notice. Mr. Sutton proposed that the Strategic Plan be due at the end of summer so that it can be implemented, and share the revised Vision and goals at the beginning of the school year, then have 90 days to set the goals and objectives based on the Strategic Plan. Dr. Shillingburg commented that the reason it says to make the new salary retroactive is to keep him competitive with the other state superintendents. Discussion ensued about retroactive pay.

Mr. Hastings proposed to agree to a four-year contract, with the Strategic Plan due July 2023 because it makes sense to have it approved at the last Board meeting before the start of school. Also, in *V. Compensation* add that the 3% increase would be based on a satisfactory evaluation. He liked the suggestions to add the 90-day notice of termination for the Superintendent, and to do an internal Strategic Plan. Mr. Hastings made a motion to approve the contract with the above stated changes. Mr. Hansen seconded and the vote was as follows: Mr. Hastings: Aye; Mr. Hansen: Aye; Mrs. Stoddard: Aye; Mr. Small: Nay; Mr. Wulfenstein: Nay; Mr. Sutton: Nay. Motion did not pass.

Discussion regarding salary and retroactive pay ensued.

Mr. Wulfenstein proposed an incentive pay or bonus pay of \$15,000 be given to the Superintendent upon completion of the Strategic Plan. Mr. Sutton stated there are other companies out there that will do a Strategic Plan for that same cost. Mr. Anderson stated you can offer a bonus or incentive but Dr.

Shillingburg would have to agree to that. Mr. Sutton stated he would approve the contract now but to not go into effect until July 2023, and that he wants a Strategic Plan.

Mr. Sutton made a motion to present the contract as is with changes: *I. Term* state three-year contract provided there is a Strategic Plan in place by July 1, 2023. That would mean if there is no Strategic Plan by that date, the contract does not go into effect. Dr. Shillingburg stated he would be okay with Mr. Wulfenstein's suggestion, contract language as is, but the increased pay for this year would be given as a bonus once the Strategic Plan is completed. Mr. Sutton withdrew his motion.

Discussion ensued regarding bonus and retroactive pay. Mr. Wulfenstein asked what happens if the BOT is not happy with the Strategic Plan. Dr. Shillingburg stated the Plan must be approved by the BOT.

Mr. Hastings made a motion to approve the contract with the following revisions: no retroactive pay; a Strategic Plan due by July 1, 2023; bonus pay will be added July 1, 2023 with an approved Strategic Plan in place; 3% annual increase based on a satisfactory evaluation; in *XIII. Termination of Employment Agreement*, the 90-day notice applies to both the Superintendent and the BOT; the Strategic Plan will be done internally; three-year term contract with an end date of 2026. Mr. Small seconds, and the vote was as follows: Mr. Hansen: Aye; Mr. Small: Aye; Mr. Hastings: Aye; Mrs. Stoddard: Aye; Mr. Wulfenstein: Nay; Mr. Sutton: Nay. The motion passed with a majority vote in favor.

#### **SELECTION OF A COMPANY TO DO THE NCSD STRATEGIC PLAN**

The BOT deemed this item unnecessary as it is proposed in the Superintendent's contract that Dr. Shillingburg will create a Strategic Plan.

#### **DISCUSSION REGARDING FUTURE BOARD MEETING TOPICS**

Mr. Small suggested to have the Coordinator of Food Services, Jodi Martinez, come to a meeting to speak about available food choices based on the public comment that was made. He also suggested that they have an update in 2-3 months regarding the Campus Monitors situation at PVHS to see if the changes that were implemented made a difference.

Mr. Wulfenstein stated that the PVHS parking lot had been done 10 years ago, but there has been a lack of maintenance which make it deteriorate quickly. He would like an update on that as well as the track and football fields. He would also like to have a topic about the discipline in the schools, and what can be done to curb behavior.

#### **CHANGE OF DATE/ATTENDANCE AREA OF FUTURE BOARD MEETINGS**

No action taken.

#### **PUBLIC INPUT**

Amy Veloz thanked the Board for taking the time to recognize school staff and students. Teachers do what they do because they love it, recognizing their hard work, and students' hard work is wonderful. She also wanted to thank the Social Workers team. She can't imagine how difficult that job is, and thanked them for taking care and loving our kiddos, and their work is appreciated.

#### **ADJOURNMENT**

Mrs. Stoddard adjourned the meeting at 8:51 p.m.

By \_\_\_\_\_  
Larry Small, Clerk



# Special Education Support Services



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# Learning Objectives



- The Meet Special Education District Office Team
- Identifying the Offices Supervised by the Special Education Staff
- Understanding the difference between an IEP and 504 Plan
- Identify Challenges

# Meet the Team

## Special Education Support Services (SESS)

Lisa Ford, Director

Shanda Hammar, Executive Secretary

Kris Dale, Special Education District Facilitator

Tonia Petrie, Special Education District Facilitator

Angi Nasso, District Registered Nurse



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# Initiatives In Special Education Support Services

- Compliance and Monitoring
- Teacher Training
- Coaching and Modeling
- Paraprofessional Training
- Administrator Training
- Health Services
- IEP Conflict Resolution
- IEP Eligibility Processes
- 504 Eligibility Processes
- Curriculum Training
- State Standardized Assessment Training, Testing, Data Review and Validation
- Augmentative/Assistive Communication
- Behavior Support
- Conflict Prevention Intervention Training
- And much more.....



# Office Under The SESS Office

**School Psychologist:** Apply expertise in mental health, learning, and behavior, to help children and youth succeed academically, socially, behaviorally, and emotionally.

**Team Members: District Employed**

**Team Members: Online Contractors**

Bridget Theakston  
Synthia Thune  
Mary Yeager

Belinda White  
Jennifer Mortensen  
Rachel Briscoe  
Danielle Holly  
Jacob Baker



# Offices Under The SESS Office

Speech Language Pathologists: Work with children and adults who have problems with speech and language, including related cognitive or social communication problems. They may be unable to speak at all, or they may speak with difficulty or have rhythm and fluency problems, such as stuttering.

