

# Agenda

## Lyon County School District Board of Trustees

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A Meeting of the Board of Trustees of Lyon County School District will be held on Tuesday, June 24, 2025, beginning at 6:30 PM at the following location:

**Professional Learning Center, PLC, located on the SSES Campus, 3800 W. Spruce St., Silver Springs, NV 89429**

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the order shown on this meeting notice.

In the event that you are unable to attend the LCSD Board of Trustees meeting, you may submit public comment by 3:00 pm the day before the board meeting by [clicking here](#). Public comment will be forwarded to all LCSD Trustees prior to the board meeting. Please note that this link is monitored for public comment only.

1. CALL TO ORDER
2. PLEDGE OF ALLEGIANCE
3. WELCOME OF GUESTS
4. APPROVAL OF AGENDA
5. APPROVAL OF May 27, 2025 MINUTES 4
6. APPROVAL OF June 4, 2025 Workshop MINUTES 28
7. BOARD MEMBER REPORTS
8. ATTITUDE OF GRATITUDE 35
9. SUPERINTENDENT REPORT

10. PUBLIC PARTICIPATION: At this time, the public is invited to address the Board on items over which the Board has jurisdiction or control. If you wish to speak, step up to the table, be seated, and state your name. Your comments are limited to no more than three minutes per agenda item with a maximum of ten minutes total. In consideration of others, avoid repetition or designate a spokesperson to speak on behalf of your group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if they are willfully disruptive, slanderous, amount to personal attacks or interfere with the rights of other speakers. Comments made during this time will be monitored by the Board President. The Board will conduct public comments after each item on the agenda on which action may be taken, before the Board takes action.

Comments submitted electronically will be included in the minutes of the meeting.

11. **CONSENT AGENDA (FOR POSSIBLE ACTION):** Per LCSD Board Policy BDD: Board Meeting Procedures, all matters listed under the consent agenda are considered routine and may be acted upon by the Board of School Trustees with one action and without

discussion. During this meeting, any member of the Board may request that an item be removed from the consent agenda, discussed, and acted upon separately.

A. Trustee Questions & Answers: This information will be posted after 12:00 pm the day of the board meeting if questions are asked. - No questions were asked.	
B. Budget Transfers	44
C. Request for Early Graduation/HSE (confidential)	
D. Personnel Reports	49
E. Travel	53
F. IT Department Reports	102
G. Fuel Bid	104
H. EOP (Confidential)	110
I. Renewal CCMSI	115
J. Renewal Warren Reed Property Liability Insurance	135
K. District Financial Report	181
Voucher #1430, 1429, 1440, 1439, 1444, 1445, 1447, 1446, 1467, 1466	
Total \$5,812,029.46	
12. ACCEPTANCE OF DONATIONS	182
13. <b>(For Possible Action)</b> Discussion and possible action regarding the LCSD Communications Plan. This item is being presented by Communications and Public Relations Officer Skyler Tremaine.	<b>184</b>
14. <b>(For Possible Action)</b> Discussion and possible action regarding the 2026-2027 Master Calendar. This item is being presented by Executive Director of Human Resources BillieJo Hogan.	<b>197</b>
15. <b>(For Possible Action)</b> Discussion and possible action regarding the annual summative evaluation of the LCSD Superintendent. This item is being presented by Board President Tom Hendrix.	<b>199</b>
16. <b>(For Possible Action)</b> Discussion and possible action regarding revisions to LCSD Policy JO: Student Records as a first reading. This item is being presented by Executive Director of Special Services Rachel Stewart.	<b>286</b>
17. <b>(For Possible Action)</b> Discussion and possible action regarding revisions to the following LCSD Policies as a second and final reading. No changes were made to the policies after the first reading. Any member of the Board may request that a policy be removed and discussed and acted upon separately.	
A. Policy IK: Grading, Interventions, course Exemptions and Class Ranking	305
B. Policy GBBS: Protection of Employees from Blood-Borne Pathogens	317
C. Policy JA: Inflatable Play Equipment and other Rental Equipment	338

18. **(For Possible Action)** Discussion and possible action on agenda items for future board meetings and/or information item requests, including a summary by the superintendent. This item is being presented by Board President Hendrix and Superintendent Tim Logan.

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Comments submitted electronically will be included in the minutes of the meeting.

20. ADJOURN:

If you have questions or public records requests, please contact the LCSD Communications and Public Relations Officer at ([Communications@lyoncsd.org](mailto:Communications@lyoncsd.org)).

The notice for this meeting was posted at the Lyon County School District Administrative Office and posted to the Lyon County School District website (<http://lyoncsd.org>) and the Nevada Public Notice Website (<http://notice.nv.gov>) in accordance with NRS 241.020 (3) (b).

*LYON COUNTY SCHOOL DISTRICT STATEMENT OF NONDISCRIMINATION AND ACCESSIBILITY*

*The Lyon County School District does not discriminate on the basis of race, color, national origin, gender, disability or age in any of its policies, procedures, or practices, in compliance with Title VI of the Civil Rights Act of 1964 (pertaining to race, color, and national origin), Title IX of the Educational Amendments of 1972, section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and Age Discrimination Act of 1975, and any other pertinent statute or requirement. This Non-Discrimination policy covers admission, access, treatment, and employment in the District's programs and activities, including Occupational Education. For information regarding opportunities, policies, or the filing of grievances, contact your school principal.*

*The Lyon County School District is pleased to provide accommodations for the handicapped or disabled. Members of the public who are disabled and require special accommodations or assistance at the meeting are requested to notify the Administrative Assistant to the Superintendent and Board of Trustees in writing at 25 E. Goldfield Ave., Yerington, NV 89447, email [mheim@lyoncsd.org](mailto:mheim@lyoncsd.org), or call (775) 463-6800 Ext. 10034 at least one week prior to the meeting.*

# MINUTES

## Lyon County School District Board of Trustees

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A meeting of the Board of Trustees of Lyon County School District was held May 27, 2025, beginning at 6:30 PM at East Valley Elementary School, Multipurpose Room, 4180 Farm District Rd., Fernley, NV 89408.

1. CALL TO ORDER

Board President Tom Hendrix called the meeting to order at 6:32 pm.

2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Trustee Peterson.

3. WELCOME OF GUESTS

President Hendrix welcomed everyone in attendance.

Board members in attendance:

President Tom Hendrix

Clerk Dawn Carson

Trustee Elmer Bull

Trustee Darin Farr

Trustee Sherry Parsons

Trustee Bridget Peterson

Trustee James Whisler

FHS Student Representative Jackson Hohnholz

Executive Cabinet in attendance:

Superintendent Tim Logan

Executive Director of Operations Harman Bains

Executive Director of Human Resources BillieJo Hogan

Executive Director of Educational Services Heather Moyle

Executive Director of Educational Services James Gianotti

Executive Director of Special Services Rachel Stewart

Kyle Rodriguez, Kirk McCallum, Skyler Tremaine, Don Lattin, Margaret Heim, William Ruff, Steve Henderson, Kathy Rudy, Pepper Ward, Shawn McMackin, Ashleigh Kirk, Michelle Trousdale, Blake Smith, Bill Crowell, Braelynn Crowell, Jen Bluhm, Loraine De La Torre, Joseph Baptist, Cory Sanford, Ron Wells, Lyndsey Wells, Jill Stokes, Adriana Arechiga, Adrian de la Cuesta, Sara Thomas, David Thomas, Andrew Merrill, Virginia Richardson, Stacey Cooper, Kent Jones, Joshua Wilson, Nohea Wilson, Tammie Moniz, Myleigh Mickelson, Summer Miln, Miles Francis, Neal E. McIntyre, Corinne Burns, Kamille Carlson, Shawn Romero, Amber Wiberg Levan, Neal McIntyre II, Paul Sullivan, Ryan Cross.

#### 4. APPROVAL OF AGENDA

Trustee Farr made a motion that the Board approve the agenda as presented.

Trustee Whisler seconded.

With no further discussion, the motion carried 7-0.

#### 5. APPROVAL OF MINUTES

Trustee Peterson made a motion that the Board approve the minutes as presented.

Trustee Whisler seconded.

With no further discussion, the motion carried 7-0.

#### 6. BOARD MEMBER REPORTS

The trustees each spoke on current events in their areas.

Trustee Whisler spoke about the orientation for incoming Silverland Middle School (SMS) students. He appreciated that the 8th graders took the incoming students around and introduced them to the school. It was an exercise in leadership.

Trustee Parsons congratulated the Fernley High School (FHS) softball team and coach Diane Chapin that won the state championship. She attended the Nevada Association of School Boards (NASB) Conference on same day as the state championship games. The conference was on the topic of cybersecurity.

Trustee Farr attended the NASB conference and the SMS student orientation. He participated in a meeting to discuss the viability for JRTC at FHS.

Trustee Bull attended Smith Valley School (SVS) and Yerington High School (YHS) Career and Technical Ed (CTE) programs and the NASB conference. He will be participating in the YHS Senior presentations.

Clerk Carson attended the NASB conference.

Trustee Peterson attended the NASB conference and participated in the legislative committee, reading bills, sending feedback to the lobbyist, with one that passed funding, SB 500, for schools.

President Hendrix also attended the cybersecurity conference by NASB. He spent time this month speaking with legislators about LCSD and with principals.

Trustee Whisler recognized and commended the Lyon County Sheriff's Office and their recent incident rescuing kids in Fernley.

#### 7. ATTITUDE OF GRATITUDE

The board read notes of gratitude written by students across the district.

#### 8. SUPERINTENDENT REPORT

Superintendent Logan thanked East Valley Elementary School staff and food services for hosting our meeting. He introduced Student Representative from Fernley High School, Jackson Hohnholz, who spoke about the events happening at the school. They had freshman orientation, are getting ready for prom, and are pushing for strong attendance for students with incentives to keep coming to school in the last weeks.

Superintendent Logan expressed appreciation for all staff in the district, and congratulated all the teams across the district who went to state and made personal records. He introduced Michelle Trousdale, hired as Assistant Principal for Cottonwood Elementary School (CES), Kamille Carlson hired as Assistant Principal for Sutro Elementary School (SES), and Josia Norman, Chartwells Nutrition Services Manager.

9. PUBLIC PARTICIPATION: At this time, the public is invited to address the Board on items over which the Board has jurisdiction or control. If you wish to speak, step up to the table, be seated, and state your name. Your comments are limited to no more than three minutes per agenda item with a maximum of ten minutes total. In consideration of others, avoid repetition or designate a spokesperson to speak on behalf of your group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if they are willfully disruptive, slanderous, amount to personal attacks or interfere with the rights of other speakers. Comments made during this time will be monitored by the Board President. The Board will conduct public comments after each item on the agenda on which action may be taken, before the Board takes action.  
Comments submitted electronically will be included in the minutes of the meeting.

Public comment was given by Ron Wells, Yerington resident. He asked if all board members are Lyon County residents. Yes, they are. He asked if all employees are Lyon County residents. No, not all. He spoke on only 3 letters that were to be presented to the board when more were sent. These will be sent to the board.

Bill Crowell spoke on behalf of his daughter and the FHS cheerleading students. He talked about his experience with coaching cheerleading in the past and about a JV squad. He questioned using Facebook as a place to post the position and the athletic director's actions with the program.

Ashleigh Kirk, FHS parent spoke on favoritism during cheer tryouts, the need to have a JV team for the freshman, another coach, and new tryouts.

Kendall Camron Lash did not agree with the cheer coach's actions and decisions.

Erin Dunigan, last year's coach, spoke about her personal cheerleading experience. She spoke on the new coach's experience and the need for more direction in regards to the tryouts.

Sarah Thomas, FHS parent spoke about a lack of communication from the school or coach and the desire to redo the tryouts.

Jillian Lash, FHS student, spoke about the coach's new ways of coaching and favoritism.

Myleigh Mickelson spoke about being cut this year, seeing bias and wanting to have another chance.

Serenity Cramer spoke about not having a chance to try out for multiple reasons.

Pepper Ward, FHS parent, did not agree with the reasons that her daughter was not chosen for the cheer team.

Superintendent Logan offered direction to the public speakers to make sure they go through the principal and coaches. The school board does not make decisions on school site issues.

Kendall Camron Lash commented that she feels there is a lack of communication with the principal and coach.

Noehea Wilson, FHS parent, commented that she spoke to the athletic director and principal and don't feel they are getting answers.

The trustees spoke about communication improvements and hearing both sides of the situation.

Melinda Miller, FHS parent, spoke on the band program being disregarded, teachers that don't stay, and a lack of fairness in the school.

Isabella Johnston, FHS student, shared concerns about being afraid at school and administration not handle things.

Abigail Johnston, FHS student shared her thoughts on who were chosen for the cheer team.

**10. CONSENT AGENDA (FOR POSSIBLE ACTION):** Per LCSD Board Policy BDD:

Board Meeting Procedures, all matters listed under the consent agenda are considered routine and may be acted upon by the Board of School Trustees with one action and without discussion. During this meeting, any member of the Board may request that an item be removed from the consent agenda, discussed, and acted upon separately.

Trustee Peterson made a motion that the Board approve the consent agenda as presented. Trustee Farr seconded.

With no further discussion, the motion carried 7-0.

A. Trustee Questions & Answers: This information will be posted after 12:00 pm the day of the board meeting if questions are asked.

No questions were asked.

B. Distance Education (Alternative Ed) Renewal

C. Request for Early Graduation/HSE (confidential)

D. Personnel Reports

E. Travel

F. IT Department Report

G. District Financial Report

Vouchers 1385, 1384, 1395, 1394, 1398, 1397, 1404, 1403, 1426, 1425

Total \$5,106,681.86

**11. FY2026 BUDGET PUBLIC HEARING**

**A. OPEN BUDGET - PUBLIC HEARING:**

Conduct public hearing on the FY2026 tentative budget to provide citizens with the opportunity for input and comment on the district's proposed budget.

Open Budget Public Hearing - There was no public comment.

**B. CLOSE BUDGET- PUBLIC HEARING**

The Budget Public Hearing was closed.

**12. (For Possible Action)** Discussion and possible action to provide district administration further direction on the LCSD FY2026 tentative budget and/or approve it as the LCSD FY2026 final budget. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Kyle Rodriguez.

FY 2026 Tentative budget was presented by CFO Kyle Rodriguez. Because it is a legislative year, there is time to make amendments if they were passed into law. The LCSD tentative budget was submitted per NRS. He spoke on the adjustments based on the governor's recommended budget, the enrollment based on the first quarter, and the weighted funding revenues changes decided by the state. Our budget is determined as if there are no vacant positions, fully staffed.

Trustee Farr attended a budget training for school boards and feels confident in the presented budget.

President Hendrix expressed his gratitude for their explanations.

Trustee Peterson commented the team and made a motion to approve the final budget for the fiscal year ending June 30, 2026.

Trustee Whisler seconded.

With no further discussion, the motion carried 7-0.

13. **(For Possible Action)** Discussion and possible action regarding the 5 Year Capital Improvement Plan. This item is being presented by Executive Director of Operations Harman Bains and Chief Financial Officer Kyle Rodriguez.

The 5 Year Capital Improvement Plan is always adjusted when there are changes to the budget. Mr. Bains spoke on the fluctuations in plan as projects and expenditures change. Trustee Peterson made a motion to approve the 5 year Capital Improvement Plan. Trustee Whisler seconded.

It is not necessary to bond at this time, but the plan is to bond in 2027-2028 which is in alignment with the Facility Master Plan.

With no further discussion, the motion carried 7-0.

14. **(For Possible Action)** Discussion and possible action regarding the LCSD 10-Year Facilities Master Plan. This item is being presented by Executive Director of Operations Harman Bains.

The 10-Year Facilities Master Plan was brought back due to concerns raised by the board during the April board meeting. The demographic study done by Zonda Education used data gathered over the past months.

Bob Templeton with Zonda spoke about the data and recommendations, methods and patterns they used to come to the enrollment projections. They used a team of people who spoke to city planners, gathered census data, community survey data including the total population within the boundary of the district. When broken down, the population is growing steadily, but with an older generation demographic, not parents with school-age children. There are several factors included in the estimation that include transfers of students out of the district to other districts or schools, and a rise in homeschooling online resources and private school options. The lower birthrate and school enrollment decline trends seen across the state are similar to the decline across the nation.

With regard to the potential increase in job growth, the developing industrial center outside Fernley is one of the largest in the world. As Zonda is a housing research firm, they are tracking this closely, but also take into account the high interest rate and inflation challenges.

Trustee Parsons commented that their numbers don't coincide with the 2020 census. Zonda is looking at school age population, not total population. Mr. Templeton spoke on the range of home prices and sales, and the current overview of active and potential development in each attendance area.

Mayor Neal McIntyre shared that close to 4000 single-family permits are approved and ground broken on some of those, selling an average of 200 homes a year.

Low levels of consumer confidence delays purchases of homes.

There was a discussion about enrollment, capacity, and the effects of absenteeism. The capacity figures are based on full attendance. The annual enrollment Changes graph showed the enrollment "bubble" traveling through the grades in the past 5 years. With conservative estimates, they predict numbers picking up in 3 years and on.

Mr. Bains commented that land developers are years out. and we may see enrollment decline if graduating classes are larger than the incoming classes. It is wise to look at this on a 1 to 5 year scale. Per the contract, there will be an adjustment every 3 years to the Master Plan using accurate numbers and data, and at the same time the district bonding capacity will increase. We will watch as the cities' infrastructure improves for growth to take place.

This report does not recommend any action at this time.

The board commented on past housing shortages, the history and patterns, and overcrowding.

Again, no action, no recommendations for new facilities are included in this report. Public comment was made by Ron Wells, Yerington resident. He sees the same trends and analysis, but in the auto business. The people moving in are retirees and have no children. Or, they are new families and we will not have students for years.

8:43 break called.

8:55 pm meeting called to order.

15. **(For Possible Action)** Discussion and possible action regarding a contract with Chartwells as LCSD Nutrition Services management Company for the 2025-2026 school year. This item is being presented by Executive Director of Operations Harman Bains.

Apologies were made to Mr. Wells and the board regarding the letters written to the board. They will be emailed to all the board members.

A new request for proposal for a food service management company for LCSD culminated in 3 proposals. The final interview was conducted with a panel of 3 board members and district staff members. Past history between the district and Chartwells included challenges that came with the COVID-19 pandemic and making sure all students were fed to USDA guidelines. Chartwells has supported the Community Eligibility Provision (CEP) designation for all LCSD schools, allowing all students to access meals.

The trustees praised Chartwells as the food service provider and the benefits to the students. The board shared the recent concerns expressed by several Chartwells employees regarding wages. The school district has no jurisdiction over the wages of the Chartwells employees. The goal of the district is to confidently provide quality meals to the students. Chartwells brought better food, higher purchasing power, less waste and happier students.

One update to the contract will be to require background checks for the Chartwells staff working in our schools.

Public comment was made by Lindsay Wells, a Chartwells employee serving at Yerington High School. She spoke on the low wage offered by Chartwells and the disadvantages. Jill Stokes spoke on behalf of staff and their low wages and their workload, resulting in higher turnover in staff.

Ron Wells shared his view on the financial aspect research done on Chartwells. He was happy to see the contract would be annual.

Chartwells representative Paul Tapia thanked the board for the positive comments and partnership. He talked about the company and business practices, competitive benefits and other perks.

There was more discussion regarding the current wages of the associates working in the district schools. The board encouraged Chartwells to take this opportunity to listen to the concerns being expressed and note the need for a wage increase.

Public comment was made by Neal McIntyre II, Fernley resident. He mentioned that there are many kids who do not eat meals and there is a need to have a plan for the left-over food. Chartwells tracks and uses a forecast system to minimize waste. They can offer share tables and use meals for different meals. Children in Transition (CIT) students are able to get a second meal or another if they want to.

Trustee Farr made a motion to approve the 5-year contract with Chartwells as the Lyon County School District food service management company.

Trustee Whisler seconded.

With no further discussion, the motion carried 7-0.

16. **(For Possible Action)** Discussion and possible action regarding a presentation on the Lyon County School District Adult Education Services. This item is being presented by Executive Director of Educational Services James Gianotti and Adult Education Lead Teacher James Ruff.

Mr. Ruff was introduced to provide an update on the exciting progress and continued growth of the LCSD Adult Education Program. He began by highlighting that the program is grant-funded and serves students 18 years of age and older. LCSD partners with two key educational vendors, High School Equivalency (HSE) and Adult High School Diploma. He emphasized that one-on-one mentoring has proven significantly more effective for students' success. As a result, the program now combines distance education with in-person instruction to better support learning and engagement. While adult education enrollment numbers have declined statewide, LCSD has experienced steady growth. Currently, 141 students are enrolled in the program. Additionally, LCSD continues to outperform state averages in terms of credits earned per student, year after year. A significant trend observed is that many students who left school during the pandemic are now returning to complete their high school education. This interest reflects the importance of the program.

The program in Dayton is expected to see further enrollment increases once their dedicated facility is completed. Currently, instruction is housed at Dayton High School.

LCSD has developed an advertising campaign over the last few years using radio, public service announcements, and social media. A recommendation was to share testimonials of past students and graduates to attract potential students.

Funding is provided through enrollment, credits earned, HSE tests passed, and per diploma earned. The state has referred other districts and programs to LCSD as an example, recognizing the district as a model adult education program.

Trustee Peterson made a motion to approve the presentation on Lyon County School District Adult Education.

Trustee Farr seconded.

With no further discussion, the motion carried 7-0.

17. **(For Possible Action)** Discussion and possible action LCSD perimeter fencing and site concrete work improvements at Dayton, Fernley, and Yerington High Schools. This item is being presented by Executive Director of Operations Harman Bains and Operations & Maintenance Supervisor Kirk McCallum.

The lowest qualified bidders for the perimeter fencing and site concrete work improvements have been identified and are being presented for board approval. The district is satisfied with the submitted bids and, in the case of Spanish Springs Construction Inc., has had positive prior experience. Upon approval, the district will coordinate with both contractors and the architect to develop a project schedule to ensure timely and quality completion.

Trustee Whisler expressed appreciation that the contractors are local, noted their favorable Yelp reviews, and highlighted the cost savings these bids offer to the district.

Staff recommends board approval for both companies to move forward with the projects.

The anticipated project completion is scheduled prior to the first day of school, reflecting a quick turnaround timeline. While the district has not previously worked with Golden Gate Fence, the involvement of the Paul Cavin architectural team provides added assurance. The scope of the project is considered straightforward.

Trustee Farr made a motion to authorize Golden Bay Fence and Iron Works Inc. bid of \$749,731.52 for the Perimeter Fencing, and Spanish Springs Construction Inc. bid of \$744,368.00 for site concrete improvements, resulting in a combined total of \$1,494,099.52 for the LCSD Perimeter Fencing, and Site Concrete Improvements project.

Trustee Parsons seconded.

With no further discussion, the motion carried 7-0.

18. **(For Discussion Only)** Discussion and acknowledgment of an Open Meeting Law Complaint, determination and Conclusion of Law issued by the Nevada Attorney General's Office on April 16, 2025. This item is being presented by LCSD Legal Counsel Don Lattin. District legal counsel, Don Lattin, provided an update regarding the Open Meeting Law complaints filed with the Nevada Attorney General's Office in 2023. All complaints were resolved in favor of the District, affirming that the Board and District have been conducting business appropriately and in compliance with the law. The complaints addressed several procedural matters, including public comment protocols, the keeping and accessibility of meeting minutes, closed gatherings, and the use and management of the consent agenda—specifically, who has the authority to remove items from it.

Trustee Peterson expressed that it was reassuring to hear the District is operating correctly, though noted the unfortunate expense incurred.

These matters require time and resources from the Attorney General's Office, an investigator, the superintendent, legal counsel, and result in additional workload for District staff.

Trustee Farr reflected on the past allegations and appreciated the determination that the Board had acted in accordance with its policies.

Trustee Whisler also recalled the events and acknowledged the Board's responsibility to act fairly with everyone.

No motion was made.

19. **(For Possible Action)** Discussion and possible action regarding the purchase of the i-Ready Assessment Suite for grades K-8th. This item is being presented by Executive Director of Educational Services Heather Moyle.

The K-8 i-Ready Assessment Suite benefits were described.

The board discussed the benefits with i-Ready, and the ability to use it for grading purposes. The district does not dictate what is used for grade reporting but the i-Ready suite provides many tools for teachers to use. Reports can be shared at parent conferences and along with the resources in the suite that parents can use to work with their children.

Trustee Peterson made a motion that the board approve the purchase of the iReady ELA Assessment Suite for grades K-8 for 5 years, at \$217,336 from the general fund annually.

Trustee Parsons seconded.

With no further discussion, the motion carried 7-0.

20. **(For Possible Action)** Discussion and possible action regarding the Star Academy program for Silver Stage Middle School. This item is being presented by Executive Director of Educational Services James Gianotti.

The Star Academy Program proposal was presented by Mr. Gianotti and Specialist Miles Francis. The district is seeking to implement the program for 8th grade at Silver Stage Middle School (SSMS) pending funding for the first 3 years. The request includes adding a

full-time teacher to meet the needs of staffing at this grade level. A letter of interest was sent to the state to obtain the necessary funding.

President Hendrix spoke highly of the academic achievements experienced in Elko County School District, where the program is already established.

There was discussion regarding the success, including reduction in absenteeism and discipline, and increase in student scores across math, science, English language arts and social studies. They use a project-based approach to engage students. The curriculum has been determined to align with the Nevada and LCSD standards. The entire 8th grade class will pilot the program, avoiding the singling out or targeting of students with a stigma.

The 3 year contract for the intervention programs includes technologies, project equipment, materials, and furnishings. It is not a sealed deal without funding.

The board was interested to hear how it worked Elko County. Buy in and partnership was immediate from the students, teachers, administration and district. They are expanding their program as well due to the success.

They operate a tier 1 and tier 2 curriculum, prepared to meet students initially where they are, and gradually customize support for them to succeed. Teachers are provided with professional development in the summer and training is provided for new teachers. Existing teachers have been identified for the program plus an additional one.

President Hendrix made a motion to approve the implementation of the Star Academy and the addition of 1 Certified full-time teacher for 8th grade at Silver Stage Middle School for the 2025-26 through 2027-2028 school years, subject to the approval of grant funding.

Trustee Farr seconded.

With no further discussion, the motion carried 7-0.

21. **(For Possible Action)** Discussion and possible action regarding LCSD critical labor shortage designations for the 2026 and 2027 school years. This item is being presented by Executive Director of Human Resources BillieJo Hogan.

Critical Labor Shortage designations of Career and Technical Education (CTE) Teachers, Substitutes, and Bus Drivers will expire at the end of June 2025. The district recommends these be approved as hard-to-fill positions as permitted by NRS.

Trustee Peterson made a motion that the board approve to designate a critical labor shortage for CTE Teacher, Substitute and Bus Drivers effective June 25, 2025.

Clerk Carson seconded.

There was discussion about the process to hire staff in these positions. Each are on a one-year contract. Toward the end of the year positions are open and principals begin interviewing. If candidates are not found, schools can move forward with finding critical needs applicants.

With no further comments, the motion carried 7-0.

22. **(For Possible Action)** Discussion and possible action regarding the LCSD 2026 Board of Trustees Meeting Schedule. This item is being presented by Superintendent Tim Logan. The 2026 Board Meeting Schedule is presented ahead of time, letting the public and staff know where we will be for board meetings. The schedule is based on the traditional rotating schedule. In July the board will typically meet at the District Office. However, it is a smaller space. Superintendent Logan recommends the Professional Learning Center (PLC) in Silver Springs for June and July 2026.

Trustee Peterson made a motion that the board approve the meeting schedule with a change to move the July meeting place to the PLC.

Trustee Whisler seconded.  
With no further comment, the motion carried 7-0.

23. **(For Possible Action)** Discussion and possible action regarding LCSD Policy IK: Grading, Interventions, Course Exemptions and Class Ranking for a first reading. This item is being presented by Executive Director of Educational Services James Gianotti. Policy IK was revised to update the term "Free and Reduced Lunch" (FRL) to "Direct Cert" for Jump Start and dual enrollment students. Because the district is on the Community Eligibility Program (CEP) we no longer collect the FRL applications. These were used in the past to qualify students as free meal recipients and as tuition waivers for Jump Start credits. The policy reflects the change. E-rate is a government reimbursement program, similar to Title funds. Designated as CEP, all LCSD schools can receive benefits. Trustee Farr made a motion to approve revisions to LCSD policy IK: Grading, Interventions, Course Exemptions and Class Ranking as a first reading. Trustee Whisler seconded.  
With no further discussion, the motion carried 7-0.

24. **(For Possible Action)** Discussion and possible action regarding revisions to LCSD Policy GBBS: Protection of Employees from Blood-Borne Pathogens as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan. Revisions to Policy GBBS: Protection of Employees from Blood-Borne Pathogens strengthen compliance by formalizing procedures and requirements, in alignment with OSHA standards. Exposure Control Plan (ECP) includes controls. The revision included the district chief nurse and strengthening consistent practices across all of the school sites. It was beneficial to review the regulations. Trustee Peterson made a motion to approve revisions to LCSD Board Policy GBBS: Protection of Employees from Blood-Borne Pathogens as a first reading. Clerk Carson seconded.  
With no further discussion, the motion carried 7-0.

25. **(For Possible Action)** Discussion and possible action regarding new LCSD Policy JA: Inflatable Play Equipment and other Rental Equipment as a first reading. This item is being presented by Executive Director of Human Resources BillieJo Hogan. New Policy JA: Inflatable Play Equipment and other Rental Equipment is presented as a mandated requirement for the district. Due to past accidents, this is a high risk for the district. POOLPACT coverage would be at risk if the district did not require the new policy and procedures to be put in place. Trustee Farr made a motion that the board approve the new policy JA: Inflatable Play Equipment (and other Rental Equipment) as a first reading. Trustee Whisler seconded.  
With no further discussion, the motion carried 7-0.

26. **(For Possible Action)** Discussion and possible action regarding revisions to the following LCSD Policies as a second, or third, and final reading. No changes were made to these policies after the first reading, except ICA per board recommendation. Any member of the Board may request that a policy be removed and discussed and acted upon separately.

Trustee Peterson made a motion to approve the listed policies for a second or third and final reading.

Trustee Whisler seconded.

With no further discussion, the motion carried 7-0.

Policy ICA: Development of Master Calendar - revised

A. Policy AB: Nondiscrimination on Basis of Sex – Title IX

B. Policy GABE: Posting of Position Openings

C. Policy GDE: Separation of Licensed Personnel - new

D. Policy GDG: Admonition of Licensed Personnel

E. Policy ~~GE~~ GZ: Definition of Terms

27. **(For Possible Action)** Discussion and possible action on agenda items for future board meetings and/or information item requests, including a summary by the superintendent. This item is being presented by Board President Hendrix and Superintendent Tim Logan.

A board workshop is scheduled for June 4th to talk about the staff "Suggestion Box" themes.

The next regular board meeting will be June 24, 2025 at the PLC.

FY25 amended budget

Policies

The evaluation of the superintendent

President Hendrix suggested an agenda item, due to the public comments, on adding a coach for cheerleading. There were comments that this topic is not under the jurisdiction of the school board. Site issues must follow the proper channels to be addressed. Policy KL:

Processing Complaints.

28. PUBLIC PARTICIPATION: At this time, the public is invited to address the Board on items over which the Board has jurisdiction or control. If you wish to speak, step up to the table, be seated, and state your name. Your comments are limited to no more than three minutes per agenda item with a maximum of ten minutes total. In consideration of others, avoid repetition or designate a spokesperson to speak on behalf of your group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if they are willfully disruptive, slanderous, amount to personal attacks or interfere with the rights of other speakers. Comments made during this time will be monitored by the Board President. The Board will conduct public comments after each item on the agenda on which action may be taken, before the Board takes action.

Comments submitted electronically will be included in the minutes of the meeting.

Public comment was made by Neal McIntyre II, Fernley resident, regarding an improvement to the audio and video recordings of the meetings.

29. ADJOURN: 10:55 pm

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The notice for this meeting was posted on May 21, 2025, at Lyon County School District Administrative Office, Lyon County School District websites (<http://lyoncsd.org>) and the Nevada Public Notice Website (<http://notice.nv.gov>) in accordance with NRS 241.020 (3) (b).

*Lyon County School District Statement of Nondiscrimination and Accessibility*

*The Lyon County School District does not discriminate on the basis of race, color, national origin, gender, disability or age in any of its policies, procedures, or practices, in compliance with Title VI of the Civil Rights Act of 1964 (pertaining to race, color, and national origin), Title IX of the Educational Amendments of 1972, section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and Age Discrimination Act of 1975, and any other pertinent statute or requirement. This non-discrimination policy covers admission, access, treatment, and employment in the district's programs and activities, including occupational education. For information regarding opportunity policies, or the filing of grievances, contact your school principal.*

*The Lyon County School District is pleased to provide accommodations for the handicapped or disabled. Members of the public who are disabled and require special accommodations or assistance at the meeting are requested to notify the administrative assistant to the superintendent and board of trustees, in writing at 25 E. Goldfield Avenue, Yerington, Nevada 89447; e-mail at [mheim@lyoncsd.org](mailto:mheim@lyoncsd.org); or by calling (775) 463-6800 ext. 10034, at least one week prior to the meeting.*

DRAFT



Stokes, Jill &lt;jstokes@lyoncsd.org&gt;

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**letter**

1 message

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**manuelareyes33@icloud.com** <manuelareyes33@icloud.com>

Wed, May 14, 2025 at 10:21 AM

To: jstokes@lyoncsd.org

Hello my name is MA Manuela Muñoz I am one of the workers at Chartwells, I have worked for this company for 3 years, I have served Smith Valley for elementary school and now I am in Yerington High School, I really like my job we have a good team preparing and serving very good meals the children and teenagers are happy we resent letters of appreciation. but but the pay we are receiving is not very good meals I believe that my work and effort dedication is worth more in these very hard times we are going through. I worked at Smith for 3 hours at \$15 an hour and when I stopped working they lowered it to only \$13. When the Wilson Canyon was closed down, I had to go through the Mason Pass, which is a dirt road. Several of my car's tires were broken. They promised to give me something extra, but I didn't get anything. And so, I continue working for you. I hope and take into account my hard work, that day after day I strive and try to improve myself and be better at my job. Espetero, and take this letter into account, thank you. ATT Ma. MANUELA MUÑOZ.

Sent from my iPhone

16

A handwritten signature in cursive script that reads "Manuela Muñoz".

5-19-2025

Yo Lyon County School Board and Chartwells

I am writing this letter in support of Chartwells employees. We have a great group of women here at YES and YHS and I feel they need a more competitive wage. Good help is hard to find especially in a small town. We are lucky to have these ladies and more pay would be a great moral boost for them as some go beyond and above their duties. YES has such a clean and organized kitchen and the kids love the girls. When we have our breaks Chartwell employees receive no compensation and it makes it tough for them when they have no check.

Thank you for your time.  
We just want a decent wage for these ladies.  
Thank you  
Monique YES Lead

5-19-25

To Lyon County Schoolboard and Chartwells

We have a really great group of women that are hard workers. They are great with the kids and get many hugs. We try very hard ~~to~~ please all the kids so they are happy to eat breakfast and lunch. The women I work with hardly <sup>18</sup> ever take a day off. We always make arrangements if we are going to be gone.

I feel that we are being under paid for the work that we do and the loyalty that we put into this job. It is hard to find hard working people and this is why I feel we should be making more money.

Thank you for your time  
Jae Talifer



To whom it may Concern,  
My name is Robin Graves  
and I work for the Lyon Co  
schools in Yerington. I've  
been working for the schools in  
the lunch room for almost <sup>19</sup>  
11 yrs. I work with ladies  
that are with Chartwell and  
these girls work their butts  
off from the time they get  
to work until their day  
is over with. I've worked

with many others over  
the years and none of them  
came close to working like  
these girls do. They  
deserve a better pay.  
They're awesome we all  
get along so great!

Thanks

Robin Graves

05/19/2025

To the Members of the School Board,

I hope this letter finds you well. I am writing on behalf of myself to express a growing concern regarding the current pay scale for my positions as lead in the Smith Valley kitchen as a Chartwell employee. As a dedicated employee, I am proud to serve our school and our students, but I am finding it difficult to support my family on the current wages provided.

With the rising cost of living—particularly in housing, healthcare, and everyday essentials—I am struggling to make ends meet despite my full-time commitment to Chartwell. I have been forced to take on a second job, which ultimately affects my ability to be fully present and effective in my primary role.

I am not only asking for fair compensation for the work I do, but also for the recognition that my role are essential to the educational environment. Improving the pay is not only an investment in the well-being of staff, but also in the quality of service provided in my kitchen and may others.

21

I respectfully urge the board to review and consider adjustments to the current pay structure provided by Chartwell. Competitive wages will help retain dedicated staff, attract skilled new employees, and reflect the value we bring to this district every day.

Thank you for your attention to this matter. I appreciate your continued support and your commitment to ensuring that our schools are places where both students and staff can thrive.

Sincerely,

Kristin Peek  
Smith Valley School Kitchen Lead  
[kpeek@lyoncsd.org](mailto:kpeek@lyoncsd.org)  
775-465-2000

To whom it may concern,

My name is Jill Stokes, I'm the last kitchen manager that works for the school district. All others work for Chartwells. The reason for this letter is to address the problem of pay for the Chartwells employees.

1. Food service has a huge problem hiring and retaining employees because the starting pay is only \$13.00 an hour. The average food service worker in Nevada makes \$16.83 an hour. A starting food service worker for the school district (when they worked for the district) was \$15.67, which was the lowest paid position in the whole district.

2. Since Chartwells took over the schools I manage, I have gone through 7 employees who quit because of pay. Right now, I have 9 wonderful, dependable, hard-working Chartwells employees who aren't sure they are coming back next year because of their below average pay.

22

3. Our summer school and community feeding program is going to be a problem. So far, I have 2 employees who will help; the rest are planning on picking garlic for 18.00 an hour. My school district employees aren't allowed to work, and even I'm supposed to have the summer off (which hasn't happened since Chartwells took over, and the D.O makes me work for Chartwells)

4. There is a shortage of food service help across the whole school district and there has been since Chartwells took over. When they first took over, they were paying \$12.00 an hour, so they increased their pay a little, just not enough.

5. I have a new kitchen Lead who orders products, does inventory, cooks and serves breakfast and lunch, cleans, fills out all of the paperwork and gets paid \$16.00 an hour. The person who retired made \$26.00 an hour. No one expects these numbers to be the same but a higher starting wage would help keep them here.

6. The girls at the food service office are constantly having to stop their work and go work in the kitchens because we're so short-handed. If anyone calls in sick, they must cover.

7. The average hourly pay at the poverty level in the U.S. is between \$14.66 and \$18.27 an hour. Chartwells employees start well below this at \$13.00 an hour. It's disturbing to know individuals who live in our community who work at our schools get paid so little for their hard work.

In closing, a contract is an agreement between 2 parties creating mutual obligations. It outlines terms and conditions under which parties agree to do or not do specific things. Why then can't the school district put a minimum pay requirement into the contract?

These ladies show up at 5:30 in the morning to start cooking breakfast and prepping, cooking and serving good nutritious lunches for our kids. Then they wash all of the pots, pans and dishes (by hand because Chartwells or round about the district won't fix our dishwashers), they sweep and mop the floors and wash, rinse and sanitize the whole kitchen.

The Lyon County School District and Chartwells need to renegotiate if we want to have a competitive wage and quality workers in our food service program. If you have further questions, don't hesitate to contact me at [jstokes@lyoncsd.org](mailto:jstokes@lyoncsd.org).

Sincerely,

Jill Stokes



Stokes, Jill &lt;jstokes@lyoncsd.org&gt;

## Fwd: Fw: Sustainable income letter

1 message

**Borden, Jean** <jborden@lyoncsd.org>  
To: Jill Stokes <jstokes@lyoncsd.org>

Sun, May 18, 2025 at 12:59 PM

----- Forwarded message -----

**From:** **Karr, Stacy** <skarr@lyoncsd.org>  
**Date:** Fri, May 16, 2025 at 6:01 PM  
**Subject:** Fwd: Fw: Sustainable income letter  
**To:** Jean Borden <jborden@lyoncsd.org>

Please send to Jill for me. Thank you 😊----- Forwarded Message -----

**From:** "Stacy Karr" <stacynjasonkarr@yahoo.com>  
**To:** "Stacy Karr" <stacynjasonkarr@yahoo.com>  
**Sent:** Fri, May 16, 2025 at 5:55 PM  
**Subject:** Fw: Sustainable income letter

24

Dear LCSD,

This letter addresses the critical need for kitchen workers in Lyon County, Nevada, to earn more than \$16 per hour to achieve a basic standard of living. While \$16 may seem like a starting point, (Chartwells actually starts at \$13/hr) a closer look at the economic realities of our county reveals that it falls significantly short of what is required to meet essential needs.

Firstly, the cost of **housing** in Lyon County has seen a substantial increase in recent years. Whether it's rental properties or the pursuit of homeownership, the current market demands a significant portion of an individual's income. At \$16 an hour, even with full-time employment (approximately \$33,280 annually before taxes), affording safe and stable housing becomes a considerable challenge, often requiring multiple jobs or severely limiting other essential expenditures.

Secondly, the rising cost of **basic necessities** such as groceries, transportation, and healthcare further erodes the purchasing power of a \$16 hourly wage. Inflation continues to impact the price of food, making it difficult for individuals and families to maintain a healthy diet. Transportation costs, particularly with the distances involved in Lyon County, including fuel and vehicle maintenance, add another significant financial burden. Access to affordable healthcare, even with insurance, often entails substantial out-of-pocket expenses.

Furthermore, a wage of \$16 an hour provides little room for **financial stability or future planning**. It leaves little opportunity to save for emergencies, invest in education or skills development, or plan for retirement. This lack of financial security can lead to increased stress and hinder the overall well-being of these essential workers.

It's important to recognize the **vital role** kitchen workers play in our local economy. They are the backbone of kitchens, contributing significantly to the local hospitality industry. Paying them a wage that reflects the true cost of living in Lyon County is not just a matter of fairness; it's an investment in the stability and quality of our workforce and the overall health of our community.

We urge you to consider the economic realities faced by kitchen workers in Lyon County and advocate for wages that allow them to live with dignity and security. A living wage that surpasses \$16 an hour is a necessary step towards ensuring a thriving and equitable community for all.

I would like to add that I LOVE my job. It is more important to me to be happy, rather than rich. I am not asking to be rich. Just to be able to stay at the job that makes me happy and still be able to afford life. Last year I made 17k. It is a daily struggle to stay at my job. I work full time. Pull out for medical/dental/vision. As well as retirement. My part time employee who works at \$3/hr less than me; takes home more than I do. That is very hard to handle.

Thank you for your time and consideration of this important matter.

Sincerely,

Stacy Karr

Yahoo Mail: Search, Organize, Conquer

--

Jean Borden  
Area Manager  
Cottonwood, East Valley & Silverland

May 15 2025

To Whom it MAY Concern,

I Fabiola Tamayo Ortiz, started my employment with Charter wells in October of 2020.

My shift starts at 6:00 AM Monday - Friday and my duties are as follows:

I review the breakfast menu and gather all of the items needed for the individual breakfast for each student Pre K - 4<sup>th</sup> grades along with four classes of special needs students. We serve between 350-380 breakfast and the same amount for the lunch hour. Breakfast meals prepared and put on a total of 24 carts. We deliver the meals to each classroom. After all the meals are distributed we begin preparing meals for lunch. Meals are made and as students arrive are given to each student. After lunch is served the cleanup begins of the kitchen, all the dishes, pots, pans must be washed and put away. The kitchen always has to be swept, mopped daily. There are many more duties that are done on the daily that I did not mention. In closing I'd like to mention that I enjoy working here serving the kids on a daily basis and the only thing I don't like is my pay rate. For the amount of work that I do I think I deserve a pay increase. I am a

To Whom it may Concern:

My name is Teresa Reyes-Ramirez, and I am an employee for the Lyon School District; my title is Food Service Assistant. I have been in the district for almost ten years. Let me tell you, I love my job. I love serving all my kids and some staff, and I have had the privilege to be around my son since he was in intermediate school. The atmosphere is awesome. The benefits and pay are good.

I am writing with regard to my coworkers who work for Chartwells. The work requirements are physically demanding. They love what they do, except the pay. They are mothers with families and are dealing with today's inflation and the pay they are getting is very low. I don't understand how McDonalds and other food chains are paying a lot more, and this company is not. I am afraid that we might lose them. Hard workers are hard to find. Please try to negotiate a pay increase for the Chartwells employees in this new contract.

27

Thank you for your time.

Sincerely,

A handwritten signature in black ink, appearing to read 'Teresa Reyes', written in a cursive style.

T. Reyes

# MINUTES

## Lyon County School District Board of Trustees

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A workshop of the Board of Trustees of Lyon County School District was held June 4, 2025, beginning at 4:00 PM at Professional Learning Center, PLC, located on the SSES Campus, 3800 W. Spruce St., Silver Springs, NV 89429.

### 1. CALL TO ORDER

President Hendrix called the meeting to order at 4:04 pm.

### 2. PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was led by Trustee Bull.

### 3. WELCOME OF GUESTS

Clerk Dawn Carson was not in attendance.

Those in attendance were:

President Tom Hendrix

Trustee Elmer Bull

Trustee Darin Farr

Trustee Sherry Parsons

Trustee Bridget Peterson

Trustee James Whisler

Superintendent Tim Logan

Deputy Superintendent Dawn Huckaby

Executive Director of Human Resources BillieJo Hogan

Executive Director of Special Services Rachel Stewart

Executive Director of Educational Services James Gianotti

Executive Director of Operations Harman Bains

Communications and Public Relations Officer Skyler Tremaine

Administrative Assistant to the Superintendent and Board of Trustees Margaret Heim

### 4. APPROVAL OF AGENDA

Trustee Whisler made a motion to approve the agenda as presented.

Trustee Parsons seconded.

With no further discussion, the motion carried 6-0.

### 5. PUBLIC PARTICIPATION: At this time, the public is invited to address the Board on items over which the Board has jurisdiction or control. If you wish to speak, step up to the

table, be seated, and state your name. Your comments are limited to no more than three minutes per agenda item with a maximum of ten minutes total. In consideration of others, avoid repetition or designate a spokesperson to speak on behalf of your group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if they are willfully disruptive, slanderous, amount to personal attacks or interfere with the rights of other speakers. Comments made during this time will be monitored by the Board President. The Board will conduct public comments after each item on the agenda on which action may be taken, before the Board takes action. Comments submitted electronically will be included in the minutes of the meeting.

Public Comment was made by CAPRO Skyler Tremaine who read a note of gratitude from the Yerington School music and arts program directors.

6. **(For Possible Action)** Discussion and possible action to provide district administration direction on a staff acknowledgement and recognition memento.

Recognition memento item. Superintendent Logan shared that recognition pins had been used in the past to commend or recognize staff for doing exceptional work. Trustee Whisler suggested doing this again with pins, chips or challenge coins. The district logo was suggested as part of the design. There was discussion regarding the appeal of a challenge coins from a military aspect and the history of this practice. They were presented by leadership to recognize outstanding work, unity and cohesion. The board, in general, were in favor. CAPRO will look into prices and design, with recommendations from Trustee Whisler.

Trustee Peterson made a motion to move ahead with the challenge coin idea, with the design to be emailed to the board.

Trustee Whisler seconded.

With no further discussion, the motion carried 6-0. Trustee Carson absent.

7. **(For Possible Action)** Discussion and possible action to move the July 22, 2025 meeting to the PLC.

The district recommended moving the July 22, 2025 meeting to the PLC in Silver Springs. The Night in the Country event is a concern with high traffic in the Yerington area. The PLC in Silver Springs would be a better place, with more seating room than the District office board room.

Trustee Peterson made a motion to move the July 22, 2025 board meeting to the PLC in Silver Springs.

It was seconded by Trustee Parsons.

With no further discussion, the motion carried 6-0. Trustee Carson absent.

8. **(For Possible Action)** Discussion and possible action to provide district administration further direction on the comments made from LCSD staff through the "Suggestion Box" questions.

Supt Logan spoke on the hundreds of comments that are the voice of the school and district staff. Themes were organized to help in considering the comments and validate concerns.

The first question was: Why is LCSD a great place to work?

- Employees answered with positive community and small-town feel, a sense of relationship in our schools, appreciating the collaboration with local law enforcement, wellness hubs, and local tribes. The board discussion focused on being happy that many staff feel this way but not all do. The suggestions box concept was not the survey that was asked for. They brought up some of the negative things that have recently been brought up in meeting public comments and personally to trustees. Some may mistrust the surveys and are not honest or don't answer. Communicating the positive things happening is important to share, so families know.
- Staff like the focus on student success, care for kids, and a "student-first" mentality. The board appreciates that staff commented on this, and it aligns with the Portrait of a Learner and individualized learning. They would like to get this message out to the public and highlight that there are people who are happy in LCSD to attract and retain staff, while we work to fix the negative.
- Staff like the supportive environment - The internships, professional growth opportunities, the Grow Your Own (GYO) program.
- Benefits and Pay - Many feel it is competitive pay, and the recent improvements to the medical benefits package were appreciated.
- Positive culture in the workplace - Staff were on both sides of this. Good to have positive comments, but still need to fix the negative things.

Second question: What is your primary concern with LCSD today?

- Student Behavior and Discipline – There is a lack of effective discipline, teachers feeling unsafe and unsupported, particularly with special education students exhibiting severe behaviors. District initiatives are to work with the SRO program, the Sheriff's zero-tolerance policy, update the cell phone policy, secondary vape detectors, and review of the restorative practices and justice. Trustee Whisler gave example of a substitute not having appropriate supports in disciplining students and lacking support from administrators. They are in favor of getting an explanation of what is allowed to happen and what is not, to understand the limitations and the law. The changes are frequent, especially with regard to special needs students. The revision to the restorative justice plan should be as strict as allowed, and made consistent across the schools. Deputy Superintendent Huckaby explained that the district is currently working with a consultant to bring this plan to the board. The Restorative Discipline Plan comes to the board for annual approval with a detailed matrix that comes directly from NRS. Following JG policy, a committee comprised of stakeholders, and subject-matter experts, the APs, counselors, etc. That is the district plan, and then each school has its own committee and stakeholders including parents, teachers, and admin. A number of comments lead to a review of the cell phone policy that is not working for the district as hoped. Behavior issues are a significant factor in retention. Enforcement is key, going forward, in supporting staff.
- Teacher Retention and Recruitment - Staff touched on the high turnover, lack of incentives and uncompetitive pay compared to other districts, along with the feeling of being undervalued. Story shared of a teacher experiencing problems getting hired. The process for posting openings and hiring applicants was reviewed, including the positions that become critical needs. The team makes decisions that are best for the students.