Team Members: District Employed

Team Members: Online Contractors

Roxanne Bruce Adrienne Pearson	Anna Evans Jennifer Collins Patricia Theisen Sheree Haney Bailey Anderson
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# Offices Under The SESS Office

Occupational Therapist treat people for problems with movement and coordination. It helps people improve the motor skills involved in everyday tasks, like writing and getting dressed.

Team Members: District Employed  
Person Contractors

Team Members: In

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Louis Gibson	Jason Moy
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# Offices Under The SESS Office

School Nurse provides comprehensive health services to children and youth.

Team Members: District Employed

Angi Nasso, District RN  
Pam Peterson, PVHS RN  
Yayo Alberto, HES RN  
Cindy Brockman, FES LPN  
Beatrice Robinson, Float LPN  
Patricia Smith, Health Aid  
Patti Jagers, Health Aid  
Tommie Landis, Health Aid  
Robin Schmidt, Health Aid  
Danielle Kruse, Health Aid



# Offices Under The SESS Office

**Social Workers:** Trained mental health professionals who can assist with mental health concerns, behavioral concerns, positive behavioral support, academic, and classroom support, consultation with teachers, parents, and administrators as well as provide individual and group counseling/therapy.

Team Members: District Employed

Alicia Lewis  
Sierra McKillips  
Angela Rhodes  
Ava Proulx  
Brionna Moore



# 504 PLAN

# VS IEP

**WHAT IS THE  
DIFFERENCE?**



# IEP vs. 504 Plan

## Individualized Education Programs (IEP)

## 504 Plans

The Individuals with Disabilities Education Act (IDEA). This is a federal special education law for children with disabilities

Section 504 of the Rehabilitation Act of 1973. This is a federal civil rights law to stop discrimination against people with disabilities.

To get an IEP, there are two requirements:

1. A child has one or more of the [13 disabilities](#) listed in IDEA. The law lists specific challenges, like learning disabilities, ADHD, autism, and others.
2. The disability must affect the child's educational performance and/or ability to learn and benefit from the [general education curriculum](#). The child must need specialized instruction to make progress in school

To get a 504 plan, there are two requirements:

1. A child has *any* disability. Section 504 covers a wide range of different struggles in school.
2. The disability must interfere with the child's ability to learn in a general education classroom.

Section 504 has a broader definition of a disability than IDEA. (It says a disability must substantially limit one or more basic life activities. This can include learning, reading, communicating, and thinking.) That's why a child who doesn't qualify for an IEP might still be able to get a 504 plan

# IEP vs. 504 Plan

## Individualized Education Programs (IEP)

There are strict legal requirements about who participates. An IEP is created by an [IEP team](#) that must include:

- The child's parent or caregiver
- At least one of the child's general education teachers
- At least one special education teacher
- School psychologist or other specialist who can interpret evaluation results
- A district representative with authority over special education services

With a few exceptions, the entire team must be present for [IEP meetings](#).

## 504 Plans

The rules about who's on the 504 team are less specific than they are for an IEP.

A 504 plan is created by a team of people who are familiar with the child and who understand the evaluation data and special services options. This might include:

- The child's parent or caregiver
- The nurse
- The school principal
- General Education Teacher

# IEP vs. 504 Plan

## Individualized Education Programs (IEP)

Here are some of the most important things the IEP must include:

- Present Levels of Academic and Functional Performance
- Annual Education Goals
- Any related services (speech, OT, PT, ESY, etc.)
- Timing of services
- Accommodations
- Modifications
- How the student will participate in standardized testing
- How the student will be included in general education classes.

## 504 Plans

There is no standard 504 plan.

A 504 plan generally includes the following:

- Specific accommodations, supports, or services for the child
- Where the accommodations, supports, or services for the child will take place

# IEP vs. 504 Plan

## Individualized Education Programs (IEP)

The IEP team must review the IEP at least once a year.

The child must be reevaluated every three years to determine whether services are still needed.

## 504 Plans

A 504 plan is reviewed each year and a reevaluation is done every three years or when needed.

# Challenges





## Critical Staffing Shortages

Reliant on Virtual Contractors for:

Speech Pathology

School Psychology

Occupational Therapy

Physical Therapy

Special Education Teacher

# Challenges Create

## Access, Equity, and Opportunity Gaps

When students can't create concrete/real world relationships with providers, academic, social, emotional, and behavioral growth slow



# Support Staff Shortages

Schoolwide, Personal Assistant,  
Specialized Units

Negatively impacts instructional time, growth  
and development, self regulation, etc.



# Challenges Create



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Lost time, productivity, and money

# Challenges Create

- Case Management Needs
- Compliance Related Issues
- Inability to Train
- Staff Burnout
- Prep Buyouts
- Relational Damage
- ETC., ETC., ETC.





Building Administrators, Teachers,  
Related Service Providers, and  
Paraprofessionals

NCSD's Special Education Program

**MEETS STANDARDS** in our Annual  
Performance Rating!

The State of NV is rated as Needs  
Improvement; but Nye County is Rated  
MEETS Standards as measured by the  
Performance Standards set by the Federal  
Office of Special Education Programs



Lisa Ford  
900 E. Jackrabbit St., Ste. 2  
Pahrump, NV 89048  
775-751-4015  
lford@nyeschools.org

Grants for BOT approval:

I am requesting approval for the ARP ESSER Evidence-Based Summer Enrichment and After-School Program grant that will supplement summer school programming and after-school programming for the 2022-23 and 2023-24 school years. Summer school will be held for elementary students in Amargosa, Beatty and Pahrump. Middle School will be held at Rosemary Clarke Middle School and credit recovery will be managed through the Pathways program for middle and high school students. After school programming is for RCMS and PVHS, replacing the funding that was provided by the 21<sup>st</sup> Century grant.