- Leadership and Administration concerns expressed were about poor communication, favoritism, and disconnect between district and school site. The School Board issues were about political agendas, ties to the teacher association, and unprofessional conduct or corruption. The board shared their experiences in doing school walk-throughs and positive connections being built. These are frequent and not always planned. Teachers seem grateful to see the trustees and are open with information, problems and questions. There is some lack of awareness and lack of knowledge regarding the election process. There were no inappropriate contributions made to the board candidates and all followed what was allowed by the law. It is a good practice though, to remember that the public is watching, and the board needs to be professional and respectful. Trust begins at the top.
- Workload and Resources - Concerns were regarding inadequate resources, class sizes, support for special education case loads. LCSD follows the law on class sizes and are lower than in other districts. The curriculum is now steady with HMH and i-Ready. The plan is to stay with those for the long term. The board agreed, in general, that even in a small class, one behavior problem can be overwhelming. Support for those special needs classrooms is a priority.
- Student and Community Challenges - Chronic absenteeism, low parental engagement, and student apathy hinder educational outcomes. Social promotion and weak foundational skills are also problematic. The district has implemented Student Absentee Advisory Board (SAAB). LCSD schools are working on positive incentives, school competitions, extra recess, and other things to make it public and visible, honoring classes, peer pressure to incentivize coming to school. The board would like to know when the "Parent University" events are happening to educate parents.
- Health and Safety - LCSD Operations team is continually working to address facility issues. This is ongoing.
- Curriculum and Testing - LCSD curriculum is state-approved, testing is mandated, not controlled by the district, and there is a focus on growth and student achievement, in alignment with LCSD Portrait of a Learner. SBAC for grades 3-8 will be continuing and MAP for K-3 is the trigger for Read by 3 remediation. i-Ready tools K-3 will continue for the assessment, allowed by the state.

5:55 break

Called the meeting to order at 6:03

Staff suggestions for improvement include schedule changes, aligning the calendar with other districts, and adjusting start/end times to better suit students and staff. Increased support, more teacher training, dedicated reading interventionists, and in-school suspension staff to manage behavior. Policy Reforms, like stricter discipline, ending social promotion, and ability to combine sick/personal days into PTO. Resource Allocation, staff urge prioritizing classroom supplies over administrative costs, standardizing technology purchases, and addressing aging facilities. Staff Incentives, like higher pay for longevity, scholarships for continuing education, and better maternity leave policies. Transparency and Accountability - concerns about retaliation for voicing issues, using anonymous feedback mechanisms and greater board accountability.

There was discussion about the professional training offered to staff. There is a large

ongoing amount of training offered. The board receives the multiple emails that go out to staff offering PD.

### Suggestion box #2

The first question, "What programs or opportunities would enhance students' educational experiences?" 11.5% of staff replied to this Suggestion Box.

- After-School Tutoring & Enrichment - staff responses asked for tutoring across all grade levels. Most schools have in person tutoring after school or during lunch. PAPER tutoring is available to all, Littera, summer school, Boys and Girls Club tutoring, and many enrichment opportunities. CTE, culinary, woodshop in a box, and more. The challenge is finding adults to teach and guide, we can find space, but to hire qualified person to take the job is a struggle.
- CTE and Trade - There is strong demand for more Career and Technical Education offerings, such as culinary arts, welding, auto mechanics, construction, personal finance, and woodshop, particularly at middle and high schools. This is a work in progress and there is always room to grow.
- Life Skills and Home Econ - responses to "bring it back". These positions are classified dependent on funding. Being addressed with MS CTE offerings, Culinary, Woodshop in a Box, STEM, etc. 3 of our MS Teachers worked on a statewide committee to revise MS standards for CTE this year. PAES labs in all Middle Schools and High Schools. Project Discovery and iAchieve is being piloted at DHS through Vocational. We have multiple opportunities. The board commented on how good it is to provide these types of experiences, but again, there are no teachers interested in taking them on.
- Art Music and Drama - funding at the schools, sites choose what program, usually based on personnel. Drama classes are offered at FHS and DHS. Some Middle schools have drama clubs.
- Physical Ed and Health - All MS and HS have licensed/certified teachers, offering daily PE. It is a requirement for promotion/graduation. SVS is the only school without grass or new track.
- Mental Health and SEL support - staff expressed the need for improved access to services, better SEL, and criticized current programs. LCSD has Hazel Health, Safe Schools Professionals, Character Strong for MS and HS, Compass and Navigate 360 at elementary schools, and Al's Pal for PreK

The second question, "What contributes to low reading and math scores, and how can we improve them?"

- Behavior Challenges & Disruptions - staff frequently commented on student behavior disrupting the learning for others, calling for support systems and alternatives for disruptive students. LCSD utilizes the Restorative Discipline plan, MTSS, interventions, the allocation for a board certified Behavioral Analyst (vacant), APEP and Thursday Night School.
- Inconsistent Curriculum and Instructional Fidelity - Many cited frequent curriculum changes, lack of adherence to structured literacy or math programs, and inconsistent instructional practices across teachers and sites as major barriers to progress. There are weekly meetings to implement curriculum usage and monitor progress. LETRS training. Some teachers do not use the current tools which breeds inconsistency. Teachers are

often unwilling to grow in new curriculum, unaware of technological tools and resources.

- Lack of Student Accountability and Motivation - concern over student apathy toward testing, a lack of buy-in, and policies that pass students along regardless of effort or achievement. Efforts are to change student apathy mindset. Change the narrative around the ACT and WorkKeys. Move to i-Ready for the diagnostics. President Hendrix thanked the district for bringing WorkKeys to the district. Hopefully, the state will see the benefits and use it.
  - Chronic absenteeism and Low Parent Involvement - Poor attendance among students—and sometimes staff—was seen as a core issue, often tied to a lack of home support and inconsistent reinforcement of educational expectations. Schools are increasing positive incentives, rewarding attendance.
  - Overtesting and Test Fatigue - Teachers and parents expressed deep frustration with excessive assessments, noting that frequent testing leads to disengagement and does not reflect true abilities or progress. LCSD is working to minimize this with i-Ready K-8, MAP 9-10.
  - Lack of Foundational Skills and Early Intervention - Phonics is part of HMH so LCSD is heading in the right direction. Teachers getting LETRS training.
- Moving forward, the trustees are interested in the revised Restorative Discipline Plan and its use consistently across all schools. The district will be revisiting the cell phone policy, with a look at other districts' policies, to take responsibility away from the teachers, and help with class disruption.

Trustee Farr reported on the JROTC program in the works. They had an evaluation and a followup phone call that FHS is rated as a top school to participate. A proposal will come for board action for the costs of the program.

9. **(For Possible Action)** Discussion and possible action on agenda items for future board meetings and/or information item requests, including a summary by the superintendent. This item is being presented by Board President Hendrix and Superintendent Tim Logan. June 24 next meeting at the PLC.
10. **PUBLIC PARTICIPATION:** At this time, the public is invited to address the Board on items over which the Board has jurisdiction or control. If you wish to speak, step up to the table, be seated, and state your name. Your comments are limited to no more than three minutes per agenda item with a maximum of ten minutes total. In consideration of others, avoid repetition or designate a spokesperson to speak on behalf of your group. Although this Board does not restrict comments based upon viewpoint, comments will be prohibited if they are willfully disruptive, slanderous, amount to personal attacks or interfere with the rights of other speakers. Comments made during this time will be monitored by the Board President. The Board will conduct public comments after each item on the agenda on which action may be taken, before the Board takes action. Comments submitted electronically will be included in the minutes of the meeting. No comments
11. **ADJOURN:** 7:04 pm

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The notice for this meeting was posted on May 29, 2025, at Lyon County School District Administrative Office, Lyon County School District websites (<http://lyoncsd.org>) and the Nevada Public Notice Website (<http://notice.nv.gov>) in accordance with NRS 241.020 (3) (b).

*Lyon County School District Statement of Nondiscrimination and Accessibility*

*The Lyon County School District does not discriminate on the basis of race, color, national origin, gender, disability or age in any of its policies, procedures, or practices, in compliance with Title VI of the Civil Rights Act of 1964 (pertaining to race, color, and national origin), Title IX of the Educational Amendments of 1972, section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and Age Discrimination Act of 1975, and any other pertinent statute or requirement. This non-discrimination policy covers admission, access, treatment, and employment in the district's programs and activities, including occupational education. For information regarding opportunity policies, or the filing of grievances, contact your school principal.*

*The Lyon County School District is pleased to provide accommodations for the handicapped or disabled. Members of the public who are disabled and require special accommodations or assistance at the meeting are requested to notify the administrative assistant to the superintendent and board of trustees, in writing at 25 E. Goldfield Avenue, Yerington, Nevada 89447; e-mail at [mheim@lyoncsd.org](mailto:mheim@lyoncsd.org); or by calling (775) 463-6800 ext. 10034, at least one week prior to the meeting.*

# Attitude of Gratitude

My name is Kaydance Markus and I am successful at

student name

Silver Stage Middle because of Miss ~~Anna~~ Bolten.

school name

teacher/staff member's name

I want to thank him/her for ~~Anna~~ Always helping me with work and being super positive towards me.

Thank you



Signed: Kaydance Markus

student signature

# Sutro Elementary



# Attitude of Gratitude

My name is Dejia and I am successful at Sutro Elementary School  
because of Miss Amanda.

36

I want to thank him/her for  
helping me read you have helped me from summer  
school to now. you are the best. I'm turning  
to a very good reader just because of you  
Thank you! I love you the best!



# Attitude of Gratitude

My name is Frich Thomas and I am successful at

Devon HS because of Mrs. Merr. Sch

student name

school name

teacher/staff member's name

I want to thank him/her for always giving me a  
chance to thrive. I only have  
her for adviser but its a class  
that isn't felt to be mandatory.  
She offers a place to get work  
done and still have fun



Signed: \_\_\_\_\_

student signature



# Attitude of Gratitude

My name is EVERLY and I am successful at  
East Valley Elementary School because of MS. Mahna.

I want to thank him/her for <sup>(learning)</sup>  
helping me with hard problems and learning  
math she is the best teacher ever.





# Attitude of Gratitude

My name is Alec Breckenridge and I am successful at my school, Yerington Elementary because of Ms. Foli.

39

I want to thank him/her for

Helping me learn counting and the A's and so  
much more. I was thankful to have her  
as a teacher.



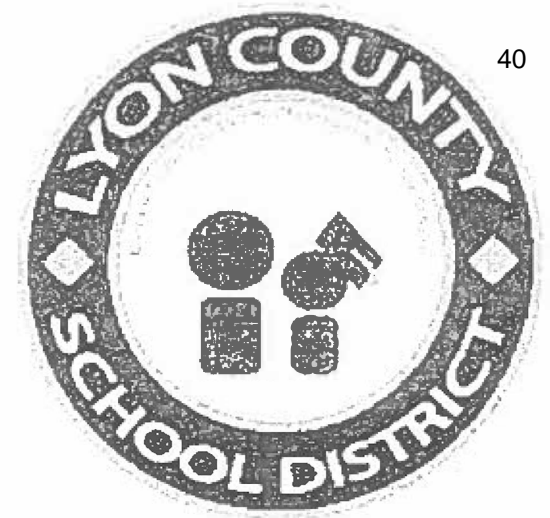
# Attitude of Gratitude

My name is Derek De La Rosa and I am successful at  
(Student's Name)

Smith Valley School because of Mrs. Berrington  
(School Name) (Teacher/Staff Member's Name)

I want to thank him/her for Always being such a  
Nice person and for always caring  
about every student and actually  
helping them with any struggles.

Signed: Derek De La Rosa  
(Student's Signature)



# Attitude of Gratitude

My name is Osmar and I am successful at  
student name

Yes because of Ms. Barrett  
school name teacher/staff member's name

I want to thank him/her for helping me in everything  
I do and always saying good things  
about me. She also helps me get  
better at everything I do.



Signed: Osmar Relayo  
student signature



# Attitude of Gratitude

My name is Roland and I am successful at Silverland Middle School  
because of Tony Adams.

42

I want to thank him/her for

Helping clean the hallway, cafeteria  
restrooms, gym, classroom and fixing  
the fire doors, the close when we are  
wild and excited and later I am thankful  
about it.



# Attitude of Gratitude

My name is Jolene and I am successful at my school, Silver Stage Elementary because of ms. Billings.

I want to thank her for helping me when things were hard instead to see her go she is and was super kind almost as much as my mom! she's someone I can trust she's always there when people are down so I want to super thank her! I also feel safe near her she's like a school mom! so yeah ms. Billings is amazing! so I thank her and appreciate her so much! so thank you.



## Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** Kyle Rodriguez, Fiscal Services Officer  
**Re:** Final FY25 Budget Transfers

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**Recommendation:**

The Board of Trustees accepts the Final FY25 Budget Transfers for the General Fund, Special Education Fund, Capital Projects Fund & Bond Fund.

**Attachment(s):**

Per NRS 354.598005 section 5 (b); “Budget appropriations may be transferred between functions, funds or contingency accounts in the following manner, if such a transfer does not increase the total appropriation for any fiscal year and is not in conflict with other statutory provisions:

- (b) The person designated to administer the budget may transfer appropriations between functions or programs within a fund, if:
  - (1) The governing body is advised of the action at the next regular meeting; and
  - (2) The action is recorded in the official minutes of the meeting.”

**Budget Considerations**

There is no net increase in budgeted appropriations for these transfers; these transfers are between functions as allowed by state law.

**Discussed at Prior Meetings**

On March 25, 2025, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

On February 25, 2025, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

On November 19, 2024, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

On October 22, 2024, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

On September 24, 2024, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

**Attachments:**

FY25 Budget Adjustments

**LYON COUNTY SCHOOL DISTRICT  
GENERAL FUND BUDGET COMPARISON  
FY25 DECEMBER VS FY25 JUNE FINAL**

	<b>FY25 Estimated Ending 6/30/25</b>	<b>FY25 DECEMBER</b>	<b>FY25 JUNE</b>	<b>BUDGET CHANGE</b>
<b>RESOURCES:</b>				
Local Sources:				
Investment Earnings	\$ 805,535	\$ 25,000	\$ 25,000	\$ -
Indirect Cost Recovery	296,435	95,000	95,000	-
Rentals	34,119	15,000	15,000	-
Other Revenue	167,890	15,000	15,000	-
	<u>\$ 1,303,979</u>	<u>\$ 150,000</u>	<u>\$ 150,000</u>	<u>\$ -</u>
State Sources:				
PCFP Adjusted Base	\$ 102,486,572	\$ 103,070,336	\$ 103,070,336	-
PCFP Transportation	5,008,400	5,008,400	5,008,400	-
PCFP Local Sped	9,568,684	9,568,684	9,568,684	-
	<u>\$ 117,063,656</u>	<u>\$ 117,647,420</u>	<u>\$ 117,647,420</u>	<u>\$ -</u>
Federal Sources:				
E-Rate Funds	\$ 488,216	\$ 100,000	\$ 100,000	-
Forest Services	11,356	100,000	100,000	-
	<u>\$ 499,572</u>	<u>\$ 200,000</u>	<u>\$ 200,000</u>	<u>\$ -</u>
Opening Fund Balance	<u>\$ 22,337,969</u>	<u>\$ 22,337,969</u>	<u>\$ 22,337,969</u>	<u>\$ -</u>
Total All Resources	<u>\$ 141,205,176</u>	<u>\$ 140,335,389</u>	<u>\$ 140,335,389</u>	<u>\$ -</u>
<b>APPLICATIONS:</b>				
Expenditures				
Instruction	\$ 42,561,735	\$ 49,731,511	\$ 46,219,511	\$ (3,512,000.00)
Vocational Programs	1,974,485	2,531,000	2,531,000	-
Cocurricular	845,342	400,000	1,000,000	600,000.00
Athletics	1,966,465	1,947,000	2,097,000	150,000.00
Student Support	4,254,786	4,411,000	4,549,000	138,000.00
Instructional Staff Support	2,880,250	2,516,000	3,189,000	673,000.00
General Administration	1,726,702	2,228,000	2,170,000	(58,000.00)
School Administration	9,880,320	10,181,000	10,104,000	(77,000.00)
Central Services	6,188,043	6,738,000	6,738,000	-
Operations and Maintenance	17,832,403	15,795,000	18,364,000	2,569,000.00
Student Transportation	6,409,381	6,382,000	6,382,000	-
Architectural & Engineering	1,725,430	1,550,000	1,730,000	180,000.00
Building & Construction	35,850	100,000	40,000	(60,000.00)
Site Improvement	109,648	225,000	125,000	(100,000.00)
Building Improvements	3,090,754	2,300,000	3,097,000	797,000.00
Total	<u>\$ 101,481,594</u>	<u>\$ 107,035,511</u>	<u>\$ 108,335,511</u>	<u>\$ 1,300,000</u>
Other Financing Sources				
Transfers to other funds				
English Language Fund	\$ 1,250,000	\$ 1,250,000	\$ 1,250,000	\$ -
Gifted & Talented Fund	323,302	500,000	500,000	-
At-Risk Fund	787,079	1,110,000	1,110,000	-
Special Education Fund	15,289,679	16,830,000	16,830,000	-
Medicaid Fund	100,000	100,000	100,000	-
Federal School Lunch Fund	500,000	500,000	500,000	-
Capital Projects Fund	1,000,000	1,000,000	1,000,000	-
Health Insurance Fund				
Contingency	-	1,300,000	-	(1,300,000)
Total Other	<u>\$ 19,250,060</u>	<u>\$ 22,590,000</u>	<u>\$ 21,290,000</u>	<u>\$ (1,300,000)</u>
ENDING FUND BALANCE	<u>\$ 20,473,522</u>	<u>\$ 10,709,878</u>	<u>\$ 10,709,878</u>	<u>\$ -</u>
Total All Applications	<u>\$ 141,205,176</u>	<u>\$ 140,335,389</u>	<u>\$ 140,335,389</u>	<u>\$ -</u>

**LYON COUNTY SCHOOL DISTRICT  
SPECIAL EDUCATION FUND BUDGET COMPARISON  
FY25 DECEMBER VS FY25 JUNE FINAL**

	<b>FY25 Estimated Ending 6/30/25</b>	<b>FY25 DECEMBER</b>	<b>FY25 JUNE</b>	<b>CHANGE</b>
<b>RESOURCES:</b>				
State Sources:	5,048,529.00	4,835,124.00	4,835,124.00	-
Transfers In:	15,289,679.00	16,830,000.00	16,830,000.00	-
Opening Fund Balance	<u>\$ 415,969</u>	<u>\$ 415,969</u>	<u>\$ 415,969</u>	<u>\$ -</u>
Total All Resources	<u><u>\$ 20,754,177</u></u>	<u><u>\$ 22,081,093</u></u>	<u><u>\$ 22,081,093</u></u>	<u><u>\$ -</u></u>
<b>APPLICATIONS:</b>				
Expenditures				-
Instruction	\$ 12,268,020.00	\$ 13,158,093.00	\$ 13,203,093.00	\$ 45,000.00
Student Support	7,032,049.00	7,038,000.00	7,120,000.00	82,000.00
Instructional Staff Support	20,078.00	366,000.00	33,000.00	(333,000.00)
General Administration	460,574.00	329,000.00	525,000.00	196,000.00
Operations and Maintenance	5,456.00	-	10,000.00	10,000.00
Student Transportation	968,000.00	1,190,000.00	1,190,000.00	-
				-
				-
Total	<u>\$ 20,754,177</u>	<u>\$ 22,081,093</u>	<u>\$ 22,081,093</u>	<u>\$ -</u>
ENDING FUND BALANCE	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

**LYON COUNTY SCHOOL DISTRICT  
CAPITAL PROJECTS FUND BUDGET COMPARISON  
FY25 DECEMBER VS FY25 JUNE FINAL**

	<b>FY25 Estimated Ending 6/30/25</b>	<b><u>FY25 DECEMBER</u></b>	<b><u>FY25 JUNE</u></b>	<b><u>CHANGE</u></b>
<b>RESOURCES:</b>				
Local Sources:	2,237,874.13	1,774,787.00	2,237,874.13	\$ 463,087.13
Transfers In:	1,000,000.00	1,000,000.00	1,000,000.00	-
Opening Fund Balance	<u>\$ 5,611,078</u>	<u>\$ 5,611,078</u>	<u>\$ 5,611,078</u>	<u>\$ -</u>
Total All Resources	<u>\$ 8,848,952</u>	<u>\$ 8,385,865</u>	<u>\$ 8,848,952</u>	<u>\$ 463,087</u>
 <b>APPLICATIONS:</b>				
Expenditures				
Operations and Maintenance	\$ 230,298.00	\$ -	\$ 245,000.00	\$ 245,000.00
Architecture/Engineering	2,460.00	-	2,500.00	2,500.00
Site Improvement	994,493.83	1,250,000.00	1,150,000.00	(100,000.00)
Building Improvement	4,286,383.00	5,750,000.00	5,602,500.00	(147,500.00)
Instructional Staff Support				-
General Administration				-
Operations and Maintenance				-
Student Transportation				-
Total	<u>\$ 5,280,877</u>	<u>\$ 7,000,000</u>	<u>\$ 7,000,000</u>	<u>\$ -</u>
ENDING FUND BALANCE	<u>\$ 3,568,075</u>	<u>\$ 1,385,865</u>	<u>\$ 1,848,952</u>	<u>\$ 463,087</u>

**LYON COUNTY SCHOOL DISTRICT  
BONDS FUND BUDGET COMPARISON  
FY25 DECEMBER VS FY25 JUNE FINAL**

	<b>FY25 Estimated Ending 6/30/25</b>	<b><u>FY25 DECEMBER</u></b>	<b><u>FY25 JUNE</u></b>	<b><u>CHANGE</u></b>
<b>RESOURCES:</b>				
Local Sources:	788,802.00	100,000.00	100,000.00	-
Other Sources:	14,995,801.00	14,995,801.00	14,995,801.00	-
Opening Fund Balance	<u>\$ 10,679,875</u>	<u>\$ 10,679,875</u>	<u>\$ 10,679,875</u>	<u>\$ -</u>
Total All Resources	<u>\$ 26,464,478</u>	<u>\$ 25,775,676</u>	<u>\$ 25,775,676</u>	<u>\$ -</u>
 <b>APPLICATIONS:</b>				
Expenditures				-
General Administration	\$ 206,332.64	\$ 125,000.00	\$ 250,000.00	\$ 125,000.00
Operations and Maintenance	347,581.00	-	500,000.00	500,000.00
Student Transportation	1,924,125.00	2,210,000.00	2,210,000.00	-
Architecture/Engineering	90,194.50	250,000.00	200,000.00	(50,000.00)
Educational Specification Development	-	75,000.00	-	(75,000.00)
Building Acquisition & Construction	3,780,467.00	4,000,000.00	4,250,000.00	250,000.00
Site Improvement	17,785.00	850,000.00	250,000.00	(600,000.00)
Building Improvement	9,062,082.00	13,000,000.00	12,850,000.00	(150,000.00)
Total	<u>\$ 15,428,567</u>	<u>\$ 20,510,000</u>	<u>\$ 20,510,000</u>	<u>\$ -</u>
ENDING FUND BALANCE	<u>\$ 11,035,911</u>	<u>\$ 5,265,676</u>	<u>\$ 5,265,676</u>	<u>\$ -</u>

# LYON COUNTY SCHOOL DISTRICT LICENSED

PERSONNEL REPORT LIC 0601 – June 24, 2025

That the Board of Trustees approves the following recommendations:

**HIRINGS:**

SCHOOL/SITE	POSITION	NE W	EST	FUNDED BY and BOARD APPROVAL DATE {if new position}	EFF. DATE	NAME OF RECOMMENDED EMPLOYEE
Cottonwood Elementary	Teacher		X	(D. Foster)	8/20/25	Desiree Winship
Cottonwood Elementary	Teacher		X	(L. Sousa)	8/20/25	Allison Bridgewater
Dayton Elementary	School Nurse		X	(E. Etchegaray)	8/20/25	Meaghan Rand
Dayton High	Teacher		X	(J. Jennings)	8/20/25	Elena Hansen
LyOnline Distance Ed	Teacher	X		New allocation	8/20/25	Tim Hamilton
East Valley Elementary	Counselor		X	(C. Owings)	8/14/25	Lani Von Linsowe
Fernley High	Teacher		X	(D. Wildermuth)	8/26/25	Daron Wildermuth
Fernley High	Teacher		X	(J. Jordan)	8/26/25	John Jordan
Fernley High	Teacher		X	(D. Chapin)	8/26/25	Diane Chapin
Fernley High	Teacher		X	(T. Keener)	8/26/25	Tammy Keener
Fernley High	Teacher		X	(B. O'Neill)	8/26/25	Brian O'Neill
Fernley High	Teacher		X	(C. Ward)	8/26/25	Christopher Ward
Fernley Intermediate	Teacher		X	(L. Juceam)	8/20/25	Skyler Hester
Fernley Intermediate	Teacher		X	(R. Hatch)	8/20/25	Linda Harrison
Fernley Intermediate	Teacher		X	(K. Ward)	8/26/25	Kelly Ward
Silver Stage High	Teacher		X	(K. Voegele)	8/20/25	Kaitlynn Gerton
Silverland Middle	Teacher		X	(M. Hogan)	8/20/25	Michael Hogan
Sutro Elementary	Teacher	X		New allocation	8/20/25	Carol Owens
Sutro Elementary	Teacher		X	(T. Risner)	8/20/25	Theresa Risner
Yerington Intermediate	Counselor		X	(M. Pope)	8/19/25	Malinda Pope
Yerington Intermediate	Teacher		X	(A. Aiazzi)	8/26/25	Anastasia Aiazzi
Yerington Intermediate	Teacher		X	(J. Nicholas)	8/26/25	John Nicholas

**SEPARATIONS:**

SCHOOL/SITE	POSITION	EFF. DATE	EMPLOYEE
Cottonwood Elementary	Assistant Principal	6/27/25	Victoria Church
Fernley Elementary	Teacher	6/13/25	Michelle Earthman
Fernley High	Teacher	6/13/25	Ileigh Simons
Silver Stage High	Teacher	6/13/25	Alec Mariani

**LYON COUNTY SCHOOL DISTRICT**

**CLASSIFIED**

PERSONNEL REPORT CL 0601– June 24, 2025

That the Board of Trustees approves the following recommendations:

**HIRINGS:**

SCHOOL/SITE	POSITION	NEW	EST.	FUNDED BY and BOARD APPROVAL DATE	EFF. DATE	Name of Recommended Employee
Dayton Elementary	College and Career Readiness Interventionist		X	(R. Robinson)	8/29/25	Patricia Sanborn
Dayton High	College and Career Readiness Interventionist		X	(D. Brown)	8/29/25	Jamie Graham
East Valley Elementary	Maintenance I		X	(C. Fritz)	6/2/25	Jerald Mayhugh
Fernley High	Secretary Aide		X	(T. Baril)	8/25/25	Candice Portrey
Fernley High	Sign Language Interrupter		X	(K. Watson)	8/29/25	Tauni Judd
LyOnline Distance Ed	School Secretary		X	(S. O'Donnell)	8/18/25	Rosamaria Hernandez
Silver Stage Middle	Custodian		X	(R. Lowry)	6/10/25	Julia Garcia Vazquez
Silverland Middle	APEP Aide		X	(L. Wodke)	8/29/25	Joshua Paulman
Yerington High	Custodian		X	(D. Wertz)	6/5/25	Terrell Redmon
Yerington High	School Nurse		X	(G. Kehres)	8/26/25	Laura Triplett

**SEPARATIONS:**

SCHOOL/SITE	POSITION	EFF. DATE	EMPLOYEE
Cottonwood Elementary	Paraprofessional	6/13/25	Karly Francis
Cottonwood Elementary	Paraprofessional	6/13/25	Charlotte Pfau Miller
Dayton Elementary	Paraprofessional	6/13/25	Amanda Madriles
Dayton High	Paraprofessional	6/13/25	Michelle Hodges
Dayton Intermediate	Maintenance II	6/20/25	Vincent Daw
Dayton Intermediate	Paraprofessional	6/13/25	Elaine Janas
District Office	Business Bookkeeper	7/8/25	Deborah McDonald
East Valley Elementary	Paraprofessional	6/13/25	Eva Fernandez
East Valley Elementary	Paraprofessional	6/13/25	Rose Taylor
Fernley Elementary	Custodian	6/13/25	Hayden Bluhm
Fernley High	Secretary Aide	6/18/25	Judy Mendez
Fernley High	Paraprofessional	6/13/25	Danielle Busch
Fernley Transportation	Bus Driver	6/13/25	Robert Barnett
Riverview Elementary	Paraprofessional	6/13/25	Martha Gutierrez
Riverview Elementary	Paraprofessional	6/13/25	Irelynn House
Silver Stage Elementary	Paraprofessional	6/13/25	Michaela Wardrobe
Sutro Elementary	Custodian	5/23/25	Lorie Hosman
Sutro Elementary	Paraprofessional	6/13/25	Hannah Fowler
Yerington Elementary	Paraprofessional	6/13/25	Sierra Sanchez
Yerington Elementary	Paraprofessional	6/13/25	Itzel Magdaleno Reyes
Yerington Intermediate	Principal Secretary	7/31/25	Melody Adams
Yerington High	Paraprofessional	6/13/25	Nancy Waldaias

	<b>DAC</b>	<b>Description</b>	<b>Name</b>
1	YERINGTON HIGH SCHOOL	Xduty - Yearbook Advisor HS	CHILDS, CARA
2	SMITH VALLEY SCHOOLS	Xduty - Track HS Head	JONES-RIGSBY, NICOLE A
3	SMITH VALLEY SCHOOLS	Xduty - Academic Fair, School MS	SANDERSON, MONICA

Lyon County School District  
Volunteer Report

June 24, 2025

	<b>School Site</b>	<b>Volunteer Position</b>	<b>Name</b>
1	Silver Stage High	Volunteer at Safe/Sober night	Christina Cleveland
2	Silver Stage High	Volunteer at Safe/Sober night	Nicole Ferguson
3	Silver Stage High	Volunteer at Safe/Sober night	Kim Thelander
4	Yerington Elementary	Classroom Volunteer	Mariah Montero
5	Yerington Elementary	Classroom Volunteer	Maria Ballard
6	Yerington Elementary	Classroom Volunteer	Veronica Cervantez

LYON COUNTY SCHOOL DISTRICT  
**TRAVEL REQUEST**

**NOTE: See LCSD Board Policy GBCF: Work-Related Travel for all requirements.**

Name(s) of Attendees Heather Moyle, Sandra Garner + 2 EL teachers

SCHOOL District office

NAME OF CONFERENCE: University of Wisconsin-Madison 2025 Annual Conference  
(Do Not Use Acronyms)  
(ATTACH conference program information and provide website address)

CITY/STATE OF CONFERENCE: Seattle, Washington

DATE OF DEPARTURE: 10/27/2025 DATE OF RETURN: 10/31/2025

Training/Travel/Conference is (check all that apply):  
 Mandated by the state  Mandated by the district   
 Needed for certification/licensing  Related to the District Performance Plan  Related to our School Performance Plan   
 Performance Plan  Related to a specific program/course  Other

**Provide a detailed description below of the focus of the conference, and how attending will have a positive impact on climate, culture, and student learning.**

As the premier event for educators of Pre-K through grade 12 multilingual learners. The WIDA Annual Conference gives educators the opportunity to share best practices and learn about innovative classroom strategies. Participants from around the globe include ELL/ESL teachers, content teachers, district and state coordinators, early care and education practitioners, school administrators, researchers and more.

As attendees, we will participate in sessions that offer a variety and depth of learning. Hear from knowledgeable and experienced presenters in the field. Acquire practical application resources and strategies. Learn best practices for supporting multilingual learners in our work. Discover innovative approaches to instruction and engage with colleagues and professionals in the field.

By attending the 2025 WIDA Annual Conference we will return with new and innovative strategies, tools and resources and an expanded knowledge of best practices to share with our team and readily implement into practice.

TRAVEL APPROVED: Date 6-5-25

Heather M  
Site administrator or supervisor signature

TRAVEL APPROVED: Date 6-6-25

Sandra H  
Superintendent or designee signature

**District Office Use Only**

Received by District Office Date: 6/6/25

Board Approved: Yes ( ) No ( ) Date: \_\_\_\_\_

Please ensure that you read and comply with Lyon County School District Policy GBCF: Work-Related Travel when completing this form and submitting for reimbursable items. Properly mark the funding source of the travel.

**ESTIMATED EXPENSES**

If funded by a grant or other, specify grant/other name here: \_\_\_\_\_ Title III

BUDGET#	280.658.0000.100.2213.580.10000.00.000	Total	District Office	Grant	School Site	Other
Registration Fees:	Attendees 700.00 x 4 Reg. fee	\$ 2800.00		✓		

BUDGET#	280.658.0000.100.2213.586.10000.00.000	Total	District Office	Grant	School Site	Other
Travel By:	Air	\$ 1199.60		✓		
(Air, district car, private car for personal convenience, etc.)						

54

BUDGET#	280.658.0000.100.2213.586.10000.00.000	Total	District Office	Grant	School Site	Other
Lodging:	Room rate \$ 249 x 4x4 nights	\$ 3984.00		✓		

(Use GSA ratings for lodging and meals [www.gsa.gov](http://www.gsa.gov) ATTENDEE WILL OWE DIFFERENCE if applicable) lodging receipts must be obtained and sent to District Office upon return.

Meals:	Breakfast	\$ 23.00 x 5x4	days	\$ 460.00		✓		
	Lunch	\$ 26.00 x 3x4	days	\$ 312.00		✓		
	Dinner	\$ 38.00 x 5x4	days	\$ 760.00		✓		
	Incidental	\$ 5.00 x 5x4	days	\$ 100.00		✓		

Substitutes: # of Days X \$ /day

Other transportation fees: (i.e. car rental, taxi, shuttle, parking, mileage to/from airport, etc.) \$

Other Miscellaneous expenses: (attach explanation) \$

**TOTAL EXPENSES \$ 9615.60**

**\*\*FAILURE TO COMPLETE ANY PART OF THIS FORM WILL RESULT IN THE FORM BEING RETURNED AND/OR TRAVEL DENIED.**

## Conference Information

Conference Dates & Times:	10/28/25-10/30-25 8:00-4:00
Name of where conference/training is being held (i.e. Hotel, School, College, Convention Center):	Seattle Convention Center Arch Building. Seattle Washington

## Airline Information

**Note: Conference registration and travel arrangements will only be made after school board approval. Only airfare, lodging, and conference registration are eligible for payment prior to traveling. All other expenses will be reimbursed after travel per LCSD Policy GBCF: Work-Related Travel.**

Attach your preferred and most economical flight schedule (i.e. Southwest, Delta, United, etc.)

Date & Time you wish to DEPART:	10/27/25 6:00am
Date & Time you wish to RETURN:	10/31/25 8:45am
List any special notes here:	

Are you renting a car?  Yes  No How many days?

55

**Note: Car insurance should be declined as the district insurance provides adequate coverage.**

## Lodging Information

**Note: Lodging must be made by Attendee or Site for purchase order payments only. No district office credit card charges.**

Lodging GSA (Per Diem Rate) : \$188.00	All travelers agree to share lodging as appropriate?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Register under what name(s)?	Heather Moyle	
Name, Address, Phone number of lodging establishment:	Sheraton Grand Seattle 1400 Sixth Avenue, Seattle, Washington 98101	

DEADLINE DATE : \_\_\_\_\_ Code Information: \_\_\_\_\_

**NOTE: Please furnish a copy of any information you have on the conference, workshop, training, etc. Please email travel request with SIGNATURES to Superintendent's office for approval.**

# Attend



Photo credit: Rachael Jones Media

Seattle is two cities in one—it combines a world-class metropolis within wild, beautiful, natural surroundings. Visitors and Seattleites enjoy Seattle’s lively downtown, great shopping, wonderful restaurants, espresso carts on every corner, and a thriving cultural community full of theatre, music, and museums. <sup>56</sup>

– [Visit Seattle](#)

Seattle: Travel, hotels and more

“The WIDA Annual Conference is by far the best conference. With so many valuable presentations, it was almost difficult to choose which ones I wanted to attend. The presenters were knowledgeable on the topics and provided ideas that I took back to my own district. This is the only conference that I plan on attending yearly.”

– **2024 WIDA Annual Conference attendee**

## A Session Type for Everyone



### **Concurrent Sessions**

examine research-based strategies, practices, or topics that align to the conference theme and one of the topic strands.

**Workshops** are extended hands-on sessions that allow for in-depth exploration of a topic or practice. Participants will leave with tools or resources to use in their contexts.

Dedicated **Session Tracks** offer topics like family engagement and bi/multilingual education so attendees can tailor their learning.

**Note:** Pre-registration is required for all sessions and can be selected for the attendee during<sup>57</sup> the registration process or by logging back in between registration confirmation and the start of the conference. View the [full conference schedule](#).

## Program at a Glance

Here's an overview of the in-person conference schedule; visit the [Program page](#) for the full conference schedule.

**All times are listed in Pacific Time.**

### Tuesday, October 28

8:30 a.m. - 9:45 a.m.

Welcome and  
Keynote

10:15 a.m. - 11:30 a.m.

Concurrent Sessions  
and Spotlight

1:00 p.m. - 4:00 p.m.

Concurrent Sessions,  
Spotlight and  
Workshops

4:00 p.m. - 5:30  
p.m.

Exhibit Hall Showcase

## Wednesday, October 29

8:30 a.m. - 11:30 a.m.

Concurrent Sessions,  
Spotlight and  
Workshops

1:00 p.m. - 4:00 p.m.

Concurrent Sessions,  
Spotlight and  
Workshops

5:00 p.m. - 7:30  
p.m.

#WIDA2025  
Reception

58

## Thursday, October 30

8:30 a.m. - 12:30  
p.m.

Closing Speaker,  
Concurrent Sessions  
and Workshops,  
Raffle

## Meals



### Morning Coffee and Breaks

Coffee and tea will be  
provided for all participants



### Lunches

Lunches are included with  
registration and provided on



### Special Events

Join us for hors d'oeuvres at  
the Exhibit Hall Showcase  
and for light fare,  
refreshments, and a cash bar

each morning and light refreshments will be provided during breaks on Tuesday-Thursday.

Tuesday and Wednesday.

at the #WIDA2025 reception. These events are included in registration. The Exhibit Hall Showcase takes place Tuesday afternoon, and the reception takes place Wednesday evening.

## Apply for the WIDA Annual Conference New Voices Program!

WIDA is excited to offer an opportunity for educators to attend the WIDA Annual Conference for the first time. The program's intent is to uplift the voices, perspectives and expertise of educators who reflect the identities of the multilingual learners WIDA serves. 59

Learn more about the New Voices Program, eligibility requirements and application details on the [Registration page](#).

### Virtual Track

**Can't join us in person?** Experience a sampling of the WIDA Annual Conference and join us virtually on October 27. The virtual track includes live sessions and an exclusive virtual keynote speaker. Virtual attendees also receive access to the recording of the in-person keynote speaker.



Attend Virtually

Follow #WIDA2025 for full conference coverage

# Registration

## Before You Register



- **Pre-registration is required for all in-person concurrent sessions.** 60
- Don't book your lodging or airfare until after you receive your registration confirmation email.
- In-person registration includes access to the recordings from the [Virtual Track](#).

[Register Now](#)

[Already registered?](#)

## Pre-register for Sessions

Watch this 1-minute video to familiarize yourself with the session registration process.

Pre-registration is required for all concurrent sessions.

# Justify Your Attendance

The WIDA Annual Conference is designed to meet the needs of today's educators to help you meet the needs of your multilingual learners. You'll experience interactive learning with innovative ideas to take home.

Does your boss need more convincing? Use our customizable letter to further justify your attendance.

[Convince Your Boss Letter \(pdf\)](#)

## In-Person Conference Registration

**Presenter Rate: \$545**

Available May 5 – June 13

**Early Bird Rate: \$700**

Available May 12 – August 18

**Teacher Appreciation Week Rate: \$665**

Available May 5-11

**Regular Rate: \$765**

Available starting August 19

61

### Attention Washington educators!

Contact [conferences@wida.us](mailto:conferences@wida.us) for a special discount.

The discount is available May 12 through August 18, or until the conference reaches capacity.

## New Voices Program

WIDA is excited to offer an opportunity for educators to attend the WIDA Annual Conference for the first time. The program's intent is to uplift the voices, perspectives and expertise of educators who reflect the identities of the multilingual learners WIDA serves.

### Financial assistance will be provided to selected educators for the following:

- Conference registration
- Travel to and from the conference
- Additional travel-related expenses (baggage fees, meals, ground transportation, etc.)
- Lodging
- Substitute teacher expenses, up to \$250 per day

### Eligibility

- You are a PreK-12 educator in a WIDA Consortium state, territory or federal agency.
- You have not previously attended the in-person WIDA Annual Conference.
- You do not receive professional development funding from your school/district to attend conferences.
- You are able to identify one or more ways you reflect the many identities of the multilingual students WIDA serves.

NOTE: Consultants, higher education professionals and SEA staff are not eligible.

## Apply

Applications for the New Voices Program are being accepted through June 6, 2025. Applicants will be selected and notified the week of June 16, 2025. Begin your application below!

[Apply for New Voices](#)

62

# Virtual Track Registration

**Can't join us in person?** Experience a sampling of the WIDA Annual Conference and join us virtually on Monday, October 27. The virtual track includes live sessions, an exclusive virtual keynote speaker and access to the recording of the in-person keynote speaker.

Recording-only access to the virtual track is also available. All attendees will have access to recordings from the live virtual event.



[Attend Virtually](#)

# Payments and Policies

To make registration for the 2025 WIDA Annual Conference as easy as possible, please review and adhere to the following policies.

## Registration Payment

Avoid delays – registration will be confirmed ONLY when processed online. Payment options include credit card, check, or purchase order. See details below for each method.

- Online credit card payments may be processed with Discover, MasterCard or VISA only
- If paying via check, a check number is required at the time of check-out
- Please make all checks payable to **UW-Madison** and mail to UW-Madison/PLACE, 225 N. Mills Street, Suite 264, Madison, WI 53706
- Please make all purchase orders payable to **UW-Madison/PLACE**, 225 N. Mills Street, Suite 264, Madison, WI 53706 and email to [conferences@wida.us](mailto:conferences@wida.us)

## Substitutions, Cancellations and Refunds

All substitutions must be done online and must be completed prior to the conference.

## Non-endorsement Disclaimer

While WIDA strives to ensure that the content offered at its conference is as timely and accurate as possible, WIDA makes no claims, promises, or guarantees about the accuracy, completeness, or adequacy of speakers' sessions, and expressly disclaims liability for errors and omissions by speakers. The views and opinions expressed at WIDA conference events are those of the speaker and do not necessarily represent the views of WIDA or its partners. Inclusion in the conference does not constitute WIDA's endorsement or recommendation. <sup>63</sup>

## Code of Conduct

All who attend WIDA events are expected to comply with the [UW-Madison Sexual Harassment and Sexual Violence Policy](#). WIDA reserves the right to exclude attendees in the event there is probable cause to believe an attendee violated that policy. In addition, WIDA reserves the right to ask attendees who appear visibly intoxicated to leave the event immediately.

## Personal Liability

WIDA is not responsible for loss, damages or injury to persons or property as a result of attending this activity. This also applies to any other related activities if and to the extent you may be eligible to attend as part of your registration.

## Photography, Recording and Videotaping

# Lodging

The WIDA Annual Conference has negotiated a reduced lodging rate for attendees at the following hotel. Information for booking lodging will be included in the attendee's registration confirmation email. *Rates will be available until the cut-off date or until the block is filled, whichever comes first.*

**Location:** Sheraton Grand Seattle  
1400 Sixth Avenue, Seattle, WA 98101

**Rate:** Rate: \$249/night + tax

**Reservation Cut-Off Date:** October 4, 2025



Photo courtesy Sheraton Grand Seattle

64

# Conference Venue

All WIDA Annual Conference sessions on October 28-30, 2025, will take place at the **Seattle Convention Center Arch Building** located at 705 Pike Street Seattle, WA 98101.

The reception on Wednesday, October 29 will take place at the Sheraton Grand Seattle, which is connected to the Seattle Convention Center by skybridge.

[Seattle Convention Center website](#)

[Accessibility at the Seattle Convention Center](#)



Photo courtesy Visit Seattle

## Getting to the Arch Building: Accessible Entrances

# Location: Seattle, WA



*Photo courtesy Rachael Jones Media*

## **Seattle is two cities in one.**

It's a world-class metropolis set within wild, beautiful natural surroundings, offering the best of urban lifestyle while embracing the rugged outdoors. Many of Seattle's top visitor attractions are within mere blocks of the Seattle Convention Center, including the Pike Place Market, Pioneer Square, Seattle<sup>65</sup> Art Museum, Seattle Symphony, ferries, world-class restaurants, and a historic theatre district. Three national parks lie within a two-hour drive of Seattle and the city is a gateway to the San Juan Islands, Olympic Peninsula, Washington Wine Country and British Columbia.

[Visit Seattle](#): Visitor guide, food and dining, things to do and more

## Travel

Learn more about traveling to and around Seattle including:

[Transportation options](#)

[Accessibility in Seattle](#)

*Attendees are responsible for booking and paying for their own travel.*



*Photo courtesy Visit Seattle*

# Trip & Price Details

Price Passengers Payment Confirmation

✈ Flight [Modify](#)

✈	Mon 10/27	# 603 / 2247 <b>RNO</b> 6:00 AM	→	<b>SEA</b> 12:05 PM	6 hr 5 min	1 stop ✈	<u>Wanna Get Away Plus</u>	<b>Base fare</b> 4 Passenger(s)	<b>\$1,512.04</b>
								<b>Discount total</b>	<b>-\$210.08</b>
								<b>Subtotal</b>	<b>\$1,301.96</b>
✈	Fri 10/31	# 3431 / 3353 <b>SEA</b> 8:45 AM	→	<b>RNO</b> 3:00 PM	6 hr 15 min	1 stop ✈	<u>Wanna Get Away Plus</u>	<b>Taxes and fees</b>	<b>\$297.64</b>
								<b>Flight total</b>	<b>\$1,599.60</b>

or from \$157/mo  
with Flexpay Learn more

**Helpful Information:**

- All fares and fare ranges are subject to change until purchased and are per person for each way of travel.
- For more information regarding Cash + Points, visit [Southwest.com/terms](https://southwest.com/terms)

## ✈ Flight Extras

### Upgrade to Anytime

Prices shown per passenger, per one-way.

- ✓ Refundable<sup>6</sup>
- ✓ Priority and Express Lanes<sup>12</sup>
- ✓ Earn 10 Rapid Rewards® points per dollar<sup>3</sup>

Upgrade returning trip for \$60

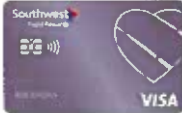
Apply upgrade

<sup>6</sup>Please read the [fare rules](#) associated with this purchase.

SUBTOTAL	\$1,512.04
DISCOUNT	-\$210.08
TAXES & FEES	\$297.64
<b>TRIP TOTAL</b>	<b>\$1,599.60</b>

[Show price breakdown](#)

LIMITED-TIME OFFER



Earn a \$400 statement credit<sup>1</sup> and 10,000 Rapid Rewards® points.

YOU PAY TODAY \$1,599.60

CREDIT ON YOUR STATEMENT\* -\$400.00

TOTAL AFTER STATEMENT CREDIT \$1,199.60

\*May post on separate statements.

okay

1. After first purchase. 2. After you spend \$750 in first 90 days. 3. Offer ends 10/31/25.

Not ready to buy yet? [Save this flight for later.](#)

Log in for faster checkout

Continue

By clicking 'Continue', you agree to accept the [fare rules](#) and want to continue with this purchase.

Add a Car Products not confirmed until purchase.

No worries, your flight will remain in your cart while you search for a car.

Add a car



Book now. Pay later!  
From \$57.99\*/day in  
Seattle/Tacoma

\*Taxes and fees excluded. Terms apply.



Book now

PICK-UP LOCATION

Seattle/Tacon

Seattle/Tacoma, WA - SEA

PICK-UP DATE

10/27

Mon, Oct 27, 2025

PICK-UP TIME

1:00 PM

67

RETURN LOCATION

Seattle/Tacon

Seattle/Tacoma, WA - SEA

RETURN DATE

10/31

Fri, Oct 31, 2025

RETURN TIME

7:00 AM

RENTAL COMPANY (Optional)

No preference

VEHICLE SIZE (Optional)

No preference

Search

Not ready to buy yet? [Save this flight for later.](#)

Log in for faster checkout

Continue

By clicking 'Continue', you agree to accept the [fare rules](#) and want to continue with this purchase.

### No-show policy

If you do not plan to travel on your flight, you must cancel your reservation at least 10 minutes prior to the flight's original scheduled departure time. If you do not cancel your reservation at least 10 minutes before the flight's original scheduled departure time, your reservation will be canceled, and your funds and points may be forfeited. [Learn more.](#)

### Fare Benefits

#### Basic<sup>1</sup>

Basic fares are non-refundable and non-changeable except as allowed by our 24-hour cancellation policy. Customers may be eligible for a flight credit if canceled at least 10 minutes prior to the flight's original departure time.

[Directions to the Seattle Convention Center](#)

[Seattle parking information](#)

### **Pedestrian entrance**

There are three pedestrian, street-level entrances with push-button automatic doors. Two are located on the south side of Pike Street between 7th and 8th Avenues. Both entrances have ramp access in addition to stairs. The third entrance, on Convention Place at the shuttle drop-off location, has a short curb and ramp.

### **Garage entrance**

The Arch Garage can be accessed on 8th Avenue between Pike Street and Seneca Street. There are 16 accessible parking spaces at the end of Aisle F on the blue level of the garage. If parking in one of the accessible spaces, follow the blue path to enter the convention center. Both parking levels access the Arch Building using a ramp. There is no elevator access inside Arch Garage. As you enter Arch at 705 Pike from the parking structure, you will be on level 3.

68

## Accessibility Inside the Arch Building

If entering from the Arch Garage, an accessible elevator is located on your right-hand side adjacent to Room 310.

Escalators connect all event levels in the Arch Building.

The Arch Building is furnished with benches, tables or counters and seating options on every level.

All restrooms are accessible and include hands-free faucets. Arch family restrooms are located on levels 4 and 5. The all-gender restroom is located on level 4.

Follow [#WIDA2025](#) for full conference coverage

Contact Us



Communications  
Toolkit

# FY 2025 per diem rates for ZIP Code 98101

## Meals and incidental expenses (M&IE) rates and breakdown

Primary destination	County	M&IE total	Breakfast	Lunch	Dinner	Incidental expenses	First and lastday of travel
Seattle	King	\$92	\$23	\$26	\$38	\$5	\$69.00

# FY 2025 per diem rates for ZIP Code 98101

Daily lodging rates (excluding taxes) | October 2024 - September 2025

Primary destination	County	2024 Oct	Nov	Dec	2025 Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Seattle	King	\$188	\$188	\$188	\$188	\$188	\$188	\$188	\$188	\$248	\$248	\$248	\$248

LYON COUNTY SCHOOL DISTRICT  
**TRAVEL REQUEST**

**NOTE: See LCSD Board Policy GBCF: Work-Related Travel for all requirements.**

Name(s) of Attendees Ryan Robinson, Les Evasovic, Judith Ellis, Wyndy Jackson

SCHOOL LCSD Transportation

NAME OF CONFERENCE: Nevada Department of Education Pupil Transportation State Meeting  
(Do Not Use Acronyms)  
(ATTACH conference program information and provide website address)

CITY/STATE OF CONFERENCE: Henderson, Nevada

DATE OF DEPARTURE: 7/6/2025 DATE OF RETURN: 7/8/2025

Training/Travel/Conference is (check all that apply):  
Mandated by the state  Mandated by the district   
Needed for certification/licensing  Related to the District Performance Plan  Related to our School   
Performance Plan  Related to a specific program/course  Other

**Provide a detailed description below of the focus of the conference, and how attending will have a positive impact on climate, culture, and student learning.**

The Department of Education's annual State Transportation Meeting brings together representatives from all school districts across Nevada to discuss and review critical updates related to school transportation. Key topics will include changes to school bus driver training requirements, vehicle out-of-service criteria, and updates to relevant federal and state transportation laws. During the meeting, participants will collaboratively review and revise the following documents to ensure they remain accurate, compliant, and reflective of current best practices:

- Nevada School Bus Driver Training Manual
- Nevada School Bus Minimum Standards Manual
- Nevada School Bus Out-of-Service Criteria Manual
- Nevada School Bus Driver Certification Test

This meeting serves as an essential forum for maintaining statewide consistency, safety, and regulatory compliance in student transportation.

TRAVEL APPROVED: Date 6/6/2025

TRAVEL APPROVED: Date 6/6/25

[Signature]  
Site administrator or supervisor signature  
[Signature]  
Superintendent or designee signature

**District Office Use Only**  
Received by District Office Date: 6/6/25  
Board Approved: Yes ( ) No ( ) Date: 6/6

Please ensure that you read and comply with Lyon County School District Policy GBCF: Work-Related Travel when completing this form and submitting for reimbursable items. Properly mark the funding source of the travel.

**ESTIMATED EXPENSES**

If funded by a grant or other, specify grant/other name here: \_\_\_\_\_

	Total	District Office	Grant	School Site	Other
<b>BUDGET#</b> <u>NA</u> <b>Registration Fees:</b> <u>Attendees</u> <u>X</u> <u>Reg. fee</u> \$ <u>0.00</u>	\$ 0.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>BUDGET#</b> <u>100.170.0000.000.2730.580.10000.00.000</u> <b>Travel By:</b> <u>SW Air Lines</u> \$ <u>1579.84</u> (Air, district car, private car for personal convenience, etc.)	\$ 1579.84	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>BUDGET#</b> <u>100.170.0000.000.2730.580.10000.00.000</u> <b>Lodging:</b> Room rate      \$ <u>179.75</u> x <u>2</u> x <u>2</u> nights      \$ <u>719.60</u>	\$ 719.60	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(Use GSA ratings for lodging and meals <a href="http://www.gsa.gov">www.gsa.gov</a> ATTENDEE WILL OWE DIFFERENCE if applicable) <u>lodging receipts must be obtained and sent to District Office upon return.</u>					
<b>Meals:</b> Breakfast      \$ <u>16.00</u> x <u>2</u> x <u>4</u> days      \$ <u>128.00</u>	\$ 128.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lunch      \$ <u>19.00</u> x <u>2</u> x <u>4</u> days      \$ <u>152.00</u>	\$ 152.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dinner      \$ <u>28.00</u> x <u>3</u> x <u>4</u> days      \$ <u>336.00</u>	\$ 336.00	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Incidental      \$ <u>5.00</u> x <u>3</u> x <u>4</u> days      \$ _____	\$ _____	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Substitutes:</b> # of Days <u>0</u> x \$ <u>0</u> /day      \$ <u>0.00</u>	\$ 0.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Other transportation fees:</b> (i.e. car rental, taxi, shuttle, parking, mileage to/from airport, etc.)      \$ <u>100.00</u>	\$ 100.00	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Other Miscellaneous expenses:</b> (attach explanation)      \$ _____	\$ _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>TOTAL EXPENSES</b>	<b>\$ 3075.44</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**\*\*FAILURE TO COMPLETE ANY PART OF THIS FORM WILL RESULT IN THE FORM BEING RETURNED AND/OR TRAVEL DENIED.**

## Conference Information

Conference Dates & Times:	July 7th and 8th 9am - 4pm
Name of where conference/training is being held (i.e. Hotel, School, College, Convention Center):	Clark County School District Transportation South Yard

## Airline Information

**Note: Conference registration and travel arrangements will only be made after school board approval. Only airfare, lodging, and conference registration are eligible for payment prior to traveling. All other expenses will be reimbursed after travel per LCSD Policy GBCF: Work-Related Travel.**

Attach your preferred and most economical flight schedule (i.e. Southwest, Delta, United, etc.)

Date & Time you wish to DEPART:	7/6/2025 @ 6:20pm
Date & Time you wish to RETURN:	7/8/2025 @ 7:25pm
List any special notes here:	

Are you renting a car?  Yes  No How many days? 2

**Note: Car insurance should be declined as the district insurance provides adequate coverage.**

## Lodging Information

**Note: Lodging must be made by Attendee or Site for purchase order payments only. No district office credit card charges.**

Lodging GSA (Per Diem Rate) : 126.00	All travelers agree to share lodging as appropriate? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Register under what name(s)?	Ryan Robinson / Wyndy Jackson
Name, Address, Phone number of lodging establishment:	South Point Hotel Casino, 97777 S Las Vegas Blvd, Las Vegas Nevada, 89183/ 866-791-7626

DEADLINE DATE :

Code Information:

**NOTE: Please furnish a copy of any information you have on the conference, workshop, training, etc. Please email travel request with SIGNATURES to Superintendent's office for approval.**



Robinson, Ryan &lt;rrobinson@lyoncsd.org&gt;

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## Annual Transportation Meeting Save the Date

1 message

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**Jeremy Silva** <jeremy.silva@doe.nv.gov>

Thu, Jun 5, 2025 at 3:08 PM

Cc: "Daisy M. Marglin" &lt;daisy.m.marglin@doe.nv.gov&gt;, Rhodora Alonzo &lt;rhodora.alonzo@doe.nv.gov&gt;, LaNesha Battle &lt;lanesha.battle@doe.nv.gov&gt;

Hello all!

Please save the date and join us for our annual transportation meeting. Special thank you to Assistant Superintendent Rideout with Clark County School District for allowing us to be hosted at their bus yard.

**What:** Annual transportation meeting

**When:** July 7<sup>th</sup> - July 8<sup>th</sup> 9a-4p

**Where:** [975 Welpman Way](#)  
Henderson, NV 89044

**Who:** Anyone with a stake in pupil transportation is welcome to attend.

Keep an eye out for further information and a sign up link. Save these dates and we hope you can make it.

Please forward this on to anyone you feel would benefit from attendance or may want to attend.

**Mr. Jeremy Silva** (he/him)

State of Nevada | Department of Education |  
Office for a Safe and Respectful Learning Environment  
[2080 E. Flamingo Rd., Ste. 210, Las Vegas, NV 89119](#)  
T: (702) 486-2357 E: [Jeremy.silva@doe.nv.gov](mailto:Jeremy.silva@doe.nv.gov)

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JUL 6 - 8  
RNO → LAS

# Trip & Price Details

Price Passengers Payment Confirmation

## Flight [Modify](#)

	<b>Sun 7/6</b>	# 1672 <b>RNO</b> 6:20 PM	→	<b>LAS</b> 7:45 PM	1 hr 25 min	Nonstop	<a href="#">Wanna Get Away Plus</a>	<b>Base fare</b> 4 Passenger(s) <b>\$1,355.76</b>
	<b>Tue 7/8</b>	# 2073 <b>LAS</b> 6:00 PM	→	<b>RNO</b> 7:25 PM	1 hr 25 min	Nonstop	<a href="#">Wanna Get Away Plus</a>	<b>Taxes and fees</b> <b>\$224.08</b>
								<b>Flight total</b> <b>\$1,579.84</b> or from \$155/mo* with <a href="#">flexpay</a> <a href="#">Learn more</a>

### Helpful Information:

- All fares and fare ranges are subject to change until purchased and are per person for each way of travel.
- For more information regarding Cash + Points, visit [Southwest.com/rrterms](https://southwest.com/rrterms)

## Flight Extras

### Upgrade to Anytime

Prices shown per passenger, per one-way.

- ✓ Refundable<sup>6</sup>
- ✓ Priority and Express Lanes<sup>12</sup>
- ✓ Earn **10** Rapid Rewards® points per dollar<sup>3</sup>

\*Please read the [fare rules](#) associated with this purchase.

Upgrade departing trip for \$60

Upgrade returning trip for \$60

Upgrade both for \$120

SUBTOTAL	<b>\$1,355.76</b>
TAXES & FEES	<b>\$224.08</b>
<b>TRIP TOTAL</b>	<b>\$1,579.84</b>

[Show price breakdown](#)

## Don't miss the points!

You'll earn **2 points per \$1** on this flight

### with your Rapid Rewards® Plus Card.


Not ready to buy yet? [Save this flight for later.](#)


**Continue to passengers**

By clicking 'Continue', you agree to accept the [fare rules](#) and want to continue with this purchase.

 **Add a Car** Products not confirmed until purchase.


**No worries, your flight will remain in your cart while you search for a car.**

 Add a car



Book now. Pay later!  
**From \$37.11\*/day in Las Vegas**

\*Taxes and fees excl. Terms apply.

 **Book now**

<b>PICK-UP LOCATION</b>	<b>PICK-UP DATE</b>	<b>PICK-UP TIME</b>
Las Vegas, NV	7/06	9:00 PM
<small>Las Vegas, NV - LAS</small>	<small>Sun, Jul 6, 2025</small>	
<b>RETURN LOCATION</b>	<b>RETURN DATE</b>	<b>RETURN TIME</b>
Las Vegas, NV	7/08	5:00 PM
<small>Las Vegas, NV - LAS</small>	<small>Tue, Jul 8, 2025</small>	
<b>RENTAL COMPANY (Optional)</b>	<b>VEHICLE SIZE (Optional)</b>	
No preference	No preference	

**Search**

Not ready to buy yet? [Save this flight for later.](#)

**Continue to passengers**

By clicking 'Continue', you agree to accept the [fare rules](#) and want to continue with this purchase.

#### No-show policy

If you do not plan to travel on your flight, you must cancel your reservation at least 10 minutes prior to the flight's original scheduled departure time. If you do not cancel your reservation at least 10 minutes before the flight's original scheduled departure time, your reservation will be canceled, and your funds and points may be forfeited. [Learn more.](#)

#### Fare Benefits

##### Basic<sup>1</sup>

Basic fares are non-refundable and non-changeable except as allowed by our 24-hour cancellation policy. Customers may be eligible for a flight credit if canceled at least 10 minutes prior to the flight's original departure time.

##### Checked bag<sup>2</sup>

Bag fees will apply to Basic, Wanna Get Away Plus®, and Anytime fares booked and ticketed and/or changed on or after May 28, 2025. Business Select® will continue to receive two free checked bags. Rapid Rewards® A-List Preferred members will receive their first and second checked bags for free. A-List members and Rapid Rewards® Credit Cardmembers will only receive their first checked bag for free. Checked bag benefits will not apply on flights booked with a partner carrier. Weight and size limits apply. Additional allowances, benefits, and/or exceptions may apply. [Learn more.](#)



# FY 2025 per diem rates for Nevada

Daily lodging rates (excluding taxes) | October 2024 - September 2025

Primary destination	County	2024 Oct	Nov	Dec	2025 Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Standard Rate	Applies for all locations without specified rates	\$110	\$110	\$110	\$110	\$110	\$110	\$110	\$110	\$110	\$110	\$110	\$110
Incline Village / Reno / Sparks	Washoe	\$138	\$138	\$138	\$138	\$138	\$138	\$138	\$138	\$138	\$184	\$184	\$138
Las Vegas	Clark	\$126	\$126	\$126	\$159	\$159	\$159	\$126	\$126	\$126	\$126	\$126	\$126



# FY 2025 per diem rates for Nevada





## Meals and incidental expenses (M&IE) rates and breakdown

Primary destination	County	M&IE total	Breakfast	Lunch	Dinner	Incidental expenses	First and lastday of travel
Standard Rate	Applies for all locations without specified rates	\$68	\$16	\$19	\$28	\$5	\$51.00
Incline Village / Reno / Sparks	Washoe	\$80	\$20	\$22	\$33	\$5	\$60.00
Las Vegas	Clark	\$86	\$22	\$23	\$36	\$5	\$64.50



Choose a ride

Pickup: Jul 6, 12:15 PM For me

- 
**UberX** 4  
 Recommended \$28.92
- 
**UberXL** 6  
 Affordable rides for groups up to 6 \$41.57
- 
**Comfort** 4  
 Newer cars with extra legroom \$39.14
- 
**Premier SUV** 6  
 Luxury rides for 6 with highly-rated drivers \$69.20

Economy

Comfort Electric 4

Add Payment Method

Reserve ride 79

Opt out Got it

This website uses third party advertising cookies to serve you relevant ads. You may opt-out from these third party ad cookies by clicking the "Opt-out" button below. If you have an Uber account, you may opt-out of the "sale" or "sharing" of your data [here](#).

LYON COUNTY SCHOOL DISTRICT  
TRAVEL REQUEST

NOTE: See LCSD Board Policy GBCF: Work-Related Travel for all requirements.

Name(s) of Attendees Will Bumgardner

SCHOOL Dayton HS

NAME OF CONFERENCE: Association for Career and Technical Education CareerTech Vision 2025  
(Do Not Use Acronyms)  
(ATTACH conference program information and provide website address)

CITY/STATE OF CONFERENCE: Nashville, TN

DATE OF DEPARTURE: December 8, 2025 DATE OF RETURN: December 12, 2025

Training/Travel/Conference is (check all that apply):  
Mandated by the state  Mandated by the district  80  
Needed for certification/licensing  Related to the District Performance Plan  Related to our School   
Performance Plan  Related to a specific program/course  Other

Provide a detailed description below of the focus of the conference, and how attending will have a positive impact on climate, culture, and student learning.

This is the annual career and technical education national conference. In addition to using this conference to further my own professional development, as well as network with other teachers from across the country that teach within my same area, I have now taken on a role within the Engineering and Technical Education division as a member of the policy committee. I feel that it is important to be able to continue to strengthen my understanding of various areas within my disciplines, as well as possibly learn about anything new that is going to be implemented.

Website for conference: <https://www.careertechvision.com/2025/>

TRAVEL APPROVED: Date 6/2/25

TRAVEL APPROVED: Date 6/11/25

Will Bumgardner  
Site administrator or supervisor signature  
Sawantuckab  
Superintendent or designee signature

District Office Use Only

Received by District Office

Date: 6/11/25

Board Approved: Yes ( ) No ( )

Date: \_\_\_\_\_

Please ensure that you read and comply with Lyon County School District Policy GBCF: Work-Related Travel when completing this form and submitting for reimbursable items. Properly mark the funding source of the travel.

**ESTIMATED EXPENSES**

If funded by a grant or other, specify grant/other name here: Perkins

					Total	District Office	Grant	School Site	Other			
BUDGET#	280.631.0000.300.2213.580.10000.00.000											
Registration Fees:	Attendees	1	x	625	Reg. fee	\$	625	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
BUDGET#	280.631.0000.300.2213.580.10000.00.000											
Travel By:	Air					\$	496.36	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<i>(Air, district car, private car for personal convenience, etc.)</i>												
BUDGET#	280.631.0000.300.2213.580.10000.00.000											
Lodging:	Room rate	\$	269.86	x	4	nights	\$	1079.43	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>(Use GSA ratings for lodging and meals <a href="http://www.gsa.gov">www.gsa.gov</a> ATTENDEE WILL OWE DIFFERENCE if applicable) <u>lodging receipts must be obtained and sent to District Office upon return.</u></i>												
Meals:	Breakfast	\$	22	x	4	days	\$	88	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Lunch	\$	23	x	5	days	\$	115	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Dinner	\$	36	x	4	days	\$	144	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Incidental	\$	5	x	5	days	\$	25	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Substitutes:	# of Days	5	x	\$ 145	/day			725	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other transportation fees: (i.e. car rental, taxi, shuttle, parking, mileage to/from airport, etc.)							\$	200	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other Miscellaneous expenses: (attach explanation)							\$		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>TOTAL EXPENSES</b>							\$	<b>3497.79</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**\*\*FAILURE TO COMPLETE ANY PART OF THIS FORM WILL RESULT IN THE FORM BEING RETURNED AND/OR TRAVEL DENIED.**

## Conference Information

Conference Dates & Times:	December 9-12, 2025
Name of where conference/training is being held (i.e. Hotel, School, College, Convention Center):	Gaylord Opryland Resort & Convention Center

## Airline Information

**Note: Conference registration and travel arrangements will only be made after school board approval. Only airfare, lodging, and conference registration are eligible for payment prior to traveling. All other expenses will be reimbursed after travel per LCSD Policy GBCF: Work-Related Travel.**

Attach your preferred and most economical flight schedule (i.e. Southwest, Delta, United, etc.)

Date & Time you wish to DEPART:	December 8
Date & Time you wish to RETURN:	December 12
List any special notes here:	Southwest Rapid Rewards Number: 124184325

Are you renting a car?  Yes  No How many days?

**Note: Car insurance should be declined as the district insurance provides adequate coverage.**

## Lodging Information

**Note: Lodging must be made by Attendee or Site for purchase order payments only. No district office credit card charges.**

Lodging GSA (Per Diem Rate): _____	All travelers agree to share lodging as appropriate? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Register under what name(s)?	Will Bumgardner
Name, Address, Phone number of lodging establishment:	Gaylord Opryland Resort & Convention Center 2800 Opryland Dr. Nashville, TN 37214 (615) 889-1000

**DEADLINE DATE:** No official date.

**Code Information:** <https://bank.gasify.com/gf/2202316887ydd=60b61e47b22d3bca4e1bc1fcd5fd393>

**NOTE: Please furnish a copy of any information you have on the conference, workshop, training, etc. Please email travel request with SIGNATURES to Superintendent's office for approval.**



## SCHEDULE AT-A-GLANCE

### #VISIONCTE25

#### Monday, December 8

Noon – 6:00 p.m. Registration

#### Tuesday, December 9

7:00 a.m.– 6:00 p.m. Registration

7:00 a.m.– 6:00 p.m. ShopACTE

Dates and Times TBD Region Policy and Business Meetings  
*Please see app*

Dates and Times TBD Division Policy and Business Meetings  
*Please see app*

#### Companion Events



IVETA North America Regional Conference



LAPSEN National Conference

The National Association of Agricultural Educators Convention

#### Workshops & Tours – [Click here](#) for the complete listing!

4:00 – 5:00 p.m. Division Social Gatherings

7:00 – 9:00 p.m. ACTE Awards Gala, Grand Hyatt

#### Wednesday, December 10

7:00 a.m.– 4:00 p.m. Registration

7:00 – 8:00 a.m. First-time Attendee Orientation

8:15 – 9:45 a.m. Opening General Session: Amanda Brickman

10:00 a.m. – 5:00 p.m. CareerTech Expo (Dedicated Expo time 10:00-11:45 a.m.)

10:00 a.m. – 4:00 p.m. CareerTech Expo Workshops

**Monday, December 8**

10:00 – 11:00 a.m.	Assembly of Delegates
11:45 a.m.–12:45 p.m.	Opening ACTE Division Sessions <i>Please see app</i>
1:00 – 1:45 p.m.	Concurrent Sessions*
2:00 – 2:45 p.m.	Concurrent Sessions
3:00 – 3:45 p.m.	Concurrent Sessions
4:00 – 4:45 p.m.	Concurrent Sessions

**Thursday, December 11**

7:00 a.m. – Noon	Registration
8:00 – 9:00 a.m.	Mega Sessions <i>Please see app</i>
9:00 a.m. – 3:00 p.m.	CareerTech Expo (Dedicated Expo time 11:45 a.m.–1:00 p.m.)
9:00 – 10:15 a.m.	Meet the ACTE Candidates at ACTE Booth in Expo, Exposition Hall
9:00 a.m. – 3:00 p.m.	CareerTech Expo Workshops
10:00 – 10:45 a.m.	Concurrent Sessions
11:00 –11:45 a.m.	Concurrent Sessions
1:00 – 1:45 p.m.	Concurrent Sessions
2:00 – 2:45 p.m.	Concurrent Sessions
3:00 – 3:45 p.m.	Concurrent Sessions
4:00 – 4:45 p.m.	Concurrent Sessions
6:00 – 8:00 p.m.	Young Professionals Networking Reception
7:00 – 9:00 p.m.	President's Reception

**Friday, December 12**

8:00 – 9:00 a.m.	State Association Leadership Breakfast
8:30 – 9:15 a.m.	Concurrent Sessions
9:30–10:15 a.m.	Concurrent Sessions
10:30 a.m. – Noon	Closing General Session

**A Special Thanks to Our Sponsors**



1 Guest Information

2 Payment Information

# Guest Information

## Run Of House Room

Max. Guests: 4

Adults     

### Rewards Program

Add your hotel's rewards program to get all the benefits of your stay.

**MARRIOTT BONVOY** Rewards name:  Membership number:

### Primary Guest

Arrival Date:  Departure Date:

Prefix:

\*First Name:  Middle Initial:

\*Last Name:  Suffix:

\*Organization:  Position/Title:

\*Email:  \*Confirm Email:

### Reservation Summary

Check-in	Mon, Dec 8, 2025
Checkout	Fri, Dec 12, 2025
Rooms	1
Guests per room	1

#### GAYLORD OPRYLAND RESORT & CONVENTION CENTER

<b>RUN OF HOUSE ROOM</b>	USD 916.00
1 adult, 4 nights	
<a href="#">Change rooms</a>	

**Subtotal** USD 916.00

#### TAXES & FEES

Hotel Tax (7.0% per night)	USD 64.12	85
City Tax (USD 2.50 per night)	USD 10.00	
State Tax (9.75% per night)	USD 89.31	

**Grand Total** USD 1,079.43

[Edit reservation](#) [Next](#)



### SOUNDWAVES

Book Water Experience Here!

[Show details](#)



### RESORT DINING

Learn More

[Show details](#)

\*Phone Number

Primary Guest  
Personal Address

\*Country

Select Country

\*Address

Mailing Address 2

\*City

State

Zip

[+ Add adult](#)

Requests

Accessible room

Additional Requests

Yes, email me about upcoming event specials and promotions.

Policies

**ROOM POLICIES**

Tax is not included

**TAX POLICY**

Room rates shown do not include \$2.50 city tax per night, 7% hotel tax per night and 9.75% state tax per night (subject to change), parking and any applicable resort fees. Total charges presented on the website will include all room taxes but not any applicable parking charges or resort fees.

RESORT FEES: A daily resort fee of \$20 will be posted to your account upon check-in (unless contracted differently) including the following:

- Daily shuttle service to Opry Mills and The Inn at Opryland for 2 guests.



MOBILE KEY

[Show details](#)



WAYFINDING APP

[Show details](#)



Unlock an Extraordinary Stay with Bonvoy

JOIN MARRIOTT BONVOY FOR FREE

[Show details](#)



Gaylord Springs Golf Links

Book a Tee Time!

[Show details](#)

86

- Daily scheduled transportation to Gaylord Springs Golf Links, practice range access and daily bucket of balls for 2 guests (rental club provided; appropriate attire required).
- Daily Resort Wide Internet Access to include: Enhanced in-room wireless Internet Access and Basic Wireless Internet Access in Public Areas and Convention Center on a Shared Network.
- Daily Sunrise Yoga Meditation for 2 guests.

**CANCELLATION POLICY**

All reservations are charged a one-night room and tax deposit after booking. If you are unable to honor your reservation with us, please cancel -7 days prior to your arrival date or your first night's room and tax deposit will be retained.

**CHILD POLICY**

Children 11 years or younger will stay free of charge in their parent's room.

Next



DEC 8 - 12  
RNO → BNA

# Trip & Price Details

Price Passengers Payment Confirmation

## Flight [Modify](#)

	<b>Mon 12/8</b>	# 4185 / 2423 <b>RNO</b> 6:00 AM	→	<b>BNA</b> 2:30 PM	6 hr 30 min	1 stop	<a href="#">Wanna Get Away Plus</a>	<b>Base fare</b> 1 Passenger(s)	<b>\$415.22</b>
	<b>Fri 12/12</b>	# 1266 / 1912 <b>BNA</b> 6:00 PM	→	<b>RNO</b> 11:00 PM	7 hr 0 min	1 stop	<a href="#">Wanna Get Away Plus</a>	<b>Taxes and fees</b>	<b>\$81.14</b>
								<b>Flight total</b>	<b>\$496.36</b>
								or from <b>\$49/mo*</b> with <a href="#">flexpay</a> <a href="#">Learn more</a>	

### Helpful Information:

- All fares and fare ranges are subject to change until purchased and are per person for each way of travel.
- For more information regarding Cash + Points, visit [Southwest.com/rrterms](https://southwest.com/rrterms)

## Flight Extras

### Upgrade to Anytime

Prices shown per passenger, per one-way.

- ✓ Refundable<sup>6</sup>
- ✓ Priority and Express Lanes<sup>12</sup>
- ✓ Earn **10** Rapid Rewards® points per dollar<sup>3</sup>

\*Please read the [fare rules](#) associated with this purchase.

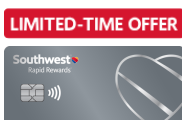
Upgrade departing trip for \$60

Upgrade returning trip for \$60

Upgrade both for \$120

SUBTOTAL	<b>\$415.22</b>
TAXES & FEES	<b>\$81.14</b>
<b>TRIP TOTAL</b>	<b>\$496.36</b>

[Show price breakdown](#)



**William,**  
earn a **\$400** statement credit<sup>1</sup>

88

**YOU PAY TODAY** **\$496.36**  
**CREDIT ON YOUR STATEMENT\*** **-\$400.00**



# FY 2025 per diem rates for Nashville, Tennessee

## Meals and incidental expenses (M&IE) rates and breakdown

Primary destination	County	M&IE total	Breakfast	Lunch	Dinner	Incidental expenses	First and lastday of travel
Nashville	Davidson	\$86	\$22	\$23	\$36	\$5	\$64.50

LYON COUNTY SCHOOL DISTRICT

*Staff Travel Report  
to  
School Board of Trustees*

Your recent request to travel has been approved. Within two weeks of the date of the conference, the following report is due in the office of the Deputy Superintendent.

**Please Download & TYPE the following information.**

Staff Member:	<u>Cindy Bateman</u>	School:	<u>Fernley Transportation</u>
Conference:	<u>Handle With Care</u>	Staff Assignment	<u>Fernley Transportation</u>
Do not use acronyms			
Location of Conference:	<u>Phoenix, AZ</u>	Dates Attended:	<u>4/28/2025-4/30/2025</u>

*General Overview: Do not use acronyms*

The Handle With Care Behavior Management System® is designed to train professionals on safely managing behaviorally challenged children and adults, including those with disruptive, aggressive and self-destructive behaviors.<sup>90</sup>

*How will this impact student learning in a positive way?*

"Handle With Care" is used to support traumatized and special needs students. It can have a positive impact on student learning by creating a more stable and supportive school environment. This leads to improved student mental health and well-being, which can boost academic performance and overall success.

*How will I implement what I learned and how will I share  
this information with my colleagues?*

I am now certified to train "Handle With Care" within the district. I will share with staff by training the program with staff who deal with impacted children in order that we may be more supportive to these students as a district.

91

*Other Comments:*

I am excited to have attended this training and become certified to teach Handle With Care. I look forward to teaching others.



Site Principal/Supervisor Approval

6/16/2025

Date



Deputy Superintendent Approval

6/13/25

Date

LYON COUNTY SCHOOL DISTRICT

*Staff Travel Report  
to  
School Board of Trustees*

Your recent request to travel has been approved. Within two weeks of the date of the conference, the following report is due in the office of the Deputy Superintendent.

**Please Download & TYPE the following information.**

Staff Member:	<u>Keith Lowe</u>	School:	<u>DO</u>
Conference:	<u>SHAPE America</u>	Staff Assignment	<u>Adapted PE Teacher</u>
<small>Do not use acronyms</small>			
Location of Conference:	<u>Baltimore, Maryland</u>	Dates Attended:	<u>3/31-4/5</u>

*General Overview: Do not use acronyms*

The SHAPE (Society of Health and Physical Educators) America national Convention is the biggest conference in the US for health and physical education teachers. The subjects covered are vast and plenty. There are sessions for all grade levels, K-12, and all related subject areas like physical education, health, adapted PE and more. These sessions could be about content for lessons or how to advocate or administer a program.

*How will this impact student learning in a positive way?*

The content provided follows the best practices as established by the professional organization SHAPE America. All materials presented have a student centered focus and what is best for students. A couple of sessions focused on differentiation for students of all ability levels. One in particular stood out to me that helped address behavioral issues and meeting students where they are at. Being at the district level and working with multiple schools, these strategies will be able to help a lot of different students throughout the district.

*How will I implement what I learned and how will I share this information with my colleagues?*

I have already shared resources with my colleagues. For example, a slideshow during a presentation had a link for station cue cards that could be downloaded and printed. Some of the most useful information I got while at the convention was different modification for activities or exercises. These are things like adapted exercises for students in wheelchairs, structures for implementing activities, etc. One of the coolest sessions I attended was one on assistive technology. Through the use of an unconventional item (an electric leaf blower) and some adaptive switches, it will allow students of low mobility to participate more fully and independently. Once I have all the correct parts and assemble the device, I will be able to share with other staff on how to use it and how to allow our more physically impacted students the ability to participate.

*Other Comments:*

Overall, I am excited at the prospect of sharing some of the things I have learned. I think some of the things I learned through this conference can help people on a classroom level as well as at a program level.

*Rachel Stewart*

Site Principal/Supervisor Approval

*Sawantuckabaf*

Deputy Superintendent Approval

*6.13.2025*

Date

*6/13/25*

Date

LYON COUNTY SCHOOL DISTRICT

*Staff Travel Report  
to  
School Board of Trustees*

Your recent request to travel has been approved. Within two weeks of the date of the conference, the following report is due in the office of the Deputy Superintendent.

Please Download & TYPE the following information.

Staff Member:	<u>Stanley Ohler</u>	School:	<u>Transportation</u>
Conference:	<u>Handle with Care Instructor</u>	Staff Assignment	<u>Alt. Driver Trainer</u>
Do not use acronyms			
Location of Conference:	<u>Phoenix, AZ</u>	Dates Attended:	<u>4/27/2025 - 5/1/2025</u>

*General Overview: Do not use acronyms*

I completed a comprehensive three-day training program to become a certified Handle with Care Instructor. This training focused on verbal de-escalation and physical intervention techniques to safely manage students in crisis without causing harm. Key areas included:

- Understanding and applying the Handle with Care philosophy centered on safety, dignity, and therapeutic rapport.
- Mastery of verbal and non-verbal intervention strategies to defuse potentially violent situations.
- Safe physical intervention methods to prevent harm when verbal strategies are insufficient.
- Instructional techniques to effectively train other staff members in the Handle with Care program.

*How will this impact student learning in a positive way?*

This training equips me to train other staff members in appropriate and safe interactions with special needs students. By embedding this philosophy throughout a school site, staff are better prepared to recognize and respond effectively to student crises, creating a safer and more supportive learning environment for all students with fewer disruptions.

The training provided in-depth instruction on the escalation–de-escalation cycle, including how to assess where a student is within that cycle and intervene appropriately. A strong emphasis was placed on verbal strategies, particularly how to de-escalate students through calm, therapeutic dialogue before physical intervention becomes necessary.

A core component of the training was the tension–tension reduction cycle, which helps staff identify and respond to both internal and external signs of distress. Additionally, the training covered safe, approved physical intervention techniques for situations where verbal strategies are not sufficient.

As a certified Handle with Care Instructor, I am now qualified to train school staff in these essential skills, ensuring a consistent and proactive approach to student behavior management across the site.

*How will I implement what I learned and how will I share this information with my colleagues?*

As a newly certified Handle with Care Instructor, I will share my training and knowledge with fellow employees across the district. My primary goal is to equip staff with the tools to verbally de-escalate student behavior using patience, empathy, and effective communication strategies. When verbal interventions are not successful, I will prepare staff to respond in a way that prioritizes the safety of the student, themselves, and others.

This training can be delivered as a formal certification program for staff, following the Handle with Care curriculum. I will provide ongoing support, guidance, and de-escalation materials to staff members, helping build consistency in our approach to student behavior management. While I will assist in training on verbal de-escalation techniques, all physical intervention training will be coordinated and conducted under the direction of the Special Services Department for staff identified as needing this level of support.

Through this role, I aim to foster a safer, more supportive school environment by ensuring staff are confident and prepared to respond to student behavior in a calm, respectful, and therapeutic manner.

*Other Comments:*

This was an outstanding and highly valuable training experience. I enjoyed learning new verbal and physical intervention techniques and look forward to sharing this knowledge with as many staff members in the district as possible.

I found the training to be both informative and practical. I strongly believe that all staff who work directly with students should complete the verbal component of the Handle with Care program. It equips educators with the skills to recognize early signs of escalation within the tension-tension reduction cycle and respond with appropriate de-escalation techniques before a situation becomes physically unsafe.

Handle with Care is an excellent and effective resource that supports a safer, more supportive learning environment. It benefits not only the staff but also the students by promoting consistency, safety, and respectful intervention practices across all school sites.



\_\_\_\_\_  
Site Principal/Supervisor Approval

6/16/2025

\_\_\_\_\_  
Date



\_\_\_\_\_  
Deputy Superintendent Approval

6/13/25

\_\_\_\_\_  
Date

LYON COUNTY SCHOOL DISTRICT

*Staff Travel Report  
to  
School Board of Trustees*

Your recent request to travel has been approved. Within two weeks of the date of the conference, the following report is due in the office of the Deputy Superintendent.

**Please Download & TYPE the following information.**

Staff Member:	<u>Alejandra Ortiz</u>	School:	<u>Riverview Elementary</u>
Conference:	<u>Nevada NAEYC Conference</u>	Staff Assignment	<u></u>
Do not use acronyms			
Location of Conference:	<u>Las Vegas</u>	Dates Attended:	<u>April 24-26</u>

*General Overview: Do not use acronyms*

96

The Nevada NAEYC Conference by the Nevada Association for the Education of Young Children. It's a professional development opportunity for early childhood educators, offering training and networking, and focusing on topics relevant to early childhood education.

*How will this impact student learning in a positive way?*

Going to this conference enhanced my knowledge which I can applied in the classroom to improve teaching strategies. Furthermore, access to new materials and I can then share with families so that we can increase engagement and motivation with their children.

*How will I implement what I learned and how will I share this information with my colleagues?*

By sharing the information that I learned through collaboration, monthly meetings and team work. This information will also be done by supporting colleagues in their classroom.

*Other Comments:*



Site Principal/Supervisor Approval

Deputy Superintendent Approval

5-20-25

Date

Date

LYON COUNTY SCHOOL DISTRICT

*Staff Travel Report  
to  
School Board of Trustees*

Your recent request to travel has been approved. Within two weeks of the date of the conference, the following report is due in the office of the Deputy Superintendent.

Please Download & **TYPE** the following information.

Staff Member: <u>Tamara Roseberry</u>	School: <u>District Office</u>
Conference: <u>Handle With Care Recertification</u>	Staff Assignment: <u>MTSS Coordinator</u>
Location of Conference: <u>Phoenix, AZ</u>	Dates Attended: <u>April 29 - May 1, 2025</u>

*General Overview: Do not use acronyms*

Handle With Care is an Instructor Recertification Program to ensure that trainers are correctly versed in the training methods. It is both a verbal and physical program and the recertification establishes that trainers are able to teach the methods as intended by the program and goes over any changes the program has made. I attended this recertification training as part of a core group of Lyon County School District trainers. The methods of instruction include a well-defined lead and co-trainer teaching protocol that maintains an orderly and safe training environment, "verbal counts" and guided movement methods that keep the typically frustrating task of correcting a student's physical technique simple, and a "spotting system" that enables me to teach the physical restraint components safely so that staff can use it safely with students. As trainers, the program is engineered to teach definitive, comfortable, and secure holds to keep both our staff and students safe. The objective is to have staff that is confident and well trained in both verbal de-escalation and physical holding. Proper use of these methods should reduce injuries.

*How will this impact student learning in a positive way?*

As staff are more confident with their ability to de-escalate volatile situations and handle physical intervention, if necessary, students will feel more secure. Well-trained staff will use physical restraints only when necessary and we should see a reduction in injuries as these techniques are used consistently. As staff becomes more advanced in their ability to verbally de-escalate a situation before physical restraint is necessary, students will be able to participate in instruction and we will be able to increase instructional time. As students are more engaged in instructional time, more learning will take place and academic achievement will improve.

*How will I implement what I learned and how will I share this information with my colleagues?*

We are set to train teachers and paras in the special services department and certain drivers and paras in the transportation department in the Handle With Care program. I will work alongside the other trainers to provide Handle With Care training to these specific staff members. We are also hoping to develop an online training for all district staff on verbal de-escalation techniques that will support all students in all classes. I am excited at the opportunity to support Lyon County School District staff in creating and maintaining safe and effective learning environments.

99

*Other Comments:*

I thank the Lyon County School District school board and the district office for allowing me to participate in this valuable learning experience to increase both my skillset and the skillset of others.

  
\_\_\_\_\_  
Site Principal/Supervisor Approval

  
\_\_\_\_\_  
Deputy Superintendent Approval

05/28/2025  
\_\_\_\_\_  
Date

5/28/25  
\_\_\_\_\_  
Date

LYON COUNTY SCHOOL DISTRICT

*Staff Travel Report  
to  
School Board of Trustees*

Your recent request to travel has been approved. Within two weeks of the date of the conference, the following report is due in the office of the Deputy Superintendent.

**Please Download & TYPE the following information.**

Staff Member:	<u>Lisa Shea</u>	School:	<u>District Office</u>
Conference:	<u>LRP National Institute on Legal Issues of Educating Individuals with Disabilities</u>	Staff Assignment	<u>Special Services Data Manager</u>
Do not use acronyms			
Location of Conference:	<u>Phoenix, AZ</u>	Dates Attended:	<u>4/27/25 - 5/1/25</u>

*General Overview: Do not use acronyms*

LRP's National Institute is known as the leading source for best practices, compliance strategies and case law updates impacting special education programs. The nation's top legal experts come together to share their insights and guidance on dealing with the ever-changing landscape of special education law. 100

The presenters reviewed the 2024 case law decisions and how they impact compliance and implementation. The areas covered were Individuals with Disabilities Education Act, Section 504, Behavior, Absenteeism and Case Law year in review. Staying current not only with decisions, but the impacts of the decisions, is essential in providing up to date guidance to administrators, teachers and related service providers.

*How will this impact student learning in a positive way?*

In my role as the Special Services Data Manager, I regularly provide guidance regarding Special Education and 504 regulations and legal precedent. I work with Administrators, Special Education Teachers, General Education Teachers, Special Education Staff and Counselors to ensure that as a district we are making legally sound decisions regarding IDEA and Section 504. A thorough understanding of current legal precedent is essential to my job duties. By providing guidance and support to our staff, they are able to confidently provide services and support to students.

*How will I implement what I learned and how will I share*

*this information with my colleagues?*

In my role as the Special Services Data Manager, I regularly provide guidance regarding Special Education and 504 regulations and legal precedent. I work with Administrators, Special Education Teachers, General Education Teachers, Special Education Staff and Counselors to ensure that as a district we are making legally sound decisions regarding IDEA and Section 504. A thorough understanding of current legal precedent is essential to my job duties, not only am I able to provide legally accurate guidance as well as ensure that our systems, guidance documents and forms are legally accurate.

101

*Other Comments:*

Thank you for the opportunity to attend this conference.

*Rachel Stewart*

Site Principal/Supervisor Approval

*Sandra Huckaby*

Deputy Superintendent Approval

*6.13.2025*

Date

*6/13/25*

Date

Information Technology  
Service Ticket Report  
05/01/2025 - 05/31/2025

Created 05/01/25 - 05/31/25

Ticket Type		DO	AdultEd	SSDO-PDC	PLC	B&G	CES	DES	DHS	DIS	ERHS	EVES	FES	FHS	FIS	RES	SES	SMS	SSES	SSHS	SSMS	SVS	YES	YHS	YIS	Total	
Urgent		0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
High		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medium		6	0	2	0	0	2	0	2	3	0	1	1	3	3	0	0	0	0	1	1	0	0	0	0	0	25
Normal		21	17	2	3	0	23	42	48	36	0	11	22	53	36	39	16	96	20	29	34	8	22	18	63	659	
Project		2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Total		29	17	4	3	0	26	42	50	39	0	12	23	57	39	39	16	96	20	30	35	8	22	18	63	688	

Closed 05/01/25 - 05/31/25

Ticket Type		DO	AdultEd	SSDO-PDC	PLC	B&G	CES	DES	DHS	DIS	ERHS	EVES	FES	FHS	FIS	RES	SES	SMS	SSES	SSHS	SSMS	SVS	YES	YHS	YIS	Total	
Urgent	Closed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Cancelled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Resolved	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
High	Closed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Cancelled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Resolved	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medium	Closed	5	0	2	0	0	1	0	1	2	0	1	1	4	2	0	0	0	0	1	2	0	1	0	0	0	23
	Cancelled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Resolved	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	5	0	2	0	0	1	0	1	2	0	1	1	4	2	0	0	0	0	1	2	0	1	0	0	0	23
Normal	Closed	23	17	2	4	0	14	32	46	35	0	7	10	53	22	19	23	67	14	30	31	5	13	21	62	550	
	Cancelled	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	0	1	4	
	Resolved	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total	23	17	2	4	0	14	32	46	35	0	8	10	53	22	20	23	67	14	31	31	5	13	21	63	554	
Project	Closed	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	1	0	0	0	0	3
	Cancelled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Resolved	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	1	0	0	0	0	3
Total	Closed	28	17	4	4	0	15	32	47	37	0	8	11	59	24	19	23	67	14	31	33	6	14	21	62	576	
	Cancelled	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1	0	0	0	0	1	4	
	Resolved	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total	28	17	4	4	0	15	32	47	37	0	9	11	59	24	20	23	67	14	32	33	6	14	21	63	580	

102

Closed by Site/District Tech

Technician Type		DO	AdultEd	SSDO-PDC	PLC	B&G	CES	DES	DHS	DIS	ERHS	EVES	FES	FHS	FIS	RES	SES	SMS	SSES	SSHS	SSMS	SVS	YES	YHS	YIS	Total
Site Tech		0	0	0	0	0	1	8	2	0	0	1	0	8	4	1	5	3	0	2	3	0	0	3	3	44
I. T. Tech		24	16	4	3	0	11	12	43	22	0	7	8	38	18	11	13	47	13	29	30	3	9	16	46	423
Oasis Support		4	1	0	1	0	2	3	1	1	0	1	0	4	1	0	1	4	0	1	0	0	1	2	0	28

Information Technology  
Service Ticket Report  
05/01/2025 - 05/31/2025

Open as of 05/31/25

Ticket Type		DO	AdultEd	SDDO-PDC	PLC	B&G	CES	DES	DHS	DIS	ERHS	EVES	FES	FHS	FIS	RES	SES	SMS	SSES	SSHS	SSMS	SVS	YES	YHS	YIS	Total
Urgent	Open	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Pending	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	On Hold	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
High	Open	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Pending	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	On Hold	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Medium	Open	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	2
	Pending	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	On Hold	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Total	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	2
Normal	Open	9	0	0	0	0	56	13	2	12	0	12	32	40	55	0	0	320	0	2	0	19	26	18	44	660
	Pending	1	0	0	0	0	1	0	5	4	0	1	3	3	1	0	1	1	0	1	0	0	0	0	1	23
	On Hold	2	0	0	0	0	3	49	41	63	0	5	3	38	26	42	40	70	7	3	5	2	0	0	0	399
	Total	12	0	0	0	0	60	62	48	79	0	18	38	81	82	42	41	391	7	6	5	21	26	18	45	1082
Project	Open	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
	Pending	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	On Hold	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	Total	3	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
Total	Open	10	0	1	0	0	57	13	2	12	0	12	32	40	56	0	0	320	0	2	0	20	26	18	44	665
	Pending	1	0	0	0	0	1	0	5	0	0	1	3	3	1	0	1	1	0	1	0	0	0	0	1	19
	On Hold	4	0	0	0	0	3	49	41	63	0	5	3	38	26	42	40	70	7	3	5	2	0	0	0	401
	Total	15	0	1	0	0	61	62	48	79	0	18	38	81	83	42	41	391	7	6	5	22	26	18	45	1089

103

Yearly Closed Comparison	DO	AdultEd	SDDO-PDC	PLC	B&G	CES	DES	DHS	DIS	ERHS	EVES	FES	FHS	FIS	RES	SES	SMS	SSES	SSHS	SSMS	SVS	YES	YHS	YIS	Total
2025	184	57	20	10	1	116	129	168	174	0	51	79	287	146	119	71	314	123	205	220	37	163	168	234	3076
2024	138	31	22	17	0	121	143	161	316	1	81	69	526	174	112	59	680	133	215	195	55	157	197	128	3731
2023	129	30	16	6	0	135	134	146	220	1	71	99	468	234	147	110	1071	79	147	104	61	113	131	143	3795
2022	134	3	10	2	0	126	78	153	161	2	94	86	317	134	101	119	611	111	151	128	57	97	125	126	2926

## Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** Harman Bains, Executive Director of Operations  
**Re:** FY26-27 Fuel and Propane Bids

**Recommendation:**

The Board of Trustees awards Jim Menesini the bid for district wide fuel and propane needs for FY26-27.

**Background Information:**

Fuel bid proposals for FY2026 and 2027 were officially opened on June 5, 2025. A total of five firms submitted proposals, and the lowest bids were selected for each geographic area and fuel type. Unlike in previous years, Jim Menesini submitted the lowest bid for all district-wide fuel requirements.

ITEM	AREA	VENDOR	PRICE PER GALLON FOR FREIGHT DIFFERENTIAL/TARIFF
<b>GASOLINE</b>			
1A	FERNLEY HIGH	JIM MENESINI	0.1
1B	DAYTON HIGH	JIM MENESINI	0.11
1C	YERINGTON BUS YARD	JIM MENESINI	0.1
1D	SMITH VALLEY	JIM MENESINI	0.155
1E	SILVER SPRINGS BUS YARD	JIM MENESINI	0.11
<b>#2 FURNACE FUEL</b>			
2A	SMITH VALLEY	JIM MENESINI	0.065
<b>#2 DIESEL ENGINE FUEL</b>			
3A	FERNLEY HIGH	JIM MENESINI	0.1
3B	DAYTON HIGH	JIM MENESINI	0.11
3C	YERINGTON BUS YARD	JIM MENESINI	0.1
3D	SMITH VALLEY	JIM MENESINI	0.155
3E	SILVER SPRINGS BUS YARD	JIM MENESINI	0.11
<b>LPG (PROPANE)</b>			
4A	SMITH VALLEY LIBRARY	JIM MENESINI	1.75
4B	SMITH VALLEY HIGH SCHOOL AUXILARY GYM	JIM MENESINI	1.75
4C	SMITH VALLEY PDC OFFICE	JIM MENESINI	1.75
4D	SMITH VALLEY HIGH SCHOOL GREENHOUSE	JIM MENESINI	1.75
4E	SMITH VALLEY SCHOOL BOILER	JIM MENESINI	1.75

*Mission Statement* Lyon County School District fosters learning for life, empowers connected learners, promotes student ownership, and encourages discovery learning for success in a rapidly evolving world.

**Budget Considerations:**

N/A

**Discussed at Previous Meeting:**

N/A

**Attachment(s):**

LCSD 2025-27 Fuel/Propane Bid Tabulation

Jim Menesini Bid



**Mission Statement** Lyon County School District fosters learning for life, empowers connected learners, promotes student ownership, and encourages discovery learning for success in a rapidly evolving world.

LYON COUNTY SCHOOL DISTRICT  
 FUEL OIL/ GASOLINE/ DIESEL FUEL/LPG (PROPANE)  
 BID OPENING June 5, 2025, 1:00 P.M.

Carson Valley  
oil

MF  
Barcellos

Interstate oil Pilot

Jim  
Mansini

ITEM	FACILITY	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER
<b>GASOLINE</b>									
1A	FERNLEY BUS YARD	+ .75	N/A	.35 + o.p.s	.172 + o.p.s	.10 + o.p.s ✓			
1B	DAYTON BUS YARD	+ .35	N/A	.35 + o.p.s	.185 + o.p.s	.11 + o.p.s ✓			
1C	YERINGTON BUS YARD	N/A	+ .10 + o.p.s	.40 + o.p.s	.272 + o.p.s	.10 + o.p.s ✓			
1D	SMITH VALLEY	+ .85	+ .15 + o.p.s	.40 + o.p.s	.272 + o.p.s	.155 + o.p.s ✓			
1E	SILVER SPRINGS	+ .75	N/A	.45 + o.p.s	.177 + o.p.s	.11 + o.p.s			
<b>#2 FURNACE FUEL</b>									
2A	SMITH VALLEY HIGH	+ .85	N/A	.095	.145	.065			
<b>#2 DIESEL</b>									
3A	FERNLEY BUS YARD	+ .75	N/A	.30 + o.p.s	.177 + o.p.s	.10 + o.p.s			
3B	DAYTON BUS YARD	+ .35	N/A	.30 + o.p.s	.190 + o.p.s	.11 + o.p.s			
3C	YERINGTON BUS YARD	N/A	+ .10 + o.p.s	.35 + o.p.s	.277 + o.p.s	.10 + o.p.s			
3D	SMITH VALLEY	+ .85	+ .15 + o.p.s	.40 + o.p.s	.277 + o.p.s	.155 + o.p.s			
3E	SILVER SPRINGS	+ .75	N/A	.40 + o.p.s	.182 + o.p.s	.11 + o.p.s			

CVO MF Interstate oil Pilot J/M

ITEM	FACILITY	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER	BIDDER	
	LPG (PROPANE)								
4A	SMITH VALLEY LIBRARY (1000 GALLON TANK CAPACITY)	N/A	1.89	N/A	N/A	1.75			
4B	SMITH VALLEY HIGH SCHOOL AUXILLARY GYM (1000 GALLON TANK CAPACITY)	N/A	1.89	N/A	N/A	1.75			
4C	SMITH VALLEY PDC OFFICE (APPROX. 250 GALLON TANK CAPACITY)	N/A	1.89	N/A	N/A	1.75			
4D	SMITH VALLEY GREEN HOUSE (APPROX. 500 GALLON TANK CAPACITY)	N/A	1.89	N/A	N/A	1.75			
4E	SMITH VALLEY HIGH SCHOOL BOILER (APPROX. 1 00 GALLON TANK CAPACITY)	N/A	1.89	N/A	N/A	1.75			

**BID FORM**  
**FUEL OIL/ GASOLINE/ DIESEL FUEL/ LPG (PROPANE)**

**BID OPENING DATE:** JUNE 5th, 2025  
**BID OPENING TIME:** 1:00 P.M.  
**PLACE:** LYON COUNTY SCHOOL DISTRICT  
 ADMINISTRATION OFFICE  
 25 E. GOLDFIELD AVENUE  
 YERINGTON, NV

**TO:** Lyon County School District

DATE 5/4/25

The undersigned warranting examination of the instruction to Bidders and specifications for providing Gasoline, ASTM #2 Diesel Furnace Fuel, No. 2 Ultra Low Sulfur Diesel Engine Fuel, or LPG (Propane) to the Lyon County School District as specified in items 1 through 4 as previously specified, hereby offers to furnish, and deliver in accordance with the provisions of the terms, conditions, and specifications relating thereto, the following for amount herein stated. Please indicate "NO BID" on items not quoted.