The grant request is for \$773,508.38 over the two-year period with \$325,375.10 for 22-23 and \$448,133.28 for 23-24. Funding includes salaries and benefits, supplies, books, FOSS science kits, transportation and an external evaluator for the after-school programs at RCMS and PVHS.

**Roof Repair project**

**Amargosa, Pathways, SDO, Mt. Charleston**

**Nye County School District Board of Trustees Meeting**

**October 12<sup>th</sup> 2022, Round Mountain Hadley, Nevada**

**Need:**

Roofs here in Nevada take a beating from the elements, and our in house Maintenance staff routinely make repairs as leaks develop, or if we see issues during other maintenance activities. Our staff however, are somewhat limited to the extent we can dismantle and reassemble roofing systems. As such, our work is generally surface work, including cleaning, prepping and installing sealant products. When a repair requires more than surface work, it's best to bring in a qualified contractor to insure the entire scope of the repair is addressed.

**Discussion:**

During the monsoon season this year, numerous issues with roofs, district wide were reported. Some were new leaks, and some were areas that had been repaired in the past. We had spot patched many of the areas that were again leaking, so I asked for an inspection of all of our roofs district wide. The issues found at inspection generated a multi-phase project involving three complete re roof projects and four repair projects. The re-roof projects consist of a storage building at PVHS and two rental properties, so there is no operational concerns associated with those projects. The four repair projects are before the Board tonight, and are located at Amargosa K-8, Pathways Gym, Southern District Office, and Mt. Charleston.

Roofing contractors historically have not been interested in bidding smaller single repair jobs, but when we grouped a list of repairs, they came out to bid on them. For this reason, we cannot break apart the site work as they bid them as a package. The costs associated with each of the four jobs is connected to the others, and the combination represents the total for each bidder.

**Bidding:**

We received three responsive bids to complete all four jobs. All three bids represent a complete job, with no pending or unknown costs to be forecasted.

**A.W. Farrell & Son Inc.** bid the job at a total of **\$101,484.00**, see breakdown below:

- Amargosa        \$34,438.00
- Pathways        \$26,390.00
- SDO              \$12,656.00
- Mt. Charleston \$28,000.00

**Dri Tech Corporation** bid the job at a total of **\$86,598.00**, see breakdown below:

- Amargosa \$45,528.00
- Pathways \$11,115.00
- SDO \$ 8,486.00
- Mt. Charleston \$21,469.00

**AMAYA Roofing and Waterproofing** bid the job at a total of **\$63,600.00**, see breakdown below:

- Amargosa \$37,188.00
- Pathways \$ 8,301.00
- SDO \$ 6,934.00
- Mt. Charleston \$11,177.00

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Recommendation:

We are recommending the Board approve Amaya Roofing and Waterproofing and award them the job. As we review the bid breakdown, there are differences between each site. Amaya is about three thousand dollars higher on the Amargosa piece, but lower on all others. They are the lowest overall by thirteen thousand dollars from the next higher bidder, and even if we could pick the lowest piece from each contractor, we would be within \$2700.00 of Amaya's total bid.

Schedule:

Start date is to be determined upon approval from the Board.

Attachments:

Bid Proposal - CTR Roofing Ltd.

Bid Proposal - AMAYA Roofing and Waterproofing

Bid Proposal - Dri Tech Corporation

AMM

BID PROPOSAL FORM

PROJECT: Nye County School District – Southern District Repairs

PLACE: Nye County School District  
Nye County

36

DATE & TIME: Friday September 23<sup>rd</sup> 1:00 p.m

TO: Nye County School District  
601 E Calvada Blvd  
Pahrump, NV 89048  
Atten: Joe Schmidt  
jdschmidt@nyeschools.org

I. Pursuant to and in compliance with the Invitation to Bid relating to the above referenced project, the undersigned, hereby proposes and agrees to fully perform the work within the time stated and in strict accordance with the proposed Contract documents, and addenda thereto, for the following not to exceed sum of money:

PROJECT BASE BID: Nye County School District – Southern District Repairs

All labor, materials, services and equipment necessary for completion of the Work shown on the Scope of Work and in the specifications.

Amargosa Valley School - Admin

Thirty Seven Thousand One Hundred Eighty Eight DOLLARS(\$ 37,188.00)

Pathways Middle School Gym @ Pahrump Valley High School

Eight Thousand Three Hundred One DOLLARS(\$ 8,301.00)

Southern District Office

Six Thousand Nine Hundred Thirty Four DOLLARS(\$ 6,934.00)

Mt Charleston Elem School – Building 13

Eleven Thousand One Hundred Seventy Seven DOLLARS(\$ 11,177.00)

**TOTAL**

Sixty Three Thousand Six Hundred DOLLARS(\$ 63,600.00)

The Bidder agrees to the following:

- A. Maintain a full crew at all times
- B. Abide by are rules and regulation of State of Nevada and NCSD
- C. Follow all safety guidelines set forth by NRCA

- 2. If awarded this Contract, the undersigned will execute a satisfactory construction Contract, and will provide to Owner proof of insurance coverage, and the required bonds to the Owner for the entire Work as per the Contract documents within 10 days after notice of award. It is agreed that this proposal is subject to the Owner's acceptance for a period of 30 (thirty) days.

Insurance Requirements for Contractor:

CONTRACTOR shall procure and maintain during the duration of the contract insurance against claims for injuries to persons or damages to property, which may arise from or in connection with the performance of the work hereunder by the CONTRACTOR, his agents, representatives, employees or subcontractors. The cost of such insurance shall be included in the CONTRACTOR'S bid.

Minimum Limits of Insurance (Contractors Shall maintain limits to no less than):

- A. Comprehensive or Commercial General Liability: \$1,000,000 combined single limit per occurrence and \$2,000,000 in the aggregate for bodily injury, personal injury and property damage.
- B. Automobile Liability: \$1,000,000 combined single limit per accident for bodily injury and property damage.
- C. Worker's Compensation and Employers Liability: Worker's Compensation limits of Statutory and Employers Liability limits of \$1,000,000 per accident.

- 3. Receipt is acknowledged of the following addenda:

No. <u>Addendum #1</u>	Dated <u>09/27/2022</u>
No. <u>N/A</u>	Dated <u>N/A</u>
No. <u>N/A</u>	Dated <u>N/A</u>

- 4. The bidder attests and affirms that he/she and his/her subcontractors are skilled and experienced in the use and interpretation of plans, specifications, addenda and related bid documents and, that he/she has carefully reviewed the drawings, specifications, addenda and related bid documents for this Project and has found them to be free of conflicts and/or ambiguities and sufficient for bidding and construction purposes. Further, he/she has carefully examined the site of the Work, and, through his/her own personal observations, has satisfied himself/herself as to the nature, location and requirements of the Work; the character, quality and quantity of materials required; the difficulties likely to be encountered; the other items and/or conditions which may affect the satisfactory performance of the Work. He/She has based his/her bid solely on these documents,

and personal observations, and has not relied in any way on any explanation or interpretation, oral or written, from any source other than those issued by the Owner.

Bidder agrees that the Owner has the right to accept or reject any or all bids and to waive all informalities.

Bidder further agrees that no modifications to any contract, addenda, specification, or any other document may be made except in writing.

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Respectfully Submitted,

By: **Mark Ballard** Date <sup>09/27/2022</sup> \_\_\_\_\_, 20\_\_

Title: **Estimator**

Company: **AMAYA Roofing & Waterproofing, Inc.**

(Seal, if bidder is a corporation)

Licenses Number: **81903 & 81904**

Address: **5016 Schuster Street, Las Vegas, Nevada 89118**

Phone: **(702) 420-2419**

**Mark Ballard**

Digitally signed by Mark Ballard  
DN: cn=Mark Ballard, o=AMAYA  
Roofing & Waterproofing Inc., ou,  
email=mark@amayaroofinginc.co  
m, c=US  
Date: 2022.09.27 14:15:51 -07'00'

DWF

BID PROPOSAL FORM

PROJECT: Nye County School District – Southern District Repairs

PLACE: Nye County School District  
Nye County

39

DATE & TIME: Friday September 23<sup>rd</sup> 1:00 p.m

TO: Nye County School District  
601 E. Calvada Blvd  
Pahrump, NV 89048  
Atten: Joe Schmidt  
jdschmidt@nyeschools.org

I. Pursuant to and in compliance with the Invitation to Bid relating to the above referenced project, the undersigned, hereby proposes and agrees to fully perform the work within the time stated and in strict accordance with the proposed Contract documents, and addenda thereto, for the following not to exceed sum of money:

PROJECT BASE BID: Nye County School District – Southern District Repairs

All labor, materials, services and equipment necessary for completion of the Work shown on the Scope of Work and in the specifications.

Amargosa Valley School - Admin

\$ 34,438.00 DOLLARS(\$ \_\_\_\_\_)

Pathways Middle School Gym @ Pahrump Valley High School

\$ 26,390.00 DOLLARS(\$ \_\_\_\_\_)

Southern District Office

\$ 12,650.00 DOLLARS(\$ \_\_\_\_\_)

Mt Charleston Elem School – Building 13

\$ 28,000.00 DOLLARS(\$ \_\_\_\_\_)

TOTAL

101,484 DOLLARS(\$ \_\_\_\_\_)

09/16/2022

To: All Bidding Contractors

From: Nye County School District

Re: Addendum #1, Nye County School District – re-roof

Item #1:

1. **Church (former Boys and Girls Club):** Contractor to tear off the roofs down to the wood deck, repair all dry rot decking, install RMer-Seal underlayment, install high wind dimensional shingles, install all new vents, install all new edge metal, install new flashing over the stucco wall.

TOTAL: \$16,885 DOLLARS(\$ \_\_\_\_\_)

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Addendum #1 must be signed, dated and returned with bid to confirm receipt and acknowledgment

Signed R. L. Both Date 9/26/22

Print Name RICHARD ATKINSON

and personal observations, and has not relied in any way on any explanation or interpretation, oral or written, from any source other than those issued by the Owner.

Bidder agrees that the Owner has the right to accept or reject any or all bids and to waive all informalities.

Bidder further agrees that no modifications to any contract, addenda, specification, or any other document may be made except in writing.

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Respectfully Submitted,

By: RICHARD ATKINSON Date 26, 2022

Title: SERVICE MANAGER / SALES

Company: AW. FARRELL & SONS INC.  
(Seal, if bidder is a corporation)

Licenses Number: # CC62392

Address: 3953 W OQUILLOD LAS VEGAS NV 89118

Phone: 702-279-0796

DAI TEW

BID PROPOSAL FORM

PROJECT: Nye County School District – Southern District Repairs

PLACE: Nye County School District  
Nye County

42

DATE & TIME: Friday September 23<sup>rd</sup> 1:00 p.m

TO: Nye County School District  
601 E Calvada Blvd  
Pahrump, NV 89048  
Atten: Joe Schmidt  
jdschmidt@nyeschools.org

I. Pursuant to and in compliance with the Invitation to Bid relating to the above referenced project, the undersigned, hereby proposes and agrees to fully perform the work within the time stated and in strict accordance with the proposed Contract documents, and addenda thereto, for the following not to exceed sum of money:

PROJECT BASE BID: Nye County School District – Southern District Repairs

All labor, materials, services and equipment necessary for completion of the Work shown on the Scope of Work and in the specifications.