THIS FIRM WILL USE RACK AVERAGE PRICE INFORMATION FROM THE FOLLOWING PETROLEUM INDUSTRY INFORMATION SERVICE.

ITEM NO.	DESCRIPTION / DESTINATION	PRICE PER GALLON/ FREIGHT DIFFERENTIAL/ TARIFF*
GASOLINE		
1-A	FERNLEY BUS YARD	.10
1-B	DAYTON BUS YARD	.11
1-C	YERINGTON BUS YARD	.10
1-D	SMITH VALLEY HIGH SCHOOL	.155
1-E	SILVER SPRINGS BUS YARD	.11
#2 FURNACE FUEL		
2-A	SMITH VALLEY HIGH SCHOOL	.065
#2 ULTRA LOW SULFUR DIESEL ENGINE FUEL		
3-A	FERNLEY BUS YARD	.10
3-B	DAYTON BUS YARD	.11
3-C	YERINGTON BUS YARD	.10

3-D	SMITH VALLEY BUS YARD	.155
3-E	SILVER SPRINGS BUS YARD	11

	LPG (PROPANE)	ALL-YEAR FLAT RATE PRICE
4-A	SMITH VALLEY LIBRARY (1000 GALLON TANK CAPACITY)	1.75
4-B	SMITH VALLEY HIGH SCHOOL AUXILLARY GYM (1000 GALLON TANK CAPACITY)	1.75
4-C	SMITH VALLEY PDC OFFICE (APPROX. 250 GALLON TANK CAPACITY)	1.75
4-D	SMITH VALLEY HIGH SCHOOL GREENHOUSE (APPROX. 500-GALLON TANK CAPACITY)	1.75
4-E	SMITH VALLEY HIGH SCHOOL BOILER (APPROX. 100 GALLON TANK CAPACITY)	1.75

\*The bid price for each site should be the vendors appropriate freight differential in miles and cents. To this, the District will add the daily rack average price excluding all taxes as verified by the certified copy of the daily statement and appropriate taxes.

\*The Lyon County School District will reimburse the cost of the Opis Rack Pricing Service Fee of up to \$6.00.

COMPANY NAME: Jim Hennessey Petroleum

REPRESENTATIVE: Jim Hennessey

ADDRESS: 97 Bulk Plant Rd

PHONE#: 975 463 8076

## Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** Dawn Huckaby, Deputy Superintendent  
**Re:** Emergency Operations Plan 2025-2026

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**Recommendation:**

That the Board of Trustees approves the LCSD Emergency Operations Plan for the 2025-2026 school year.

**Background Information:**

According to NRS 388.243, the District must develop an emergency operations plan (EOP) to be used in responding to a crisis, emergency, suicide, or hazards. The plan developed must include all listed requirements in NRS 388.253. Per LCSD Board Policy JHFG: Emergency Operations and NRS 388.245, each emergency operations plan development committee shall review the plan and update as appropriate at least once each year. On or before July 1 of each year, the plan shall be submitted for review to the Division of Emergency Management of the Department of Public Safety portal.

As outlined by SB 36, the LCSD Development Committee is composed of a Board of Trustee Member (Trustee Parsons), a school site administrator, a teacher, a classified employee, a parent, local law enforcement, a school resource officer(s), a member of the state/local emergency management team, a representative from the county or district board of health, and a school counselor/psychologist/social worker.

The Development Committee met on March 18, 2025, and approved the LCSD EOP that is now presented before the Board. The LCSD's EOP is a confidential document (NRS 388.259) and cannot be shared with the public. Therefore, the confidential electronic copy is available for your review.

**Budget Considerations:**

N/A

**Discussed at Previous Meeting:**

Annual Consent Item

**Attachment(s):**

Lyon County School District Board Policy JHFB: Emergency Operations Policy  
Lyon County School District Emergency Operations Plan (EOP)

*EMERGENCY OPERATIONS POLICY*

The LCSD Emergency Operations Plan (EOP) was developed for the Lyon County School District, its schools, staff, students and parents, to standardize and coordinate the emergency preparedness measures taken, and to integrate each school's emergency response procedures within the District. The plan must be adapted by each school to address the requirements, specific needs, and capabilities of each site. The principal or his/her designee will be responsible for adding and updating site specific information to their school's emergency operations plan.

The LCSD EOP has 6 objectives:

1. Protect the safety and welfare of students and staff.
2. Provide for a safe and coordinated response to emergency situations.
3. Protect the District's facilities and property.
4. Enable the District to restore normal conditions with minimal confusion in the shortest time possible.
5. Provide for interface and coordination between sites, the district office, outside first responder agencies, and County, State, or Federal support if necessary.
6. Standardized emergency operations planning incorporating National Incident Management Systems (NIMS) and Incident Command System (ICS) principles.

The LCSD EOP meets the requirements of NIMS, the recommended best practices from the U.S. Department of Education Readiness and Emergency Management System (REMS) EOP Assist Tool, the Federal Emergency Management Agency Plan Details 4 (FEMA) Guide For High Quality School Emergency Operations Plans, the U.S. Department of Homeland Security (DHS), the Americans with Disabilities Act (ADA), and all applicable Nevada Revised Statutes (NRS) relating to school emergency operations planning. It also defines the primary and support roles of the individual schools in response to an emergency and post-incident damage assessment and reporting requirements.

To the maximum extent practical, the school and District plans present a standardized approach to emergency management, including an emergency response organization which is consistent with NIMS. Use of these systems facilitates communication and coordination between the sites, the District, and local public safety agencies during disasters or emergency incidents. The plans also provide a means of support and communication through the Lyon County, and State of Nevada Emergency Operations Centers.

This plan encompasses all schools and buildings within LCSD and addresses a broad range of potential emergencies, such as earthquakes, hazardous materials spills, lockdowns, and active assailant response, widespread power outages, crimes committed on school grounds, student & staff suicide, student /parental reunification, and similar events affecting more than one site.

Within the preparedness measures and incident response procedures are recommendations and strategies to prepare for and protect against the hazards that may threaten the District and school

sites. Each specific school site may have greater or lesser risks, therefore, the measures and recommendations included are tailored to and implemented by each site.

District and site emergency operation plans are to remain confidential, and shared only with LCSD staff, local fire and law enforcement officials and other state/federal agencies, as appropriate.

Legal Reference: NRS 388.229-261, NRS 392.450

Policy #JHFB  
Revised 7/25/2017

### **ADMINISTRATIVE REGULATIONS**

LCSD will establish a District Safety Committee and each school site will establish a School Safety Committee to carry out the duties and responsibilities as established in this policy and NRS 388.229-261.

The LCSD District Safety Committee will be comprised of a board of trustee member, a school site administrator, a licensed teacher, a classified employee, a parent, a representative from the LCSO, the LCSD Risk Manager, a district administrator and other personnel identified by the district administrator. The main purpose of the District Safety Committee is to annually review and update as appropriate the Emergency Operations Plan (EOP), while in consultation with emergency management officials. The District's EOP will then be presented to the Board of Trustees for approval, then shared with the Nevada Department of Education, the Division of

Emergency Management of the Department of Public Safety and local law enforcement and fire departments. A notice of compliance will be posted upon completion of the annual review.

The School Safety Committee will be comprised of the principal, two certified employees, one classified employee, a local law enforcement official, a parent and any other personnel identified by the principal. The School Safety Committee will meet annually to review the school site's EOP. They will communicate with district administration officials, local law enforcement and fire officials and the Department of Public Safety if they wish to deviate from their plan.

Monthly emergency drills are a necessity for each school's emergency operations planning. The following emergency drill requirements must be met by each school site:

1. All school sites will be responsible for a monthly drill to include fire, lockdown, earthquake or other pertinent drills to support student and staff preparedness in the event of an emergency.
2. One half of the drills will be in preparation for a lockdown incident.
3. The emergency drills must be conducted under the supervision of the Superintendent's designee. The Superintendent's designees are the school site administrators.
4. Emergency evacuation routes must be posted in all classrooms and other pertinent locations throughout the school.
5. Local law enforcement or fire departments (depending on type of drill) must be notified and invited prior to each drill. This can be accomplished by providing them a schedule of emergency drills prior to the start of the school year.
6. Schools will share their emergency drill schedule with the other schools in the same community, and with the District office. Coordination of drills among schools in the same community may be necessary to accommodate local law enforcement and fire department officials.
7. Site leaders will take extra care to ensure students with disabilities have the necessary supports to assist them with drills and emergency situations.
8. In the event a school must go in to a lockdown, or if a fire alarm is activated, after necessary emergency personnel are notified, a school site administrator or designee will notify the Deputy Superintendent and the District Office. The Deputy Superintendent will notify the Superintendent, and a decision will be made whether it is necessary to notify the Board of Trustees.
9. A schedule of the completed monthly drills by the school site will be turned in to the Deputy Superintendent's office at the conclusion of each school year.

A sample schedule of monthly drills is listed below in Table 1.

The District will identify district personnel responsible for emergency operations procedures. These personnel will be responsible for oversight of EOP annual reviews and site emergency drills. They will also be required to attend the annual school safety conference supported by the Nevada Department of Education.

The District will consult with the District personnel responsible for emergency operations procedures when designing, constructing, purchasing, remodeling or renovating school facilities.

**Table 1. Sample monthly emergency drill schedule:**

<b>Month:</b>	<b>Date:</b>	<b>Type of drill:</b>	<b>Reviewed by which site administrator?</b>	<b>Local law enforcement or fire department invited?</b>	<b>Official(s) observing drill?</b>	<b>Notes:</b>
August		Review site EOP including lockdown & fire drill procedures		N/A	N/A	<i>School EOP reviewed with all students &amp; staff</i>
September		Lockdown				
October		Earthquake				<i>Annual Great NV Shakeout Drill: <a href="http://shakeout.org">shakeout.org</a></i>
November		Fire				
December		Lockdown w/review of possible parent reunification location				
January		Hazardous Materials Spill				
February		Lockdown				
March		Fire				
April		Lockdown				
May		TBD: _____				

Principal's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please return this form to the Deputy Superintendent's Office at the conclusion of the school year.

# Lyon County School District Board Memo

**Date:** June 25, 2025  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** Workers' Compensation contract approval

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## **Recommendation**

The Board of Trustees approve the three-year contract of the District's Workers' Compensation Third Party Administrator, Cannon Cochran Management Services, Inc. (CCMSI) for \$11,000 annually. An increase of \$2,000 from the previous three-year agreement.

## **Background Information**

Cannon Cochran Management Services, Inc. (CCMSI) began administering workers' compensation claims for the District on August 15, 2016. In that time, CCMSI has established excellent communication with both LCSD management and our injured workers. CCMSI's claim system allows us to monitor every aspect within each claim and actively participate in the process. We can now create quick snapshots and detailed reports that provide information such as: affected body parts(s), mechanism of injury, types of injuries, month/day of week, lost time, etc. This information allows us to identify potential issues based on historical data and make necessary adjustments.

Since the Board approved CCMSI as our third party administrator (TPA) on June 28, 2016, there has been a substantial change to the District's workers' compensation program. Reducing the average cost per claim to a manageable level was a major factor in the decision of replacing the former TPA. The current contract expires July 31, 2025.

## **Budget Considerations**

There is an increase in our administrative fee of \$1,000 annually for an annual administration fee of \$8,500. There is a new charge for ICE (proprietary claims management software) in the amount of \$1,000. A new Enhanced/Complex Medical Only claim surcharge of \$350 will apply to any medical only claims that have 6 or more paid medical transactions and total paid dollars greater than \$2,500. Changes are effective August 1, 2025. The CCMSI contract is a three year contract ending July 31, 2028.

## **Discussed at Previous Meeting**

Initial approval of CCMSI as new TPA was June 28, 2016  
Renewal approved by the board June 28, 2022

## **Attachment(s)**

Cannon Cochran Management Services, Inc. (CCMSI) invoice

# **SERVICE AGREEMENT BETWEEN LYON COUNTY SCHOOL DISTRICT AND CANNON COCHRAN MANAGEMENT SERVICES, INC.**

**THIS SERVICE AGREEMENT** is made and entered into this 1<sup>st</sup> day of August, 2025, by and between Lyon County School District (the “Client”), an authorized self-insured entity, and Cannon Cochran Management Services, Inc. (“CCMSI”), a Delaware corporation. It is agreed between the parties hereto as follows:

- A. APPOINTMENT OF CCMSI.** The Client hereby appoints CCMSI, and CCMSI hereby agrees to serve, as Third-Party Administrator (“Administrator”) of the Client’s self-insurance program created and existing under the State of Nevada (“State”) Self-Insurance Regulations.
- B. FUNCTIONS OF CCMSI.** During the term of this Agreement, the regular functions of CCMSI as the Client’s Administrator shall include the following:
1. Claim Administration – Workers’ Compensation.
    - (a) Claim Management and Administration. In compliance with its Best Practices, CCMSI will manage and administer all claims of the Client that occur during the period of this Agreement. All claim payments shall be made with Client funds. CCMSI will act on behalf of Client in handling, monitoring, investigating, overseeing and adjusting all such actual and alleged claims.
    - (b) Claim Settlement. CCMSI will settle claims of the Client with Client funds in accordance with reasonable limits and guidelines established with the Client.
    - (c) Claim Reserves. CCMSI will establish reserves for unpaid reported claims and unpaid claim expenses.
    - (d) Allocated Claim Expenses. CCMSI will pay, at market rates, all Allocated Claim Expenses with Client Funds. Allocated Claim Expenses are charges for services provided in connection with specific claims by persons or firms which are eligible claim expenses under the Client’s program. Notwithstanding the foregoing, Allocated Claim Expenses will include all expenses incurred in connection with the investigation, adjustment, settlement or defense of Client claims, even if such expenses are incurred by CCMSI. Allocated Claim Expenses will include, but not be limited to, charges for:
      - 1) Independent medical examinations of claimants;
      - 2) Managed care expenses, which include the services provided by comp mc™, CCMSI’s proprietary managed care program. Examples of managed care expenses includes but is not limited to state fee schedule, PPO net works, utilization review, nurse case management, medical bill audits and medical bill review;

- 3) Fraud detection expenses, such as surveillance, which include the services provided by *FIRE*, CCMSI's proprietary Special Investigation Unit (SIU), and other related expenses associated with the detection, reporting and prosecution of fraudulent claims, including legal fees;
- 4) Attorneys, experts and special process servers;
- 5) Court costs, fees, interest and expenses;
- 6) Depositions, court reporters and recorded statements;
- 7) Independent adjusters and appraisers;
- 8) Index bureau and OFAC (Office of Foreign Assets Control) charges;
- 9) MMSEA/SCHIP compliance charges; CCMSI, in conjunction with its reporting agent/MSP vendor, will comply with applicable MMSEA and Section 111 reporting requirements on behalf of the client. CCMSI will provide monthly Medicare eligibility query checks and quarterly mandatory insured reporting compliant with applicable CMS guidelines
- 10) Electronic Data Interchanges, EDI, charges if required by State law;
- 11) CCMSI personnel, at their customary rate or charge, but only with respect to claims outside the State and only if such customary rate is communicated to the Client prior to incurring such cost;
- 12) Actual reasonable expenses incurred by CCMSI employees outside the State for meals, travel, and lodging in conjunction with claim management;
- 13) Police, weather and fire report charges that are related to claims being administered under Client's program;
- 14) Charges associated with accident reconstruction, cause and origin investigations, etc.;
- 15) Charges for medical records, personnel documents, and other documents necessary for adjudication of claims under Client's program;
- 16) Charges associated with Medicare Set-Aside Allocations and other related MSP Services;
- 17) Legal bill review expenses, which include, the services provided by CLEAR, CCMSI's proprietary legal bill review program. This shall include charges related to legal bill review / audit, which shall include reviewing and auditing invoices submitted by Client-approved law firms for compliance with the Client's Defense Counsel Billing Guidelines.

- 18) Other expenses normally recognized as ALAE by industry standards.
  - (e) Subrogation. CCMSI will monitor claims for subrogation.
  - (f) Provision of Reports. CCMSI agrees to provide reports to the Client as specified in the Schedule of Reports attached hereto as Exhibit A.
2. Risk Management Services. CCMSI will provide the Client with additional Risk Management Services not contemplated in the Agreement upon mutual agreement of the parties. The Schedule of additional Risk Management Services to be provided is attached hereto as Exhibit B.
  3. Loss Control Services. CCMSI will provide the Client loss control services upon mutual agreement of the parties. The client shall remain fully responsible for the implementation and operation of its own safety programs and for the detection and elimination of any unsafe conditions or practices.

CCMSI assumes no responsibility for the detection, identification, communication, mitigation, or elimination of any unsafe condition or practice associated with the safety program of any client. Further, CCMSI assumes no responsibility for any injury sustained by an employee of the client. The Schedule of Loss Control Services to be provided is attached hereto as Exhibit C.

4. Legal Bill Review / Audit Services. In conjunction with its claims administration services, CCMSI will provide Client with Legal Bill Review / Audit Services (CLEAR). The Schedule of Legal Bill Review / Audit Services, including applicable fees, is attached hereto as Exhibit E.
5. Managed Care Services. CCMSI will provide the Client with managed care services (comp mc™) upon mutual agreement of the parties. The Schedule of Managed Care Services to be provided is attached hereto as Exhibit D.

**C. CLIENT RESPONSIBILITIES**. Client agrees to:

1. Report all claims, incidents, reports or correspondence relating to potential claims in a timely manner.
2. Reasonably cooperate in the disposition of all claims.
3. Claim Funding.
  - a. Provide Funds in a timely manner to pay all claims and expenses. **If utilizing an escrow account**, provide Funds on a periodic basis as mutually agreed upon per the Quality Service Plan, claim handling instructions, or similar document if applicable. Funds shall include those required to pay all claims and expenses covered by insurance carriers or other parties. CCMSI will work with Client to obtain timely reimbursement of such covered payments from insurance carriers or other parties, but will not advance any such amounts.

- b. **If utilizing an escrow account**, provide Funds in an amount that maintains a Claim Deposit equal to one and a half (1.5) times the average total of claim and expense payments for the previous six (6) months, adjusted for funding frequency. The required Claim Deposit will be monitored and adjusted as necessary per this calculation. The Claim Deposit is the ultimate property of Client. CCMSI will return excess Funds to Client in a timely manner upon recalculation of Claim Deposit or termination of the Agreement.
      - c. **If utilizing an escrow account**, provide advance funding (“Prefunding”) to pay all claim and expense transactions in excess of a mutually agreed upon amount per the Quality Service Plan, claim handling instructions, or similar document if applicable.
      - d. **If utilizing an escrow account**, provide all manner of Funds and Prefunding via Automated Clearing House (ACH) Electronic Funds Transfer (ETF).
  4. Respond to reasonable information requests in a timely manner.
  5. Identify in writing all insurance carriers applicable to CCMSI’s claim handling responsibilities contemplated in this Service Agreement that CCMSI will have claim or data reporting requirements. In this regard, Client agrees to provide CCMSI with a complete copy of the current excess or other insurance policies, including applicable endorsements and audits, applicable to Clients insurance program and this Service Agreement. CCMSI assumes no responsibility of any kind for not reporting an otherwise reportable claim to any carrier that Client has failed to disclose to CCMSI and/or provide CCMSI with a copy of the applicable insurance policy and reporting instructions relative to that carrier.
  6. When applicable, obtain and provide to CCMSI an active Registered Reporting Entity (RRE) number through the Centers of Medicare & Medicaid Services that CCMSI is explicitly authorized to use for mandatory MMSEA Section 111 reporting. When applicable, client agrees to maintain this RRE # by fulfilling CMS’s annual recertification process.
  7. Pay any fees or costs charged by any carrier or prior TPA of Client for the conversion of data associated with CCMSI handling run-off claims for Client, or for the general transfer of data to CCMSI’s operating systems.
  8. Promptly pay CCMSI’s fees.
- D. OPERATING EXPENSES.** The Client agrees to be responsible for and pay all of its own operating expenses other than service obligations of CCMSI. Such operating expenses shall include but not be limited to charges for the following:
1. All costs associated with Client meeting its State security and licensing requirements;
  2. Certified Public Accountants
  3. Attorneys, other than provided for in Section B.1. (d) 3) and B.1. (d) 4) of this Agreement;

4. Outside consultants, actuarial services or studies and State audits;
5. Independent payroll audits;
6. Allocated Claims Expenses incurred pursuant to Section B. 1. (d) of this Agreement;
7. All applicable regulatory fees and taxes;
8. Educational and/or promotional material, industry-specific loss control material, customized forms and/or stationery, supplies and extraordinary postage, such as bulk mailing, express mail or messenger service.
9. National Council on Compensation Insurance, NCCI, charges;
10. Excess and other insurance premiums;
11. Costs associated with the development, record keeping and filing of fraud statistics and plans, but only if required by any State or regulatory authority having jurisdiction over Client;
12. Other operating costs as normally incurred by the Client.

**E. BOOKS AND RECORDS.**

1. (a) CCMSI shall maintain all claim information relating specifically to the Client which is necessary to the performance of CCMSI's obligations under this Agreement (the "Records"). The Records shall remain at all times the sole property of the Client.  
  
(b) The Records shall not include any manuals, forms, files and reports, documents, customer lists, rights to solicit renewals, computer records and tapes, financial and strategic data, or information which documents CCMSI's processes, procedures and methods, or which CCMSI employs to administer programs other than the Client. The items specified in this Paragraph E. 1. (b) shall at all times be and remain the sole and exclusive property of CCMSI, and the Client shall not have any ownership, interest, right to duplicate or right to utilize these items except for the above documentation or information that relates solely to Client's Program.
2. During the term of this Agreement, CCMSI shall provide the Client with copies of the Records, if so requested by the Client. Any reasonable costs of reproduction of the Records shall be borne by the Client.
3. CCMSI shall make the Records available for inspection by any duly authorized representative of the Client, or any governmental or regulatory authority having jurisdiction over CCMSI or the Client.

**F. NON-SOLICITATION OF EMPLOYEES.** During the term of the Agreement and for two (2) years thereafter, the Client and CCMSI mutually agree not to recruit, solicit or hire any employee of the other without written permission.

**G. OTHER INSURANCE.** If CCMSI places any specific or aggregate excess insurance, reinsurance, or other insurance product associated with this Agreement, then customary commissions and fees will be retained by CCMSI.

**H. TERM AND TERMINATION.**

1. Term of Agreement. The term of this Agreement shall be for one (1) year beginning on August 01, 2025 and terminating on July 31, 2028. Unless the Agreement is terminated as set forth in paragraph H. 2., it will automatically renew for successive one (1) year terms. At least ninety (90) days prior to the expiration of each one (1) year term of this Agreement, the parties shall enter into good-faith negotiations regarding any proposed change in Agreement terms or fees. If there are no changes requested by either party, then the Agreement will automatically renew under the same terms and fee arrangement as the prior term.

2. Termination of Agreement. This Agreement may be terminated:

- (a) By mutual agreement of the parties hereto;
- (b) Upon expiration of the current term of this Agreement if either party has given the other at least ninety (90) days written notice of its intention to terminate as set forth in paragraph H. 1.;
- (c) Upon dissolution of the Client's self-insurance program whether voluntary or due to cessation of Client's authority to self-insure;
- (d) Upon dissolution of the Client's self-insurance program due to Client insolvency or bankruptcy;
- (e) Upon ninety (90) days written notice by either party if the other party is in material breach of any term, covenant or condition contained herein; provided, however, that as a condition precedent to termination under this Section H. 2. (e), the terminating party shall give written notice to the other party, who shall have sixty (60) days from the date of such notice to cure or correct the grounds for termination. If the grounds of termination are not corrected or cured during the sixty (60) day period, this Agreement may be terminated on the termination date specified in the notice, but not prior to the expiration of the ninety (90) day period described herein.

3. Services Following Termination of Agreement. Should this Agreement be terminated or non-renewed for any reason, CCMSI will cease providing services, turn over to the Client all Client files in CCMSI's possession, which shall include all open and closed files.

Upon the Client's request and subject to agreement by CCMSI, CCMSI will be paid a reasonable negotiated fee to:

- (a) Provide for continued administration of the open claim files;
- (b) Cooperate with any successor administrator in the orderly transfer of all functions, including providing a runoff listing of open claim files if desired by the Client and any other records reasonable and necessary for a successor administrator; and
- (c) Provide an electronic transfer of data if such is feasible, with the cost of providing such borne by the Client. **The electronic transfer of data will be subject to a flat fee of \$2,500.**

I. **SERVICE FEE PAYMENTS.** The Client shall pay to CCMSI a service fee as outlined in the Fee and Payment Schedule attached hereto as Exhibit F.

J. **ARBITRATION.** If an irreconcilable difference of opinion or claim should arise between the Client and CCMSI as the interpreters of any matter relating to this Agreement, such matter will be submitted to mediation or arbitration as the sole remedy available to both parties. Any such mediation or arbitration will take place in the City of Reno, Nevada and will be conducted in accordance with the then-current rules of the American Arbitration Association.

K. **RELATIONSHIP OF PARTIES.** With respect to the services provided by CCMSI in this Agreement, CCMSI is considered an independent contractor. Nothing in this Agreement shall be construed to create a relationship of employer/employee, partners or joint ventures between the Client and CCMSI. This Agreement is non-exclusive, and CCMSI shall have the right to perform services on behalf of other individuals, firms, corporations and entities.

L. **INDEMNIFICATION.**

1. **Indemnification by Client.** The Client agrees that it will indemnify and hold harmless CCMSI and CCMSI's directors, officers, employees, agents, shareholders, subsidiaries and other affiliates from and against any and all claims, losses, liability, costs, damages and reasonable attorney's fees incurred by CCMSI as a result of breach of this Agreement by the Client, explicit instruction by the Client, or alleged misconduct, error or omissions by the Client, or by any of the Client's trustees, directors, officers, employees, agents, shareholders, subsidiaries, or other affiliates in connection with the performance of this Agreement. Agents as used herein include third party vendors selected by Client.
2. **Indemnification by CCMSI.** CCMSI agrees that it will indemnify and hold harmless the Client and the Client's trustees, directors, officers, employees, agents, shareholders, subsidiaries, members, or other affiliates from and against any and all claims, losses, liability, costs, damages and reasonable attorney's fees incurred by the Client as the result of breach of this Agreement by CCMSI or alleged misconduct, error or omissions by CCMSI, or by any of CCMSI's directors, officers, employees, agents, shareholders, subsidiaries or other affiliates in connection with the performance of this Agreement.

**M. CHANGE IN CIRCUMSTANCES.** In the event the adoption of any statute, rule or regulation materially changes the nature of the relationship between the parties hereto or the legal or economic premises upon which this Agreement is based, the parties hereto shall undertake good faith negotiations to amend the terms of this Agreement to account for such changes in a reasonable manner. This includes the happening or development of a local, regional, national or global health situation, crisis, pandemic, or catastrophic event that would impact the volume and type of claims to be administered by CCMSI under this Agreement. In the event of any such occurrence, either party may contact the other in good faith and seek to amend the terms and / or service fees applicable to this Agreement.

**N. SOFTWARE ACCESS.** The Client may be provided with the right to use one or more CCMSI Applications in connection with the services provided by CCMSI in this Agreement. CCMSI Applications include iCE, MyReports, Loss Control ASAP, Loss Control Resources and iCEBAR. The right to use CCMSI Applications is non-exclusive, limited to the term of this Agreement per paragraph H.1., non-transferable and is solely for the internal business use of Client.

CCMSI owns and reserves all rights, title, and interest in and to the CCMSI Applications. Client has no right to receive a copy of the object code or source code to the CCMSI Applications. Client may not attempt to:

1. License, sell, lease or otherwise make the CCMSI Applications available to any other party. Client will not provide any access, passwords or other information regarding the CCMSI Applications to any third parties and/or competitors of CCMSI without the prior written consent of CCMSI;
2. Use the CCMSI Applications in any way that violates any law, regulation or mandate, or the term of this Agreement; or
3. Take any action that jeopardizes confidential or proprietary information held by CCMSI.

Client is responsible for any confidential or proprietary information accessed or downloaded by Client from the CCMSI Applications, including the implementation of appropriate information security controls surrounding such information.

Except as expressly provided in this Agreement, CCMSI Applications are provided “as-is”. CCMSI disclaims all other warranties, express, implied, or statutory, including the implied warranties or merchantability, satisfactory quality, title, fitness for a particular purpose, non-infringement, compatibility, security, quiet enjoyment, or accuracy. Without limiting the foregoing, CCMSI does not warrant that access to or use of the CCMSI Applications will be uninterrupted or error-free. CCMSI will provide support for the CCMSI Applications in the two most recent two versions of the Internet Explorer, Chrome, Firefox and Safari browsers.

**O. MISCELLANEOUS.**

1. Governing Law. This Agreement shall be governed by and construed in accordance with the internal laws of the State of Nevada without regard to principles of conflicts of law.
2. Timing of Services. CCMSI may exercise its own reasonable judgment, within the parameters set forth herein and in compliance with State regulations, as to the time and manner in which it

performs the services required hereunder. Additionally, CCMSI will be held to a standard of like administrators performing like services for customers such as Client.

3. Successors in Interest. This Agreement shall be binding upon, and inure to the benefit of, the successors in interest and permitted assigns of the parties hereto.
4. Severability. The invalidity or unenforceability of any particular provision of this Agreement shall not affect the other provisions hereof, and this Agreement shall be construed in all respects as if the invalid or unenforceable provision had been revised to the minimum extent necessary to make it valid and fully enforceable under applicable law.
5. Paragraph Headings. All paragraph headings in this Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Agreement.
6. Waiver. The failure of any party to enforce any provisions of this Agreement shall not constitute a waiver by such party of any provision. A past waiver of a provision by either party shall not constitute a course of conduct or a waiver in the future with respect to that same provision.
7. Notice Provision. All notices, requests and other communications required under this Agreement shall be in writing and delivered by hand or mailed, registered or certified, return receipt requested, postage paid, or sent via a nationally recognized overnight courier to the other party at the following address:

Client: Lyon County School District  
25 East Goldfield Ave.  
Yerington, Nevada, 89447  
Attn: Superintendent

CCMSI: Cannon Cochran Management Services, Inc.  
2 E. Main St.  
Danville, IL 61832  
Attn: Chief Operating Officer

8. File Destruction Policy. CCMSI will maintain electronic claim file records or hard copy files (where applicable) on all closed files on behalf of Client for a period of fifteen (15) years after the month of closure, or for as long as necessary to protect the applicable statute of limitations, whichever is longer. It is the sole responsibility of Client to advise CCMSI if files are not to be destroyed per this policy.
9. Insurance. CCMSI will purchase and maintain insurance coverages for its performance of the services contemplated in this Agreement. Minimum policy limits are as follows:

Workers Compensation – Statutory  
Professional - \$5,000,000  
General Liability - \$1,000,000 / \$2,000,000  
Umbrella - \$5,000,000  
Cyber Coverage - \$5,000,000

10. Escheatment. CCMSI is responsible for complying with all applicable abandoned property or escheat laws, making any required payments, and filing any required reports on CCMSI escrow accounts.
  
11. Confidential Information. Confidential Information includes nonpublic information that is exchanged between the Client and CCMSI, including, without limitation, information relating to the business, financials, personnel, customer data and operating procedures. Confidential Information includes information whether in written, electronic, or oral form created and relating to services provided under the Agreement. All Confidential Information is proprietary. Client and CCMSI may use the other party's Confidential Information only for the purpose of this Agreement and will limit its disclosure to only those persons reasonably necessary to perform under the Agreement. CCMSI will share non-personal bulk claim data with the IDS National Database unless the Client directs otherwise.
  
12. Information Security. CCMSI is responsible for the protection of the confidentiality, availability, privacy and integrity of Client information in our custody. CCMSI has implemented an Information Security Policy that has been developed to comply with applicable federal and state laws or regulations and industry best practices. The Information Security Policy applies to all CCMSI personnel, including temporary employees, independent contractors and vendors with access to CCMSI systems.
  
13. Entire Agreement/Amendment. This Agreement sets forth the full and final understanding of the parties hereto with respect to the matters described herein, and supersedes any and all prior agreements and understandings between them, whether written or oral. This Agreement may be amended only by written document executed by the Client and CCMSI.

Executed this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

**CANNON COCHRAN MANAGEMENT SERVICES, INC.**

By: \_\_\_\_\_

John E. Kluth II

Its: Chief Financial Officer

**LYON COUNTY SCHOOL DISTRICT**

By: \_\_\_\_\_

Tim Logan

Its: Superintendent

**Exhibit A**

**SCHEDULE OF REPORTS**

1. A detailed listing of all claims broken down by location, policy year and line of coverage. (MONTHLY)
2. A summary of all claims broken down by location, policy year and line of coverage. (MONTHLY)
3. A check register listing all checks issued during a reporting period. (MONTHLY)

**EXHIBIT B**

**SCHEDULE OF RISK MANAGEMENT SERVICES**

None at this time

**EXHIBIT C**

**SCHEDULE OF LOSS CONTROL SERVICES**

None at this time

CCMSI will provide the Client loss control services upon mutual agreement of the parties. The client shall remain fully responsible for the implementation and operation of its own safety programs and for the detection and elimination of any unsafe conditions or practices.

CCMSI assumes no responsibility for the detection, identification, communication, mitigation, or elimination of any unsafe condition or practice associated with the safety program of any client. Further, CCMSI assumes no responsibility for any injury sustained by an employee of the client.

**EXHIBIT D**

**SCHEDULE OF comp mc™ & comp mc™ SERVICES AND FEES**

**Provider Bill Re-pricing**

<b><i>Service</i></b>	<b><i>Fee</i></b>
Usual and Customary re-pricing	\$10.00 per bill
Fee Schedule state re-pricing	\$10.00 per bill
Medical Bill State Reporting for applicable medical bills to reportable state	\$1.50 per reportable bill

**PPO Re-pricing / Out of Network Negotiations**

PPO re-pricing / Specialty and Hospital bill negotiation is billed at 33% of savings
--

**Pharmacy Network Services**

Pharmacy Network services are priced at 33% of savings.
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**EXHIBIT E**

**SCHEDULE OF CLEAR SERVICES AND FEES**

<b>Service</b>	<b>Description</b>	<b>Service Fee</b>
Legal Bill Review / Audit Services	Review and audit all legal invoices submitted by Client-approved law firms for adjudication in compliance with Client’s Defense Counsel Billing Guidelines and Generally Accepted Legal Billing Principles.	<p><b>PAID TO BOTTOMLINE TECHNOLOGIES, INC.</b></p> 1.95% of the gross monetary total of each invoice submitted and audited (inclusive of law firm fees, costs and disbursements).
Management Fee for administration of Legal Bill Review Program, administration and integration of data reporting and data transfer, development and delivery of Performance Reports, and maintenance of technology interface	Integration and interface of legal bill review / audit software with CCMSI’s claim system necessary to review and adjudicate legal invoices electronically. Periodic standard reports will be developed and produced summarizing Program’s overall savings results. Metrics will be applied to analyze the overall performance of law firms. A Bill Analysis Report (BAR) will be generated for each legal invoice reviewed. The BAR will be included with each check to the appropriate law firm and include details and supporting documentation for any deductions applied to the original billing.	<p><b>PAID TO CCMSI</b></p> 0.25% of the gross monetary total of each invoice submitted and audited (inclusive of law firm fees, costs and disbursements).

**Note:** Fees relative to legal bill review services will appear on the transaction register payable to “CLEAR”, CCMSI’s proprietary legal bill review program.

**EXHIBIT F**

**FEE AND PAYMENT SCHEDULE**

<b>Service Agreement Term: August 1, 2025 – July 31, 2028</b>	
<b><i>Services:</i></b>	<b><i>Fees:</i></b>
<b>Workers' Compensation Claims Administration</b>	
<p>CCMSI will manage all workers' compensation claims for the <b>Life of Agreement</b> for a <b>per claim fee</b> as follows:</p> <p>Claims will be analyzed by the number and type of claim on an on-going basis and priced on a per claim basis as outlined below.</p> <p><u>Workers' Compensation:</u></p> <p>Indemnity claims @ \$1,350.00/per claim</p> <p>Medical only claims @ \$195.00/per claim</p> <p>Complex/Enhanced medical only claim surcharge @ \$350/per claim</p> <p>Incident/record only @ \$0/per incident if entered into iCE by Client.</p> <p>Sunset Clause: Should any files remain open after two years, there will be a sunset charge equivalent to \$60/month for each month the file remains open.</p> <p>There will be a 3% fee increase to claim fees only per year (this does not include the Complex/Enhanced medical only surcharge fee).</p> <p><b><u>Workers' Compensation Claim Definitions</u></b></p> <ul style="list-style-type: none"> <li>▪ <b>Indemnity Claims</b> – Claims involving lost-time, questionable compensability, legal involvement/client attorney representation, subrogation, second injury fund, probable permanent impairment, jurisdictional issues, coverage issues and complex medical issues that are assigned or transferred to indemnity adjusters for claims handling.</li> <li>▪ <b>Medical Only Claims</b> – Claims which have no issues of lost time, no evidence of other indemnity benefit exposure, no obvious question of compensability, no evidence of potential subrogation or second injury recovery, no evidence of problematic medical issues and no requirement or need for any formal statements (3-point or 2-point verbal contact is not required).</li> <li>▪ <b>Complex/Enhanced Medical Only</b> – Medical only claims that have 6 or more paid medical transactions and total paid dollars greater than \$2,500.</li> </ul>	

<ul style="list-style-type: none"> <li>▪ <b>Report Only/Incident Only Claims</b> – Reported claims which require only input into RMIS system and requires no claims management activity.</li> </ul>													
<p><b>Annual Administration Fee</b></p>	<p><b>\$8,500</b></p>												
<ul style="list-style-type: none"> <li>• Dedicated client service team</li> <li>• Development of specific client service requirements</li> <li>• Monthly loss reporting</li> <li>• Quarterly claim reviews at client’s request</li> <li>• Issuance of 1099’s</li> <li>• Assistance in filing of all required state forms including state mandated assessments                         <ul style="list-style-type: none"> <li>○ If Client has directed CCMSI to utilize a third-party vendor selected by Client for the provision of services then such assistance will be the responsibility of the third party vendor</li> </ul> </li> <li>• Preparation for, compliance with and response to regulatory audits</li> <li>• Account Management and Administration</li> </ul>													
<p><b>Annual Internet Claim Access Fees</b></p>	<p><b>\$1,000</b></p>												
<p>Internet claims system access which includes:</p> <ul style="list-style-type: none"> <li>• Viewing access to all claims data</li> <li>• Risk Management statistical analysis</li> <li>• Comprehensive and complete access to claims management process</li> <li>• On-line reports</li> <li>• On-line reporting capability via the internet</li> <li>• Ability to generate First Notice of Loss</li> </ul>													
<p><b>Managed Care Service Fees</b></p>	<p><b>See Detail</b></p>												
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<b>State Reporting EDI Fees (CARDS)</b>	<b>Current Market Rate</b>
<p><b>Index Bureau</b></p> <p>Note: The index fee is a direct pass-through charge for ISO. If ISO increases their current market rate per index, CCMSI will adjust the fee accordingly.</p>	<b>Current ISO Market Rate</b>
<b>Subrogation Fee</b>	<b>20% of Recovery</b>
20% of recovery with a cap of \$50,000 per claim.	
<b>Subsequent Injury Submission and Recovery</b>	<b>20% of recovery capped at \$30,000</b>
<b>Hearing Advocate / 1<sup>st</sup> Level Representation</b>	<b>\$250/Per Hearing</b>
<p><b>OSHA System Access</b></p> <ul style="list-style-type: none"> <li>Ability to generate OSHA 300 Log and 300A OSHA Summary</li> </ul>	<b>\$1,500</b>
<b>Mandatory MMSEA Compliance Section 111 Reporting Fee</b>	<b>Current Market Rate</b>
<p>CCMSI, in conjunction with its reporting agent / MSP Vendor, will comply with applicable MMSEA and Section 111 reporting requirements on behalf of Lyon County School District.</p> <ul style="list-style-type: none"> <li>All qualifying injury claims will be queried to CMS to determine Medicare eligibility.</li> <li>CCMSI will collect additional mandatory data on claims where Medicare eligibility has been verified. CCMSI, along with its reporting agent, will report all claims meeting the reporting guidelines as set forth by CMS.</li> <li>CCMSI will provide ongoing monthly Medicare eligibility query checks and continued quarterly mandatory insured-reporting compliant with applicable CMS guidelines.</li> </ul> <p><u>Note:</u> In order for CCMSI and its reporting agent to comply with mandatory Section 111 reporting, the client must provide CCMSI an active RRE # wherein CCMSI is explicitly authorized to report data on the client's behalf.</p>	
<b>Carrier Fees</b>	<b>TBD</b>
If applicable, Client will be responsible for payment of any carrier fees associated with the transition of claim handling responsibilities to CCMSI.	
<b>Special System Reports</b>	<b>\$125 an hour</b>
CCMSI will provide special reports (reports not currently programmed or written) for a fee of \$125 per hour for system programming time. CCMSI will provide an estimate of charges before any work is done.	
<p><b>Taxes</b></p> <p>CCMSI fees will be increased by any applicable Sales, Gross Receipts, or similar (excluding income) taxes imposed by Federal, State or Local bodies.</p>	<b>See Detail</b>

<b>GRAND TOTAL</b>	<b>\$11,000</b>
<b>Fee &amp; Payment Schedule</b>	
The Annual Administration Fee, Internet Access Fee, and OSHA Fee will be billed on the first invoice of the contract year.	
The monthly Claim Fees will be due upon receipt of each invoice.	

Executed this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

**CANNON COCHRAN MANAGEMENT SERVICES, INC.**

By: \_\_\_\_\_  
John E. Kluth II

Its: Chief Financial Officer

**LYON COUNTY SCHOOL DISTRICT**

By: \_\_\_\_\_  
Tim Logan

Its: Superintendent

## Lyon County School District Board Memo

**Date:** June 25, 2025  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** POOL Renewal – Property Liability Insurance

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### **Recommendation**

That the Board of Trustees approve the renewal contract with POOL and Warren Reed Insurance for 2025-2026 school year.

### **Background Information**

LCSD is part of a public agency insurance pool called the POOL, which offers various liability and property coverages (including vehicles).

Please see the attached documentation from Warren Reed Insurance for additional details. The orange highlight on page 9 provides a Program Cost Summary explaining the 2.07% rate increase. For reference, the rate increase was 1.32% in 2024–2025 and 10.6% in 2023–2024.

### **Budget Considerations**

Premiums for the 2025-2026 school year are up 2.07% at \$1,153,434.77 compared to the 2024-2025 premiums at \$1,130,058.21, an increase of \$23,376.56.

### **Discussed at Previous Meeting**

This is renewed annually and was last approved June 25, 2024.

### **Attachment(s)**

Packet by Warren Reed Insurance POOL Renewal 2025-2026

# **WARREN REED INSURANCE**

**Insurance Renewal for  
Lyon County School District**



**Presented By:  
Alan Reed**

**1521 HIGHWAY 395, NORTH  
GARDNERVILLE, NV 89410**

**PHONE (775) 782-2277 ~ FAX (775) 782-8923**

**Warren Reed Principle**

***To provide our customers with quality insurance products and services while maintaining the highest standard of integrity, trust and respect with our client base, this community and our agency staff. We will do this by continuing to build our organizational capabilities and taking seriously the responsibility placed upon us.***

Name	Year	Division	Title
Warren Reed	1947	Carson Valley	Founder/Deceased 1917 - 1998
Bruce Hollander CPCU	1966	Carson Valley	Retired in 2016 after 50 years of service
Jim Norton	1967	Carson Valley	Property & Casualty Agent
Alan Reed CIC	1974	Carson Valley	President, Property & Casualty Agent
Denise Rudnick CISR	1984	Carson Valley	Retired in 2022 after 38 years of service
William Coverly	1987	Carson Valley	Life & Health Agent - deceased 1942 - 2015
Todd Wilcks, CIC	1987	Carson Valley	Property & Casualty Agent
Kristi Glover, CISR	2003	Carson Valley	Account Executive/ Office Manager
Jeff Long	2005	Carson Valley	Life & Health Agent
Carolyn Mitchell, CISR	2008	Carson Valley	Commercial Lines CSR
Mike Downs	2008	Carson Valley	Property & Casualty Agent
Robin Frediani	2006	Montana	Claims Administrator
Taylor Reed, CIC	2015	Carson Valley	Vice President, Property & Casualty Agent
Rachel Rodriguez	2017	Carson Valley	Commercial Lines CSR
Benjamin Reed	2020	Montana	Property & Casualty Agent
Celeste Covey	2021	Carson Valley	Property & Casualty Agent
Shannon Minder	2022	Carson Valley	Personal Lines CSR
Thomas Reed	2023	Reno	Property and Casualty Agent
Jason Hill	2025	Las Vegas	Property and Casualty Agent

### Partners in Education

Warren Reed Insurance, as well as the Reed family foundation are heavily involved in the education of our youth.

In 1999, the Warren & Ethyl Reed – Carson Valley Lions Scholarship Foundation was formed by Alan Reed. The tax-exempt foundation was set up according to the laws governing same by the Internal Revenue Service.

It was Warren Reed’s ambition to be able to provide scholarships to students of single parents who have a true financial need for assistance. The scholarship is open to students who live in single parent households. Students from Smith Valley, Coleville, Whittell and Douglas High Schools are eligible to apply for a scholarship of up to \$2,000 annually.

Warren Reed had a long record of public service to the Carson Valley Lions Club, and the award aptly names his affiliation with same.

Scholarship winners to date are:

<b><u>1999</u></b> Jeana Valenzuela Jamie Bratton Rebecca Groves	<b><u>2000</u></b> Nikki Leeper	<b><u>2001</u></b> Derick E. Schulz Kelly L. Henderson Victoria Brinkerhoff	<b><u>2002</u></b> Jaime Yered Allison Walling
<b><u>2003</u></b> Erin Zelenski Daniel Wines Bethany Teveldahl	<b><u>2004</u></b> Dustin Cooper Amanda Hallstein Sho Kashiman	<b><u>2005</u></b> Anna Arana Courtney Kemp Ariana Rodriguez	<b><u>2006</u></b> Courtney Zaninovich Cristna Milner Rachael McElhiney
<b><u>2007</u></b> Amanda Edmonson Bryce Rafferty Shauna Johnson	<b><u>2008</u></b> Brittany Faller-Stimpston Lourdes Zuniga Amanda McComb	<b><u>2009</u></b> Brittany Boyd Savannah Nash	<b><u>2010</u></b> Jacquelyn Edwardson Elizabeth Sims
<b><u>2012</u></b> Shannon Dugan	<b><u>2013</u></b> Serena Gafford	<b><u>2014</u></b> Kendall Ferris	<b><u>2015</u></b> Max Primo
<b><u>2016</u></b> Shaena Robinson	<b><u>2017</u></b> Jarod Pieller	<b><u>2018</u></b> Nicholaus Buchholz	<b><u>2019</u></b> Alexandra Gaiser
<b><u>2020</u></b> DiDiAlice Coker Grace Green Bayla Fitzpatrick Delta Waldberger	<b><u>2021</u></b> Sarah Burt Jack Forvilly Cameron Peterson	<b><u>2022</u></b> Zoey Quinn Ashanti Gutierrez	<b><u>2023</u></b> Jade Paine Jade Paine Sara Hurford Kylie Martin Hailey Peterson
<b><u>2024</u></b> Dexter Mathers Harley Smith		<b><u>2025</u></b> Mari Stone Carson Remington	

1521 Hwy 395 North  
Gardnerville, NV 89410  
(775) 782-2277  
Fax: (775) 782-7387 or (775) 782-8923



June 6, 2025,

Lyon County Schools  
ATTN: Blake Smith  
25 E. Goldfield  
Yerington NV 89447

Dear Mr. Smith and The Board of Trustees,

Enclosed please find a detailed analysis and proposal as well as a summary of coverage terms and conditions for the upcoming year.

### **The POOL Renewal Process**

As public entities tackle budget concerns just about every year, The POOL regularly shops for not only the best carriers but, they also seek competitive pricing. For instance, the POOL staff travels to London every year as they negotiate terms for the upcoming programs this year, POOL conducted a total of 16 marketing meetings with our London broker, Steve Firman and Willis Towers-Watson. Marketing sessions were also held with the Association of Governmental Risk and Insurance Pools in San Antonio in October 2024. Additional quality control and coverage gap meetings were held with 12 carrier markets in Las Vegas in March, 2025. The POOL underwriters make every effort to price each risk with this in mind. As a result of their efforts to secure the best plan, the POOL Board voted to accept proposals from Government Entities Mutual (GEM), Public Risk Mutual (PRM), Lloyds of London, Travelers Boiler Reinsurance, County Reinsurance Limited (CRL), Ironshore Insurance and Old Republic Insurance Company.

### **Membership Report**

There are approximately 143 public entities within the Nevada Public Agency Insurance Pool. The membership can be described as consistently stable. The POOL now insures almost 100% of the eligible public entities in Nevada. Forty-five members have voting rights.

The members have effectively pooled together as a risk sharing pool for more than 35 years. The membership continues to receive increased levels of coverage as well as a growing array of related services, quality control and coverage gap meetings were scheduled with 12 carrier markets in Las Vegas in March, 2025.



### **Carrier Review and Financial Discussion**

The voting members considered several factors in making their renewal decision. Those included current carrier relationships, stability in pricing, claims handling, and auxiliary services provided to the membership, as well as coverage enhancements.

In an effort to increase their long-range viability and financial strength, the membership has continued to develop a number of member owned insurers that over time, have and will continue to participate in the program structure. These companies assist POOL/ PACT by participating in coverage layers within the insurance programs. The presence of these member owned captives has strengthened the financial position of POOL/PACT. They have also helped in the negotiation of coverage contracts with respect to increased levels of coverage that are dependent on financially strong underlying companies. One of the main goals is to continue increasing investment earnings while providing the members added value to property and liability coverage through cost effective reinsurance.

The major purpose of any pool is to provide consistency in terms of coverage availability and pricing which could also be described as taking the unexpected bumps out of the road that may occur from time to time, due to hardening and softening within the marketplace.

In the case of POOL/ PACT, the member owned captives are Public Risk Mutual (PRM) and Public Compensation Mutual (PCM). These non-profit captives participate within the program structure. As well, the Pool has a financial stake in two risk retention groups (RRG's), Government Entities Mutual (GEM) and County Reinsurance Limited (CRL) who also participate in coverage layers. One traditional insurance company, Travelers Re, as well as one syndicated insurance provider, Lloyds of London participate in the property coverages. Ironshore Insurance provides environmental protection.

Carrier Spotlight-County Reinsurance Limited-CRL was formed when a number of county association executive Directors and Pool Managers saw the need for a national reinsurance program. CRL's first captive was established in 1997. 2023 will mark over a quarter century of service from CRL who, is currently in twenty one states. As CRL is member owned, profits and investment income belongs to the members. CRL currently participates in Liability, Property, Cyber and Workers Compensation lines.