Amargosa Valley School - Admin

Forty Five Thousand Five Hundred Twenty Eight 00/100 DOLLARS(\$ 45,528.00 )

Pathways Middle School Gym @ Pahrump Valley High School

Eleven Thousand One Hundred Fifteen 00/100 DOLLARS(\$ 11,115.00 )

Southern District Office

Eight Thousand Four Hundred Eighty Six 00/100 DOLLARS(\$ 8,486.00 )

Mt Charleston Elem School – Building 13

Twenty One Thousand Four Hundred Sixty Nine 00/100 DOLLARS(\$ 21,469.00 )

**TOTAL**

Eighty Six Thousand Five Hundred Ninety Eight 00/100 DOLLARS(\$ 86,598.00 )

The Bidder agrees to the following:

- A. Maintain a full crew at all times
- B. Abide by are rules and regulation of State of Nevada and NCSD
- C. Follow all safety guidelines set forth by NRCA

- 2. If awarded this Contract, the undersigned will execute a satisfactory construction Contract, and will provide to Owner proof of insurance coverage, and the required bonds to the Owner for the entire Work as per the Contract documents within 10 days after notice of award. It is agreed that this proposal is subject to the Owner's acceptance for a period of 30 (thirty) days.

Insurance Requirements for Contractor:

CONTRACTOR shall procure and maintain during the duration of the contract insurance against claims for injuries to persons or damages to property, which may arise from or in connection with the performance of the work hereunder by the CONTRACTOR, his agents, representatives, employees or subcontractors. The cost of such insurance shall be included in the CONTRACTOR'S bid.

Minimum Limits of Insurance (Contractors Shall maintain limits to no less than):

- A. Comprehensive or Commercial General Liability: \$1,000,000 combined single limit per occurrence and \$2,000,000 in the aggregate for bodily injury, personal injury and property damage.
- B. Automobile Liability: \$1,000,000 combined single limit per accident for bodily injury and property damage.
- C. Worker's Compensation and Employers Liability: Worker's Compensation limits of Statutory and Employers Liability limits of \$1,000,000 per accident.

- 3. Receipt is acknowledged of the following addenda:

No. \_\_\_\_\_ Dated \_\_\_\_\_  
 No. \_\_\_\_\_ Dated \_\_\_\_\_  
 No. \_\_\_\_\_ Dated \_\_\_\_\_

- 4. The bidder attests and affirms that he/she and his/her subcontractors are skilled and experienced in the use and interpretation of plans, specifications, addenda and related bid documents and, that he/she has carefully reviewed the drawings, specifications, addenda and related bid documents for this Project and has found them to be free of conflicts and/or ambiguities and sufficient for bidding and construction purposes. Further, he/she has carefully examined the site of the Work, and, through his/her own personal observations, has satisfied himself/herself as to the nature, location and requirements of the Work; the character, quality and quantity of materials required; the difficulties likely to be encountered; the other items and/or conditions which may affect the satisfactory performance of the Work. He/She has based his/her bid solely on these documents,

and personal observations, and has not relied in any way on any explanation or interpretation, oral or written, from any source other than those issued by the Owner.

Bidder agrees that the Owner has the right to accept or reject any or all bids and to waive all informalities.

Bidder further agrees that no modifications to any contract, addenda, specification, or any other document may be made except in writing.

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Respectfully Submitted,

By: Jared Osuna-Gonzalez Date 09/23, 20 22  
Jared Osuna-Gonzalez

Title: Service Manager.

Company: Dri Tech Corporation.

(Seal, if bidder is a corporation)

Licenses Number: 0040211,0075893

Address: 5340 W Robindale Road, Las Vegas, NV, 89139

Phone: 702-220-3401

Warren Shillingburg, PhD  
Superintendent

# Nye County School District

Ray Ritchie  
Chief Operating Officer

Brenda Slusser, PhD, SHRM-SCP  
Executive Director, Human Resources

Southern Administration Office  
484 S. West Street  
Pahrump, Nevada 89048  
Phone 775-727-7743  
Fax 775-727-7768



Every Student A Success

**BOARD OF TRUSTEES**  
Teresa Stoddard, President  
Sean Hastings, Vice-President  
Larry Small, Clerk  
Mark Hansen  
Roger Morones  
Tim Sutton  
Bryan Wulfenstein

Northern Administration Office  
P.O. Box 113  
Tonopah, Nevada 89049  
Phone 775-482-6258  
Fax 775-482-8573  
Corr 035.22

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## MEMORANDUM

Date: September 28, 2022

TO: Board of Trustees

FROM: Raymond Ritchie, Chief Operating Officer

SUBJECT: Request approval for changes to our Health Insurance Plan

Attached for your approval please find updated Summary Plan Description. The Health Insurance Committee has negotiated and agreed upon the following changes:

- 5% increase to employee premiums (this is an employer paid expense)
- \$10 increase on all prescriptions
- \$10 increase on co-pays
- \$500 increase on Deductible and Out of Pocket.

The increases are a result of the continued increase in health care costs.

RR:es

## SCHEDULE OF MEDICAL BENEFITS PPO PLAN

If the covered person incurs charges for necessary medical care, services or supplies as the result of sickness or accidental bodily injury, and when the services and supplies are under the direction of a physician, the Plan will pay benefits as indicated below subject to the deductible and eligible charge provisions.

**MAXIMUM LIFETIME BENEFIT PER PERSON ..... Unlimited**

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### Major Medical Benefits

Covered expenses are subject to the deductible and applicable benefit percentage (unless otherwise noted).

<b>DEDUCTIBLE PER PERSON PER CALENDAR YEAR IN NETWORK .....</b>	<del>\$1,000</del>	<b>\$1,500</b>
<b>DEDUCTIBLE PER PERSON PER CALENDAR YEAR OUT OF NETWORK .....</b>	<del>\$2,000</del>	<b>\$3,000</b>
<b>DEDUCTIBLE PER FAMILY PER CALENDAR YEAR IN NETWORK .....</b>	<del>\$2,000</del>	<b>\$3,000</b>
<b>DEDUCTIBLE PER FAMILY PER CALENDAR YEAR OUT OF NETWORK.....</b>	<del>\$4,000</del>	<b>\$6,000</b>

### **BENEFIT PERCENTAGES**

Eligible Expenses:  
(unless otherwise noted)

PPO Provider .....	90%
Non-PPO Provider .....	70%

The calendar year individual out of pocket limit when using PPO providers is ~~\$2,400~~ <sup>\$2,900</sup>. The calendar year family out of pocket limit when using PPO providers is ~~\$4,800~~. The calendar year individual out of pocket limit when using non-PPO providers is ~~\$4,800~~. The calendar year family out of pocket limit when using non-PPO providers is ~~\$9,600~~ <sup>\$11,600</sup> <sup>\$5,800</sup>.