Carrier Spotlight-Government Entities Mutual-GEM was formed in 2003 and is currently owned by twenty three public entity pools from seventeen states, including the Nevada Public Agency

layers. GEM is domiciled and regulated in Washington, D.C.. The GEM Proposition-A dependable, stable source of reinsurance acting in the best interests of our members.

Financial statements are available to any interested party. In short, the member owned entities continue to grow in key areas including net assets (well over \$200,000,000). As both POOL and PACT are quasi-public entities, their investments track those of governmental/municipal organizations. Both organizations received clean opinions from the independent auditor.

Did you know? The Nevada Public Agency Insurance Pool is a non-profit organization.

### **State of the Insurance Market**

The 2024 market was a mixed bag, with some lines of coverage having positive returns and other lines continuing to be impacted. Capacity has come back to the Property market and the filling of programs has become not as difficult, though large losses continue from law enforcement liability claims, as well as nuclear verdicts. Sexual assault and molestation challenged remain, as many state look at reviver legislation and efforts to change the statute of limitations.

For buyers, the buying challenges have lighted, though there is still potential for rate increases.

#### **Property**

- The property market has leveled, and capacity is again available. CAT losses have not declined, and secondary losses continue to be more frequent, such as climate change loss, wind, hail, and wildfire. With the flattening of the market, rates have leveled or decreased, depending on experience, Non-CAT exposed areas (such as Nevada) will have -5% to +5% increases in rate.

#### **Liability**

- Due to inflation, including social inflation, and its impact on claim cost, civil turmoil/law enforcement and continued Sexual Assault and Molestation, Liability markets are remaining conservative in pricing. For the Liability and Excess Liability, markets are remaining close to last year at a +15% to 25% increase in rate, depending on risk hazard and could be higher due to adverse loss development.

### **Workers Compensation**

- With the continued rise in health care costs, markets will continue to look for rate increases. Depending on the hazard classes and losses, rates are expected between a Flat to +10% increase.

### **Cyber**

- While market stabilization has continued in 2024, losses also continue. Markets want to see focus on improved cyber security hygiene. There are still reduced limits and increased retentions along with increased rates, but not large as in the past years, Flat to +5%.

### **Cyber Insurance**

There has been no secret to the events that have happened within the cyber world. Breach costs in the United States are the highest in the world.

Cyber incidents continue to grow rapidly amid a proliferation of ransomware attacks. Claims for cyber incidents are doubling annually.

Ransomware attacks have become the most common type of malicious software. It infiltrates computers and locks them down until a ransom is paid. The frequency, severity, and sophistication of ransomware attacks in the U.S. continues to skyrocket.

Given the dramatic increase in ransomware incidents during the pandemic; in both frequency and severity across all industries, organizations that are proactive in assessing their cyber exposure will fare the best. Paramount are an acceptable loss history and strong cyber risk management protocols.

- Heavily exposed industries are likely to be challenged: health care, higher education, public entities, manufacturing, financial institutions, construction and large media and technology companies.
- The human element continues to be the leading cause of cyber loss, contributing to about 64% of the claims.

POOL affords Cyber Liability to each member. The limit is \$1,000,000 per cyber security event. Claims include but are not limited to malware attacks, leakage of sensitive information, unwanted e-mails to wireless devices and computers without permission, improper faxes, failure to follow electronic procedures, errors arising out of social networking, web issues, improper text messaging and data breaches.

POOL currently contracts with Information International Associates, Inc. to assist with data security policies, procedures, and risk evaluations. These services have been made available to the members at no cost. The cost for member assessments are currently funded by Public Risk Mutual.

### **Environmental Services**

Pollution Legal Liability is included subject to a \$2,000,000 limit for each incident and an aggregate limit of \$10,000,000. A \$25,000 deductible per incident applies. Coverage applies for (1) third party claims, (2) first party remediation expense, (3) emergency response expense and (4) business interruption.

### **Property Recap**

The POOL currently underwrites \$7,758,854,327 in Nevada property exposures. The schedule has increased by 10.6% in 2023, due to not only new exposures but, escalating costs to rebuild.

### **Ownership**

As mentioned above, ownership in the Nevada Public Agency Insurance Pool is vested in the membership. All decisions regarding coverage plans are made by the Executive Board and the Executive Committee with input, research and leadership provided by the POOL's Executive Director (Wayne Carlson) and POOL staff.

### **Accountability and Peer Review**

Both POOL and PACT belong to AGRiP, the Association of Governmental and Risk Pools. AGRiP is a conglomerate of about 600 governmental insurance pools in the U.S. POOL and PACT have consistently (since 1996 and 1993) received awards from AGRiP's Recognition Program. That status is achieved upon completion of rigorous examinations and a compliance process administered under AGRiP's Advisory Standards for Public Entity Risks and Employee Benefit Pools. This comprehensive process includes an in depth analysis of practices, procedures, claims and a financial review, as well.

### **Risk Management Grant Program**

The program funds for risk management and mitigation projects. Annual grants funded by POOL are approximately \$500,000 for POOL, and a similar amount for PACT.

Equipment replacement projects, cyber security software, security enhancements, parks and playground equipment, as well as fire protection upgrades are high on many public entities wish lists. Some grants were/are over \$50,000. Members use these grants to reduce their own costs that are associated with risk management. There are a variety of applications reviewed on a regular basis. Members are encouraged to take advantage of this service. Grant awards can be provided for a number of safety items (i.e. fire alarm equipment, video security, and dispatch equipment) as well as cost reimbursements for risk management conferences. As well, awards are available under the POOL's Enterprise Risk Management Excellence Program

### **The Employee Assistance Program**

The Employee Assistance Program (or EAP) through KEPRO continues to be utilized. The most widely assessed problems include Emotional Well Being, Work Life and Relationships. For those looking at legal consultations Family Law, Divorce, Separation, Elder Law, Probate and Estates are some of the most looked at topics. More employees are accessing online according to the utilization data. KEPRO is also emphasizing the promotion and availability of teletherapy and telehealth.

POOL/PACT offers to all member employees and their dependents a confidential program to address and resolve personal and workplace challenges. Services are offered live and online. Over 15,000 employees have access to this program. Hundreds of public entity employees seek assistance each year. Of those seeking help, about 15% are dependents.

1521 Hwy 395 North  
Gardnerville, NV 89410  
(775) 782-2277  
Fax: (775) 782-7387 or (775) 782-8923



### Member Services

The list of services available to POOL/PACT customers is extensive. Major areas include:

- Legal Services
- Contractual Review
- Human Resource Consulting
- Property Appraisal
- Property Inspections
- Infrared Thermographic Imaging (IRT)
- ADA Compliance Surveys
- Defensive Driving Training
- OSHA Compliance
- Webinar Series / E Learning
- Personnel policy development
- Specialized Loss Control
- Educators Training
- E-learning Courses\*
- Law Enforcement Training
- Internal Claims Handling Assistance
- Risk Control Systems
- Site Surveys
- Governance Training
- Cyber Security
- Hazard Vulnerability Assessments

For more information, contact Marshall Smith, Risk Manager or Jarrod Hickman, Risk Management Specialist (775-885-7475)

Did you know?

\*-77,256 POOL Public Entity Employees enrolled in E-learning courses in 2024-2025

### **POOL/PACT Executive Committees**

Both organizations are member owned and driven. The current Executive Committees include:

#### **POOL**

Ann Cyr, Director	Carson City School District
Josh Foli, Chair	Lyon County
Scott Lindgren, Director	Tahoe Douglas Fire
Dan Murphy, Vice Chair	Pershing County School District
Amanda Osborne, Director	Elko County
Gina Rackley, Fiscal Officer	Humboldt County
Kim Todd, Director	Eureka County

#### **PACT**

Robyn Dunckhorst, Trustee	Humboldt General Hospital
Josh Foli, Fiscal Officer	Lyon County
Alicia Heiser, Trustee	City of Winnemucca
Russel Klein, Vice Chair	Landes County School District
Amanda Osborne, Trustee	Elko County
Paul Sikora, Chair	Boulder City
Joe Westerlund, Trustee	Town of Tonopah

### **Program Cost Summary**

The program cost for Lyon County School District is \$1,153,434.77 for 2025-26 which represents an increase of \$23,376.56 (2%). Notable changes in the rating of the 2025-26 cost structure include a payroll increase of 11%. There was an increase of 10% in Total Insured Values, employees increased by 9%, ADA went up by 1.25% and Teachers increased by 3%.

The program costs are also influenced by new exposures (i.e. buildings, vehicles and equipment) or increases in payroll or insured values. Each member has the opportunity to review their program and determine if viable options are available. (It should be noted the program cost includes the insurance plan, as well as the programs and services within this enclosure).

### **Warren Reed Insurance, Inc.**

The Reed agency operates under a focused strategic plan that includes:

Risk Management and Underwriting  
Marketing and Sales  
Customer Service  
Claims  
Education and Analysis

The Warren Reed agency is Douglas County's oldest family owned commercial enterprise, established in 1947. Alan G. Reed, C.I.C, and President has been with the agency since 1974. The agency has been family owned since inception. He and his wife, Dana have been married for forty three years and they have six children, nine grandchildren, and two great grandchildren. Christine is a graduate of Washington State University and is a schoolteacher in western Oregon. A.G. received a law degree and a Masters in Public Policy from Indiana University. His undergraduate studies included the United States Air Force Academy, Hillsdale College (Michigan) and Oxford University. He currently resides in Sacramento. Taylor is a 2011 graduate of Gonzaga University and is a vice president/account executive for Warren Reed Insurance. Benjamin graduated from Montana State in Bozeman in 2014. He has a bachelors in agri business and he is an account executive in Warren Reed's Montana office. Nicole graduated from Boise State in 2019 with a

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Gardnerville, NV 89410  
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Fax: (775) 782-7387 or (775) 782-8923



bachelors in psychology. Nicole is completing her Master's program at Grand Canyon University in Pheonix. Thomas is a property and casualty agent with Warren Reed Insurance.

Thank you, Mr. Smith and The Board of Trustees. Please address any questions or concerns to my office.

Sincerely,

A handwritten signature in black ink that reads "Alan Reed". The signature is written in a cursive, flowing style.

Alan G. Reed, C.I.C.

Warren Reed Insurance

## Claims Happen

### Examples of sizeable losses incurred by POOL

**Property Flood Loss:** Flash flood happened over a community that included 4 of our members. Incurred loss \$3.32M.

**E&O Liability:** Built houses on old landfill. Incurred loss \$2.6M

**Multiple Locations Due to Winter Storms:** Freezing and flooding to multiple members. Incurred loss \$2.44M

**E&O Liability (School):** Sexual Molestation. Incurred loss \$2.6M

**Property Freeze Damage:** Building Damage due to freezing. Incurred loss \$1.2M

**E&O Liability (School):** Violation of ADA. Incurred loss \$2.3M

**Property Equipment Fire:** Fire to equipment total loss and included business interruption. Incurred loss \$1.1M

**Police Liability:** In custody death. Incurred loss \$2M

**Property Water Damage Loss:** Faulty valve did not close and caused 500K gallons of water to fill a building. Incurred loss \$1.1M

**Policy Liability:** Alleged release of DUI motorist that caused fatal accident. Current reserve of \$1.7M

**Property Building:** Building collapsed due to ice and snow. Current reserved at \$991K

**Liability:** Alleged negligence with connection to flooding of property. Incurred loss \$1.7M

**Property Earthquake:** Cracks to building allowing water to enter building. Incurred loss \$687K

**Property Water Damage:** Frozen waer pipe cause leak. Incurred loss \$415K

**Property Fire:** Fire to building was a total loss. Current reserved loss is \$616K

**Police Liability:** Alleged 8th and 14th amendment violation. Incurred loss \$1M

**Property Auto:** Ambulance caught fire. Incurred loss \$521K

**Police Liability:** Alleged 4th amendment violation. Incurred loss \$536K

**2025-2026  
SUMMARY AND  
COST QUOTATION**



[poolpact.com](http://poolpact.com)  
The Power of the POOL

# NEVADA PUBLIC AGENCY INSURANCE POOL MEMBER COVERAGE SUMMARY

Prepared For:  
**Lyon County School District**

Presented By:  
**Warren Reed Insurance**

**THANK YOU FOR  
YOUR  
MEMBERSHIP!**

This summary is intended for reference only. For specific terms, conditions, limitations and exclusions, please refer to the POOL Coverage Form and Cyber Risk Coverage Form edition July 1, 2025.



Dear POOL Member:

Thank you for your continuing leadership commitment to serving your communities by fulfilling your public service mission. The POOL continues to offer programs, services and support for Members' financial security and collaborating with you in support of your mission.

This Member Coverage Summary reflects the successful negotiations with multiple markets to obtain cost-effective terms, conditions and pricing for approval by the POOL Board on behalf of all Members.

As owners of the POOL, you approved the extensive risk management services, such as POOL/PACT HR services including its training courses and ELearning modules on important HR topics. Enrollment in POOL's ELearning programs including Target Solutions Fire/EMS training, KnowBe4 email security training continues to reach an increasing number of employees for convenient and cost-effective learning. Our ongoing focus on law enforcement policies and practices targeted jail and road operations with onsite and virtual assessments and sample policies.

We encourage you to discuss the POOL's services with staff and your agent. We regularly update our website and encourage you to visit [www.poolpact.com](http://www.poolpact.com) to utilize a growing base of HR and risk management information in the resource libraries. While there, look for the POOL Coverage documents, board and committee agendas and minutes.

Thanks to all Member volunteers who serve on our boards and committees. These volunteers do a superb job of representing the interests of the Members of your POOL.

Sincerely,

Wayne Carlson  
Executive Director  
Nevada Public Agency Insurance Pool



## NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

RENEWAL PROPOSAL	COVERAGE PERIOD	NAMED ASSURED	MAINTENANCE DEDUCTIBLE
	07/01/2025 – 07/01/2026 Standard Time	Lyon County School District	See Below Contribution

### Property Coverage

Coverage	Limit per Loss	
Property	\$300,000,000	Per Schedule of Locations

The following sub-limits apply to Section V. C. Extensions of Property Coverage:

Accounts Receivable	\$5,000,000 per loss
Arson Reward	10% up to \$25,000 per loss
Debris Removal - Mold/ Asbestos	\$100,000
Earthquake	\$150,000,000 aggregate
Flood	\$150,000,000 aggregate \$25,000,000 aggregate - Flood Zone A
Equipment Breakdown	\$100,000,000 per loss
<ul style="list-style-type: none"> <li>• Loss of Income &amp; Extra Expense</li> </ul>	included
<ul style="list-style-type: none"> <li>• Hazardous Substance Coverage</li> </ul>	\$250,000 per loss
<ul style="list-style-type: none"> <li>• Spoilage Coverage</li> </ul>	\$250,000 per loss
<ul style="list-style-type: none"> <li>• Data Restoration</li> </ul>	\$100,000 per loss
<ul style="list-style-type: none"> <li>• Electrical Risk Improvements</li> </ul>	\$10,000
Expediting Expenses	\$25,000 per loss
Unintentional Errors and Omissions	\$5,000,000 per loss
Money and Securities	\$500,000 per loss
Ordinance or Law – LEED Building	\$500,000
Agreed Value Vehicles	Per Attachment D, if applicable

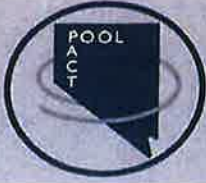


## NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

### Liability Coverage

The Limits of Liability are as follows:

Coverage	Limit per Named Assured	Annual Aggregate Limit per Named Assured
<b>Per Event</b>	<b>\$10,000,000</b>	<b>\$10,000,000</b>
<i>All Sublimits are a part of and not in addition to the Limits of Liability.</i>		
<i>Liability Sublimits:</i>		
<ul style="list-style-type: none"> <li>• Additional Assured (Lessors) (Section I, item 2)</li> </ul>	\$2,000,000	
<ul style="list-style-type: none"> <li>• Weed Spray Property Damage (Section IV, item 3 (B) (2) (ix))</li> </ul>	\$250,000	\$250,000
<ul style="list-style-type: none"> <li>• Emergency Response to Pollution (Section IV, item 3 (B) (2) (v))</li> </ul>	\$1,000,000	\$1,000,000
<ul style="list-style-type: none"> <li>• Criminal Defense Fees and Costs (Section VI, part C, item 4)</li> </ul>	\$50,000	\$50,000
<ul style="list-style-type: none"> <li>• Defense for Regulatory Agency Actions (Section VI, part C, item 16)</li> </ul>	\$50,000	
<b>Sexual Abuse Sublimit (Section VI, part C, item 21)</b>	<b>\$2,500,000</b>	<b>\$2,500,000</b>
<i>Retroactive Date</i>		<i>May 1, 1987 except as shown in Attachment C</i>



## NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

### Cyber Risk Coverage Form

FORM NUMBER	COVERAGE PERIOD	NAMED ASSURED	MAINTENANCE DEDUCTIBLE
CRCF 202526	07/01/2025 – 07/01/2026 12:01 A.M., Standard Time	Per Attachment A	10%, up to \$25,000

<b>CYBER SECURITY RISK COVERAGE</b>		
<b>PART ONE: Terms and Conditions</b>		
<b>SECURITY RISK COVERAGE LIMITS</b>	<b>Limit per Named Assured Per PRIVACY OR SECURITY EVENT</b>	<b>Annual Aggregate Limit Per All Named Assureds</b>
PART TWO: Third-Party Liability Coverage Limits	\$1,000,000	\$1,000,000 up to \$15,000,000 aggregate all POOL Members combined
<b><i>The following sublimits are a part of and not in addition to the Limits of Liability:</i></b>		
PART THREE: First-Party Event Management and Network Interruption Coverage Limit	\$250,000	
Proof of Loss Preparation Costs (as defined, Separate Limit)	\$50,000	
Retroactive Date	July 1, 2013	



## **NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY**

### **Environmental Liability Coverage**

The Limits of Liability are as follows:

Coverage A	Third Party Claims for Bodily Injury, Property Damage or Remediation Expense
Coverage B	First Party Remediation Expense
Coverage C	Emergency Response Expense
Coverage D	Business Interruption

COVERAGE	DEDUCTIBLE	EACH INCIDENT LIMIT	AGGREGATE LIMIT
A,B,C	\$25,000	\$2,000,000	\$10,000,000

COVERAGE	DEDUCTIBLE	BUSINESS INTERRUPTION LIMIT (Days)	BUSINESS INTERRUPTION LIMIT (\$)
D	3 Days	365	\$2,000,000



## **NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY**

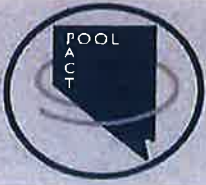
### **Student Accident Coverage**

The Limits are as follows:

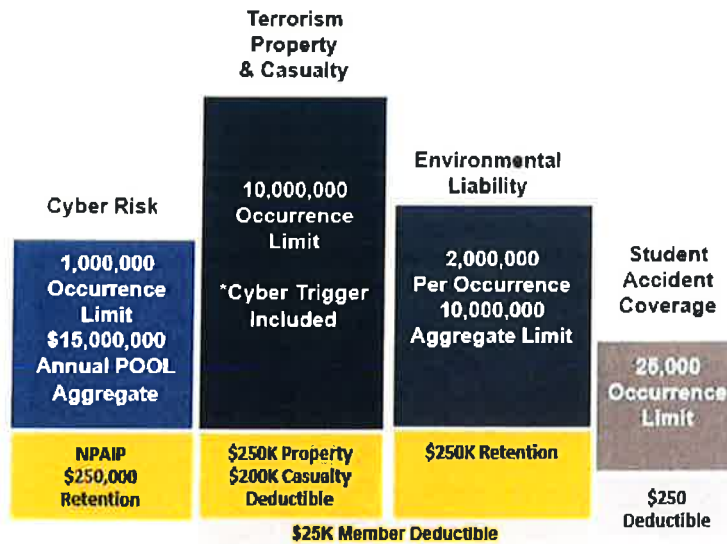
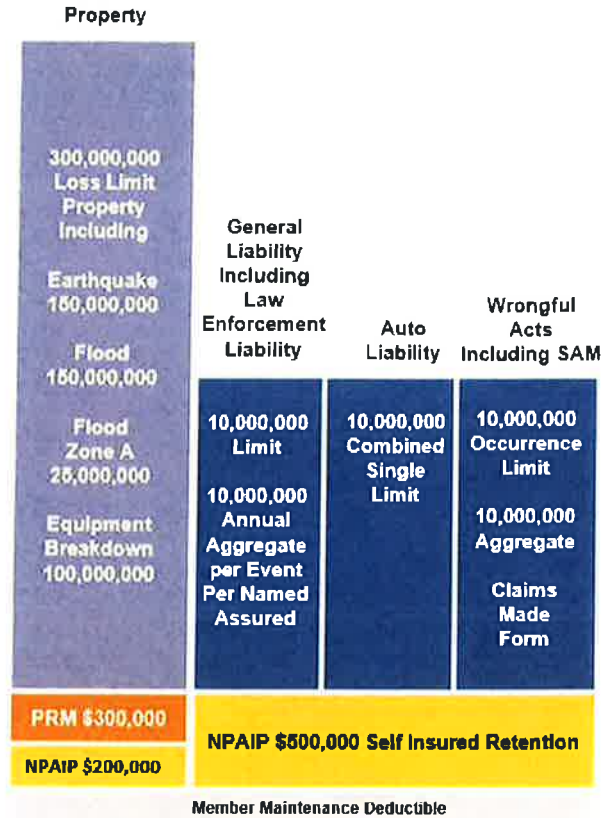
Student Accident insurance provides coverage during the hours and days when school is in session, while participating in school sponsored and supervised activities. Coverage includes participation in Interscholastic Sports; including Football, One Day Field Trips and Overnight Field Trips (no more than 7 consecutive nights). This includes travel directly (uninterruptedly) to and from a regularly scheduled activity with other members as a group. Travel must be supervised by a person authorized by the school. This policy should replace any policy that is currently being purchased or offered to schools and students.

Coverage	Limits and Premium
Accidental Medical Expense: Maximum Benefit	\$25,000
*Deductible Amount	\$250

\* Deductible applies to parents' claims expense, not the school district



## NPAIP 2025 - 2026 Program Structure



This summary is intended for reference only. For specific terms, conditions, limitations and exclusions, please refer to the POOL Coverage Form and Cyber Risk Coverage Form, effective July 1, 2025.



## NEVADA PUBLIC AGENCY INSURANCE POOL COVERAGE SUMMARY

The current Property market conditions have softened a little over last year and the economic inflation is not as hard felt. With the market conditions listed below, contributions are mainly reflecting changes in exposures, such as Total Insured Values, Number of Employees, Amount of Payroll, Number of Law Enforcement, Number of Students, Firefighters, EMT's, and the Number of Vehicles (below is a breakdown of your application exposures year-over-year).

For All Members Property, NPAIP obtained a favorable rate decrease compared to expiring, due to our long-term relationship in the London Market.

Municipality Liability for NPAIP continues to be impacted by adverse loss development related to social inflation, law enforcement and climate change.

The School Liability for NPAIP continues to be impacted by large settlements due to Wrongful Acts including Sexual Abuse and Molestation.

### Coverage:

Maintenance Deductible:	See Above
-------------------------	-----------

	2024	2025	Percent (%) Change
Program Cost Comparison	\$1,130,058.21	\$1,153,434.77	2.07%

### Key Exposures:

	2024	2025	Percent (%) Change
Payroll	\$61,156,729	\$67,659,318	10.63%
Total Insured Values	\$393,519,058	\$431,156,720	9.56%
Auto Count	225	225	0.00%
Law Enforcement	0	0	0.00%
Employees	1165	1270	9.01%
EMT's	0	0	0.00%
Student ADA	8432	8538	1.25%
Teachers	504	519	2.98%



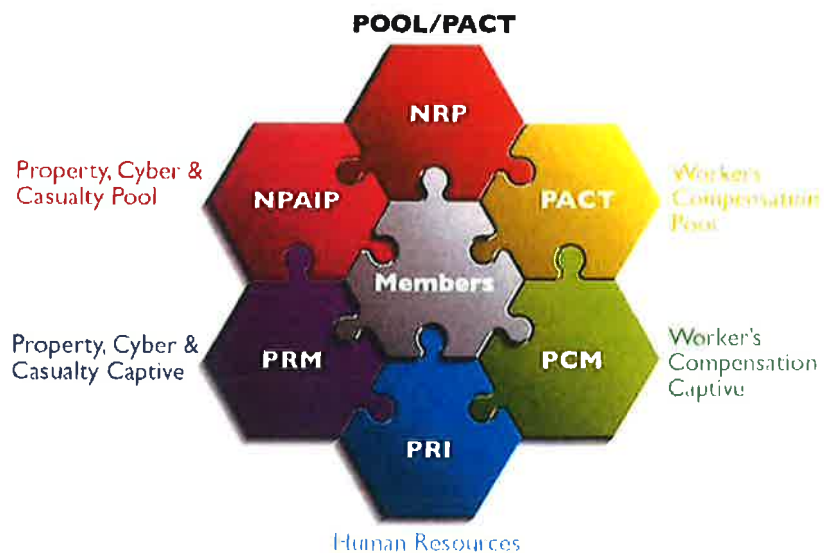
## POOL/PACT – HERE FOR YOU

### Members Helping Members

In 1987, four Nevada counties formed their own risk sharing pool. Now over thirty years later, the majority of Nevada’s public entities remain committed to each other and the mission of their risk pool organization. POOL/PACT continues to excel in providing an unparalleled level of service to our members. Our mission seeks to help members manage their risks so they can serve the public effectively.

The POOL Board is comprised of dedicated, hardworking, and ethical Member leaders focused on public risk management. They continue to do an excellent job of representing the interests of the Member-owners of POOL/PACT.

Our members continue to see great value in being part of POOL/PACT because of extensive services, which keeps membership retention strong. POOL/PACT encourages you to discuss the services we offer with your insurance agent – its valued partner in the POOL program.



### POOL Executive Committee

Josh Foli - Chair (Lyon County)  
 Kim Todd – Director (Eureka County)  
 Amanda Osborne - Director (Elko County)  
 Dan Murphy – Vice Chair (Pershing Co.SD)  
 Gina Rackley – Fiscal Officer (Humboldt Co)  
 Ann Cyr - Director (Carson City SD)  
 Scott Lindgren - Director (TDFPD)

### PACT Executive Committee

Paul Sikora - Chair (Boulder City)  
 Russell Klein – Vice Chair (Lander CSD)  
 Amana Osborne - Trustee (Elko County)  
 Josh Foli – Fiscal Officer (Lyon County)  
 Robyn Dunckhorst - Trustee (Humboldt GH)  
 Alicia Heiser - Trustee (City of Winnemucca)  
 Joe Westerlund – Trustee (Town of Tonopah)



## **RISK MANAGEMENT BENEFITS AND SERVICES**

### *POOL/PACT ENTERPRISE RISK MANAGEMENT COMMITTEE*

Develops, administers, and supervises Risk Management policy, procedure, and planning • Supports innovative risk reduction and/or mitigation programs • Develops and administers risk control techniques to reduce the frequency and severity of losses

### *ENTERPRISE RISK MANAGEMENT EXCELLENCE PROGRAM*

A voluntary program developed to assist POOL/PACT members achieve operational excellence in the delivery of public service through effective risk management • Develops understanding of Enterprise Risk Management – that risk management efforts of one department have a direct impact, either positive or negative, on the enterprise as a whole

### *RISK MANAGEMENT GRANT PROGRAM*

Educational Grants supporting risk management education and training opportunities • Risk Management Grants for risk management/mitigation projects or acquisitions • Visit [www.poolpact.com/risk-grant.asp](http://www.poolpact.com/risk-grant.asp) for more information

### *ONLINE SAFETY TRAINING*

Active Shooter Response • Asbestos Awareness Training • Aversive Interventions • Back Safety in the Workplace • Bloodborne Pathogens Awareness • The Complex Quadriplex of Lifeguard Blindness • Cybersecurity Awareness • Ransomware Awareness • Defensive Driving • FERPA • GHS - Hazard Communication • Heat-Related Illness • HIPAA Privacy Rule • Lock-Out, Tag-Out • Mandatory Child Abuse Reporting Laws • MRSA Awareness for Correctional Employees • MRSA Awareness in Hospitals • Nevada Ethics in Government Law • Office Ergonomics • Open Meeting Law • OSHA – Rights and Responsibilities • Pool Chemical Safety • Slips, Trips, and Falls • Strip Search Training • Students in Transition • Sub-Administrator Training • Surviving an Active Shooter • Teaching Science Safely • Transporting Students with Special Needs • MSDSONline (SDS management)

### *LAW ENFORCEMENT AND FIRE PROTECTION*

Partnership with Legal Liability Risk Management Institute (LLRMI) to provide Best-practice Road and Detention Operation Policies and Procedures • Detention Facility Assessments and Reports • Team Approach to Address Individual Needs Through Network of Subject Matter Experts in Law Enforcement, Jails/Corrections, Public Safety, and Criminal Justice • TargetSolutions Fire and EMS Training Platform • Mental Health – Fit for Retirement Wellness

### *SWIMMING POOL SAFETY POLICIES, INSPECTIONS, AND TRAINING*

Aquatic Facility Assessment and Report • Annual Aquatic Risk Management Seminar • Best-practice Aquatic Facility Policy and Lifeguard Manual Templates

### *CYBERSECURITY TRAINING AND POLICIES*

Onsite Passive Network Assessments (PNA) • Best-practice Data Security Policy Templates • Quarterly Cybersecurity Hot-Topic Webinars • Annual Cybersecurity Summit • KnowB4 Phishing Awareness Campaigns and Training • KnowB4 Cybersecurity Newsletter • Cyber Incident Response Plan Templates • Individualized Data- and Cybersecurity Advice and Support

### *SCHOOL DISTRICT EMERGENCY OPERATIONS PLANS, TRAINING, AND POLICIES*

NRS-required Emergency Operation Plans (EOP) • Annual EOP updates • Emergency Management and Response Training • School Safety Training based on FEMA Guide for High Quality School Emergency Operations Plans • Hazard and Vulnerability Assessments and Reports

### *SITE SAFETY INSPECTIONS, TRAININGS, AND AUDITS*

Playground & Parks Safety Surveys • Workstation Ergonomic Evaluations • Confined Space Risk Assessments • Facility Surveys • Fire Extinguisher Education • Respirator Fit Testing and Education • CPR/First Aid/AED • Accident Investigation Training • Back Safety and Lifting • Defensive and Distracted Driver Education • Workplace Violence • Personal Protective Equipment • Emergency Preparedness • OSHA Compliance Training • Written Workplace Safety Plan Training • Safety Committee Formation and Operation • Wellness/Health Education and Training

### **For More Information, Contact:**

Marshall Smith, Risk Manager ([marshallsmith@poolpact.com](mailto:marshallsmith@poolpact.com)) or Jarrod Hickman, Risk Management Specialist ([jarrodhickman@poolpact.com](mailto:jarrodhickman@poolpact.com)); (775) 885-7475; or visit [www.poolpact.com](http://www.poolpact.com).



## **PROGRAMS AND SERVICES AVAILABLE TO POOL/PACT MEMBERS**



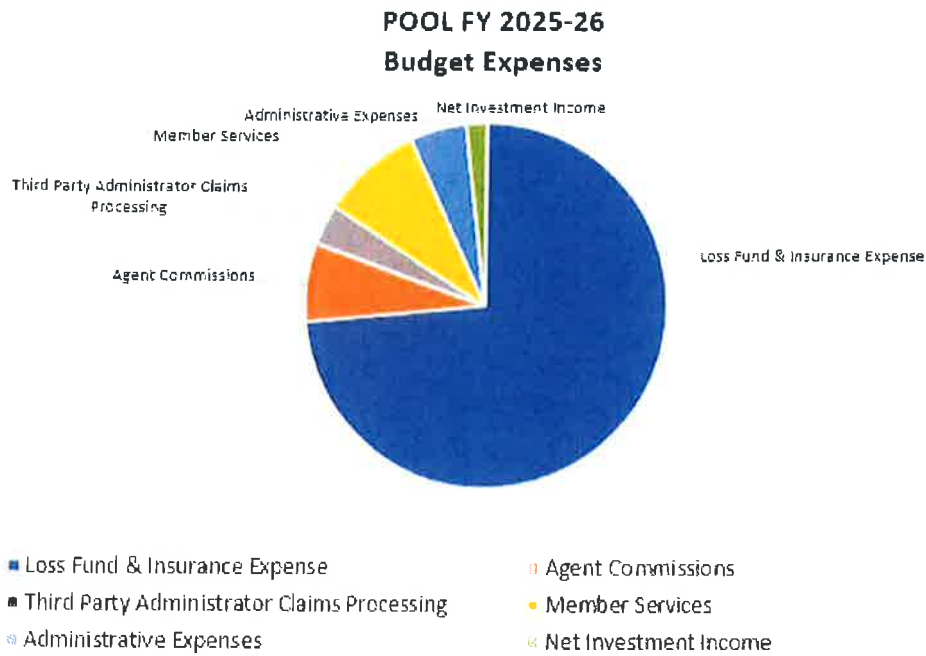
### **POOL/PACT HUMAN RESOURCES MEMBER SERVICES**

A variety of services are offered through POOL/PACT HR. We work with each member individually to address their specific HR-related needs and reduce liability. The basic services include:

- Consultation with members to manage and resolve critical employment-related issues to include identifying options, providing step-by-step guidance, monitoring progress, and answering questions.
- In-person and virtual instructor-led training courses, workshops, and certificate programs.
- eLearning courses available 24/7.
- Webinars on HR-related topics.
- On-site assessments of members' HR practices with recommendations.
- Communication issued as "Alerts" to inform members of significant HR-related law or practice changes.
- On-site HR Briefings tailored to specific needs/requests of members.
- Sample personnel policies which may be adopted for use by members.
- Sample job description templates and numerous HR forms that can be tailored for use by members.
- Salary schedule database available on our website for member reference.
- Summary of HR-related legislation produced each legislative session.
- HR scholarships to assist member HR representatives in attaining nationally recognized HR certifications.
- Annual HR Conference providing HR representatives and CEOs valuable information on communication, leadership, and legal compliance.



## POOL 2025-2026 APPROVED BUDGET AND EXPENSES



<b>POOL Budget FY 25-26</b>	<b>Approved Budget</b>	<b>% Allocation</b>
Loss Fund & Insurance Expense	\$ 22,379,752	77.0%
Agent Commissions	\$ 1,974,871	6.8%
Third Party Administrator Claims Processing	\$ 865,822	3.0%
Member Services	\$ 2,151,757	7.4%
Administrative Expenses	\$ 1,487,327	5.1%
Building Cost	\$ 196,263	0.7%
<b>Total Budget</b>	<b>\$ 29,055,791</b>	<b>100.0%</b>



## **POOL/PACT CONTACTS**

### **Nevada Risk Pooling (NRP)** (775) 885-7475

Wayne Carlson, Executive Director, ext 132  
[waynecarlson@poolpact.com](mailto:waynecarlson@poolpact.com)

Alan Kalt, Chief Financial Officer, ext 128  
[akalt@poolpact.com](mailto:akalt@poolpact.com)

Marshall Smith, Risk Manager, ext 104  
[marshallsmith@poolpact.com](mailto:marshallsmith@poolpact.com)

Jarrold Hickman, Risk Manager, ext 133  
[jarroldhickman@poolpact.com](mailto:jarroldhickman@poolpact.com)

Mike Van Houten, eLearning Administrator, ext 101  
[eLearning@poolpact.com](mailto:eLearning@poolpact.com)

Stephen Romero, Member Relations Manager, ext 110  
[stephenromero@poolpact.com](mailto:stephenromero@poolpact.com)

Jennifer Turner, Admin Data Analyst, ext 129  
[jenniferturner@poolpact.com](mailto:jenniferturner@poolpact.com)

Beck Freeman, Admin Assistant, ext 125  
[beckfreeman@poolpact.com](mailto:beckfreeman@poolpact.com)

### **Pooling Resources, Inc. (POOL/PACT HR)** (775) 887-2240

Stacy Norbeck, General Manager, ext 107  
[stacynorbeck@poolpact.com](mailto:stacynorbeck@poolpact.com)

Ashley Creel, Sr. HR Business Partner, ext 105  
[ashleycreel@poolpact.com](mailto:ashleycreel@poolpact.com)

Lessly Monroy, Sr. HR Business Partner, ext 108  
[Lesslymonroy@poolpact.com](mailto:Lesslymonroy@poolpact.com)

Sean Moyle, Sr. HR Business Partner, ext 103  
[seanmoyle@poolpact.com](mailto:seanmoyle@poolpact.com)

Andrea Laughlin, HR Analyst, ext 113  
[andrealaughlin@poolpact.com](mailto:andrealaughlin@poolpact.com)

### **Davies Claims Solutions**

Donna Squites, Claims Manager  
(775) 329-1181

[Donna.squites@us.davies-group.com](mailto:Donna.squites@us.davies-group.com)

Margaret Malzahn, WC Claims Supervisor  
(775) 329-1181

[Margaret.malzahn@us.davies-group.com](mailto:Margaret.malzahn@us.davies-group.com)



## NPAIP MEMBERSHIP

### Counties:

Carson City  
Churchill County  
Elko County  
Esmeralda County  
Eureka County  
Humboldt County  
Lander County  
Lincoln County  
Lyon County  
Mineral County  
Pershing County  
Storey County  
White Pine County

### Cities:

Boulder City  
City of Caliente  
City of Carlin  
City of Elko  
City of Ely  
City of Fernley  
City of Lovelock  
City of Sparks  
City of Wells  
City of West Wendover  
City of Winnemucca  
City of Yerington

### Towns:

Town of Gardnerville  
Town of Genoa  
Town of Minden  
Town of Round Mountain  
Town of Tonopah

### School Districts:

Carson City School District  
Churchill County School District  
Douglas County School District  
Elko County School District  
Esmeralda County School District  
Eureka County School District  
Humboldt County School District  
Lander County School District  
Lincoln County School District  
Lyon County School District  
Mineral County School District  
Nye County School District  
Pershing County School District  
Storey County School District  
White Pine County School District

### Fire Districts:

Moapa Valley Fire Protection District  
Mt. Charleston Fire Protection District  
North Lake Tahoe Fire Protection District  
North Lyon County Fire Protection District  
Pahranagat Valley Fire District  
Tahoe Douglas Fire Protection District  
Washoe County Fire Suppression  
White Pine Fire District

### Others:

Central Nevada Health District  
Central Nevada Historical Society  
Central Nevada Regional Water Authority  
Community Chest, Inc  
Consolidated Agencies of Human Services  
County Fiscal Officers Association of Nevada  
Douglas County Redevelopment Agency  
Eight Judicial District  
Elko Central Dispatch  
Elko Convention & Visitors Authority  
Humboldt River Basin Water Authority  
Lincoln County Regional Development  
Mineral County Housing Authority  
Nevada Association of Counties  
Nevada Commission for the Reconstruction of the V & T Railway  
Nevada League of Cities  
Nevada Risk Pooling, Inc.  
Nevada Rural Housing Authority  
Nevada Volunteers  
NevadaWorks  
Pooling Resources, Inc.  
Regional Transportation Commission of Washoe County  
Truckee Meadows Regional Planning Agency  
U.S. Board of Water Commissioners  
Virginia City Tourism Convention  
Western Nevada Regional Youth Center  
White Pine County Tourism

### Special Districts:

Alamo Water & Sewer District  
Amargosa Library District  
Baker Water and Sewer  
Battle Mountain Hospital  
Beatty Library District  
Beatty Water & Sanitation District  
Canyon General Improvement District  
Carson-Truckee Water Conservancy District  
Carson Water Subconservancy District  
Cave Rock Estates GID  
Churchill County Mosquito, Vector and Weed Control District  
Churchill Area Regional Transportation

### Special Districts (continue):

Douglas County Mosquito District  
Douglas County Sewer  
East Fork Swimming Pool District  
Elko County Agricultural Association  
Elko TV District  
Femley Swimming Pool District  
Gardnerville Ranchos General Improvement District  
Gerlach General Improvement District  
Humboldt General Hospital  
Incline Village General Improvement District  
Indian Hills General Improvement District  
Kingsbury General Improvement District  
Lakeridge General Improvement District  
Lincoln County Water District  
Logan Creek Estates General Improvement District  
Lovelock Meadows Water District  
Maria Bay General Improvement District  
Mason Valley Swimming Pool District  
McGill Ruth Sewer and Water  
Minden Gardnerville Sanitation District  
Moapa Valley Water District  
MT Grant General Hospital  
Nevada Association of Conservation Districts  
Nevada Association of School Boards  
Nevada Association of School Superintendents  
Nevada Tahoe Conservation District  
Northern Nye County Hospital District  
Pahrump Library District  
Palomino Valley General Improvement District  
Pershing County Water Conservation District  
Sierra Estates General Improvement District  
Silver Springs General Improvement District  
Silver Springs Stagecoach Hospital  
Skyland General Improvement District  
Smoky Valley Library District  
Southern Nevada Area Communication Council  
Stagecoach General Improvement District  
Sun Valley General Improvement District  
Tahoe Douglas District  
Topaz Ranch General Improvement District  
Tahoe Reno Industrial General Improvement District  
Tonopah Library District  
Truckee Meadows Water Reclamation Facility  
Walker Basin Conservancy  
Walker River Irrigation District  
Washoe County Water Conservation District  
West Wendover Recreation District  
Western Nevada Development District  
White Pine Television District #1  
Zephyr Cove General Improvement District  
Zephyr Heights General Improvement District

**THANK YOU  
FOR YOUR  
MEMBERSHIP!**

**2025-2026  
SUMMARY OF  
INSURANCE**

LYON COUNTY SCHOOL DISTRICT

Member Name	Site Number	Building Number	Site Name	Description	Address 1	City	Site #	Zip	Constr Year	IG Construction Class	Total Sq. Ft.	Flood Zone	Num of Sprinklers	Replacement Cost New	Modelled Contents Value
LYON COUNTY SCHOOL DISTRICT 01	01	VERNINGTON HIGH	VERNINGTON HS MAIN BLDG	114 PEARL ST REET	VERNINGTON	NV 89447	1925 4 - MASONRY NON COMBUSTIBLE	32890	X500	1 NO	\$ 13,361,400	\$ 1,811,270			
LYON COUNTY SCHOOL DISTRICT 01	02	VERNINGTON HIGH	MULTIPURPOSE (GYM/CAF/BAND ROOM)	114 PEARL ST	VERNINGTON	NV 89447	1926 4 - MASONRY NON COMBUSTIBLE	32890	X500	1 NO	\$ 7,309,330	\$ 867,800			
LYON COUNTY SCHOOL DISTRICT 01	04	VERNINGTON HIGH	CITE BUILDING	114 PEARL ST	VERNINGTON	NV 89447	1926 3 - NON COMBUSTIBLE	10412	A	1 YES	\$ 1,824,560	\$ 1,019,300			
LYON COUNTY SCHOOL DISTRICT 01	05	VERNINGTON HIGH	YHS CLASSROOM (SHOP) BUILDING	114 PEARL ST	VERNINGTON	NV 89447	1926 3 - NON COMBUSTIBLE	10800	A	1 NO	\$ 1,727,080	\$ 1,097,920			
LYON COUNTY SCHOOL DISTRICT 01	06	VERNINGTON HIGH		114 PEARL ST	VERNINGTON	NV 89447	1926 3 - NON COMBUSTIBLE	1290		1 NO	\$ 83,800	\$ 34,810			
LYON COUNTY SCHOOL DISTRICT 01	07	VERNINGTON HIGH		114 PEARL ST	VERNINGTON	NV 89447	1926 3 - NON COMBUSTIBLE	640		1 NO	\$ 40,340	\$ 27,850			
LYON COUNTY SCHOOL DISTRICT 01	08	VERNINGTON HIGH	PRACTICE GYM	114 PEARL ST	VERNINGTON	NV 89447	2002 3 - MASONRY NON COMBUSTIBLE	480		2 NO	\$ 142,140	\$ 5,410			
LYON COUNTY SCHOOL DISTRICT 01	09	VERNINGTON HIGH		114 PEARL ST	VERNINGTON	NV 89447	1999 3 - NON COMBUSTIBLE	2800	X500	1 YES	\$ 176,600	\$ 11,840			
LYON COUNTY SCHOOL DISTRICT 01	10	VERNINGTON HIGH		114 PEARL ST	VERNINGTON	NV 89447	2005 3 - NON COMBUSTIBLE	2520		1 NO	\$ 88,520	\$ 11,440			
LYON COUNTY SCHOOL DISTRICT 01	11	VERNINGTON HIGH		114 PEARL ST	VERNINGTON	NV 89447	1985 2 - JOISTED MASONRY	240		1 NO	\$ 20,690	\$ 8,750			
LYON COUNTY SCHOOL DISTRICT 01	12	VERNINGTON HIGH		114 PEARL ST	VERNINGTON	NV 89447	1985 2 - JOISTED MASONRY	972		1 NO	\$ 66,220	\$ 42,570			
LYON COUNTY SCHOOL DISTRICT 01	13	VERNINGTON HIGH		114 PEARL ST	VERNINGTON	NV 89447	1950 2 - JOISTED MASONRY	182		1 NO	\$ 9,100	\$ -			
LYON COUNTY SCHOOL DISTRICT 01	14	VERNINGTON HIGH		215 PEARL ST	VERNINGTON	NV 89447	1955 2 - JOISTED MASONRY	480		2 NO	\$ 22,200	\$ -			
LYON COUNTY SCHOOL DISTRICT 02	01	VERNINGTON INTERMEDIATE	VERNINGTON INTERMEDIATE SCHOOL MAIN BLDG	112 N CALIFORNIA ST	VERNINGTON	NV 89447	1965 4 - MASONRY NON COMBUSTIBLE	22591	X500	1 NO	\$ 8,006,800	\$ 941,000			
LYON COUNTY SCHOOL DISTRICT 02	02	VERNINGTON INTERMEDIATE	YHS BLDG	112 N CALIFORNIA ST	VERNINGTON	NV 89447	1960 2 - JOISTED MASONRY	10268	X500	1 NO	\$ 2,071,670	\$ 454,340			
LYON COUNTY SCHOOL DISTRICT 03	01	VERNINGTON ELEMENTARY	YHS BLDG 200	112 N CALIFORNIA ST	VERNINGTON	NV 89447	1970 2 - JOISTED MASONRY	6241	X500	1 NO	\$ 1,537,050	\$ 372,000			
LYON COUNTY SCHOOL DISTRICT 03	02	VERNINGTON ELEMENTARY	YHS BLDG 300 (CLASSROOM / LIBRARY)	112 N CALIFORNIA ST	VERNINGTON	NV 89447	1975 2 - JOISTED MASONRY	4287	X500	1 NO	\$ 1,072,870	\$ 757,230			
LYON COUNTY SCHOOL DISTRICT 03	03	VERNINGTON ELEMENTARY	YHS BLDG 400	112 N CALIFORNIA ST	VERNINGTON	NV 89447	1981 2 - JOISTED MASONRY	7405	X500	1 NO	\$ 2,510,300	\$ 333,620			
LYON COUNTY SCHOOL DISTRICT 03	04	VERNINGTON ELEMENTARY	OLD GRAMMAR (GAIN (DINI) THEATER)	112 N CALIFORNIA ST	VERNINGTON	NV 89447	1922 2 - JOISTED MASONRY	10771	X500	2 YES	\$ 3,262,240	\$ -			
LYON COUNTY SCHOOL DISTRICT 03	05	VERNINGTON ELEMENTARY	VERNINGTON ES MULTIPURPOSE	112 N CALIFORNIA ST	VERNINGTON	NV 89447	1966 3 - JOISTED MASONRY	6012	X500	1 NO	\$ 3,373,110	\$ 176,680			
LYON COUNTY SCHOOL DISTRICT 03	06	VERNINGTON ELEMENTARY	VERNINGTON ELEM BLDG 100 (ADAM)	112 N CALIFORNIA ST	VERNINGTON	NV 89447	1963 2 - JOISTED MASONRY	8773	X500	1 NO	\$ 1,960,000	\$ 366,080			
LYON COUNTY SCHOOL DISTRICT 03	07	VERNINGTON ELEMENTARY	VERNINGTON ELEM BLDG 200 (CLASSROOMS)	112 N CALIFORNIA ST	VERNINGTON	NV 89447	2009 1 - FRAME/COMBUSTIBLE	1736	X500	1 NO	\$ 218,230	\$ 78,240			
LYON COUNTY SCHOOL DISTRICT 03	08	VERNINGTON ELEMENTARY	ADMINISTRATION BLDG	25 E GOLDFIELD	VERNINGTON	NV 89447	1981 1 - FRAME/COMBUSTIBLE	4820	A	1 NO	\$ 1,074,470	\$ 237,040			
LYON COUNTY SCHOOL DISTRICT 04	01	ADMINISTRATION	ADULT EDUCATION PORTABLE/BUSINESS DEP	25 E GOLDFIELD	VERNINGTON	NV 89447	1970 3 - NON COMBUSTIBLE	3763	A	1 NO	\$ 192,260	\$ 79,020			
LYON COUNTY SCHOOL DISTRICT 04	02	ADMINISTRATION	TRANSPORTATION MAINTENANCE SHOP	25 E GOLDFIELD	VERNINGTON	NV 89447	1970 3 - NON COMBUSTIBLE	3763	A	1 NO	\$ 403,480	\$ 188,750			
LYON COUNTY SCHOOL DISTRICT 04	03	ADMINISTRATION	WAREHOUSE/BIT	25 E GOLDFIELD	VERNINGTON	NV 89447	1970 3 - NON COMBUSTIBLE	8403	A	1 NO	\$ 792,260	\$ 329,200			
LYON COUNTY SCHOOL DISTRICT 04	04	ADMINISTRATION	MAINTENANCE SHOP	25 E GOLDFIELD	VERNINGTON	NV 89447	1955 3 - NON COMBUSTIBLE	4200	A	1 NO	\$ 552,850	\$ 211,910			
LYON COUNTY SCHOOL DISTRICT 04	05	ADMINISTRATION	3 WALK-IN FREEZERS	25 E GOLDFIELD	VERNINGTON	NV 89447	2009 1 - FRAME/COMBUSTIBLE	570		1 NO	\$ 84,670	\$ -			
LYON COUNTY SCHOOL DISTRICT 04	06	ADMINISTRATION		20 DAY LANE	SMITH	NV 89430	1970 1 - FRAME/COMBUSTIBLE	72		1 NO	\$ 4,860	\$ 3,240			
LYON COUNTY SCHOOL DISTRICT 04	07	ADMINISTRATION	SMITH VALLEY HS MAIN BLDG	3974 X	SMITH	NV 89430	1972 2 - JOISTED MASONRY	3974	X	1 NO	\$ 9,365,340	\$ 1,189,850			
LYON COUNTY SCHOOL DISTRICT 05	01	SMITH VALLEY HIGH	SMITH VALLEY HS MAIN BLDG	5872 X	SMITH	NV 89430	1940 2 - JOISTED MASONRY	5872	X	1 NO	\$ 1,549,820	\$ 200,320			
LYON COUNTY SCHOOL DISTRICT 05	02	SMITH VALLEY HIGH		1440	SMITH	NV 89430	1996 3 - NON COMBUSTIBLE	1440		1 NO	\$ 155,940	\$ 153,480			
LYON COUNTY SCHOOL DISTRICT 05	03	SMITH VALLEY HIGH		1 MAIN ST	SMITH	NV 89430	1975 2 - JOISTED MASONRY	206		1 NO	\$ 89,670	\$ 18,400			
LYON COUNTY SCHOOL DISTRICT 05	04	SMITH VALLEY HIGH	SMITH VALLEY HIGH (EAST)	1 MAIN ST	SMITH	NV 89430	1994 2 - JOISTED MASONRY	206		1 NO	\$ 484,500	\$ 82,310			
LYON COUNTY SCHOOL DISTRICT 05	05	SMITH VALLEY HIGH	SMITH VALLEY HIGH (WEST)	1 MAIN ST	SMITH	NV 89430	1994 2 - JOISTED MASONRY	1650	X	0 A	\$ 348,700	\$ -			
LYON COUNTY SCHOOL DISTRICT 05	06	SMITH VALLEY HIGH	SMITH VOCATIONAL BLDG (JAMA INTERMEDIATE)	1 MAIN ST	SMITH	NV 89430	1963 4 - MASONRY NON COMBUSTIBLE	10347	X	1 YES	\$ 2,116,570	\$ 486,410			
LYON COUNTY SCHOOL DISTRICT 05	07	SMITH VALLEY HIGH		36 DAY LANE	SMITH	NV 89430	1940 1 - FRAME/COMBUSTIBLE	978		1 NO	\$ 152,720	\$ 21,330			
LYON COUNTY SCHOOL DISTRICT 05	08	SMITH VALLEY HIGH		34 DAY LN	SMITH	NV 89430	1940 1 - FRAME/COMBUSTIBLE	818		1 NO	\$ 127,830	\$ 1,095			
LYON COUNTY SCHOOL DISTRICT 05	09	SMITH VALLEY HIGH		20 DAY LN	SMITH	NV 89430	1940 1 - FRAME/COMBUSTIBLE	912		1 NO	\$ 152,160	\$ 46,020			
LYON COUNTY SCHOOL DISTRICT 05	10	SMITH VALLEY HIGH		1 MAIN ST	SMITH	NV 89430	2001 1 - FRAME/COMBUSTIBLE	408		1 NO	\$ 22,730	\$ 17,200			
LYON COUNTY SCHOOL DISTRICT 05	11	SMITH VALLEY HIGH	SMVA PRACTICE GYM	36 DAY LANE	SMITH	NV 89430	1970 2 - JOISTED MASONRY	978		2 NO	\$ 157,310	\$ 10,970			
LYON COUNTY SCHOOL DISTRICT 05	12	SMITH VALLEY HIGH	LIBRARY	20 DAY LANE	SMITH	NV 89430	2003 1 - MASONRY NON COMBUSTIBLE	7260	X	1 YES	\$ 1,894,360	\$ 111,840			
LYON COUNTY SCHOOL DISTRICT 05	13	SMITH VALLEY HIGH	SILVER SPRINGS ELEMENTARY BLDG A	3600 SPRUCE ST	SILVER SPRINGS	NV 89429	1991 4 - MASONRY NON COMBUSTIBLE	8500	X	1 NO	\$ 1,965,180	\$ 1,147,810			
LYON COUNTY SCHOOL DISTRICT 05	14	SMITH VALLEY HIGH	SILVER SPRINGS ELEMENTARY	3600 SPRUCE ST	SILVER SPRINGS	NV 89429	1991 3 - NON COMBUSTIBLE	18721	X	1 NO	\$ 4,375,160	\$ 838,440			
LYON COUNTY SCHOOL DISTRICT 05	15	SMITH VALLEY HIGH	ISSE WATER TANK (16K GAL)	3600 SPRUCE ST	SILVER SPRINGS	NV 89429	1991 3 - NON COMBUSTIBLE	0	X	1 NO	\$ 221,370	\$ -			
LYON COUNTY SCHOOL DISTRICT 05	16	SMITH VALLEY HIGH	SILVER SPRINGS ELEMENTARY	3600 SPRUCE ST	SILVER SPRINGS	NV 89429	1994 3 - NON COMBUSTIBLE	400		0 X	\$ 98,750	\$ 140,840			
LYON COUNTY SCHOOL DISTRICT 05	17	SMITH VALLEY HIGH	ISSE WATER TANK (16K GAL)	3600 SPRUCE ST	SILVER SPRINGS	NV 89429	1992 4 - MASONRY NON COMBUSTIBLE	0	X	1 NO	\$ 269,200	\$ -			
LYON COUNTY SCHOOL DISTRICT 05	18	SMITH VALLEY HIGH	CLASSROOMS 201-210 (BUILDING B)	3600 SPRUCE ST	SILVER SPRINGS	NV 89429	1998 4 - MASONRY NON COMBUSTIBLE	12541	X	1 YES	\$ 2,029,960	\$ 543,230			
LYON COUNTY SCHOOL DISTRICT 05	19	SMITH VALLEY HIGH	CLASSROOMS 301-309 (BUILDING C)	3600 SPRUCE ST	SILVER SPRINGS	NV 89429	1998 4 - MASONRY NON COMBUSTIBLE	11241	X	1 YES	\$ 2,742,040	\$ 507,010			
LYON COUNTY SCHOOL DISTRICT 05	20	SMITH VALLEY HIGH		3600 SPRUCE ST	SILVER SPRINGS	NV 89429	1990 N - NOT APPLICABLE	0		1 NO	\$ 10,590	\$ -			

LYON COUNTY SCHOOL DISTRICT

LYON COUNTY SCHOOL DISTRICT	09	SILVER SPRINGS ELEMENTARY	3600 SPRUCE ST.	SILVER SPRINGS	NV 86429	1961 13 - NON COMBUSTIBLE	610	1 NO	\$	84,050	\$	39,020
LYON COUNTY SCHOOL DISTRICT	01	SILVER STAGE HIGH SCHOOL	SILVER STAGE COYOTE BUILDING	SILVER SPRINGS	NV 86429	1994 4 - MASONRY NON COMBUSTIBLE	59262 X	1 YES	\$	13,425,140	\$	1,641,700
LYON COUNTY SCHOOL DISTRICT	04	SILVER STAGE HIGH SCHOOL	SILVER STAGE HIGH SCHOOL	SILVER SPRINGS	NV 86429	2002 4 - MASONRY NON COMBUSTIBLE	66911 X	1 YES	\$	21,872,980	\$	2,697,490
LYON COUNTY SCHOOL DISTRICT	07	SILVER STAGE HIGH SCHOOL	SILVER STAGE VOCATION BLDG	SILVER SPRINGS	NV 86429	2003 4 - MASONRY NON COMBUSTIBLE	6646 X	1 YES	\$	3,373,510	\$	636,510
LYON COUNTY SCHOOL DISTRICT	08	SILVER STAGE HIGH SCHOOL	SILVER STAGE CAFETERIA	SILVER SPRINGS	NV 86429	2004 4 - MASONRY NON COMBUSTIBLE	18720 X	1 YES	\$	4,068,160	\$	547,620
LYON COUNTY SCHOOL DISTRICT	07	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86429	2006 1 - FRAME/COMBUSTIBLE	1620	1 NO	\$	191,150	\$	72,260
LYON COUNTY SCHOOL DISTRICT	11	SILVER STAGE HIGH SCHOOL	3600 WEST SPRUCE AVE	SILVER SPRINGS	NV 86429	2006 1 - FRAME/COMBUSTIBLE	350 X	1 NO	\$	54,250	\$	-
LYON COUNTY SCHOOL DISTRICT	13	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86429	1968 1 - FRAME/COMBUSTIBLE	4368 X	1 NO	\$	678,390	\$	196,440
LYON COUNTY SCHOOL DISTRICT	14	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86429	2002 2 - JOISTED MASONRY	704	1 NO	\$	102,840	\$	19,440
LYON COUNTY SCHOOL DISTRICT	15	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86428	2002 2 - JOISTED MASONRY	192	1 NO	\$	9,100	\$	-
LYON COUNTY SCHOOL DISTRICT	17	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86429	2002 2 - JOISTED MASONRY	320	1 NO	\$	14,960	\$	-
LYON COUNTY SCHOOL DISTRICT	17	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86428	2002 2 - JOISTED MASONRY	192	1 NO	\$	9,100	\$	-
LYON COUNTY SCHOOL DISTRICT	16	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86428	2002 2 - JOISTED MASONRY	320	1 NO	\$	14,960	\$	-
LYON COUNTY SCHOOL DISTRICT	19	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86425	2002 1 - FRAME/COMBUSTIBLE	578	2 NO	\$	60,110	\$	6,466
LYON COUNTY SCHOOL DISTRICT	07	SILVER STAGE HIGH SCHOOL	3755 SPRUCE AVE	SILVER SPRINGS	NV 86429	2002 3 - NON COMBUSTIBLE	696	1 NO	\$	60,360	\$	-
LYON COUNTY SCHOOL DISTRICT	01	SILVER STAGE HIGH SCHOOL	SOLAR PANELS	SILVER SPRINGS	NV 86429	2012			\$	2,339,090	\$	-
LYON COUNTY SCHOOL DISTRICT	06	SILVER STAGE HIGH SCHOOL	SUTRO ES MAIN BLDG	DAYTON	NV 86403	1990 2 - JOISTED MASONRY	47171 X	1 YES	\$	12,059,150	\$	1,414,590
LYON COUNTY SCHOOL DISTRICT	02	SILVER STAGE HIGH SCHOOL	DES BLDG A	DAYTON	NV 86403	1990 2 - JOISTED MASONRY	54671 X	1 NO	\$	6,052,760	\$	864,530
LYON COUNTY SCHOOL DISTRICT	03	SILVER STAGE HIGH SCHOOL	DES BLDG B	DAYTON	NV 86403	1991 4 - MASONRY NON COMBUSTIBLE	9607 X	1 YES	\$	2,969,230	\$	433,460
LYON COUNTY SCHOOL DISTRICT	04	SILVER STAGE HIGH SCHOOL	DES BLDG C	DAYTON	NV 86403	1991 4 - MASONRY NON COMBUSTIBLE	7431 X	1 NO	\$	1,818,690	\$	334,720
LYON COUNTY SCHOOL DISTRICT	05	SILVER STAGE HIGH SCHOOL	DES BLDG D	DAYTON	NV 86403	1993 3 - NON COMBUSTIBLE	2014 X	1 NO	\$	414,550	\$	90,760
LYON COUNTY SCHOOL DISTRICT	06	SILVER STAGE HIGH SCHOOL	MOD CLASSROOM	DAYTON	NV 86403	2017 1 - FRAME/COMBUSTIBLE	1550 X	1 NO	\$	187,650	\$	56,300
LYON COUNTY SCHOOL DISTRICT	08	SILVER STAGE HIGH SCHOOL	PORTABLE CLASSROOM 1	DAYTON	NV 86403	2017 1 - FRAME/COMBUSTIBLE	1	1 YES	\$	211,970	\$	64,110
LYON COUNTY SCHOOL DISTRICT	09	SILVER STAGE HIGH SCHOOL	DAYTON INTERMEDIATE	DAYTON	NV 86403	1990 4 - MASONRY NON COMBUSTIBLE	75770 X	1 YES	\$	15,414,610	\$	2,189,370
LYON COUNTY SCHOOL DISTRICT	02	DAYTON INTERMEDIATE	315 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	10	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	01	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	02	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	03	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	04	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	05	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	06	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	07	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	08	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	09	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	10	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	11	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	12	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	13	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	14	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	15	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	16	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	17	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	18	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	19	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	20	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	21	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	22	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	23	DAYTON HIGH	335 DAYTON WY RD	DAYTON	NV 86403	1991 1 - FRAME/COMBUSTIBLE	1500	1 NO	\$	172,690	\$	61,630
LYON COUNTY SCHOOL DISTRICT	01	REVIEW ELEMENTARY SCHOOL	NEW SCHOOL (00C)	DAYTON	NV 86403	2014 1 - FRAME/COMBUSTIBLE	800 X	1 NO	\$	194,360	\$	37,120
LYON COUNTY SCHOOL DISTRICT	02	REVIEW ELEMENTARY SCHOOL	MOD CLASSROOM 600-01	DAYTON	NV 86403	2014 1 - FRAME/COMBUSTIBLE	1200	1 NO	\$	72,400	\$	-
LYON COUNTY SCHOOL DISTRICT	03	REVIEW ELEMENTARY SCHOOL	PORTABLE CLASSROOM 600-02	DAYTON	NV 86403	2008 2 - JOISTED MASONRY	50161 X502	1 YES	\$	13,622,460	\$	1,526,600
LYON COUNTY SCHOOL DISTRICT	11	PERNLEY ELEMENTARY	FES CLASSROOM BLDG D	DAYTON	NV 86403	2017 1 - FRAME/COMBUSTIBLE	194 X	1 NO	\$	235,900	\$	65,600
LYON COUNTY SCHOOL DISTRICT	11	PERNLEY ELEMENTARY	FES CLASSROOM BLDG 2	DAYTON	NV 86403	2017 1 - FRAME/COMBUSTIBLE	1	1 NO	\$	211,970	\$	68,110
LYON COUNTY SCHOOL DISTRICT	11	PERNLEY ELEMENTARY	FES LIBRARY/BLDG C	DAYTON	NV 86403	2017 2 - JOISTED MASONRY	21157 X	1 NO	\$	1,26,970	\$	329,070
LYON COUNTY SCHOOL DISTRICT	11	PERNLEY ELEMENTARY	FES PORTABLE STORAGE	PERNLEY	NV 86408	1979 2 - JOISTED MASONRY	4601 X	1 NO	\$	2,204,990	\$	1,712,000
LYON COUNTY SCHOOL DISTRICT	11	PERNLEY ELEMENTARY	FES BLDG A / MAINTENANCE	PERNLEY	NV 86408	1987 2 - JOISTED MASONRY	1940 X	1 NO	\$	201,150	\$	57,100
LYON COUNTY SCHOOL DISTRICT	11	PERNLEY ELEMENTARY	FES CLASSROOM BLDG B	PERNLEY	NV 86408	1997 4 - MASONRY NON COMBUSTIBLE	5101 X	1 NO	\$	860,660	\$	207,600
LYON COUNTY SCHOOL DISTRICT	12	COTTONWOOD ELEMENTARY	FES CLASSROOM BLDG 1	PERNLEY	NV 86408	1999 4 - MASONRY NON COMBUSTIBLE	18114 X	1 YES	\$	4,233,150	\$	816,400
LYON COUNTY SCHOOL DISTRICT	12	COTTONWOOD ELEMENTARY	COTTONWOOD ELEM MAIN BLDG	PERNLEY	NV 86408	1991 1 - FRAME/COMBUSTIBLE	6076 X	1 YES	\$	14,251,100	\$	1,523,430
LYON COUNTY SCHOOL DISTRICT	12	COTTONWOOD ELEMENTARY	COTTONWOOD HEAD START	PERNLEY	NV 86408	1991 1 - FRAME/COMBUSTIBLE	960	1 NO	\$	106,360	\$	39,210
LYON COUNTY SCHOOL DISTRICT	12	COTTONWOOD ELEMENTARY	BUILDINGS	PERNLEY	NV 86408	2000 1 - FRAME/COMBUSTIBLE	960	1 NO	\$	106,360	\$	39,210
LYON COUNTY SCHOOL DISTRICT	12	COTTONWOOD ELEMENTARY	BUILDINGS	PERNLEY	NV 86408	2000 1 - FRAME/COMBUSTIBLE	1719 X	1 NO	\$	247,470	\$	76,500
LYON COUNTY SCHOOL DISTRICT	12	COTTONWOOD ELEMENTARY	BUILDINGS	PERNLEY	NV 86408	2001 1 - FRAME/COMBUSTIBLE	1548	1 NO	\$	201,620	\$	73,860
LYON COUNTY SCHOOL DISTRICT	12	COTTONWOOD ELEMENTARY	PORTABLE CLASSRM (44-45)	PERNLEY	NV 86408	2017 1 - FRAME/COMBUSTIBLE	1848	1 NO	\$	201,530	\$	85,600
LYON COUNTY SCHOOL DISTRICT	12	COTTONWOOD ELEMENTARY	FHS VOCATIONAL	PERNLEY	NV 86408	2017 1 - FRAME/COMBUSTIBLE	184 X	1 NO	\$	2,038,130	\$	249,850
LYON COUNTY SCHOOL DISTRICT	13	PERNLEY HIGH	1300 HWY 65A SOUTH	PERNLEY	NV 86408	1981 4 - MASONRY NON COMBUSTIBLE	12964 X	1 YES	\$	2,038,130	\$	249,850
LYON COUNTY SCHOOL DISTRICT	13	PERNLEY HIGH	FHS BUS GARAGE	PERNLEY	NV 86408	1981 4 - MASONRY NON COMBUSTIBLE	7504 X	1 YES	\$	18,719,160	\$	2,439,600
LYON COUNTY SCHOOL DISTRICT	13	PERNLEY HIGH	FHS BUS GARAGE	PERNLEY	NV 86408	1988 3 - NON COMBUSTIBLE	4600 X	1 NO	\$	671,410	\$	235,560
LYON COUNTY SCHOOL DISTRICT	13	PERNLEY HIGH	FHS ADULT EDUCATION	PERNLEY	NV 86408	1988 3 - NON COMBUSTIBLE	2400 X	1 NO	\$	284,020	\$	109,210

LYON COUNTY SCHOOL DISTRICT

LYON COUNTY SCHOOL DISTRICT 13	08	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	1846	1	NO	\$	201,620	\$	73,860
LYON COUNTY SCHOOL DISTRICT 13	09	FERNLEY HIGH	FHS & CLASSROOMS BLDG	1300 HWY 95A SOUTH	FERNLEY	NV 89408	1926 4 - MASONRY NON COMBUSTIBLE	1846	1	YES	\$	2,786,940	\$	536,550
LYON COUNTY SCHOOL DISTRICT 13	10	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	1844	1	NO	\$	201,620	\$	73,860
LYON COUNTY SCHOOL DISTRICT 13	11	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1927 1 - FRAME/COMBUSTIBLE	800	1	NO	\$	56,910	\$	34,430
LYON COUNTY SCHOOL DISTRICT 13	12	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1928 3 - NON COMBUSTIBLE	480	1	NO	\$	28,180	\$	31,070
LYON COUNTY SCHOOL DISTRICT 13	13	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1981 1 - FRAME/COMBUSTIBLE	320	1	NO	\$	21,880	\$	13,170
LYON COUNTY SCHOOL DISTRICT 13	14	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1981 3 - NON COMBUSTIBLE	190	1	NO	\$	53,600	\$	64,820
LYON COUNTY SCHOOL DISTRICT 13	15	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1981 2 - JOISTED MASONRY	200	1	NO	\$	12,100	\$	8,780
LYON COUNTY SCHOOL DISTRICT 13	16	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1981 1 - FRAME/COMBUSTIBLE	544	1	NO	\$	26,320	\$	14,860
LYON COUNTY SCHOOL DISTRICT 13	17	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1981 1 - FRAME/COMBUSTIBLE	400	1	NO	\$	63,590	\$	17,300
LYON COUNTY SCHOOL DISTRICT 13	18	FERNLEY HIGH	PRACTICE GYM	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2005 4 - MASONRY NON COMBUSTIBLE	416	2	NO	\$	1,604,350	\$	111,940
LYON COUNTY SCHOOL DISTRICT 13	19	FERNLEY HIGH	ENGLISH ANNEX	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2005 4 - MASONRY NON COMBUSTIBLE	7900 X	1	YES	\$	3,774,740	\$	714,430
LYON COUNTY SCHOOL DISTRICT 13	20	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	2008 1 - FRAME/COMBUSTIBLE	1949 X	1	NO	\$	37,910	\$	24,720
LYON COUNTY SCHOOL DISTRICT 13	21	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1926 2 - JOISTED MASONRY	576	1	NO	\$	6,370	\$	3,370
LYON COUNTY SCHOOL DISTRICT 13	22	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1926 2 - JOISTED MASONRY	240	1	NO	\$	11,850	\$	-
LYON COUNTY SCHOOL DISTRICT 13	23	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1926 2 - JOISTED MASONRY	182	1	NO	\$	8,100	\$	-
LYON COUNTY SCHOOL DISTRICT 13	24	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1926 2 - JOISTED MASONRY	1380	2	NO	\$	101,760	\$	37,810
LYON COUNTY SCHOOL DISTRICT 13	25	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1926 2 - JOISTED MASONRY	192	1	NO	\$	11,350	\$	-
LYON COUNTY SCHOOL DISTRICT 13	26	FERNLEY HIGH	3RD BASE DUSOUT	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	240	1	NO	\$	225,990	\$	85,820
LYON COUNTY SCHOOL DISTRICT 13	27	FERNLEY HIGH	PORTABLE CLASSROOM 1	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	1904 X	1	NO	\$	70,590	\$	-
LYON COUNTY SCHOOL DISTRICT 13	28	FERNLEY HIGH	PORTABLE CLASSROOM 2	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	1904 X	1	NO	\$	235,990	\$	85,820
LYON COUNTY SCHOOL DISTRICT 13	29	FERNLEY HIGH	PORTABLE CLASSROOM 3	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	1750	1	NO	\$	235,990	\$	85,820
LYON COUNTY SCHOOL DISTRICT 13	30	FERNLEY HIGH	PORTABLE CLASSROOM 4	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	1904 X	1	NO	\$	151,860	\$	57,100
LYON COUNTY SCHOOL DISTRICT 13	31	FERNLEY HIGH	PORTABLE CLASSROOM 5	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	1904 X	1	NO	\$	151,860	\$	57,100
LYON COUNTY SCHOOL DISTRICT 13	32	FERNLEY HIGH	PORTABLE CLASSROOM 6	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2017 1 - FRAME/COMBUSTIBLE	1904 X	1	NO	\$	235,990	\$	85,820
LYON COUNTY SCHOOL DISTRICT 13	33	FERNLEY HIGH	FERNLEY INTERMEDIATE MAIN BLDG	1300 HWY 95A SOUTH	FERNLEY	NV 89408	1926 2 - JOISTED MASONRY	2721 X	1	YES	\$	7,048,290	\$	780,280
LYON COUNTY SCHOOL DISTRICT 13	34	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1986 1 - FRAME/COMBUSTIBLE	1440	1	NO	\$	151,860	\$	57,100
LYON COUNTY SCHOOL DISTRICT 13	35	FERNLEY HIGH		1300 HWY 95A SOUTH	FERNLEY	NV 89408	1986 1 - FRAME/COMBUSTIBLE	1440	1	NO	\$	151,860	\$	57,100
LYON COUNTY SCHOOL DISTRICT 13	36	FERNLEY HIGH	FIS COMPLEX 2 GYM	1300 HWY 95A SOUTH	FERNLEY	NV 89408	1926 2 - JOISTED MASONRY	16715 X	1	NO	\$	3,294,420	\$	491,650
LYON COUNTY SCHOOL DISTRICT 13	37	FERNLEY HIGH	6TH GRADE HALL	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2002 2 - JOISTED MASONRY	5729 X	1	NO	\$	4,200,370	\$	207,960
LYON COUNTY SCHOOL DISTRICT 13	38	FERNLEY HIGH	5TH GRADE HALL	1300 HWY 95A SOUTH	FERNLEY	NV 89408	2006 2 - JOISTED MASONRY	14289 X	1	YES	\$	3,075,130	\$	644,200
LYON COUNTY SCHOOL DISTRICT 13	39	FERNLEY HIGH	EAST VALLEY ELEMENTARY SCHOOL BUILDING	4170 FARM DISTRICT ROAD	FERNLEY	NV 89408	1990 1 - FRAME/COMBUSTIBLE	91215 X	1	YES	\$	12,669,690	\$	1,536,400
LYON COUNTY SCHOOL DISTRICT 13	40	FERNLEY HIGH	EAST VALLEY ELEMENTARY SCHOOL	4170 FARM DISTRICT ROAD	FERNLEY	NV 89408	1990 1 - FRAME/COMBUSTIBLE	720	1	NO	\$	76,190	\$	78,820
LYON COUNTY SCHOOL DISTRICT 13	41	FERNLEY HIGH	SILVERLAND MIDDLE SCHOOL	1109 JASMINE LN	FERNLEY	NV 89408	2010 4 - MASONRY NON COMBUSTIBLE	97572 X	1	YES	\$	26,130,840	\$	2,818,310
LYON COUNTY SCHOOL DISTRICT 13	42	FERNLEY HIGH	MOBILE A	3005 Spence Ave	SILVER SPRINGS	NV 89426	2006 Frame/combustible	49550	1	NO	\$	70,840,000	\$	500,000
LYON COUNTY SCHOOL DISTRICT 13	43	ADMINISTRATION	MOBILE B	3005 Spence Ave	SILVER SPRINGS	NV 89426	2006 Frame/combustible	1348	1	NO	\$	251,000	\$	ADDITION
LYON COUNTY SCHOOL DISTRICT 13	44	ADMINISTRATION	MOBILE C	3005 Spence Ave	SILVER SPRINGS	NV 89426	2007 Frame/combustible	1440	1	NO	\$	159,500	\$	ADDITION
LYON COUNTY SCHOOL DISTRICT 13	45	ADMINISTRATION	MOBILE D	3005 Spence Ave	SILVER SPRINGS	NV 89426	2007 Frame/combustible	3000	1	NO	\$	509,000	\$	ADDITION
LYON COUNTY SCHOOL DISTRICT 13	46	ADMINISTRATION	MOBILE E	3005 Spence Ave	SILVER SPRINGS	NV 89426	2007 Frame/combustible	3000	1	NO	\$	201,255	\$	ADDITION
											\$	\$	\$	\$
											\$	\$362,900,320	\$	\$4,670,580

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	Use/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
2010	Blue Bird	Bus	1BABNCPA9AF275367			6184	\$120,000		Market
2010	Blue Bird	Bus	1BABNCPA7AF275366			6184	\$120,000		Market
2011	Bluebird	Bus	1BAKGCPA8CF284042			6184	\$125,000		Market
2011	Bluebird	Bus	1BAKGCPA6CF284041			6184	\$125,000		Market
2013	BLUEBIR	BUS	1BAKGCPA4DF293967			6184	\$131,300		Market
2013	BLUEBIR	BUS	1BABNCPA2DF293911			6184	\$121,300		Market
2013	BLUEBIR	BUS	1BABNCPA4DF293912			6184	\$121,300		Market
1994	Internatio	Van	1HTSDAANXRN595809	99RV101	Heavy	21499			Market
1994	Bluebird	Bus	60017		84	6184			NO APD
1994	Bluebird	Bus	60018		84	6184			NO APD
1993	Bluebird	Bus	53742		84	6184			NO APD
1993	Bluebird	Bus	53743		84	6184			NO APD
1994	Bluebird	Bus	60020		84	6184			NO APD
1993	Bluebird	Bus	53738		84	6184			NO APD
1993	Bluebird	Bus	53739		84	6184			NO APD
1990	Bluebird	Bus	37067		84	6184			NO APD
1990	Bluebird	Bus	37070		84	6184			NO APD
1991	Bluebird	Bus	43505		84	6184			NO APD
1991	Bluebird	Bus	43506		84	6184			NO APD
1991	Bluebird	Bus	43507		84	6184			NO APD
1995	Bluebird	Bus	1BABMC7A8SF065086		84	6184			NO APD
1995	Bluebird	Bus	1BABMC7AXSF065087		84	6184			NO APD
1995	Bluebird	Bus	1BABMC7A1SF065088		84	6184			NO APD
1995	Bluebird	Bus	1BABMC7A6SH065085		84	6184			NO APD
1996	Bluebird	Bus	1BABMC7A7TF070295		84	6184			NO APD
1996	Bluebird	Bus	1BABMC7A2TF070298		84	6184			NO APD
1996	Bluebird	Bus	1BABMC7A0TF070297		84	6184			NO APD
1996	Bluebird	Bus	1BABMC7A9TF070296		84	6184			NO APD
1997	Bluebird	Bus	1BABMC7A3VF075707		84	6184			NO APD
1997	Bluebird	Bus	1BABMC7A2VF075710		84	6184			NO APD

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	Use/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
1997	Bluebird	Bus	1BABMC7A5VF075708		84	6184			NO APD
1998	Bluebird	Bus	1BABMC7A7WF081754		88	6184			NO APD
1998	Bluebird	Bus	1BABMC7A9WF081755		88	6184			NO APD
2000	Bluebird	Bus	1BABNCPA8YF090611		84	6184	\$77,682		Market
2000	Bluebird	Bus	1BABNCPAXYF090612		84	6184	\$77,682		Market
2000	Bluebird	Bus	1BABNCPA1YF090613		84	6184	\$77,682		Market
2000	Bluebird	Bus	1BABNCPA3YF090614		84	6184	\$77,682		Market
2000	Bluebird	Bus	1BABNCPA5YF090615		84	6184	\$77,682		Market
2000	Freightlin	Bus	4UZ6CFBB5YCB56322		88	6184	\$68,165		Market
2000	Freightlin	Bus	4UZ6CFBB2YCB56326		88	6184	\$68,165		Market
2000	Freightlin	Bus	4UZ6CFBB7YCB56323		88	6184	\$68,165		Market
2000	Freightlin	Bus	4UZ6CFBB0YCB56325		88	6184	\$68,165		Market
2001	Bluebird	Bus	1BABNCPA71F098012		84	6184	\$86,717		Market
2001	Bluebird	Bus	1BABNCPA91F098013		84	6184	\$86,717		Market
2001	Bluebird	Bus	1BABNCPA01F098014		84	6184	\$86,717		Market
2001	Bluebird	Bus	1BABNCPA21F098015		84	6184	\$86,717		Market
2001	Freightlin	Bus	4UZ6CFBB61CH33901		84	6184	\$86,293		Market
2002	Thomas	Bus	1T88UBB2421115784		84	6184	\$86,687		Market
2002	Thomas	Bus	1T88U3B2621115785		84	6184	\$86,687		Market
2002	Freightlin	Bus	1T88U3B2821115786		84	6184	\$86,687		Market
2002	Thomas	Bus	4UZAAXBVX2CJ75727		84	6184	\$85,689		Market
2002	Thomas	Bus	1T88U3B2X21115787		84	6184	\$86,667		Market
2003	Thomas	Bus	1T88U4D2131128108		84	6184	\$87,753		Market
2003	Thomas	Bus	1T88U4D2731128114		84	6184	\$90,950		Market
2003	Thomas	Bus	4UZAAXBV53CL66795		84	6184	\$86,428		Market
2003	Thomas	Bus	1T7HT4C2831128115		84	6184	\$87,556		Market
2004	Thomas	Bus	1T7YT4C2741137499		84	6184	\$89,706		Market
2004	Thomas	Bus	1T7YT4C2541137498		84	6184	\$89,706		Market
2004	Thomas	Bus	1T7YT4C2X41137500		84	6184	\$89,706		Market
2004	Thomas	Bus	1T7YT4C2141137501		84	6184	\$89,706		Market
2004	Thomas	Bus	4UZAAXCS54CM04712		84	6184	\$86,248		Market
2005	Thomas	Bus	4UZAAXDC95CU06598		84	6184	\$91,242		Market

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	Use/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
2005	Thomas	Bus	4UZAAXDC15CUO8166			6184	\$83,222		Market
2005	Thomas	Bus	4UZAAXDCX5CUO8165			6184	\$83,202		Market
2005	Thomas	Bus	1T7YU4C2551159256			6184	\$114,184		Market
2005	Thomas	Bus	1T7YU4C2751159257			6184	\$114,184		Market
1991	Bluebird	Bus	1BABMC7A1MF045426			6184	\$3,000		Market
1990	Bluebird	Bus	1BABMC7A7LF038463			6184	\$3,000		Market
2006	Thomas	Bus	1T7YU4C2X61167290			6184	\$114,184		Market
2006	Thomas	Bus	1T7YU4C2161167291			6184	\$114,184		Market
2006	Thomas	Bus	1T7YU4C2361167289			6184	\$114,184		Market
2007	Thomas	Bus	1T7YU4E2171290295		88	6184	\$102,724		Market
2007	Thomas	Bus	1T7YU4E2381290297		88	6184	\$102,724		Market
2008	Thomas	Bus	1T7YU4E2581290298		88	6184	\$102,724		Market
2008	Thomas	Bus	1T7YU4E2781290299		88	6184	\$102,724		Market
2007	Thomas	Bus	1T7YU4E2371290296			6184	\$102,724		Market
2008	Bluebird	Bus	1BABNBXA38F253918			6184	\$119,782		Market
2008	Bluebird	Bus	1BABNBXA8F253916			6184	\$119,782		Market
2008	Bluebird	Bus	1BABNBXA88F253915			6184	\$119,782		Market
2008	Bluebird	Bus	1BABNBXA18F253917			6184	\$119,782		Market
2008	Bluebird	Bus	1BABNBXA587253919			6184	\$119,782		Market
2012	Bluebird	Bus	1BAKCCPA1CF285433			6184	\$125,000		Market
1998	Chevrolet	Lumina	2G1WL52M6W9226565			7398			NO APD
1999	Chevrolet	Lumina	2G1WL52M2X9279992			7398	\$15,374		Market
1998	Ford	Contour	1FALP6531WK156632			7398			NO APD
2000	Chevrolet	Sedan	2G1WL52J6Y1296851			7398	\$15,757		Market

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	Use/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
2000	Chevrolet	Sedan	2G1WL52JX1299574			7398	\$15,757		Market
2000	Chevrolet	Sedan	2G1WL53JXV1294827			7398	\$15,757		Market
2001	Chevrolet	Impala	2G1WFS2E919313787			7398	\$17,478		Market
2001	Chevrolet	Impala	2G1WFS2E419314247			7398	\$17,478		Market
2001	Chevrolet	Lumina	2G1WLS2J911298168			7398	\$14,979		Market
2002	Chevrolet	Impala	2G1WFS2E629255476			7398	\$17,250		Market
2002	Chevrolet	Impala	2G1WFS2E229257905			7398	\$17,250		Market
2002	Chevrolet	Impala	2G1WFS2E129254154			7398	\$17,250		Market
2003	Chevrolet	Impala	2G1WFS2E839385423			7398	\$17,520		Market
2003	Chevrolet	Impala	2G1WF 52E339384597			7398	\$17,520		Market
2003	Chevrolet	Impala	2G1WFS2E339379481			7398	\$17,520		Market
2004	Chevrolet	Impala	1G1WFS2EX49305945			7398	\$14,607		Market
2005	Dodge	Durango	1D4HB38N75F550138			7398	\$21,914		Market
2008	Chevrolet	Impala	2G1WB58K381300986			7398	\$15,503		Market
2008	Chevrolet	Impala	2G1WB58K681303347			7398	\$15,503		Market
2008	Chevrolet	Impala	2G1WB58K281303202			7398	\$15,503		Market
2013	Toyota	Camry	4T4BF1FK7DR335956			7398	\$23,250		Market
2013	Toyota	Camry	4T4BF1FK4DR335185			7398	\$23,250		Market
1987	Internatio	Dump Truck	1HTLAHEN9HHA13250			7398			Market
1983		Trailer	4653T			21499			NO APD
1988	Homema	Trailer				68499			NO APD
1995	Utility	Trailer	1UN10BE23S1005456			68499			NO APD
1995	Utility	Trailer	42ETPE43T1001000			68499			NO APD
1993	Ditchwith	Trailer	1DS0000B1P17K0554			68499			NO APD
2000	Lon R	Trailer	120AU1110YC021187			68499			NO APD
1990	Redi Haul	Trailer	47SH081T5L1006127			68499	\$1,293		Market
1986		Trailer	86NV1730			68499			NO APD
1987	Chevrolet	Pickup	1GCGR24K2HJ144246			1499			NO APD
1990	Chevrolet	Pickup				1499			NO APD
1990	Chevrolet	Pickup				1499			NO APD
1995	Ford	Pickup	1FTHF25HXSLB70783			1499			NO APD
1994	Ford	Pickup	2FTDF15Y9AgreedA80943			1499			NO APD
1999	Chevrolet	Pickup	1GCGC24R5XR709250			1499			Market
1999	Dodge	Pickup	3B6MC3665XM571856			1499	\$18,735		Market
1993	Ford	Pickup	2FTHF25H7PCA12094			1499	\$22,405		NO APD

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	Use/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
2000	Chevrolet	Truck	1GCGC24U7VE348343			1499	\$19,247		Market
2000	Chevrolet	Pickup	1GBGC34R4YF499530			1499	\$18,838		Market
2001	Chevrolet	Pickup	1GCHC24U01Z272676			1499	\$20,031		Market
1995	Kenworth	Truck	1XKADR9X9SS639311			1499			NO APD
2001	Chevrolet	Van	1GCDL19W71B148609			1499	\$24,692		Market
1998	Dodge	Pickup	3B6MF3665WN253127			1499			NO APD
2019	Blue Bird	Bus	1BAKGCSA9KF351995			6184	\$142,579		Market
2002	Chevrolet	Van	1GNEL19X32B129562			1499	\$21,631		Market
2019	Blue Bird	Bus	1BAKGCSA9KF351996			6184	\$142,579		Market
2002	Chevrolet	Van	1GNEL19X32B129223			1499	\$21,631		Market
2002	Chevrolet	Silverado	1GCHC24U62E208943			1499	\$17,250		Market
2003	Chevrolet	Astro Van	1GNEL19X33B142636			1499	\$21,770		Market
2003	Chevrolet	Astro Van	1GNEL19X73B142493			1499	\$21,770		Market
2003	Chevrolet	Astro Van	1GCDL19X63B142795			1499	\$20,500		Market
2004	Chevrolet	Van	1GNEL19X04B116831			1499	\$19,394		Market
2004	Chevrolet	Van	1GNEL19X04B116660			1499	\$19,394		Market
2004	Chevrolet	Van	1GNEL19X64B117019			1499	\$19,394		Market
2005	Chevrolet	Pickup	1GBHC24U05E214410			1499	\$16,000		Market
2005	Chevrolet	Pickup	1GBHC24U05E215282			1499	\$16,000		Market
2005	Chevrolet	Astro Van	1GNEL19X55B120074			1499	\$19,294		Market

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	Use/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
1995	Chevrolet	Astro Van	1GNDM19W8S251611			1499	\$4,500		Market
1998	Dodge	Van	2B7KB31Y2WK135710			1499			NO APD
2004	GMC	Van	1GDHG31U541175647			1499			NO APD
2005	Chevrolet	Astro Van	1GBJ31U351124255			1499	\$23,023		Market
2006	Chevrolet	Impala	2G1WB55K269407563			1499	\$15,499		Market
2006	Chevrolet	Impala	2G1WB55K069406637			1499	\$15,499		Market
2006	Chevrolet	Impala	2G1WB55K369404154			1499	\$15,499		Market
2006	Chevrolet	Impala	2G1WB55K569404964			1499	\$15,499		Market
2006	Chevrolet	Impala	2G1WB55K069403012			1499	\$15,499		Market
2007	Chevrolet	Pickup	1GBHC34U37E131692			1499	\$21,635		Market
2008	Dodge	Ram Truck	3D6WD68A68G248849			1499	\$38,000		Market
2008	Dodge	Caravan	1D8HN44HX8B184778			1499	\$21,042		Market
2008	Dodge	Caravan	1D8HN44H18B184779			1499	\$21,042		Market
2007	Chevy	Pickup	1GCHC24K37E601837			1499	\$15,000		Market
2002	Chevy	2500 Pickup	1GBGC24U82Z335363			1499	\$18,000		Market
2011	Dodge	Caravan	2D4RN4DG7BR647143			1499	\$25,000		Market
2011	Dodge	Caravan	2D4RN3DG3BR606891			1499	\$25,000		Market
2011	Dodge	Caravan	2D4RN4DG7BR647144			1499	\$25,000		Market
2012	DODGE		3C7WLBL1CG231838			1499	\$72,000		Market
2014	GMC	3500HD	1GD322CG8EF183854			1499	\$43,567		Market
2000	Ford	Bed	1FDWW36F0YED95118			1499	\$ -		NO APD
2001	Ford	Pickup	1FTNF21F31E893784			1499	\$ -		NO APD
2001	Ford	Pickup	1FTNF21F51E893785			1499	\$ -		NO APD
2016	PJ	Utility Trailer	4P5T82224G1238489			68499	\$7,495		Market
2016	Toyota	Corolla	2T1BURHE9GC594637			7398	\$18,982		Market
2016	Toyota	Corolla	2T1BURHEXGC595781			7398	\$18,982		Market
2016	Toyota	Corolla	5YFBURHEXGP419426			7398	\$18,982		Market
2016	Toyota	Corolla	2T1BURHE5GC560081			7398	\$18,982		Market
2016	GMC	Yukon	1GKS2FEC6GR281336			7398	\$42,774		Market

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	User/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
2016	GMC	Yukon	1GKS2FEC2GR282807			7398	\$42,774		Market
2016	GMC	Yukon	1GKS2FEC8GR280852			7398	\$42,774		Market
2016	GMC	Yukon	1GKS2FEC4GR281447			7398	\$42,774		Market
2016	GMC	Yukon	1GKS2FEC1GR282538			7398	\$42,774		Market
2016	GMC	Yukon	1GKS2FEC7GR282656			7398	\$42,774		Market
2016	GMC	Yukon	1GKS2FEC7GR281362			7398	\$42,774		Market
2016	GMC	Yukon	1GKS2FEC9GR282223			7398	\$42,774		Market
2016	Dodge	Pickup	3C7WRMCL4GG306768			1499	\$40,000		Market
2018	Toyota	Corolla	2T1BURHE1JC003148			7398	\$19,450		Market
1998	Chevy	Pickup	2G1WL52M7W9231550			1499			NO APD
2018	Toyota	Corolla	2T1BURHE1JC009046			7398	\$19,450		Market
2018	PJ	#17T15	4P5T62020J1273546			68499	\$6,900		Market
2018	Toyota	Corolla	2T1BURHE7JC028600			7398	\$19,450		Market
2017	Dodge	Ram 2500	3C6MRSAL1HG712299			1499	\$34,190		Market
2018	Toyota	Corolla	2T1BURHE1JC967337		#17PU32	7398	\$19,450		Market
2017	Dodge	Ram	3C7WRTAL3HG715536			1499	\$50,500		Market
2018	PJ	Trailer	4P5T62028J1291454			68499	\$7,000		Market
2017	Bluebird	Bus	1BAKGCPA1HF328910			6184	\$135,140		Market
2018	GMC	Yukon	1GKS2FECXR284117			1499	\$44,000		Market
2017	Bluebird	Bus	1BAKGCPA3HF328911			6184	\$135,140		Market
2019	PJ	Trailer	4PD31223K1292582			68499	\$7,000		Market
2017	Bluebird	Bus	1BAKGCPA5HF328912			6184	\$135,140		Market
2017	Bluebird	Bus	1BABNBCAXHF328913			6184	\$140,929		Market
2017	Bluebird	Bus	1BABNBCA1HF328914			6184	\$140,929		Market
2017	Bluebird	Bus	1BABNBCA3HF328915			6184	\$140,929		Market
2017	Bluebird	Bus	1BABNBCA5HF328916			6184	\$140,929		Market
2017	Bluebird	Bus	1BABNBCA7HF328917			6184	\$140,929		Market
2017	Bluebird	Bus	1BABNB6A4JF32324			6184	\$146,925		Market
2017	Bluebird	Bus	1BABNB6A4JF32325			6184	\$146,925		Market
2017	Bluebird	Bus	1BABNB6A4JF32326			6184	\$146,925		Market

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	Use/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
2017	Bluebird	Bus	1BABNB6A4JF32328			6184	\$146,925		Market
2017	Bluebird	Bus	1BABNB6A4JF32329			6184	\$146,925		Market
2018	Dodge	Ram Pickup	3C6MR5AL2JG389922			1499	\$37,000		Market
2018	Dodge	Ram Pickup	3C7WRTAL6JG375174			1499	\$49,000		Market
1997	Bluebird	Bus	1BABMC7A7VF075709			6184			NO APD
1998	Bluebird	Bus	1BABMC7A5WF081753			1499			NO APD
2019	Toyota	Corolla	2T1BURHEXKC244104			7398	\$17,990		Market
2019	Toyota	Corolla	2T1BURHE6KC247002			7398	\$17,900		Market
2019	Toyota	Corolla	2T1BURHE8KC227379			7398	\$17,900		Market
2019	Bluebird	Bus	1BABNB6A8KF351982	19121		6184	\$143,000		Market
2019	Bluebird	Bus	1BABNB6A8KF351984	19131		6184	\$143,000		Market
2020	Bluebird	Bus	1BAKGC8A8LF366098	20132		6184	\$147,500		Market
2019	Bluebird	Bus	1BABNB6A8KF351983	19130		6184	\$143,000		Market
2020	Bluebird	Bus	1BAKGC8A8LF366144	20133		6184	\$163,700		Market
2020	Bluebird	Bus	1BAKGC8A8LF366145	20134		6184	\$163,700		Market
1997	Bluebird	Bus	1BABMC7A1VF075706	9726		6184			NO APD
2018	Dodge	Truck	3C7WRTAL3JG245419	18PU34		1499	\$47,800		Market
2018	Dodge	Truck	3C7WRTAL3JG245420	18PU35		1499	\$47,800		Market
1999	Chevy	Car	2G1WL52M0X9276623	99127		7398			NO APD
1999	Chevy	Car	2G1WL52M6X9277890	99128		7398			NO APD
2020	Toyota	Camry	4T1C11AK6LU966295			7398	\$23,301		Market
2020	Toyota	Camry	4T1C11AK7LU401098			7398	\$23,301		Market
2020	Toyota	Camry	4T1C11AK7LU960361			7398	\$23,301		Market
2021	GMC	Yukon	1GKS2FED6MR207094			1499	\$52,818		Market
2021	GMC	Yukon	1GKS2FED3MR207201			1499	\$52,818		Market
2021	GMC	Yukon	1GJS2FED9MR207428			1499	\$52,818		Market
2022	GMC	Yukon	1GKS2FED4NR131490			1499	\$51,000		Market
2023	GMC	YUKON	1GKS2FED6PR150349	23Y173		1499	54,878		Market
2023	GMC	YUKON	1GKS2FED2PR152034	23Y174		1499	54,878		Market
2023	GMC	YUKON	1GKS2FED0PR150394	23Y175		1499	54,878		Market
2023	GMC	YUKON	1GKS2FED7PR151414	23Y176		1499	54,878		Market
2023	GMC	YUKON	1GKS2FED1PR150887	23Y177		1499	54,878		Market
2023	GMC	YUKON	1GKS2FED9PR150376	23Y178		1499	54,878		Market
2023	GMC	YUKON	1GKS2FED6PR151419	23Y179		1499	54,878		Market

Lyon County Schools - Vehicle Schedule

Year	Make	Model	VIN #	Use/Dept.	(Trucks)/# Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation
2023	GMC	YUKON	1GKS2FED3PR151927	23Y180		1499	54,878		Market
2025	Bluebird	BUS	1BABNB6A6SF802438	25146		6184	\$248,179		Addition
2025	Bluebird	BUS	1BABNB6A6SF802439	25147		6184	\$248,179		Addition
2025	Bluebird	BUS	1BABNB6A4SF802440	25148		6184	\$248,179		Addition
2025	Bluebird	BUS	1BABNB6A6SF802441	25149		6184	\$248,179		Addition
2025	Bluebird	BUS	1BABNB6A6SF802442	25150		6184	\$248,179		Addition
2025	Bluebird	BUS	1BABNB6AXSF802443	25151		6184	\$248,179		Addition
2025	Bluebird	BUS	1BABNB6A4SF802406	25143		6184	\$248,179		Addition
2025	Bluebird	BUS	1BABNB6A6SF802407	25144		6184	\$248,179		Addition
2025	Bluebird	BUS	1BABNB6A6SF802408	25145		6184	\$248,179		Addition
2024	Bluebird	Bus	1BAKGC5A4RF805922	24141		6184	\$179,449		Addition
2024	Bluebird	Bus	1BAKGC5A6RF805923	24142		6184	\$179,449		Addition
2024	Bluebird	Bus	1BAKGC5A2RF805921	24140		6184	\$179,449		Addition
2024	Toyota	car	4T1C11AK1RU204453	24C174		7398	\$27,432		Addition
2024	Toyota	car	4T1C11AK4RU807254	24C175		7398	\$27,432		Addition
2024	Toyota	car	4T1C11AK6RU906736	24C176		7398	\$27,432		Addition
2024	Toyota	car	4T1C11AK3RU891239	24C177		7398	\$27,432		Addition
2024	GMC	YUKON	1GKS2FED0RR22788	24Y181		1499	\$63,145		Addition
2024	GMC	YUKON	1GKS2FED1RR22716	24Y182		1499	\$63,145		Addition
2024	GMC	YUKON	1GKS2FED9RR22786	24Y183		1499	\$63,145		Addition
2024	GMC	3500 Sierra	1GD39SEY1RF181872	24PU40		1499	\$81,939		Addition

Lyon County Schools - Vehicle Schedule										
Year	Make	Model	VIN #	Use/Dept.	(Trucks) / # Pass.	Class	Cost New	Agreed Value	Phys. Dmg. Valuation	
2024	GMC	3500 Sierra	1GD39SEY1RF181547	24PU41		1499	\$116,465			Addition
2019	RAM	PROMASTE R (VAN)	3C6TRVAGOKKE5018 36	19V25		1499	\$21,000			Addition
							\$11,266,638			
							x .75			
						<b>TOTAL</b>	<b>\$8,449,978</b>			

**Lyon County School District**

<b>Year</b>	<b>Make</b>	<b>Model</b>	<b>Equipent Serial #</b>	<b>Use/Dept.</b>	<b>Value</b>		
2024	Hyster	H60XT	Lift Truck 6000 LB Class V - H60 XT	A380V16004X	Maintenance	\$ 45,714	
2024	John Deere	35 P		1FF035PACRK004157	Maintenance	\$ 69,352	
2024	SkyJack	SJ1256	THS	87410818	Maintenance	\$ 210,000	Addition
						\$ 325,066	

## Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** Kyle Rodriguez, Fiscal Services Officer  
**Re:** Final FY25 Budget Transfers

---

**Recommendation:**

The Board of Trustees accepts the Final FY25 Budget Transfers for the General Fund, Special Education Fund, Capital Projects Fund & Bond Fund.

**Attachment(s):**

Per NRS 354.598005 section 5 (b); “Budget appropriations may be transferred between functions, funds or contingency accounts in the following manner, if such a transfer does not increase the total appropriation for any fiscal year and is not in conflict with other statutory provisions:

- (b) The person designated to administer the budget may transfer appropriations between functions or programs within a fund, if:
  - (1) The governing body is advised of the action at the next regular meeting; and
  - (2) The action is recorded in the official minutes of the meeting.”

**Budget Considerations**

There is no net increase in budgeted appropriations for these transfers; these transfers are between functions as allowed by state law.

**Discussed at Prior Meetings**

On March 25, 2025, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

On February 25, 2025, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

On November 19, 2024, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

On October 22, 2024, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

On September 24, 2024, the board of trustees accepted the budget transfer report, which authorized budget transfers between programs or functions for the General Fund.