After the out of pocket limit has been reached, eligible medical expenses incurred by a covered individual during that same calendar year are paid at 100% of covered charges.

In Network expenses incurred for the following **CANNOT** be applied toward the out-of-pocket limit:

1. the penalty amount;
2. any charge excluded in Limitations and Exclusions;

Out of Network expenses incurred for the following **CANNOT** be applied toward the out-of-pocket limit:

1. the deductible;
2. co-payments;
3. the penalty amount;
4. any charge excluded in Limitations and Exclusions;

**Note:** The deductible, out-of-pocket limit and maximums are separate for the PPO and Non-PPO providers.

**BENEFIT PERCENTAGES WILL BE REDUCED  
IF COST CONTAINMENT FEATURES ARE NOT FOLLOWED**

The Pre-Certification Telephone Number is: (800) 274-7767  
FOR PPO VERIFICATION OF A PHYSICIAN, YOU MAY ACCESS THE ANTHEM  
WEBSITE AT:  
[www.anthem.com](http://www.anthem.com)

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**SCHEDULE OF MEDICAL BENEFITS PPO PLAN**

<b>Benefit Description</b>	<b>Annual Deductible</b>	<b>PPO Plan Pays</b>	<b>Non-PPO Plan Pays</b>	<b>Limitations Or Explanations</b>
<b>Alcoholism &amp; Substance Abuse</b>	Yes	90%	70%	<u>Inpatient Care</u>  Admission to a Non-PPO hospital is subject to a \$2,500 co-pay per admission.  Pre-Certification required.  <u>Office Care</u>
<b>Office Visit</b>	Yes	100% after a <del>\$20</del> co-pay <b>\$30</b>	70%	Pre-Certification is not required for Office Care.
<b>Mental / Nervous Conditions</b>	Yes	90%	70%	<u>Inpatient Care</u>  Admission to a Non-PPO hospital is subject to a \$2,500 co-pay per admission.  Pre-Certification required.  <u>Office Care</u>
<b>Office Visit</b>	Yes	100% after a <del>\$20</del> co-pay <b>\$30</b>	70%	Pre-Certification is not required for Office Care.
<b>Autism Spectrum Disorder</b>	Yes	90%	70%	<u>Inpatient Care</u>  Admission to a Non-PPO hospital is subject to a \$2,500 co-pay per admission.  Pre-Certification required.  <u>Office Care</u>
<b>Office Visit</b>	Yes	100% after <del>\$20</del> co-pay <b>\$30</b>	70%	Pre-Certification is not required for Office Care.

Note: In a case of a hospitalization consisting of "partial" days, 2 partial days will be considered as 1 full day of inpatient care. A partial day is defined as a minimum of 6 hours per day of hospitalization. Anything less than 6 hours per day will be paid under the outpatient benefits of the Plan.

**SCHEDULE OF MEDICAL BENEFITS PPO PLAN**

<b>Benefit Description</b>	<b>Annual Deductible</b>	<b>PPO Plan Pays</b>	<b>Non-PPO Plan Pays</b>	<b>Limitations or Explanations</b>
<b>Inpatient Hospital Services</b>	Yes	90%	70%	Admission to a Non-PPO hospital is subject to a \$2,500 co-pay per admission.  Pre-Certification required.
<b>Outpatient Hospital Services</b>	Yes	90%	70%	Pre-Certification required for certain Outpatient Surgeries
<b>Emergency Room Visit</b>	Yes	90%	90%	Simple x-rays due to an accidental injury occurring after 5:00 PM will be covered at 100% after a \$25 copayment.
<b>Urgent Care Centers</b> PPO Non-PPO	No Yes	100% after a \$50 co-pay	70%	This benefit applies to all services rendered in an Urgent Care Facility.  The \$50 co-pay does not apply toward the deductible.  If a Non-PPO provider is used, the Plan pays subject to the deductible and benefit percentage.

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**MAXIMUM COVERED CHARGES FOR ROOM AND BOARD**

Hospital Room..... Semi-Private Rate

- A private room will be covered only when medically necessary.

Intensive Care Unit, Coronary Care Unit, or Intermediary Care.....Usual and Customary

Skilled Nursing Facility ..... Semi-Private Rate

- Coverage limited to 90 days of confinement during any one calendar year. Confinement must begin within 14 days of a hospital stay of at least 3 consecutive days.

**ALL INPATIENT HOSPITAL STAYS REQUIRE PRE-CERTIFICATION:**

- **MANDATORY INPATIENT HOSPITALIZATION REVIEW** - With Hospital pre-certification, regular plan benefits apply; without Hospital pre-certification benefits are subject to an **ADDITIONAL DEDUCTIBLE of \$500.00 per admission.**

- **CONTINUED STAY REVIEW** - For any hospital admission, if a covered person stays in the hospital longer than UHN authorized, benefits for covered hospital charges incurred after the authorized length of stay **WILL BE REDUCED** by 50%.