**Attachments:**

FY25 Budget Adjustments

# Lyon County School District Board Memo

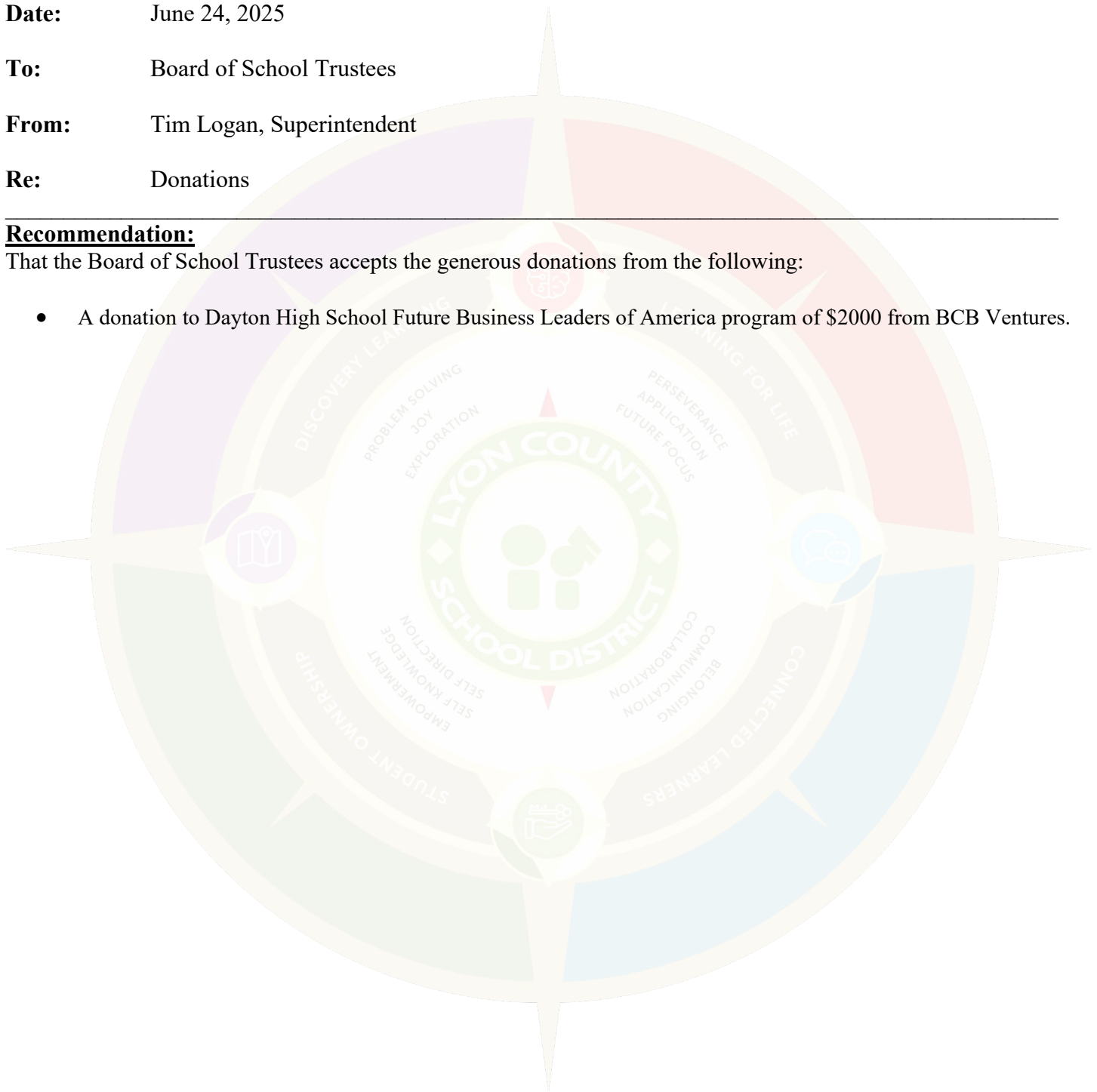
**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** Tim Logan, Superintendent  
**Re:** Donations

---

**Recommendation:**

That the Board of School Trustees accepts the generous donations from the following:

- A donation to Dayton High School Future Business Leaders of America program of \$2000 from BCB Ventures.



**Mission Statement** *Lyon County School District fosters learning for life, empowers connected learners, promotes student ownership, and encourages discovery learning for success in a rapidly evolving world.*

**DAYTON HIGH SCHOOL**  
**"HOME OF THE DUSTDEVILS"**



Julie Bumgardner  
Principal

335 OLD DAYTON VALLEY ROAD  
DAYTON, NEVADA 89403  
(775) 246-6240  
FAX (775) 246-6245

David Palmer  
Assistant Principal



Stephanie Lotito  
Assistant Principal

---

BCB Ventures  
PO BOX 2239  
Dayton, NV 89403

May 29, 2025

To whom it may concern,

Thank you so much for your kind donation of \$2,000.00 to the FBLA program here at Dayton High School. This will be used FBLA Nationals.

DHS Tax ID# 88-6000999

Gratefully yours

Julie Bumgardner, Principal

**The Mission of Dayton High School is to Prepare Responsible  
Individuals through Diverse Educational opportunities.**  
**PRIDE**

# Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** Skyler Tremaine, Communications & Public Relations Officer  
**Re:** Lyon County School District's Communications Plan

---

**Recommendation:**

That the Board of Trustees approve the Lyon County School District Communications Plan.

**Background Information:**

The LCSD Communications Plan was developed to serve as a transparent and intentional framework outlining how the Lyon County School District communicates with internal and external stakeholders. As the district continues to grow and navigate an evolving educational landscape, consistent, timely, and effective communication is critical in fostering trust, engagement, and community support.

This document serves as a blueprint for the Communications and Public Relations Officer (CAPRO) to set goals and expand outreach efforts. It also ensures alignment with LCSD's mission and vision while enhancing accountability, supporting staff and family engagement, and promoting the success of students, staff, and programs districtwide.

This is a living document that may be added to or altered as communication efforts expand or change to best meet the needs of the school district.

**Budget Considerations:**

N/A

**Discussed at Previous Meeting:**

No

**Attachment(s):**

Lyon County School District Communication Plan



# Lyon County School District's Communications Plan

June 2025

Prepared by  
Skyler Tremaine, MBA  
Communications & Public Relations Officer

Lyon County School District  
25 E Goldfield Ave.  
Yerington, NV 89447

# Table of Contents:

<b>Executive Summary</b> .....	<b>2</b>
<b>District Insights</b> .....	<b>2</b>
<b>Lyon County School District Mission, Vision, &amp; Values</b> .....	<b>3</b>
District Mission:.....	3
District Vision:.....	3
District Values:.....	3
<b>Target Audiences</b> .....	<b>4</b>
<b>Communication Channels</b> .....	<b>4</b>
<b>Continuous LCSD Communication Practices</b> .....	<b>4</b>
Internal Communications.....	4
External Communication.....	5
<b>2025 LCSD Communications Plan</b> .....	<b>7</b>
Communications Mission.....	7
Communications Vision.....	7
Communication Objectives & Implementation strategies:.....	7
Goal 1:.....	7
Goal 2:.....	7
Goal 3:.....	8
Goal 4:.....	8
<b>Conclusion</b> .....	<b>8</b>
<b>Appendices</b> .....	<b>10</b>

# Executive Summary

The Lyon County School District (LCSD) recognizes that strong communication is essential to building an informed, engaged, and connected school community. This plan provides a strategic framework to guide the Communications & Public Relations Officer (CAPRO) in effectively reaching internal and external stakeholders. Serving over 9,000 students and employing more than 1,000 staff across five unique communities, LCSD understands the importance of consistent messaging, proactive outreach, and meaningful storytelling. As the largest employer in the county, the district is committed to strengthening relationships, celebrating achievements, and fostering trust through clear and transparent communication.

## District Insights

The Lyon County School District spans for more than 2,000 miles across the state of Nevada. The district is comprised of 18 schools across Dayton, Fernley, Silver Springs, Smith Valley, and Yerington. The current enrollment for the 2024-25 school year is 9,057 students. This year, the district has 1,022 full-time employees. LCSD offers a variety of well-rounded curricula to meet the needs of all students in grades K-12, helping them learn, grow, and prepare for their futures. LCSD continues to expand its educational offerings to students including programs such as Career and Technical Education (middle & high school), Work-Based Learning, and Dual Credit through Western Nevada College.

In 2023, LCSD implemented the "Portrait of a Learner." The [Portrait of a Learner](#) is our community's shared vision of what it means to be a successful learner in Lyon County. The four domains within this Portrait are:

- Learning for Life
- Connected Learner
- Student Ownership
- Discovery Learning

For more information on our District as of 2025 please view: [2025 LCSD State of the District Report](#)

The LCSD's District Performance Plan (DPP) is a comprehensive, strategic document that outlines how our school district will improve student achievement, close learning gaps, and meet state and federal accountability requirements. It serves as a roadmap for academic growth, resource alignment, and continuous improvement across all schools in the district.

For more information on our DPP please view:

[2025-26 Lyon CSD District Performance Plan \(DPP\) One Page Summary](#)

# Lyon County School District Mission, Vision, & Values

## District Mission:

Lyon County School District fosters learning for life, empowers connected learners, promotes student ownership, and encourages discovery learning for success in a rapidly evolving world.

## District Vision:

Graduate all students to be college, career, and life successful.

## District Values:

### **1. Student-Centered Learning**

- a. We prioritize the success, well-being, and development of every student, promoting a supportive environment where all learners can thrive.

### **2. Equity and Inclusion**

- a. We are committed to ensuring that all students—regardless of background, ability, or circumstance—have access to high-quality education and opportunities.

### **3. Innovation and Growth**

- a. We embrace forward-thinking practices, technology, and continuous improvement to prepare students for the future.

### **4. Collaboration and Community**

- a. We value strong partnerships with families, staff, and community members to build a united, supportive educational environment.

### **5. Integrity and Accountability**

- a. We act with transparency, honesty, and responsibility in all our actions, striving to earn and maintain the trust of our stakeholders.

# Target Audiences

Lyon County School District communicates with a wide range of internal and external stakeholders. Internally, this includes LCSD leadership, teachers, staff, students and families from the five communities of Dayton, Fernley, Silver Springs, Smith Valley, and Yerington. Externally, the district engages with local and regional community members, residents of nearby areas such as Carson City, Gardnerville, Fallon, and Reno, as well as local businesses, media outlets, government and education officials, and prospective families and employees. These audiences form the foundation of an engaged and supportive district community.

# Communication Channels

Lyon County School District utilizes a variety of communication channels to effectively reach its audiences. These include the district’s website and mobile application, as well as a mass communication system utilized to message parents and staff via email, phone, and text. LCSD maintains active social media accounts on Facebook, Instagram, LinkedIn, and X (Twitter) to provide timely updates and promote community engagement. For a detailed list of the technology and platforms that LCSD uses in their communication efforts please refer to Appendix A.

# Continuous LCSD Communication Practices

## Internal Communications

### **1. Monthly District Newsletter**

This newsletter supports transparency, recognition, and community-wide awareness of district priorities. The monthly newsletter is sent to all LCSD staff and families at the end of each month. The newsletters include, but are not limited to:

- A message from the Superintendent
- “ICYMI” (In Case You Missed It)— a roundup of Limelight stories, relevant past announcements.
- Upcoming district events and key calendar dates
- Resources for students, families, and staff
- Updates on testing, board recognitions, and initiatives

### **2. Limelight Newsletters**

Limelight newsletters spotlight exceptional student and staff accomplishments, innovative programs, and school events. These stories are shared internally and

repurposed for broader use on social media and the district website. Limelight stories may also be used to develop press releases and shared with local and national media.

### **3. Communications Staff Professional Development**

The CAPRO supports staff development by:

- Providing training and updates on communication best practices
- Sharing guidance on family engagement, emergency messaging, and LCSD branding
- Offering ongoing support during leadership meetings or site-specific needs

### **4. School Webmaster Support**

The CAPRO oversees and collaborates with 18 school webmasters across the district. This includes:

- Offering regular training and resources
- Providing branding, messaging, and website support
- Ensuring consistency in web content, tone, and structure districtwide
- Helping school sites meet communication goals aligned with the district's Strategic Communications Plan

### **5. Mobile Application**

The LCSD mobile app helps stakeholders stay connected conveniently with their school and the district. The application features calendars, announcements, resources, and eventually, a two-way chat function (slated for future implementation). It serves as a direct communication tool in both day-to-day and emergency scenarios.

## External Communication

### **6. District Website**

The LCSD website is a public-facing hub of information for families, students, and the community. It includes but is not limited to:

- District news and announcements
- Board policies and resolutions
- Calendar of events and testing dates
- Program highlights and department updates
- Staff, parent, and student resources

Each school maintains its own site with support from the CAPRO. Content is updated regularly, and efforts are made to keep it parent- and student-friendly, accessible, and aligned with branding guidelines.

## **7. Social Media Platforms**

*For links to each platform see Appendix A*

LCSD maintains active, professional, and engaging accounts on:

- Facebook
- Instagram
- X (formerly Twitter)
- LinkedIn

## **8. Media Relations & News Releases**

LCSD is committed to proactive, transparent relationships with local and regional media. Media strategies include:

- Weekly Press Releases: Highlighting student success, staff accomplishments, partnerships, and district initiatives.
- Event Releases: Sent to news outlets before key events, inviting coverage and community attendance.
- Media Outreach: Regular contact with reporters to pitch positive district stories and serve as a trusted source for public education news.
- Crisis Communications: Coordinated responses to media inquiries during emergencies, ensuring accuracy and alignment with the district's messaging.

## **9. Multimedia Productions**

The CAPRO produces promotional videos and visual content to support:

- Academic programs (e.g., CTE, Dual Credit, WBL)
- Districtwide events and recognitions
- Recruitment and retention campaigns
- Family and community engagement

These productions are shared across platforms, including the website, social media, email newsletters, and live community events.

## 10. Annual State of the District Report

The CAPRO will prepare a State of the District report annually per [LCSD Board Policy BN](#). The document is designed to be a snapshot into the district so that internal and external stakeholders stay informed about the district's highlights, programs, graduation rates, and more. This document is printed and distributed to local entities throughout the community.

# 2025 LCSD Communications Plan

## Communications Mission

To foster transparent, engaging, and effective communication between the Lyon County School District, its students, parents, staff, and the broader community. Our goal is to celebrate student and staff achievements, strengthen community partnerships, and ensure all stakeholders are informed and engaged in the district's initiatives.

## Communications Vision

To build a strong, informed, and connected school district where communication enhances trust, engagement, and success for all students and stakeholders.

## Communication Objectives & Implementation strategies:

Goal 1:

### **Build and maintain positive relationships with the media.**

Lyon County School District is committed to cultivating strong, mutually beneficial relationships with local, regional, and state media outlets. LCSD recognizes the importance of maintaining open, proactive, and respectful lines of communication with the press.

Goal 2:

### **Increase parent and community awareness of academic programs and achievements within LCSD.**

Lyon County School District strives to ensure that families, staff, and community members are well-informed and inspired by the academic excellence and diverse learning opportunities offered across its 18 schools. Through consistent and

engaging communication, the district will promote awareness of standout programs and resources offered to students.

Goal 3:

**Provide consistent, timely, and accurate communication during emergencies, including inclement weather updates and other events that may impact school operations or student safety.**

In times of crisis or emergency, Lyon County School District prioritizes the safety, well-being, and trust of its students, staff, and families through fast, clear, and accurate communication. The district will uphold the procedures outlined in its Emergency Operations Plan (EOP) to utilize multiple channels to reach internal and external audiences. LCSD will maintain and regularly update its Emergency Communications Annex, ensuring all communication tools are aligned and ready for deployment.

*The LCSD Emergency Operations Plan was created with coordinated effort of community members, local law enforcement, local fire departments, local health agencies, Lyon County School District administration, the U.S. Department of Education Readiness and Emergency Management for Schools (REMS) division, Federal Emergency Management Agency (FEMA), the United States Department of Homeland Security, and the National Incident Management System (NIMS).*

See Appendix B or click to view [LCSD District Inclement weather Process Chart](#)

Goal 4:

**Strengthen recruitment and retention through strategic communication.**

Lyon County School District recognizes that attracting and retaining high-quality educators and staff is critical to student success and the district's long-term growth. The CAPRO will collaborate closely with the LCSD Human Resources Department to enhance recruitment and retention efforts through intentional, strategic communication.

## Conclusion

The Lyon County School District Communications Plan serves as a strategic framework to ensure timely, accurate, and engaging communication with all stakeholders. Through consistent messaging, multi-platform outreach, and a commitment to transparency, this plan supports the district's mission to foster learning and connection across our communities. As LCSD continues to grow and

evolve, this communications strategy will remain a living document—regularly evaluated, refined, and strengthened to meet the changing needs of our students, staff, and families.

# Appendices

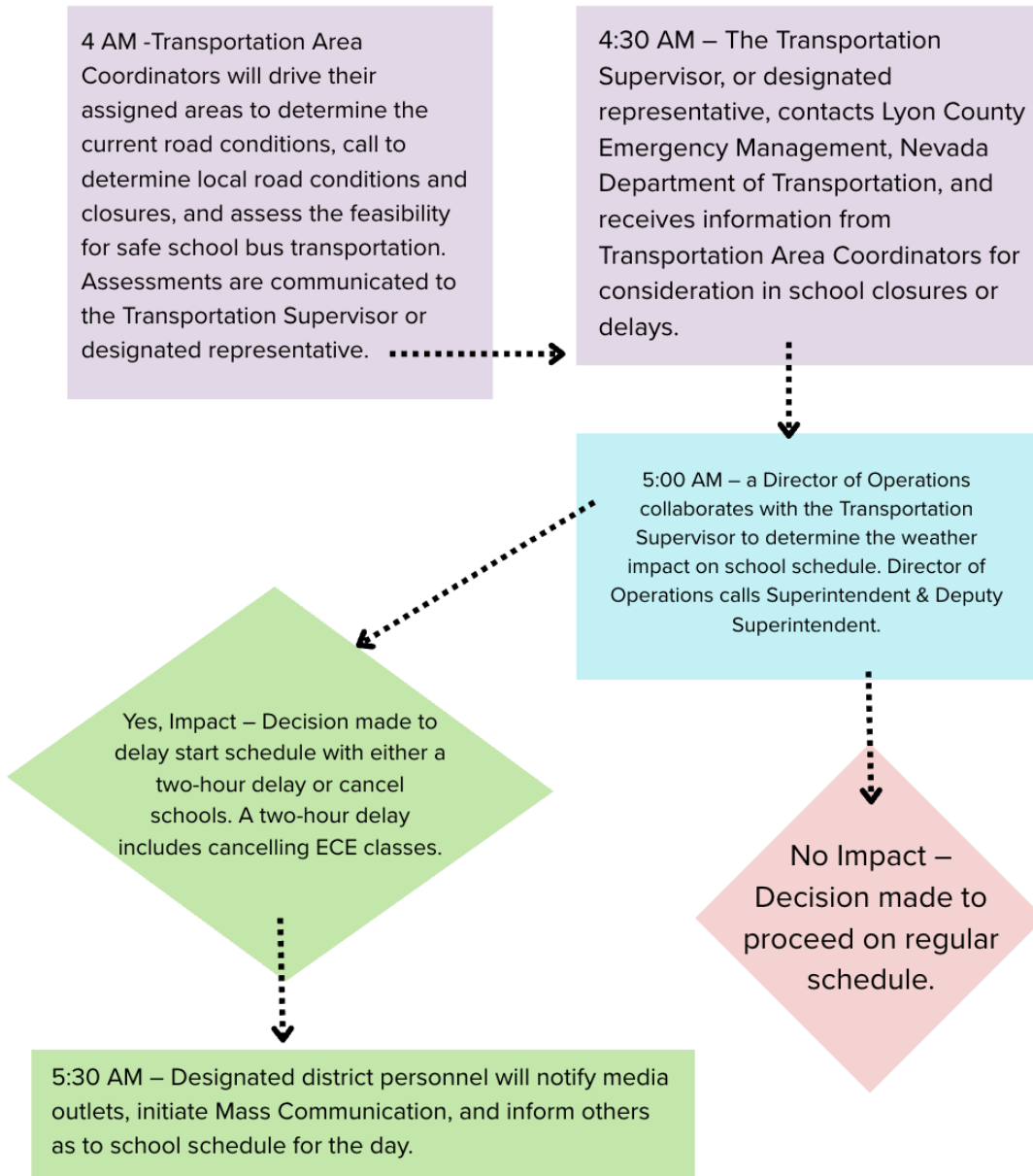
## Appendix A

<b>Communication Technology and Platforms</b>		
Technology/Platform:	How it is used to communicate:	Link:
<b>Website</b> (Powered By Finalsite)	The Lyon County School District website serves as a central hub for communication, providing students, families, staff, and community members with timely, accurate, and accessible information. It features news updates, event calendars, emergency alerts, academic resources, and links to key tools like school-specific pages.	<a href="http://www.lyoncsd.org">www.lyoncsd.org</a>
<b>Messages XR</b> (Powered By Finalsite)	<i>Launching July 2025</i> Messages XR is LCSD's mass communication system used to deliver timely and important information directly to families and staff via email, phone calls, and text messages. It will be used for district-wide announcements, school updates, emergency notifications, and event reminders.	Internal System
<b>Mobile Application</b> (Powered By Finalsite)	<i>Update coming July 2025:</i> The LCSD mobile app offers a streamlined way for families to stay informed and engaged. It provides easy access to school-specific calendars, event updates, district news, and emergency alerts.	Apple App Store: <a href="https://apps.apple.com/us/app/lyon-county-school-district/id6469570214?platform=iphone">https://apps.apple.com/us/app/lyon-county-school-district/id6469570214?platform=iphone</a>  Google Play Store: <a href="https://play.google.com/store/apps/details?id=com.finalsite.lyoncsdora&amp;utm_source=na_Med">https://play.google.com/store/apps/details?id=com.finalsite.lyoncsdora&amp;utm_source=na_Med</a>
<b>Facebook</b>	LCSD uses their social media platforms to communicate with families, staff, and the broader community. These platforms allow us to share important updates, celebrate student and staff achievements, promote upcoming events, and highlight district initiatives. Each platform serves a unique audience—Facebook and Instagram help us connect with families and showcase school life visually, X is used for timely alerts and quick updates, and LinkedIn highlights professional achievements, partnerships, and recruitment opportunities. Together, these social media channels support transparent, consistent, and engaging communication across LCSD.	<a href="https://www.facebook.com/lyoncsd">https://www.facebook.com/lyoncsd</a>
<b>Instagram</b>		<a href="https://www.instagram.com/lyoncsd">https://www.instagram.com/lyoncsd</a>
<b>X (Twitter)</b>		<a href="https://x.com/lyoncsd">https://x.com/lyoncsd</a>
<b>LinkedIn</b>		<a href="https://www.linkedin.com/company/lyoncsd/">https://www.linkedin.com/company/lyoncsd/</a>
<b>Youtube</b>		LCSD utilizes Youtube to stream Board Meetings and share information via video.

Appendix B



## Lyon County School District Inclement Weather Process Chart



## Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** BillieJo Hogan, Executive Director of Human Resources  
**Re:** 2026-2027 Master School Calendar Approval

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**Recommendation:**

That the Board of Trustees approve the 2026-2027 Master Calendar

**Background Information:**

Board Policy ICA - *Development of a School Master Calendar* states that, in order to maximize student learning, a school master calendar will be developed and presented by the Superintendent and/or designee to the Board. The calendar is being brought to the Board for approval well in advance of the 2026-27 school year so that the public, our families and our staff have access to the calendar in order to make plans and decisions.

**Policy Overview:**

The proposed calendar adheres to Policy ICA's requirements:

1. Schedule Christmas Vacation for two (2) full weeks if possible.
2. Schedule Spring Break for one (1) full week, five (5) school days, either the last week of March or the first week of April.
3. Schedule the first day of school prior to Labor Day each year.
4. Schedule Thanksgiving Break for one (1) full week, five (5) school days to begin the Monday before Thanksgiving.

**Proposed Calendar:**

- Start Date: August 20, 2026
- End of First Semester: January 22, 2027
- Last Day of School: June 4, 2027
- Thanksgiving Break: 5 days
- Winter Break: 2 weeks
- Spring Break: 1 week (*first full week of April*)

**Discussed at Previous Meeting:**

Feb. 25, 2025

**Attachment(s):**

Proposed Lyon County School District 2026-2027 Calendar

# B- Lyon County School District

## 2026-2027

### Academic Year Calendar

July 26						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 26						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 26						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 26						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 26						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 26						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 27						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 27						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 27						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 27						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 27						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 27						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Black School is in session  
 Red School is not in session

<b>First Day of School</b>
New Teacher Professional Development (189-day contract)
Teacher Training/Work Day (185-day contract)
Parent Teacher Conference Set Aside Days
End of Semester, Teacher Work Day (Full Day)
First Day of Second Semester
<b>Last Day of School 1/2 Day Students</b>
Contingency Days

Nine Week Period Ends		Quarter days	Semester days
10/23/26	1st Quarter	46	
1/21/27	2nd Quarter/1st Semester	46	92
3/26/27	3rd Quarter	44	
<b>6/4/27</b>	<b>4th Quarter/ 2nd Semester</b>	<b>44</b>	<b>88</b>

Holidays	
Labor Day	September 7, 2026
Nevada Day Observed	October 30, 2026
Veteran's Day Observed	November 11, 2026
Thanksgiving Break	November 23-27, 2026
Winter Break	December 21 - January 1, 2027
Martin Luther King Jr.	January 18, 2027
President's Day	February 15, 2027
Spring Break	March 29 - April 2, 2027
Memorial Day	May 31, 2027
Juneteenth	June 18, 2027

# Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** Tim Logan, Superintendent  
**Re:** 2025 Evaluation of Superintendent

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**Recommendation:**

At the discretion of the Board of Trustees

**Background Information:**

Per LCSD Policy BCD: Board-Superintendent Relationship, the Board of Trustees is required to formally evaluate the superintendent annually in a regularly agendized, open meeting. The policy is attached for your reference. This is an opportunity for the board to provide the superintendent feedback on his performance for the past year. After considering all the subcategory ratings, the board will vote on a final rating during the meeting.

**Budget Considerations:**

None

**Discussed at Previous Meeting:**

No

**Attachment(s):**

LCSD Policy BCD: Board-Superintendent Relationship  
LCSD 2025 Individual Board Member Superintendent Evaluation Forms (7)  
LCSD 2025 Evaluation Summary

***BOARD-SUPERINTENDENT RELATIONSHIP***

The superintendent shall be the chief executive officer and shall be responsible for the professional leadership necessary to translate the will of the Board into administrative action.

The superintendent shall be responsible for all aspects of district operation and for such duties and powers pertaining thereto as directed or delegated by the Board, and to develop such procedures and regulations as he/she considers necessary to ensure efficient operation of the district.

The Board expects that the superintendent is professionally able and possesses outstanding qualities of leadership, vision and administrative skill and that the superintendent will implement all Board policies in good faith.

The superintendent can expect that the Board will respect the superintendent's professional competence and extend to him/her full responsibility for implementation of Board policy decisions.

The Board holds the superintendent responsible for carrying out its policies within established guidelines and for keeping the Board informed about district operations. Any communication between the Board and Superintendent that directs the Superintendent's actions on policy implementation or district management needs to be done either in open public meeting or if it is on an urgent nature, communicated to all Board members in the same manner.

Individual Board members can request information from the Superintendent pertinent to policies and operations of the district. Individual Board members can provide information to the Superintendent pertinent to the operation of the district. Individual Board members cannot direct the Superintendent or Staff outside of open public meetings except as required for the duties of the Board President and Board Secretary as outlined in Policy BCB.

The Superintendent shall be given a formal evaluation by the Board in a regularly agendized, open meeting no less than one time per each school year that they are employed by the School Board (See NRS 241.031). The Board may, at their discretion, informally evaluate the Superintendent at any time during the school year in order to develop the formal year-end evaluation. Informal evaluations will not be used by the Board in any other manner.

**Legal Reference(s): NRS 241.031**

Policy #BCD  
Revised 4/25/17

***BOARD-SUPERINTENDENT RELATIONSHIP – ADMINISTRATIVE  
REGULATIONS***

**Lyon County School District  
BOARD ASSURANCES TO THE SUPERINTENDENT**

- Follow proper protocols with respect to communication.
- Let the Superintendent do his job – not direct him like a puppet.
- Be honest and open with the Superintendent.
- Support the schools and staff within their communities.
- Treat recommendations by administrative staff with respect.
- Provide clear expectations for the Superintendent and reinforce those with meaningful evaluations.
- Dress to business casual standards as appropriate to the event.

**Lyon County School District  
SUPERINTENDENT ASSURANCES TO THE BOARD**

- Keep kids first!
- Promote a safe and positive environment/culture.
- Focus on curriculum, instruction and assessment.
- Effectively communicate with the Board, staff, students and parents/community members in an open, honest, transparent and positive manner.
- Have visible presence at District schools.
- Treat all Board members equally.
- Work collaboratively with all stakeholders in promoting continuous improvement.

## **LCSD Trustee/Superintendent Communication Protocol**

The Superintendent or his assistant will notify all trustees about any high profile incidents (emergency, accident, etc.).

Any request for information that involves time and research to produce a document will be provided to all trustees. All other simple requests will be provided to the requesting trustee.

As individual trustees contact cabinet members or administrators requesting information or answers, they will also notify the superintendent about the request.

Unless an emergency exists, as individual trustees receive formal complaints or information from stakeholders, they will first respond by asking if they have spoken to the site administrator/supervisor or superintendent respectively. If the individual trustee communicates directly with the site administrator/supervisor about the complaint or information, they will also inform the superintendent. Otherwise, the trustee will forward the complaint or information directly to the superintendent.

\*In order to respect each other's personal and family time, communication on the weekends will be limited to emergency situations, so far as is feasible.

# Lyon County School District Superintendent Evaluation

## PART I- RATING BASED ON STANDARDS AND PROFESSIONAL PRACTICES

### Standards and Professional Practices:

- 1) Student Learning and Instruction
- 2) Communication and Ethics
- 3) Human Resources and Finance
- 4) Policy and Board Relations
- 5) Facilities and Safety

### Rating Scale:

Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i>Performance has continually exceeded the criteria</i>	<i>Performance consistently meets the criteria</i>	<i>Performance does not meet the criteria and requires significant improvement</i>

<b>OUTCOME #1 Student Learning &amp; Instruction</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies Provide Evidence for Rating:	5	15	1	3.00
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1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth Provide Evidence for Rating:	25	6	0	4.43
1.3 District graduation rate meets or exceeds the state's graduation rate Provide Evidence for Rating:	15	12	0	3.86
1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs Provide Evidence for Rating:	10	15	0	3.57
1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff Provide Evidence for Rating:	5	18	0	3.29

<b>Overall average for Outcome 1</b>	3.11
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<b>OUTCOME #2 Communication &amp; Ethics</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials Provide Evidence for Rating:	5	18	0	3.29
2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations	5	15	1	3.00

Provide Evidence for Rating:				
2.3 Regularly visits schools and visibly engages the school community and the community at large Provide Evidence for Rating:	25	6	0	4.43
2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates Provide Evidence for Rating:	10	15	0	3.57
2.5 Responds to stakeholder and board communications within 2 working days Provide Evidence for Rating:	10	15	0	3.57
2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning Provide Evidence for Rating:	15	9	1	3.57
2.7 Models accepted moral and ethical standards in all interactions Provide Evidence for Rating:	10	12	1	3.29
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues Provide Evidence for Rating:	10	15	0	3.57

<b>Overall average for Outcome 2</b>	3.11
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<b>OUTCOME #3 Human Resources and Finance</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals	5	12	2	2.71
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Provide Evidence for Rating:				
3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District Provide Evidence for Rating:	5	18	0	3.29
3.3 Ensures that federal, state, and local laws and policies are implemented for employees Provide Evidence for Rating:	15	12	0	3.86
3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs Provide Evidence for Rating:	20	9	0	4.14
3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices Provide Evidence for Rating:	20	9	0	4.14
3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating Provide Evidence for Rating:	25	6	0	4.43

<b>Overall Average for Outcome 3</b>	<b>3.38</b>
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<b>OUTCOME #4 Policy &amp; Board Relations</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
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4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions Provide Evidence for Rating:	15	12	0	3.86
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4.2 Creates administrative regulations to ensure the appropriate enforcement of board policy and compliance with state and federal law Provide Evidence for Rating:	10	12	1	3.29
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities Provide Evidence for Rating:	5	18	0	3.29
4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions Provide Evidence for Rating:	10	12	1	3.29
4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP) Provide Evidence for Rating:	20	9	0	4.14
4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events Provide Evidence for Rating:	25	6	0	4.43
4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members Provide Evidence for Rating:	20	9	0	4.14
4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns Provide Evidence for Rating:	20	6	1	3.86

<b>Overall Average for Outcome 4:</b>	3.29
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<b>OUTCOME #5 Facilities and Safety</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)	Averages for trustee responses:
---	------------------------------	----------------------------	-----------------------------------	---------------------------------

5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board Provide Evidence for Rating:	25	6	0	4.43
5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board Provide Evidence for Rating:	10	15	0	3.57
5.3 Ensures that each school and the District has a current Emergency Operation Plan and applicable safety drills are conducted at each school in conjunction with appropriate first responders Provide Evidence for Rating:	5	18	0	3.29
5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness Provide Evidence for Rating:	5	18	0	3.29
5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update Provide Evidence for Rating:	10	12	1	3.29

<b>Overall average for Outcome 5:</b>	3.69
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## PART II- EVALUATION SUMMARY

Outcome #1 Student Learning & Instruction	3.63
Outcome #2 Communication & Ethics	3.54
Outcome #3 Human Resources and Finance	3.76
Outcome #4 Policy & Board Relations	3.58
Outcome #5 Facilities and Safety	3.57

Average of the Outcomes 1-5 (Final Score):	3.66
--	------

*An overall average between 1 to 2.32 signifies an **unsatisfactory** evaluation.*  
*An overall average between 2.33 to 3.66 points signifies a **satisfactory** evaluation.*  
*An overall average between 3.67 to 5 points signifies an **exceptional** evaluation.*

\_\_\_\_\_  
 Board President (date)






\_\_\_\_\_  
 Superintendent (date)

Name of Evaluator: Elmer Bull





Date of Evaluation: 6/11/25

Comments included on attachment

<b>OUTCOME #1 Student Learning &amp; Instruction</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<p><b><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></b></p>	Chose only one		
<p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating: At a Board of Trustee workshop in February, trustees were provided with copious amounts of data regarding the Lyon CSD from the Nevada Report Card. The Superintendent <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating: At the workshop cited above, Executive Cabinet member Jim Gianotti, delivered an informative presentation about the <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating: A report provided by LCSD Communications &amp; Public Relations Officer Skyler Tremaine indicates that Lyon County <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating: While I wasn't yet on the Board, a status update was provided to the Board in December and outlined the successes and 			
1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff  Provide Evidence for Rating: During a Trustee workshop in March, Executive Cabinet members and Trustees worked through the development of 8 			

Comments: (Identify strengths or recommendations for improvement):  
As a five month Board member, I don't feel completely comfortable about contributing to an annual evaluation of the Superintendent - especially since Mr. Logan has only been in his position since July 1, 2025. However, I have been impressed by the openness of our meetings and the valuable information provided by the Superintendent and his Executive Cabinet.




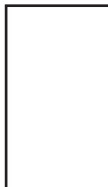















<b>OUTCOME #2 Communication &amp; Ethics</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i><b>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</b></i>			
2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials  Provide Evidence for Rating: In February, the LCSD hired a Communications and Public Relations Director and I feel that there has been outstanding delivery of information and stories that cast a very positive image of our schools and the students that attend them. 			

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating: At a Board workshop in March, the results of the 2024-2025 Parent / Guardian survey were presented.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating: The Superintendent and his staff schedule biweekly visits to district schools and Trustees are encouraged to join those</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates</p> <p>Provide Evidence for Rating: I feel that the Superintendent's presentations during the Board meetings are very informative and valuable to the public - as</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating: I can't comment on how quickly the Superintendent responds to stakeholders since I don't see those communications;</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent administers district operations in an ethical manner.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating: In my short time on the Board, I've seen nothing but professional behavior and ethics displayed by the</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.7 Models accepted moral and ethical standards in all interactions</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating: I have no evidence indicating that the Superintendent has displayed anything other than exemplary moral and ethical <sup>+</sup>			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues  Provide Evidence for Rating: In my time on the Board, the Superintendent has shown the desire, talent, experience and wisdom the effectively deal with <sup>+</sup>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):  
I don't have recommendations for improvements as I haven't seen any deficiencies in how he communicates with stakeholders, staff and Board members.

OUTCOME #3 Human Resources and Finance	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b>			
3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals  Provide Evidence for Rating: The District continues to struggle with successfully recruiting enough teachers to fill all vacancies. The Board has received <sup>+</sup>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating: I am not intimately familiar with how well the Superintendent works with the various bargaining units as that process is closed and ongoing as of this writing. Within the next couple </p>			
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: I have no evidence that he and his administration have not ensured that all of the stated laws have been violated.</p>			
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating: The Board is routinely updated on current financial activity within the District and budgets are developed based on what </p>			
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating: An audit of District finances for 2023 - 2024 was completed in November, 2024 with a rating of "unmodified" which meant </p>			
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating: Based on the financial reports and forecasts provided by the Director of Operations and Chief Financial Officer, the District </p>			

Comments: (Identify strengths or recommendations for improvement):

I highly recommend that the Superintendent work diligently with his Human Resources staff to determine how the District can improve it's success in recruiting new teachers to the District. Concurrent to that process, I beleive it's imperative that the administration and Board do it's best to determine why people don't want to get into the teaching profession. I beleive a good first step in that process has been the implementation of the "suggestion box" by which school personnel have the opportunity to anonymously provide thoughts about various subjects affecting their work within the District. I believe the District should continue to keep that line of communication open with the hope of allaying or solving some of the concerns of current employees and hopefully encourage prospective teachers to explore the field of education.










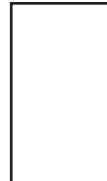

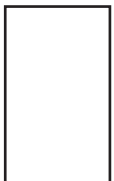



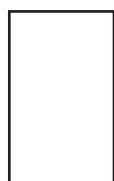
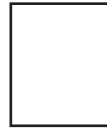


I feel the Superintendent does a very good job of working with the Director of Operations and Chief +


<b>OUTCOME #4 Policy &amp; Board Relations</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b>			
4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions  Provide Evidence for Rating: Over the last several months, the Human Resources Director has been nresenting various <span style="float: right;">+</span>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law  Provide Evidence for Rating: I have seen no evidence of negligence in assuring District compliance with state and federal law <span style="float: right;">+</span>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities  Provide Evidence for Rating: At least one member of the District's legal team is present at every regular Board meeting and also <span style="float: right;">+</span>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b><i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i></b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)


<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating: I feel the Superintendent and his staff do a very good job of presenting timely data and reports that help the Board make <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating: The Board held two special workshops in February and March to generate SMARTIE goals that form the core of the District <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating: As previously mentioned, all trustees are invited to join in bi-weekly tours of District schools and the Superintendent <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating: I feel the Superintendent has made great effort to maintain a good working relationship with Board members and, when <span style="float: right;">+</span></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating: Although I'm not involved with all discussions that go on between the Superintendent and Board President, it appears <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

I feel the Superintendent does a very good job of trying to maintain a good relationship with the Board. I have seen him on numerous occasions make extra effort to assure that Board members are treated fairly and are kept informed about District business. Board members receive frequent updates on things that are going on around the schools or incidents that Board members should be aware of.

<b>OUTCOME #5 Facilities and Safety</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b>			
<p>5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board</p> <p>Provide Evidence for Rating: At the May, 2025 meeting, the Board received an update on the Capital Improvement Plan as well as another update on </p>			
<p>5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board</p> <p>Provide Evidence for Rating: I feel the Superintendent and his Operations staff have worked diligently to evaluate the District's facilities and to </p>			
<p>5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders</p> <p>Provide Evidence for Rating: I have not been involved in the development or approval of an EOP but it is my understanding that an EOP was approved by </p>			
<p>5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness</p> <p>Provide Evidence for Rating: In May 2023, the Board adopted the State mandated Character Strong Curriculum to provide the benefits of Social </p>			
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>			

<p>Provide Evidence for Rating:</p> <p>I just received a copy of the latest version of the District Progressive Restorative Discipline Plan - although I had viewed it a year ago or so. Given the results of a recent mini survey of school staff combined with anecdotal information </p>			
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<p>Comments: (Identify strengths or recommendations for improvement):</p> <p>As stated above, I encourage the Superintendent to employ all available strategies to strengthen the ability of teaching staff and administrators to maintain control of classroom environment. Data provided by the Human Resources Director has shown that poor student behavior is the number two reason for staff leaving LCSD positions. The number one reason is retirement and relocation which are relatively natural developments - so one could reasonably say that poor student behavior is actually the number one reason. It's pretty reasonable and realistic to connect the dots and come to the conclusion that poor student behavior is affecting teacher retention and recruitment - not to mention morale. In turn, the District is having to employ up to forty five long term substitutes and in spite of their best efforts and intentions, they likely lack the training necessary to provide top instruction to the </p>
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## **Trustee Elmer Bull – Superintendent Logan Evaluation Attachment**

### **Outcome #1 Student Learning & Instruction**

- 1.1 At a Board of Trustee workshop in February, trustees were provided with copious amounts of data regarding the Lyon CSD from the Nevada Report Card. The Superintendent provided an introduction to the presentation and then tasked his executive cabinet with reporting data on student performance in their areas of expertise. While the volume of data was a bit overwhelming, the reports were extremely valuable in helping gain knowledge about the status of our students' progress. I feel the superintendent does a commendable job of assuring the trustees are apprised of the current status of our schools.
- 1.2 At the workshop cited above, Executive Cabinet member Jim Gianotti, delivered an informative presentation about the current status of the CTE program in Lyon County schools and introduced WorkKeys which is administered by ACT and helps assess a student's skills and readiness for various trades after their high school years are over. The superintendent arranges school tours on a biweekly basis which has offered trustees to actually learn about and witness classroom activities including workplace learning programs.
- 1.3 A report provided by LCSD Communications & Public Relations Officer Skyler Tremaine indicates that Lyon County schools had a graduation rate of 87.77% compared to the State rate of 81.6%.
- 1.4 While I wasn't yet on the Board, a status update was provided to the Board in December and outlined the successes and identified areas where improvements can be made in special education programs. Staff was particularly excited about the Able Space program which helps staff track goal attainment by students.
- 1.5 During a Trustee workshop in March, Executive Cabinet members and Trustees worked through the development of 8 SMARTIE goals that will help guide the development of strategies with the overall goal of producing graduates that are prepared to be successful in all aspects of their lives after graduation. While there was some minor disagreement about what constitutes realistic goals, the Trustees ultimately felt good about the SMARTIE goals and those are the core of the District Performance Plan.

Comments: (Identify strengths or recommendations for improvement): As a five month Board member, I don't feel completely comfortable about contributing to an annual evaluation of the Superintendent - especially since Mr. Logan has only been in his position since July 1, 2025. However, I have been impressed by the openness of our meetings and the valuable information provided by the Superintendent and his Executive Cabinet.

### **Outcome #2 Communication & Ethics**

- 2.1 In February, the LCSD hired a Communications and Public Relations Director and I feel that there has been outstanding delivery of information and stories that cast a very positive image of our schools and the students that attend them.
- 2.2 At a Board workshop in March, the results of the 2024-2025 Parent / Guardian survey were presented.

2.3 The Superintendent and his staff schedule biweekly visits to district schools and Trustees are encouraged to join those tours. I've had the privilege of being a part of many of those visits and I think the presence of staff and trustees in the schools has been well received. I've been told by a number of teachers and administrators that they very much enjoy the connection to the administration provided by those visits.

2.4 I feel that the Superintendent's presentations during the Board meetings are very informative and valuable to the public - as well as Board members.

2.5 I can't comment on how quickly the Superintendent responds to stakeholders since I don't see those communications; however, I have been impressed with his responsiveness to questions I have for him. On more than one occasion, the Superintendent has responded to my e-mails and phone messages even though that may be after hours and weekends.

2.6 In my short time on the Board, I've seen nothing but professional behavior and ethics displayed by the Superintendent. As for his continued professional learning, I am not qualified to answer that.

2.7 I have no evidence indicating that the Superintendent has displayed anything other than exemplary moral and ethical character.

2.8 In my time on the Board, the Superintendent has shown the desire, talent, experience and wisdom to effectively deal with difficult issues. I have seen him efficiently and effectively deal with difficult situations with a calm and civil demeanor.

Comments: (Identify strengths or recommendations for improvement): I don't have recommendations for improvements as I haven't seen any deficiencies in how he communicates with stakeholders, staff and Board members.

### **Outcome #3 Human Resources & Finance**

3.1 The District continues to struggle with successfully recruiting enough teachers to fill all vacancies. The Board has received information about the many strategies employed by the Human Resources staff to recruit teachers and I feel those efforts are sound. According to news reports, teacher shortages are very common across the nation so I don't feel fault should be laid at the feet of the Superintendent. I am impressed that the District has initiated the Grow Your Own Program to encourage classified employees to seek the level of education to be certified teachers.

3.2 I am not intimately familiar with how well the Superintendent works with the various bargaining units as that process is closed and ongoing as of this writing. Within the next couple months, the results of the bargaining efforts will be brought before the Board for consideration and decisions.

3.3 I have no evidence that he and his administration have not ensured that all of the stated laws have been violated.

3.4 The Board is routinely updated on current financial activity within the District and budgets are developed based on what will maintain the District's solid fiscal condition. The FY2026 final budget was approved by the Board at the May, 2025 meeting.

3.5 An audit of District finances for 2023 - 2024 was completed in November, 2024 with a rating of "unmodified" which meant that all District financial activity was validated without further need for action.

3.6 Based on the financial reports and forecasts provided by the Director of Operations and Chief Financial Officer, the District finances are in very good shape marked by wise but conservative management of revenues, wise investment of funds and sensible expenditures. At a recent training session hosted by NASB, the Lyon County School District CFO was recognized for his stellar management of District finances.

Comments: (Identify strengths or recommendations for improvement): I highly recommend that the Superintendent work diligently with his Human Resources staff to determine how the District can improve it's success in recruiting new teachers to the District. Concurrent to that process, I believe it's imperative that the administration and Board do it's best to determine why people don't want to get into the teaching profession. I believe a good first step in that process has been the implementation of the "suggestion box" by which school personnel have the opportunity to anonymously provide thoughts about various subjects affecting their work within the District. I believe the District should continue to keep that line of communication open with the hope of allaying or solving some of the concerns of current employees and hopefully encourage prospective teachers to explore the field of education.

I feel the Superintendent does a very good job of working with the Director of Operations and Chief Financial Officer to assure that District finances are in good order.

#### **Outcome #4 Policy & Board Relations**

4.1 Over the last several months, the Human Resources Director has been presenting various policies that have been revised to conform to changing laws and regulations and to satisfy the recommendations from POOLPACT and legal counsel. The Board has the opportunity to review and ask questions before approving the policies.

4.2 I have seen no evidence of negligence in assuring District compliance with state and federal law.

4.3 At least one member of the District's legal team is present at every regular Board meeting and also attend any closed sessions that the Board holds to discuss legal matters that can't be shared with the public. On occasions, the Superintendent will confer with legal counsel to determine strategies to avoid legal issues.

4.4 I feel the Superintendent and his staff do a very good job of presenting timely data and reports that help the Board make informed decisions

4.5 The Board held two special workshops in February and March to generate SMARTIE goals that form the core of the District Performance Plan. The Superintendent and his cabinet presented information from the Nevada Report Card and other sources which showed data related to student proficiency and growth. It is fully understood that much improvement is needed and the Board feels that the goals established will lead the District in a positive direction.

4.6 As previously mentioned, all trustees are invited to join in bi-weekly tours of District schools and the Superintendent diligently attends and helps direct workshops.

4.7 I feel the Superintendent has made great effort to maintain a good working relationship with Board members and, when needed, provides effective advice and direction to help resolve minor issues that occasionally develop.

4.8 Although I'm not involved with all discussions that go on between the Superintendent and Board President, it appears that there is a good level of communication between the two and the result has been well managed and effective meetings.

Comments: (Identify strengths or recommendations for improvement): I feel the Superintendent does a very good job of trying to maintain a good relationship with the Board. I have seen him on numerous occasions make extra effort to assure that Board members are treated fairly and are kept informed about District business. Board members receive frequent updates on things that are going on around the schools or incidents that Board members should be aware of.

### **Outcome #5 Facilities & Safety**

5.1 At the May, 2025 meeting, the Board received an update on the Capital Improvement Plan as well as another update on the update of the Master Facility Plan. I feel the Superintendent and his Director of Operations do an outstanding job of keeping the Board informed of activities related to these subjects.

5.2 I feel the Superintendent and his Operations staff have worked diligently to evaluate the District's facilities and to develop strategies and plans for addressing the needs going forward.

5.3 I have not been involved in the development or approval of an EOP but it is my understanding that an EOP was approved by the Board of Trustees in June, 2024.

5.4 In May 2023, the Board adopted the State mandated Character Strong Curriculum to provide the benefits of Social Emotional Learning.

5.5 I just received a copy of the latest version of the District Progressive Restorative Discipline Plan - although I had viewed it a year ago or so. Given the results of a recent mini survey of school staff combined with anecdotal information learned while traveling around schools, I believe the Board will be spending a considerable amount of time studying the plan and learning how to better address poor student behavior.

Comments: (Identify strengths or recommendations for improvement): As stated above, I encourage the Superintendent to employ all available strategies to strengthen the ability of teaching staff and administrators to maintain control of classroom environment. Data provided by the Human Resources Director has shown that poor student behavior is the number two reason for staff leaving LCSD positions. The number one reason is retirement and relocation, which are relatively natural developments - so one could reasonably say that poor student behavior is actually the number one reason. It's pretty reasonable and realistic to connect the dots and come to the conclusion that poor student behavior is affecting teacher retention and recruitment - not to mention morale. In turn, the District is having to employ up to forty five long term substitutes and in spite of their best efforts and intentions, they likely lack the training

necessary to provide top instruction to the students - especially if they are having to deal with misbehaving students.

Standards and Professional Practices:

- 1) Student Learning and Instruction
- 2) Communication and Ethics
- 3) Human Resources and Finance
- 4) Policy and Board Relations
- 5) Facilities and Safety

Rating Scale:

<i>Performance has continually exceeded the criteria</i>	<i>Performance consistently meets the criteria</i>	<i>Performance does not meet the criteria and requires significant improvement</i>

2

Name of Evaluator: DAWN CARSON

Date of Evaluation: 6/15/2025

<p><b><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></b></p>			
	Chose only one		
<p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating:</p> <p>We have not talked about it yet, so he has not exceeded nor deficient in this area.</p>		3	

<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating:</p> <p>He brings this up pretty often</p>	5		
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating:</p> <p>Graduation just happened and was not on the board for last year</p>		3	
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>		3	

3

<p>Provide Evidence for Rating:</p> <p>I have not heard that this is not happening.</p>			
<p>1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff</p> <p>Provide Evidence for Rating:</p>		3	

Comments: (Identify strengths or recommendations for improvement):

I would like to hear about these sections more clearly in the board meetings during the Superintendent Report.