**BENEFIT PERCENTAGES WILL BE REDUCED  
IF REQUIRED PRE-CERTIFICATIONS ARE NOT OBTAINED**

**The Pre-Certification Telephone Number is: (800) 274-7767**

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**FOR PPO VERIFICATION OF A PHYSICIAN, YOU MAY ACCESS THE ANTHEM  
WEBSITE AT:  
[www.anthem.com](http://www.anthem.com)**

**SCHEDULE OF MEDICAL BENEFITS PPO PLAN**

<b>Benefit Description</b>	<b>Annual Deductible</b>	<b>PPO Plan Pays</b>	<b>Non-PPO Plan Pays</b>	<b>Limitations or Explanations</b>
<b>Ambulance</b> PPO	No	100% after \$250 co-pay		Air and/or ground.
Non-PPO	Yes		70%	
<b>Chiropractic Care</b> PPO	No	100% after a <del>\$20</del> co-pay \$30		Only initial x-rays are covered – x-rays are subject to a \$25 co-pay
Non-PPO	Yes		70%	
<b>Acupuncture</b> PPO	No	100% after a <del>\$20</del> co-pay \$30		Benefits are subject to a calendar year maximum of \$1,500.
Non-PPO	Yes		70%	
<b>Nutritional Counseling</b> PPO	Yes	90%		
Non-PPO	Yes		70%	
<b>Clinical Trials</b>	Yes	90%	70%	
<b>Diagnostic X-Ray and Laboratory</b> PPO	No	100% after a \$25 co-pay		Services provided at a hospital or freestanding facility
Non-PPO	Yes		70%	

<b>Benefit Description</b>	<b>Annual Deductible</b>	<b>PPO Plan Pays</b>	<b>Non-PPO Plan Pays</b>	<b>Limitations or Explanations</b>
<b>High Tech Radiology (Including MRI's and Cat Scans)</b>				
<b>PPO</b>	No	100% after a \$100 co-pay		
<b>Non-PPO</b>	Yes		70%	
<b>Sleep Studies</b>	Yes	90%	70%	
<b>Durable Medical Equipment</b>	Yes	90%	70%	Rental not to exceed purchase price.
<b>Home Health Care</b>	Yes	90%	70%	
<b>Hospice Care</b>				
<b>Inpatient</b>	Yes	90%	70%	Includes family bereavement counseling (\$500 Calendar Year maximum).
<b>Outpatient</b>	Yes	90%	70%	
<b>Immunizations/ Inoculations</b>	No	100%	100%	
<b>Maternity</b>	Yes	90%	70%	Treated the same as any other illness. Not a benefit for dependents other than the spouse.
<b>Office Visits and Telemedicine</b>				
<b>PPO</b>	No	100% after a \$20 co-pay		This benefit applies to all services rendered in a physician's office. \$30
<b>Non-PPO</b>	Yes	\$30	70%	The \$20 co-pay does not apply toward the deductible or the out-of-pocket maximum.  If a Non-PPO provider is used, the Plan pays subject to the deductible and benefit percentage.
<b>Pre-Admission Testing</b>	No	100%	100%	Must be performed within 2 weeks of the admission.

## SCHEDULE OF MEDICAL BENEFITS PPO PLAN

<b>Benefit Description</b>	<b>Annual Deductible</b>	<b>PPO Plan Pays</b>	<b>Non-PPO Plan Pays</b>	<b>Limitations or Explanations</b>
<b>Outpatient Rehabilitation (Occupational, Physical and Speech Therapy)</b>	Yes	90%	70%	
<b>Preventive Health Services</b>  As stated under the United States Preventive Services Task Force recommendations.	No	100%	100%	Includes the following genetic tests when billed as preventive:  BRAC testing and  HPV DNA for participants over age 30
<b>Mammograms</b>	No	100%	100%	Baseline mammograms for covered females aged 35 through 39, and annual mammograms for covered females aged 40 and over
<b>Well Baby Care</b>	No	90%	70%	Benefits are for newborn charges in the hospital.
<b>Well Child Care</b>	No	100%	100%	Benefits are payable for covered individuals with no age limit.
<b>Second Surgical Opinion</b>	No	100%	100%	Includes the exam and required testing. Service is required at the discretion of Anthem.
<b>Skilled Nursing Facility</b>	No	90%	70%	Confinement must begin within 14 days of a hospital stay of at least 3 consecutive days.
<b>Surgery (In or Outpatient)</b>	Yes	90%	70%	Pre-Certification Required for certain surgeries
<b>TMJ</b>	Yes	90%	70%	Requires pre-authorization.
<b>Family Planning for Women:</b>	PPO Services - No  Non-PPO Services - Yes	100%	70%	All forms of contraceptive services performed in a Physician's or Surgical Facility. Services include Tubal Ligation.
<b>COVID-19 Testing</b>	No	100%	100%	
<b>COVID-19 Treatment</b>	Yes	Paid as any other like service	Paid as any other like service	
<b>All Other Covered Medical Expenses</b>	Yes	90%	70%	Includes but is not limited to hospital and physician charges out of the network area, and any other covered plan service.

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## SCHEDULE OF PHARMACY BENEFITS PPO PLAN

	Retail Pharmacy 34 Day Supply	Kroger affiliated Retail - Option 90 Day Supply	Postal Prescription Services Mail Order	Specialty Medications 30 Day Supply
<b>Generic copay</b>	<del>\$16.00</del> \$20	<del>\$20.00</del> \$30	<del>\$20.00</del> \$30	<del>\$50.00</del> \$60
<b>Preferred Brand Copay</b>	<del>\$25.00</del> \$35	<del>\$50.00</del> \$60	<del>\$50.00</del> \$60	<del>\$100.00</del> \$110
<b>Non-Formulary Brand Copay</b>	<del>\$45.00</del> \$55	<del>\$90.00</del> \$100	<del>\$90.00</del> \$100	<del>\$150.00</del> \$160

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### Specialty 360 Program

The Specialty 360 Program is designed to assist with the cost of specialty products for both you and the Plan. The program consists of three levels.

**Level 1 – Patient Assistance Program:** If you or your dependent are taking specialty products that are included in the program, a Kroger Prescription Plans representative or designee will reach out to you to inform you of the availability of a Patient Assistance Program. A Patient Assistance Program is a program developed by a Pharmaceutical Drug Manufacturer to assist with the out-of-pocket expenses of high cost prescriptions.

**Level II – Deductible Management:** If you or your dependent are taking specialty products that are included in the program, and you are using the Patient Assistance Program offered to you in Level I, the amount paid towards the cost of your medication by the Patient Assistance Program will not be applied to your deductible.

**Level III – Copay Management:** The copayment amount for the specialty products included in the program will be set up to 30% of the total cost of the specialty product.

If you are using a Patient Assistance Program offered to you in Level I to offset the cost of the medication, the amount paid towards the cost of your medication by the Patient Assistance Program will not be applied to your deductible. If you choose not to use the Patient Assistance Program offered to you in Level I, you will be responsible for up to 30% of the total cost of the medication.

### **Kroger Adhere 90 Program (Residence of the Greater Las Vegas Metropolitan Area and any Kroger Affiliated Pharmacies)**

Maintenance medications are commonly prescribed and taken continuously to manage chronic conditions such as high blood pressure, asthma, diabetes and high cholesterol. Adhere 90 is a program that requires members to receive a 90-day supply for certain maintenance medications. Visit our website at [www.kpp-rx.com](http://www.kpp-rx.com) to view the list of Adhere 90 maintenance medications.

Adhere 90 Day Supply medications are required to be filled at Kroger affiliated Retail Option 90 Day Supply Pharmacy or through Postal Prescriptions Mail Order. You are allowed 2 grace fills at a retail pharmacy. Your plan offers reduced copays for a 90 Day Supply which will save you and your plan money.

Visit our website at [www.kpp-rx.com](http://www.kpp-rx.com) and use the pharmacy locator tool to find a Kroger affiliated Pharmacy near you.

To register for mail order, visit [www.dpsrx.com](http://www.dpsrx.com) to create an account or call 800.552.6694. Once you are registered, your doctor can submit your prescriptions or send in your prescription by mail.

**Brand drugs with Generic Equivalents**

There are several Brand medications on the market that have generic equivalents. The generic equivalents have the same active ingredients as their brand counterparts. If you or your physician choose a brand drug with a generic equivalent, you will pay the brand copay plus the difference in cost between the brand medication and the generic equivalent. Consider talking to your physician to see if the generic equivalent is an option for you. The generic equivalent is offered under the generic copay.

**Reference Based Pricing Program (RBP)**

Many brand and generic medications have lower cost alternative(s) that are FDA-approved that provide therapeutically similar results. This program applies to only certain drug conditions such as cholesterol, heartburn, high blood pressure, migraines, osteoporosis, muscle relaxers, and acne. View our website at [www.kpp-rx.com](http://www.kpp-rx.com), login and/or register to view the formulary with the table of Reference Based Pricing Preferred alternatives. See the following options below:

Your Option	Things to Consider	What You Will Pay
1) Continue to use your current prescription	<ul style="list-style-type: none"> <li>You may have to pay more</li> <li>Your costs will change as the price of the medication changes</li> </ul>	<ul style="list-style-type: none"> <li>The plan will contribute a set amount towards your medication. You will be responsible for the copay plus remaining cost of the medication.</li> </ul>
2) Switch to a lower-cost therapeutic alternative or preferred medication	<ul style="list-style-type: none"> <li>You may have several options, depending on the condition</li> <li>Talk to your provider</li> </ul>	<ul style="list-style-type: none"> <li>If you choose the preferred medication, you pay the regular copay</li> </ul>
3) Ask your provider to file a Medication Request Form	<ul style="list-style-type: none"> <li>If you have tried the alternative, or there are contraindications, you or your provider may request an exception</li> </ul>	<ul style="list-style-type: none"> <li>If your Medication Request Form is approved, you pay the regular copay</li> </ul>

**Why these changes were made**

Rising drug cost place a strain on the health care system, including employers and consumers. Our goal is to provide high-quality, high-value benefits plans for our members. We want to keep prescription coverage affordable for everyone.

**What can you do**

Consider asking your pharmacist or physician if a generic option is available to you. Generics are proven to be safe, effective, less expensive and readily available. Did you know generic drugs have the same active ingredients and are approved by the FDA as their brand counterparts? Generics can save you and your employer money. Visit our website at [www.kpp-rx.com](http://www.kpp-rx.com) to learn more about generics.

If you have questions, please reach out to Kroger Prescription Plans Member Services at 800.482.1285.

## SCHEDULE OF PHARMACY BENEFITS HRA PLAN

	Retail Pharmacy 34 Day Supply	Kroger affiliated Retail - Option 90 Day Supply	Postal Prescription Services Mail Order	Specialty Medications 30 Day Supply
<b>Generic copay</b>	<del>\$10.00</del> \$20	<del>\$20.00</del> \$30	<del>\$20.00</del> \$30	<del>\$50.00</del> \$60
<b>Preferred Brand Copay</b>	\$25.00 \$35	\$50.00 \$60	\$50.00 \$60	\$100.00 \$110
<b>Non-Formulary Brand Copay</b>	<del>\$45.00</del> \$55	<del>\$90.00</del> \$100	<del>\$90.00</del> \$100	<del>\$150.00</del> \$160

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**Level III – Copay Management:** The copayment amount for the specialty products included in the program will be set up to 30% of the total cost of the specialty product.

If you are using a Patient Assistance Program offered to you in Level I to offset the cost of the medication, the amount paid towards the cost of your medication by the Patient Assistance Program will not be applied to your deductible. If you choose not to use the Patient Assistance Program offered to you in Level I, you will be responsible for up to 30% of the total cost of the medication.

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Your Option	Things to Consider	What You Will Pay
4) Continue to use your current prescription	<ul style="list-style-type: none"> <li>You may have to pay more</li> <li>Your costs will change as the price of the medication changes</li> </ul>	<ul style="list-style-type: none"> <li>The plan will contribute a set amount towards your medication. You will be responsible for the copay plus remaining cost of the medication.</li> </ul>
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