<p><b><i>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</i></b></p>			
<p>2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials</p> <p>Provide Evidence for Rating:</p> <p>I see that we use Lyon CSD Communication, but was wondering if the parents get text for just their child's school regarding pertinent information.</p>		3	

4

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating:</p> <p>I hope so, not sure.</p>		3	
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating:</p> <p>I see that he goes to the schools often. He took me to</p>	5		

Dayton schools. See the emails of when they do school visits.			
2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates  Provide Evidence for Rating: He lets us know important things happening during the Superintendent Report	5		
2.5 Responds to stakeholder and board communications within 2 working days  Provide Evidence for Rating:  Whenever I need to talk about something, he gets back to me within a day or 2.	5		
<b><i>The Superintendent administers district operations in an ethical manner.</i></b>			
2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning  Provide Evidence for Rating:  He has taken some of the professional courses that the board has taken.		3	
2.7 Models accepted moral and ethical standards in all interactions		3	

5

Provide Evidence for Rating: I have never had a bad interaction with the superintendent.			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues  Provide Evidence for Rating:  I see has tried to be diplomatic on certain subjects that have been brought up.		3	

Comments: (Identify strengths or recommendations for improvement):

Strength: He is helping new board members when they ask questions regarding policy and other topics.

<p><b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b></p>			
<p>3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals</p> <p>Provide Evidence for Rating:</p> <p>I am seeing that the Superintendent is trying hard to find ways of recruiting new highers and retaining the employees already at the schools.</p>		3	

6

<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating:</p> <p>I am not sure, this will be happening this summer.</p>		3	
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<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating:</p> <p>Getting angry emails, but hearing that the procedures are going through the correct process</p>		3	
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></p>			
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating:</p> <p>Keeps us well informed on these needs and really appreciate this.</p>	5		
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating:</p> <p>Keeps us up to date on any information about money.</p>		3	
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating:</p> <p>Let us know that we were doing well on our ending fund balance</p>	5		

Comments: (Identify strengths or recommendations for improvement):

Strengths: Really like how informed the trustees are regarding the budget of the district and how we can fund any projects that need to be done in the future.

<p><b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b></p>			
<p>4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions</p> <p>Provide Evidence for Rating:</p> <p>We went through many new and revised policies to keep up with legislation</p>	5		
<p>4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law</p> <p>Provide Evidence for Rating:</p> <p>Updated board policy when needed to stay compliant with state and federal law.</p>		3	
<p>4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities</p> <p>Provide Evidence for Rating:</p> <p>This seems to be working well with the lawyers we have, but needs to be more aggressive when we need to stop a situation during the board meeting.</p>		3	

<b><i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i></b>			
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8

<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating:</p> <p>I hear from the Superintendent and administration on a regular basis regarding important topics that need to be addressed right away.</p>		3	
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating:</p> <p>Worked with the board in the workshop to come up with the DPP.</p>		3	
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating:</p> <p>He has come to workshops and conferences and done site visits, but I would like to know school events that are happening so I can go to them if possible. (ie, sports and academic events, like debate)</p>		3	
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating:</p> <p>I have not had a conflict with him and works well around my schedule so I can check out the schools when possible.</p>		3	

<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating:</p> <p>He seems to keep in contact with the Board President to prepare the agenda items and other issues and concerns that come up during the month</p>		3	
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Comments: (Identify strengths or recommendations for improvement):

Strength: Asked board members to be part of the hiring board for certain positions. That was very nice of the Superintendent to do.

9

<p><b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b></p>			
<p>5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board</p> <p>Provide Evidence for Rating:</p> <p>Every board meeting the CIP is brought up with updates.</p>	5		
<p>5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board</p> <p>Provide Evidence for Rating:</p> <p>This is brought up to the board on a monthly basis</p>	5		

<p>5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders</p> <p>Provide Evidence for Rating:</p> <p>I am not sure about this, but I really hope so.</p>		3	
<p>5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness</p> <p>Provide Evidence for Rating:</p> <p>I know this happened when there was a sad situation at one of our high schools. I hope students/staff/families have the counselors needed at any time during hard situations.</p>		3	
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>		3	

10

<p>Provide Evidence for Rating:</p>			
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<p>Comments: (Identify strengths or recommendations for improvement):</p> <p>Strengths: Keeping the board informed on what needs to be improved at the schools.</p>
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Name of Evaluator: Darin Farr

Date of Evaluation: 6/14/25




<b>OUTCOME #1 Student Learning &amp; Instruction</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<p><b><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></b></p>	Chose only one		
<p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating: Regular data updates are given, along with plans for addressing low performance results.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating: The superintendent consistently promotes CTE programs and seeks out new opportunities for students.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating: This is confirmed by state DOE website.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating: This is self explanatory.			
1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff  Provide Evidence for Rating: This is presented in various ways to the board throughout the year.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>




Comments: (Identify strengths or recommendations for improvement):  
Long term goals can be achieved, provided we do not get impatient or attempt to micromanage the strategies for improvement.
















<b>OUTCOME #2 Communication &amp; Ethics</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i><b>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</b></i>			
2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials  Provide Evidence for Rating: This is something I feel the superintendent does very well and consistently.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating: This is done twice a month.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating: Most of the time this is accomplished,</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent administers district operations in an ethical manner.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating: I find this is something Mr. Logan does and takes pride in doing so.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2.7 Models accepted moral and ethical standards in all interactions</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating:			
<p>2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues</p> <p>Provide Evidence for Rating:</p> <p>Routinely Mr. Logan does his best to find compromise and workable solutions to challenges.</p>			

Comments: (Identify strengths or recommendations for improvement):  
 I have no comments at this time.

OUTCOME #3 Human Resources and Finance	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b>			
<p>3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals</p> <p>Provide Evidence for Rating:</p> <p>I believe the superintendent has the best people in his cabinet working on ways to get the personnel we need.</p>			

<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating: This is self evident.</p>			
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: This is also demonstrated on a regular basis.</p>			
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating: We are in much better financial shape than a majority of our neighboring districts. I believe our district shines, fiscally!</p>			
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating: Our last audit was perfect.</p>			
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating: Self Evident.</p>			

Comments: (Identify strengths or recommendations for improvement):

No comments.

<b>OUTCOME #4 Policy &amp; Board Relations</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b>			
4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions  Provide Evidence for Rating: Have personally witnessed at each board meeting.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b><i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i></b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)

<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

This is an area where Mr. Logan shines. He is a dedicated professional.

<b>OUTCOME #5 Facilities and Safety</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b>			
5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating:			
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Comments: (Identify strengths or recommendations for improvement):  
No concerns in this area at all.

Name of Evaluator: Tom Hendrix

Date of Evaluation: 6/16/25

Comments included on attachment

OUTCOME #1 Student Learning & Instruction	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<p><b><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></b></p>	Chose only one		
<p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating:</p> <p>High % of students below grade level. <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating:</p> <p>CTE program is strong and improving.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating:</p> <p>Graduation rates are high inspite of low student performance.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating:			
1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff  Provide Evidence for Rating:  Meets standards set in old DPP. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):  
 As shown in the State of the District, a high % of stueents are below grade level, even 2-3 grade levels.  
 New DPP has data driven goals where the old plan did not.  
 Expect great things in the upcoming school year.

<b>OUTCOME #2 Communication &amp; Ethics</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<i><b>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</b></i>			
2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating:</p> <p>Most of the time responds in indicated time frame.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent administers district operations in an ethical manner.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating:</p> <p>The District offers many options for professional learning.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2.7 Models accepted moral and ethical standards in all interactions</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating:			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):


<b>OUTCOME #3 Human Resources and Finance</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b>			
3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals  Provide Evidence for Rating: Most of this falls on site administrators.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

Our Chief Financial Officer has contributed to a strong financial outlook for the District.

<b>OUTCOME #4 Policy &amp; Board Relations</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b>			
4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b><i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i></b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)


<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating:</p> <p>Needs to present data with all reports.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating:</p> <p>Policy BDD </p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

I have requested that I have access to the agenda well in advance.

I typically receive my copy of a draft a day or sometimes less before approval is required.

Realizing the agenda is a work in progress until a Draft is submitted and in adherence with Board Policy BDD: 'The Board President, along with the superintendent, will prepare an agenda for all regular meetings of the Board.'



<b>OUTCOME #5 Facilities and Safety</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b>			
5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>


Provide Evidence for Rating:			
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Comments: (Identify strengths or recommendations for improvement):

I support Superintendent Logan's efforts.

Superintendent Logan has a opportunity to show growth in LCSD.

This will require a change in culture accross the District that will put LCSD on a path to achieving our DPP goals.

I believe he is capably of driving constincency across the District including his cabinet, administrators as well as certified and classified employees by holding them accountable for their responsibilities to 

## **Board President Tom Hendrix – Superintendent Logan Evaluation Attachment**

### **Outcome #1 Student Learning & Instruction**

1.1 High % of students below grade level. Some 2-3 grade levels below.

1.2 CTE program is strong and improving.

1.3 Graduation rates are high inspite of low student performance.

1.4 Meetes standards set in old DPP. Wait/see on new DPP.

Comments: (Identify strengths or recommendations for improvement): As shown in the State of the District, a high % of stueents are below grade level, even 2-3 grade levels.

New DPP has data driven goals where the old plan did not.

Expect great things in the upcoming school year.

### **Outcome #2 Communication & Ethics**

2.1

2.2

2.3

2.4

2.5 Most of the time responds in indicated time frame.

2.6 The District offers many options for prefessional learning.

2.7

2.8

Comments: (Identify strengths or recommendations for improvement):

### **Outcome #3 Human Resources & Finance**

3.1 Most of this falls on site administrators. Improvement has recently been discussed.

3.2

3.3

3.4

3.5

3.6

Comments: (Identify strengths or recommendations for improvement): Our Chief Financial Officer has contributed to a strong financial outlook for the District.

**Outcome #4 Policy & Board Relations**

4.1

4.2

4.3

4.4 Needs to present data with all reports.

4.5

4.6

4.7

4.8 Policy BDD. As Board President I have requested changes to Draft agenda prior to publishing that were not honored. The agenda has been published early prior to my approval.

Comments: (Identify strengths or recommendations for improvement): I have requested that I have access to the agenda well in advance. I typically receive my copy of a draft a day or sometimes less before approval is required. Realizing the agenda is a work in progress until a Draft is submitted and in adherence with Board Policy BDD: 'The Board President, along with the superintendent, will prepare an agenda for all regular meetings of the Board.' I expect the Superintendent to involve me in the process at the onset of the creation of the agenda.

**Outcome #5 Facilities & Safety**

5.1

5.2

5.4

5.5

Comments: (Identify strengths or recommendations for improvement): I support Superintendent Logan's efforts. Superintendent Logan has a opportunity to show growth in LCSD. This will require a change in culture across the District that will put LCSD on a path to achieving our DPP goals. I believe he is capable of driving consistency across the District including his cabinet, administrators as well as certified and classified employees by holding them accountable for their responsibilities to always adhere to the goals of the District.

Name of Evaluator: Sherry Parsons

Date of Evaluation: 6/16/25

<b>OUTCOME #1 Student Learning &amp; Instruction</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<p><b><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></b></p>	Chose only one		
<p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating:			
1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):  
 i do not care about Portrait of a learner

<b>OUTCOME #2 Communication &amp; Ethics</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</i></b>			
2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent administers district operations in an ethical manner.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.7 Models accepted moral and ethical standards in all interactions</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>


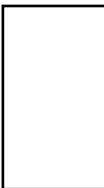





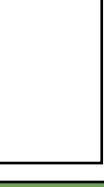

Provide Evidence for Rating: Do not like survey done in special meeting			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

<b>OUTCOME #3 Human Resources and Finance</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b>			
3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>



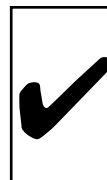

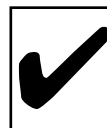
<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating: Too-heavy-at-top-added-special-position-last-year</p>	<div style="border: 1px solid black; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">X</div>		
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating:</p>	<div style="border: 1px solid black; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">✓</div>		
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating: Just wasted money on the future plan of LCSD</p>		<div style="border: 1px solid black; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">✓</div>	
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating:</p>	<div style="border: 1px solid black; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">✓</div>		
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating:</p>	<div style="border: 1px solid black; width: 60px; height: 60px; margin: 0 auto; display: flex; align-items: center; justify-content: center;">✓</div>		

Comments: (Identify strengths or recommendations for improvement):

<b>OUTCOME #4 Policy &amp; Board Relations</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b>			
4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions  Provide Evidence for Rating:			
4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law  Provide Evidence for Rating:			
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities  Provide Evidence for Rating:			
<b><i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i></b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)

<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating: DOESN'T do well keeping all equally informed</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating:</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

<b>OUTCOME #5 Facilities and Safety</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b>			
5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board  Provide Evidence for Rating:			
5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board  Provide Evidence for Rating:			
5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders  Provide Evidence for Rating:			
5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness  Provide Evidence for Rating:			
5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update			

Provide Evidence for Rating:			
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Comments: (Identify strengths or recommendations for improvement):
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Sherry >

are not rated.

3.2 effectively works with district bargaining units and actively seeks to improve bargaining outcomes that best serve students.

4.4 keeps the board regularly informed with data, reports, and information which enable them to make effective and timely decisions

**Put as excellent works with bargaining units, and keeps the board regularly informed excellent also  
Thanks Sherry**

**Okay thank you**



iMessage



Standards and Professional Practices:

- 1) Student Learning and Instruction
- 2) Communication and Ethics
- 3) Human Resources and Finance
- 4) Policy and Board Relations
- 5) Facilities and Safety

Rating Scale:

<i>Performance has continually exceeded the criteria</i>	<i>Performance consistently meets the criteria</i>	<i>Performance does not meet the criteria and requires significant improvement</i>

2

Name of Evaluator: **Bridget Peterson**

Date of Evaluation: 6/13/25

<p><b><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></b></p>			
	Chose only one		
<p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating: We have talked a lot about student achievement in board meetings and focused on it during a board workshop.</p>	X		

<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating: CTE and workplace learning is a focus of the district. We discussed and planned goals around this at our workshop.</p>	X		
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating: Collectively we are above the state average.</p>		X	
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	X		

3

<p>Provide Evidence for Rating:</p>			
<p>1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff</p> <p>Provide Evidence for Rating: Our staff provide accommodations using IEP's. We have PAES labs, special olympics, and work hard to meet everyone's needs.</p>	X		

Comments: (Identify strengths or recommendations for improvement):

<p><b><i>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</i></b></p>			
<p>2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials</p> <p>Provide Evidence for Rating: Tim engages with stakeholders personally, on Podcasts, presents to the Legislature, through cabinet members, and through our PIO.</p>		X	

4

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating: The District puts out multiple surveys.</p>	X		
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating: Tim regularly visits schools. He and the Cabinet members have a very</p>	X		

consistent site visit schedule. I also see him at many extra curricular school events.			
2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates  Provide Evidence for Rating: This is not consistent. Tim could improve in this area and take advantage of the Superintendent report to do more education on issues. Would not rate this as needs significant improvement.		X	
2.5 Responds to stakeholder and board communications within 2 working days  Provide Evidence for Rating:		X	
<b><i>The Superintendent administers district operations in an ethical manner.</i></b>			
2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning  Provide Evidence for Rating: Tim has high ethics and personal integrity. **Next year please provide us with the list of professional learning conf./mtgs./opportunities you have attended. I know that Tim has been to conferences and meets monthly with Superintendents around the state to discuss issues and learn.	X		
2.7 Models accepted moral and ethical standards in all interactions	X		

5

Provide Evidence for Rating: It is who Tim is.			
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<p>2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues</p> <p>Provide Evidence for Rating: Tim works hard to hear all sides of the issue. He takes time to think about the best course of action. He is way better at this than me :)</p>	X		
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Comments: (Identify strengths or recommendations for improvement):

<p><b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b></p>			
<p>3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals</p> <p>Provide Evidence for Rating: Recruitment and retention is a struggle for ALL school districts across the nation. This is not necessarily a reflection on a school superintendent. However, LCSD does give this issue a lot of attention. We have a long list of strategies. The most significant and recent one is to offer to pay a percentage of the benefits for dependents. This is not common among other districts.</p>	X		

<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating: Typically negotiations happen every other year, after a legislative session. Tim has participated in many of these, but as the Deputy Superintendent. Historically, we have been able to successfully negotiate.</p>		X	
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: Over the past year we have updated MANY policies to be in compliance with federal, state, and local laws.</p>	X		
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></p>			
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating: The board consistently has budget and CIP updates.</p>	X		
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating: Our annual audit findings were amazing!</p>	X		
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating: The district has a great bond rating! We are above the required ending fund balance.</p>	X		

Comments: (Identify strengths or recommendations for improvement):

<p><b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b></p>			
<p>4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions</p> <p>Provide Evidence for Rating: Absolutely! We have revised MANY policies and administrative regulations. We will see the results of the legislative session soon.</p>	X		
<p>4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law</p> <p>Provide Evidence for Rating: Have done tons of this over the past year.</p>	X		
<p>4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities</p> <p>Provide Evidence for Rating:</p>		X	
<p><b><i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i></b></p>			

<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating: Tim provides LOTS of data and reports to board members.</p>	X		
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating: We have spent MANY hours on the DPP.</p>	X		
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating: Tim invites trustees to walk sites with him and attend events. He attended our annual conference.</p>	X		
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating: Tim spends a significant amount of time trying to resolve board member issues. I do realize that we have many new board members, but I hope that this can slow down for him.</p>	X		
<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating: Tim is spending lots of time working with the current Board President. Tim is going above and beyond. However, it may be impeding his other responsibilities</p>	X		

Comments: (Identify strengths or recommendations for improvement):

9

<p><b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b></p>			
<p>5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board</p> <p>Provide Evidence for Rating: We see the CIP very frequently in board packets. We are currently working on the master facility plan.</p>	X		
<p>5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board</p> <p>Provide Evidence for Rating: Constantly talking about this.</p>		X	
<p>5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders</p> <p>Provide Evidence for Rating: We see the EOP every year at the start of school. Drills are being done in the schools.</p>		X	

<p>5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness</p> <p>Provide Evidence for Rating: We have appropriate SEL resources for students.</p>		X	
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>	X		

10

<p>Provide Evidence for Rating: We are doing what is required by law. We also spent hours and hours at a recent board workshop going over safety etc.</p>			
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<p>Comments: (Identify strengths or recommendations for improvement):</p>
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11

Name of Evaluator: Whisler

Date of Evaluation: 6/15/25

Comments attached

OUTCOME #1 Student Learning & Instruction	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<p><b><i>Students are achieving benchmarks for grade level proficiency or targeted growth goals. The Superintendent leads the District by providing best practices in instructional programs and staff professional development.</i></b></p>	Chose only one		
<p>1.1 Student achievement proficiency and growth data in Math and ELA are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing deficiencies</p> <p>Provide Evidence for Rating: A plan was prepared by Mr. Logan and the cabinet and presented to the board. The plan shows growth over the next year or two for our students to grow and graduate. <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.2 CTE and workplace learning participation are monitored by the Superintendent and are regularly reported to the Board, including a plan for addressing concerns and areas of growth</p> <p>Provide Evidence for Rating: Mr. Logan is updating the board on the progress being made in the CTE and workplace learning. The district looks to be <span style="float: right;">+</span></p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>1.3 District graduation rate meets or exceeds the state's graduation rate</p> <p>Provide Evidence for Rating: The graduation rate went up in 2024 and I suspect the same for 2025. This is great news and great work by the staff of <span style="float: right;">+</span></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>1.4 Students with specialized learning needs are provided appropriate modifications and accommodations through individual plans with learning goals and programs</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Provide Evidence for Rating: SPED is taken seriously in LCSD and by Mr. Logan. And improvements are always be sought out.			
1.5 District goals, curriculum, and initiatives are systemically aligned throughout the District using the District Performance Plan and Portrait of a Learner with associated professional development to staff  Provide Evidence for Rating: A plan has been made and provided to the board.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

<b>OUTCOME #2 Communication &amp; Ethics</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent establishes effective communication with all stakeholders by effectively engaging and responding to the interests and needs that support the success of all students.</i></b>			
2.1 Uses effective public information strategies to communicate and promote a positive image of the District with families, community, the media, and state and local officials  Provide Evidence for Rating: Needs to stay on top of the schools and what they are doing with the social media. One concern was brought up and when brought to Mr. Logan's attention he took action to have the problem fixed. <span style="float: right;">+</span>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>2.2 Provides an annual survey for parents/guardians to communicate experiences and provide feedback about District and school operations</p> <p>Provide Evidence for Rating: I am not aware of this survey as I don't recall seeing any feedback from the parents/guardians. If there is feedback the</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>2.3 Regularly visits schools and visibly engages the school community and the community at large</p> <p>Provide Evidence for Rating: I always see emails about school visits. This is good and I look forward to next year when I can do some walk throughs.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2.4 Reports during the monthly board meeting to help educate stakeholders about important educational issues and updates</p> <p>Provide Evidence for Rating: The reports are there and presents.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>2.5 Responds to stakeholder and board communications within 2 working days</p> <p>Provide Evidence for Rating: I understand that Mr. Logan does get quite busy and he does do his best to get back to each email within a timely manner.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent administers district operations in an ethical manner.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>2.6 Manifests a professional code of ethics and demonstrates personal integrity, including continued professional learning</p> <p>Provide Evidence for Rating: I feel that Mr. Logan has a lot of room for growth in this area. To many instances of actions by staff members that are at</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>2.7 Models accepted moral and ethical standards in all interactions</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Provide Evidence for Rating: Needs to hold all staff accountable for actions.			
2.8 Explores and develops ways to find common ground in dealing with difficult and divisive issues  Provide Evidence for Rating: Mr. Logan is showing open mindedness for handling situations.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):  
 Mr. Logan is kind and very professional with the board member and others around. I know he is a newer superintendent and has much room for growth. I have only been working with him for six months. I have respect for him and believe he is trying is absolute best to help make LCSD the best it can be. My biggest suggestion for improvement (and this is only my opinion based on my observation) is that Mr. Logan has to put any friendships behind him during working hours and remind people he is the superintendent, and they are his employees. He needs to hold all staff accountable for actions that are not within keeping of the LCSD policies and ethics that have been put in place. Mr. Logan has the potential to be the best superintendent this district has had. And I look forward to serving with him to make LCSD the best it can be.

<b>OUTCOME #3 Human Resources and Finance</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent demonstrates the knowledge, skills, and ability to effectively manage operations and promotes a positive working environment for staff.</i></b>			
3.1 Implements personnel procedures, recruitment, and employee performance programs to hire and retain the best qualified individuals  Provide Evidence for Rating: We are critical needs so there is no reason anyone should not be hired so long as they pass the background. Esp if the <span style="background-color: black; color: white; padding: 0 2px;">+</span>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<p>3.2 Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and the District</p> <p>Provide Evidence for Rating: The bargaining units seem to be getting what they need.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>3.3 Ensures that federal, state, and local laws and policies are implemented for employees</p> <p>Provide Evidence for Rating: They are implemented.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><b><i>The Superintendent is an effective steward of the District's financial resources and ensures the fiscal health of the District.</i></b></p>	<p>Exceeds Expectations: (5pts)</p>	<p>Meets Expectations: (3pts)</p>	<p>Does Not Meet Expectations: (1pt)</p>
<p>3.4 Guides the process of fiscal planning and budget development and makes recommendations based upon the District's current fiscal position and future needs</p> <p>Provide Evidence for Rating: The plans are there and presented to the board. Some of the goals seem to be a bit on the short side. But babysteps.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>3.5 Implements audit recommendations and works to ensure the annual audit is completed in a timely manner and reflects best practices</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>3.6 Ensures that District expenses and budgeting reflect a positive ending fund balance and bond rating</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

<b>OUTCOME #4 Policy &amp; Board Relations</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The Superintendent works effectively with the Board of Trustees to lead and manage the District consistent with Board policies.</i></b>			
4.1 Advises the Board on the need for new and/or revised policies and regulations, with particular attention during legislative sessions  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4.2 Creates administrative regulations to ensure the appropriate enforcement of Board policy and compliance with state and federal law  Provide Evidence for Rating:  This area needs a lot of work. To many policy standards broken and no discipline was handed <span style="float: right;">+</span>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4.3 Legal resources are appropriately used to proactively prevent and respond to possible liabilities  Provide Evidence for Rating:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b><i>The superintendent fosters a relationship of mutual respect and support with board members and exhibits a shared understanding of Board and Superintendent roles.</i></b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)

<p>4.4 Keeps the Board regularly informed with data, reports, and information which enables them to make effective and timely decisions</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.5 Works with the Board to develop District Goals that align with the District Performance Plan (DPP)</p> <p>Provide Evidence for Rating: DPP was developed and some goals were adjusted to help us improve.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.6 Attends trustee conferences and workshops as circumstances allow and invites trustees to site visits and events</p> <p>Provide Evidence for Rating: He is always inviting the board members to events and sight visits.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>4.7 Makes considerable effort to have a positive working relationship with the Board and attempts to resolve any serious conflicts with Board members</p> <p>Provide Evidence for Rating: He does work well with the board, and I know at times the board may make jobs or situations a little tough on him but he</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>4.8 Works proactively with the Board President to plan for meetings, prepare agenda items, and collaborate regarding issues and concerns</p> <p>Provide Evidence for Rating: Mr. Logan and Mr. Hendrix do work together to accomplish the above.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments: (Identify strengths or recommendations for improvement):

<b>OUTCOME #5 Facilities and Safety</b>	Exceeds Expectations: (5pts)	Meets Expectations: (3pts)	Does Not Meet Expectations: (1pt)
<b><i>The district is a good steward of capital resources. Students, staff, and community members are physically and psychologically safe in the school.</i></b>			
<p>5.1 Ensures the Capital Improvement Plan (CIP), Master Facility Plan, and current facility projects are being updated and presented to the Board</p> <p>Provide Evidence for Rating: This was presented to the board and in depth.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>5.2 Stays informed of facilities use and needs and makes facility and safety improvement recommendations as needed to the Board</p> <p>Provide Evidence for Rating: there is always room for improvement.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>5.3 Ensures that each school and the District has a current Emergency Operation Plan (EOP) and applicable safety drills are conducted at each school in conjunction with appropriate first responders</p> <p>Provide Evidence for Rating: Some schools may need to be looked more closely at to improve safety for classrooms.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>5.4 Provides an appropriate Social Emotional Learning (SEL) curriculum and resources to students, staff, and families for mental health wellness</p> <p>Provide Evidence for Rating:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>5.5 Presents the District progressive restorative discipline plan and safe and respectful learning policy for annual approval and update</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Provide Evidence for Rating: I am positive that the board will be given a good brief on the progressive discipline plan.			
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Comments: (Identify strengths or recommendations for improvement):
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## **TRUSTEE– Superintendent Logan Evaluation Attachment**

### **Outcome #1 Student Learning & Instruction**

1.1 A plan was prepared by Mr. Logan and the cabinet and presented to the board. The plan shows growth over the next year or two for our students to grow and graduate.

1.2 Mr. Logan is updating the board on the progress being made in the CTE and workplace learning. The district looks to be moving forward.

1.3 The graduation rate went up in 2024 and I suspect the same for 2025. This is great news and great work by the staff of LCSD and Mr. Logan. As I don't have the rate for 2025. I assume it did go up another percent or two.

1.4 SPED is taken seriously in LCSD and by Mr. Logan. And improvements are always be sought out.

1.5 A plan has been made and provided to the board.

Comments: (Identify strengths or recommendations for improvement):

### **Outcome #2 Communication & Ethics**

2.1 Needs to stay on top of the schools and what they are doing with the social media. One concern was brought up and when brought to Mr. Logan's attention he took action to have the problem fixed.

2.2 I am not aware of this survey as I don't recall seeing any feedback from the parents/guardians. If there is feedback the board needs to see this so we can praise the good and fix the glitches.

2.3 I always see emails about school visits. This is good and I look forward to next year when I can do some walk throughs.

2.4 The reports are there and presents.

2.5 I understand that Mr. Logan does get quite busy and he does do his best to get back to each email within a timely manner.

2.6 I feel that Mr. Logan has a lot of room for growth in this area. To many instances of actions by staff members that are at best questionable by policy and morale standards that get swept under the rug. This practice has to end.

2.7 Needs to hold all staff accountable for actions.

2.8 Mr. Logan is showing open mindedness for handling situations.

Comments: (Identify strengths or recommendations for improvement): Mr. Logan is kind and very professional with the board member and others around. I know he is a newer superintendent and has much room for growth. I have only been working with him for six months. I have respect for him and believe he is trying is absolute best to help make LCSD the best it can be.

My biggest suggestion for improvement (and this is only my opinion based on my observation) is that Mr. Logan has to put any friendships behind him during working hours and remind people he is the superintendent, and they are his employees. He needs to hold all staff accountable for actions that are not within keeping of the LCSD policies and ethics that have been put in place.

Mr. Logan has the potential to be the best superintendent this district has had. And I look forward to serving with him to make LCSD the best it can be.

### **Outcome #3 Human Resources & Finance**

3.1 We are critical needs so there is no reason anyone should not be hired so long as they pass the background. Esp if the applicant used to work in the district and had outstanding evals. This area needs a lot of improvement.

3.2 The bargaining units seem to be getting what they need.

3.3 They are implemented.

3.4 The plans are there and presented to the board. Some of the goals seem to be a bit on the short side. But babysteps.

3.5

3.6

Comments: (Identify strengths or recommendations for improvement):

### **Outcome #4 Policy & Board Relations**

4.1

4.2 This area needs a lot of work. To many policy standards broken and no discipline was handed out.

4.3

4.4

4.5 DPP was developed and some goals were adjusted to help us improve.

4.6 He is always inviting the board members to events and sight visits.

4.7 He does work well with the board, and I know at times the board may make jobs or situations a little tough on him but he does his best to resolve the concerns.

4.8 Mr. Logan and Mr. Hendrix do work together to accomplish the above.

Comments: (Identify strengths or recommendations for improvement)

## **Outcome #5 Facilities & Safety**

5.1 This was presented to the board and in depth.

5.2 there is always room for improvement.

5.3 Some schools may need to be looked more closely at to improve safety for classrooms.

5.4

5.5 I am positive that the board will be given a good brief on the progressive discipline plan.

Comments: (Identify strengths or recommendations for improvement

## Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** Rachel Stewart, Executive Director of Special Services  
**Re:** Policy JO: Student Records

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**Recommendation:** That the LCSD Board of Trustees approves revisions to LCSD Policy JO: Student Records as a first reading.

### **Background Information:**

Policy JO exists to strike a critical balance: ensuring that the Lyon County School District (LCSD) has access to necessary student and family information to provide effective instruction and services, while simultaneously upholding the confidentiality and privacy of this sensitive data. It acknowledges that maintaining extensive, sometimes personal, student records is essential for educational purposes. The policy establishes clear guidelines, under the superintendent's oversight, to manage these records in compliance with state laws and federal regulations like FERPA and IDEA. This framework allows for the efficient use of student data by authorized personnel, while providing parents/eligible students with rights regarding access, review, and control over the disclosure of their educational records.

The policy defines "directory information" (e.g., name, address, participation in activities, photographs) which can be released without specific parental consent, though parents/eligible students have an annual opportunity to opt out of this possible disclosure (see the appendices). Special education records receive enhanced confidentiality, requiring parental consent for release, with a specific exception for transfers to other schools to avoid service delays. Parents/Eligible students have the right to inspect and challenge their records, and access is restricted to school officials with a legitimate educational interest. Records are retained for varying periods, with permanent records kept for 60 years post-graduation or withdrawal. Updating Policy JO is a proactive step to reinforce the LCSD's commitment to parent rights, student privacy, legal compliance, and ensure record-keeping practices are as clear, efficient, and protective as possible.

### **Policy Overview:**

Policy JO governs the creation, maintenance, access, and disclosure of student education records in the (LCSD). Its core purpose is to ensure necessary student information is available to authorized school personnel for educational purposes, while strictly maintaining confidentiality.

The revisions to Policy JO include several key updates aimed at enhancing compliance and clarity. Notably, the policy now specifies that permanent student records (such as name, address, attendance dates, and graduation information) will be retained for 60 years after graduation or withdrawal. The policy explicitly includes provisions for annual notification of rights under the Family Educational Rights and Privacy Act (FERPA) to parents and eligible students. It also incorporates direct references to the Protection of Pupil Rights Amendment (PPRA), outlining parental rights regarding surveys, collection of information for marketing purposes, and certain physical examinations, along with corresponding notification and opt-out procedures. Although PPRA is referenced in this

***Mission Statement** Lyon County School District fosters learning for life, empowers connected learners, promotes student ownership, and encourages discovery learning for success in a rapidly evolving world.*

policy, *LCSD Board Policy JF – Protection of Pupil Rights: Student Surveys* provides more specific regulations regarding this law. These adjustments are designed to streamline record-keeping practices, ensure timely record destruction, and reinforce transparency and parental rights in accordance with current federal guidelines. Additionally, multiple appendices were added which include the annual forms sent to parents/eligible students.

**Budget Considerations:**

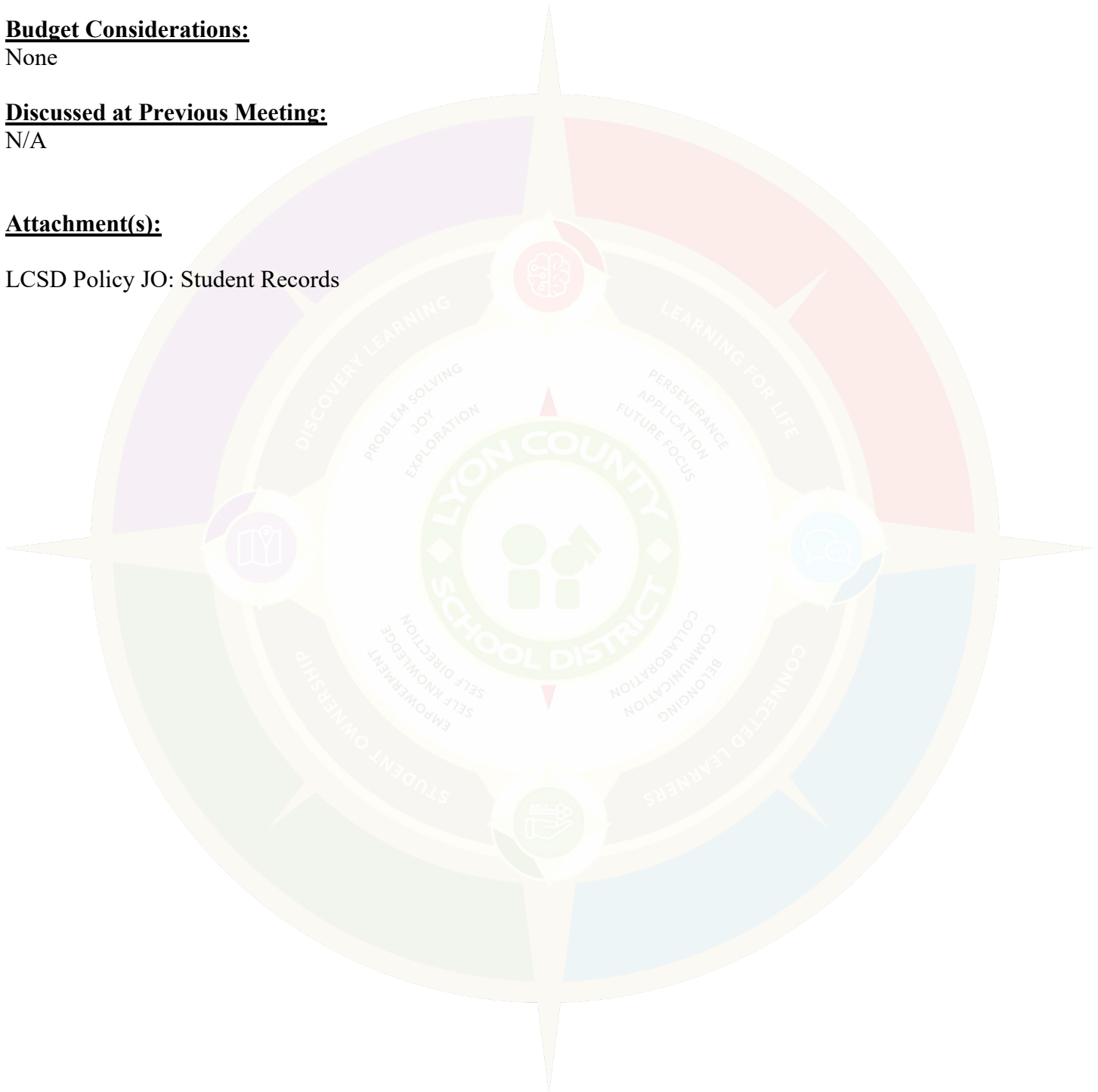
None

**Discussed at Previous Meeting:**

N/A

**Attachment(s):**

LCSD Policy JO: Student Records



**Mission Statement** *Lyon County School District fosters learning for life, empowers connected learners, promotes student ownership, and encourages discovery learning for success in a rapidly evolving world.*

## STUDENT **EDUCATION** RECORDS

In order to provide students with appropriate instruction and educational services, it is necessary for the district to maintain extensive and sometimes personal information on them and their families. It is essential that pertinent information in these records be readily available to appropriate school personnel, be accessible to the student's parents or legal guardian or the student in accordance with the law, and yet be guarded as confidential information.

It will be the responsibility of the superintendent to provide for the proper administration of student records in keeping with state law and federal requirements, and to standardize procedures for the collection of necessary information about individual students throughout the district.

The board designates as "directory information", which may be released without specific permission, to individuals approved by the principal, except when prohibited by a parent or adult pupil: The pupil's name, address, participation in recognized curricular, co-curricular, or extracurricular activities excluding handicapped education programs, photographs, height and weight if involved in athletics, awards and honors received, and previously attended schools. Parents and adult pupils will be given an opportunity to prohibit the release of directory information annually.

## **SPECIAL EDUCATION RECORDS**

Before any confidential information is released to another agency, program, or person, the school district is required to obtain parental written permission for such a release. This is to protect the parent and child against unauthorized access to confidential information. An exception to this will be made if the child moves to another school, transfers to a public agency or program, and is no longer enrolled within the school district. In this event, all confidential special education records will be forwarded to the receiving school, agency, or program without parental written consent. The purpose of this exception is to avoid extended delays in the transfer of records which may be essential to the child's educational interests. Parents may, however, request that all or specific types of information not be forwarded to the receiving school, agency, or program.

## **DESTRUCTION OF SPECIAL EDUCATION RECORDS**

Federal law (Individuals With Disabilities Education Act) requires that the school district make a reasonable attempt to provide written notice to the parents, guardian, or the student, if he or she has become an adult, prior to the destruction of the student's confidential special education records when these are no longer needed to provide services.

Records are destroyed when the student reaches the age of 25. Parents and/or students may obtain a copy of these records prior to destruction by contacting Lyon County School District Special Services Division, 25 East Goldfield Avenue, Yerington, Nevada, 89447 or by calling (775) 463-6800.

I. The Lyon County School District recognizes the confidential nature of student education records and that the primary purpose of keeping records on a student is for the educational welfare and advancement of the student. Those persons, agencies or firms seeking information from or access to student records must come within the exceptions of the Family Educational Rights and Privacy Act (FERPA) of 1974.

II. The United States Department of Education defines "education records" as records that are directly related to a student and that are maintained by an educational agency or institution or a party acting for or on behalf of the agency or institution. These records include but are not limited to grades, transcripts, assessments/tests class lists, student course schedules, health records, and student discipline files. The information may be recorded in any way, including, but not limited to, handwriting, print, computer media, video, audio, film, microfilm, microfiche, and e-mail. (34 CFR § 99.2)

III. Education records for students with disabilities are strictly confidential under the Individuals with Disabilities Education Act (IDEA). IDEA incorporates and builds upon the protections already provided by the Family Educational Rights and Privacy Act (FERPA). Specifically, IDEA provides additional protections for students receiving special education services, ensuring the privacy of their records beyond what FERPA already mandates. However, IDEA permits the disclosure of personally identifiable information (PII), such as education records, to officials of another school or agency where the student seeks or intends to enroll, or where the student is already enrolled, as long as the disclosure is for purposes related to the student's enrollment or transfer.

IV. Administrative regulations below are established for the compilation, maintenance, release, destruction, and security of student records in conformance with federal requirements.

**Legal Reference(s):** Family Educational Rights and Privacy Act of 1974 (PL 93-380) FERPA (The FERPA statute is found at 20 U.S.C. § 1232g and the FERPA regulations are found at 34 CFR Part 99); Individuals with Disabilities Education Act (IDEA).

***STUDENT EDUCATION RECORDS - ADMINISTRATIVE REGULATIONS***

**COMPILATION AND MAINTENANCE OF STUDENT EDUCATION RECORDS**

The Lyon County School District respects and values the rights of parents/legal guardians and “eligible students” (as defined by FERPA) regarding education records. Therefore, written permission will be obtained from a parent/legal guardian or eligible student before changing the preferred name and/or gender assigned at birth in the education record of a student enrolled in the LCSD.

1. Each student's official **school** education record will include the following:

a. Records to be retained permanently<sup>2</sup>

- 1) Name and address of parent
- 2) Verification of date and place of birth
- 3) Dates and record of attendance
- 4) Course enrollment and grades (Transcripts)
- 5) Achievement test data
- 6) Date of graduation or withdrawal

b. Additional education Records of verifiable information to be retained during the student's school career that may be retained include, but are not limited to:

- 1) Medical/health data. (Note: These must be retained for a period not less than two years beyond the age when school enrollment may occur.)
- 2) Individual psychological evaluation (gathered with written consent of parents).
- 3) Individual intelligence tests, tests for learning disabilities, etc. (counselor administered).
- 4) Other verifiable information to be used in educational decision making.

2. Maintaining Student Records

a. Transcripts of the scholastic record will contain only true factual information. The school will confine its record-keeping to tasks with clearly defined educational ends.

b. Items listed under 1-a and 1-b will be retained for 100 60 years after graduation or withdrawal. Those listed under 1-b will be retained during the student's school life and destroyed at graduation unless the school code imposes other restrictions.

c. Teacher and staff comments on student records will be confined to matters related to student performance. Value judgments will be excluded from the record.

d. Student records will be considered as current educational and/or therapeutic tools and will be available only for use as such.

*NOTE: Education records for students with disabilities will be maintained as outlined above. However, the Individuals with Disabilities Education Act (IDEA) requires schools to notify parents before destroying these records.*

### 3. Review of Student Records

a. A student of age or the parents/guardians will have access to the student's records under administrative supervision during those times the school is normally in session, unless arrangements for another time have been made in writing. The student of age or parents/guardians has the unique right to inspect the academic record and is entitled to an explanation of any information recorded on the record. Examination of the record will be permitted under conditions which will prevent its alteration or mutilation.

b. If the student of age or parents/guardians is in disagreement with the data on the student's record, they may challenge the information by presenting a written statement to the superintendent, with a copy to the appropriate building administrator outlining the area of concern or disagreement. Within 10 working days the parents will receive a written reply and/or personal conference. If the parents/guardians disagree with the decision rendered by the superintendent, they may petition the Board for a hearing.

e. Staff members who have a legitimate interest and need will be allowed information concerning the record of any student. Such use will be limited to specific needs for providing the student with educational and welfare services.

### 4. Release of Student Records

a. The record will not be released to an outside agency or another school without the written authorization by the parent if the student is under 18 years of age, unless married. If 18 or over, or married, authorization for release will be by the student. Requests in writing for records will be considered as a release by an individual applying for school admission or employment.

b. Information obtained in confidence should remain private and be accorded the utmost security. The confidentiality of necessary professional evaluations will be maintained.

e. Information from student files will not be available to unauthorized persons within the school or to any person outside the school without the express consent of the student or the parents/guardians except under legal compulsion or in cases where the safety of persons or property is involved.

d. "A non-custodial or co-custodial parent has the same right of access to records as the custodial parent unless a court order prohibits such access. It will be assumed that there is no prohibitive court order unless documentation of such an order is presented to the school."

### **SECURITY AND RELEASE OF STUDENT EDUCATION RECORDS**

I. All school records of students are confidential. All records containing personal student information will be governed by the following principles:

A. Parents/legal guardians have the right, upon written request, to inspect and review any and all educational records relating directly to their dependent and legal wards. Each parent has full rights regarding access to educational records unless the District is provided with evidence that there is a court order, or legally binding document that specifically revokes these rights. The right accorded to parents/legal guardians transfers to the students upon attainment of their eighteenth birthday. As defined in 34 CFR 99.3, parent means a parent of a student and includes a natural parent, a guardian, or an individual acting as a parent in the absence of a parent or a guardian.

B. The Lyon County School District maintains students' education records that (1) contain information which is directly related to a student and (2) are maintained by an education agency. These educational records are maintained in the LCSD student information system (e.g. Infinite Campus) and at the school of enrollment. Questions regarding educational records at the schools should be directed to the school principal in writing. Questions regarding other records should be directed to the superintendent or designee in writing. District personnel must be present to interpret records being reviewed.

C. Any request from parents/legal guardians, or students eighteen years of age or older must be complied within a reasonable length of time not to exceed forty-five (45) days from the date the request is received.

D. Parents/legal guardians or eligible students may, by written request to the principal of the school, challenge the content of student records in order to ensure that the records are not inaccurate, misleading, or otherwise in violation of the privacy or other rights of students. Additionally, parents/legal guardians or eligible students have the right to seek to amend education records. Such requests may become a part of the record at the discretion of the parent/legal guardian or eligible student.

Within ten (10) school days after receiving such a notice from a parent/legal guardian or eligible student, the principal shall notify the parent/legal guardian or eligible student in writing of the principal's decision and the reasons for the decision. The parent/legal guardian or eligible student shall have the right to appeal this decision to the superintendent or designee, within ten (10) school days after receipt of the principal's letter. The superintendent or designee, within fifteen (15) working days of receipt of such an appeal, shall hold a hearing with the parents/legal guardians and/or eligible student.

The parent/legal guardian or eligible student shall be informed in writing of the date and time of the hearing. Such notification shall be well in advance of the hearing date to allow time for the parent/legal guardian or eligible student to engage legal counsel and prepare and assemble any evidence the parent/legal guardian or eligible student wishes to present.

The superintendent or designee shall make his/her decision in writing within five (5) working days after conclusion of the hearing. The parent/legal guardian or eligible student shall be notified of the decision by certified mail.

E. Directory information is information not generally considered harmful or an invasion of privacy if disclosed. This includes a student's name, address, grade level, date and place of birth, photographs, participation in officially recognized activities and sports, weight and height if a member of an athletic team, years of attendance, degrees and awards received, and school attended. Photographs will only be considered directory information when used in printed school publications including the annual yearbook, playbills, honor roll or other recognition lists, graduation programs, newsletters, and sports activity programs/sheets.

Directory information may be made available without consent of parents/legal guardians or eligible students, provided that public notice has been made. A reasonable period of time must elapse between issuance of public notice and release of information to allow parents/legal guardians or eligible students to request that directory information not be released. Registration materials will inform parents of

the right to restrict the distribution of directory information. This request may be rescinded in writing by a parent/legal guardian or eligible student at any time.

F. Information other than directory information is inaccessible without the written consent of the parent/legal guardian or eligible student. Exempt from this ruling are the following agencies and persons:

1. School officials who have a “legitimate educational interest” which may include:

- a. Board of School Trustees;
- b. Administrators;
- c. Licensed employees;
- d. School Resource Officers
- e. Support staff; and
- f. Contractors, consultants, volunteers, and other outside parties performing outsourced institutional services or functions.

“Legitimate educational interest” is defined as any activity having a direct effect on advancing a student’s educational level, coupled with a concern for the student’s social, emotional, and/or physical welfare.

2. Officials of other schools or school systems in which a student intends to enroll or where the student is already enrolled so long as disclosure is for the purposes related to the student’s enrollment or transfer.

3. Authorized representatives of the Comptroller General of the United States and of the Secretary of Education; heads of certain educational agencies and state educational authorities; provided that access to student records is necessary in connection with the audit and evaluation of a federally supported program or for the enforcement of federal legal requirements in connection with such a program, and that unless specifically authorized by federal law, no information is included which would permit the personal identification of students or parents/legal guardians after the data has been collected.

4. Representatives of accrediting organizations in order to carry out their accrediting functions.

5. Contracted organizations conducting studies and/or test-related services for the District.

6. Federal and state agencies in connection with student applications for, or receipt of, financial aid.

G. Any authorized persons receiving directory information or who request or obtain access to a student record must indicate in writing the date and specific reason for the request. These persons must verify in writing that they will not use directory information for any other purpose than indicated in the submitted request and that they will not sell said information to other parties.

Student directory information may not be released to commercial businesses for the purpose of advertising or marketing.

Pursuant to the No Child Left Behind Act of 2001, the LCSD shall provide access to secondary school students' names, addresses, and telephone listings per the request of military recruiters or institutions of higher education. A secondary school student or the parent of the student may request that the student's name, address, and telephone listing not be released without prior written parental consent.

The following organizations may receive directory information if the submitted written request is deemed by the superintendent's designee to have an educational benefit to the students:

1. Contracted organizations providing a service/product to the school.
2. Nonprofit postsecondary institutions requesting directory information, high school students' ranking and/or cumulative grade point averages.

H. Information may be released to others only:

1. With the written consent of the parent/legal guardian or eligible student specifying the records to be released, the reasons for such release, to whom and use to be made of the information; and with a copy of the records to be released transmitted to the parent/legal guardian or eligible student upon request.
2. When such information is furnished in compliance with judicial order or pursuant to any lawfully issued subpoena, upon the condition that the parent/legal guardian or eligible student is notified in advance of the compliance by the school with the subpoena or court order.

If after reasonable effort, the parent/legal guardian or eligible student cannot be reached, the court order or subpoena must be honored. Questions regarding judicial orders and subpoenas may be resolved in consultation with the Office of the General Counsel.

3. In cases where there is an articulable and significant threat to the health or safety of a student or other individuals, considering the totality of the circumstances.

I. Periodic review procedures shall be established for students' educational records in order to ensure accuracy and relevancy.

J. The District shall give parents/legal guardians of students in attendance or eligible students in attendance annual notice of their rights under the Family Educational Rights and Privacy Act. The notice shall also inform parents/legal guardians or eligible students that copies of this District administrative regulation are available on the District's website at [www.lyoncsd.org](http://www.lyoncsd.org) or upon request from any LCSD school's main office.

K. Through this annual notice, parents/legal guardians, or eligible students will be informed that they have the right to file a complaint with the Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, S.W., Washington, D.C. 20202-4605, if the District fails to comply.

L. Any questions or unusual requests should be referred to the superintendent or designee.

II. Protection of Pupil Rights Amendment (PPRA) *Note: see LCSD Board Policy JF - Protection of Pupil Rights - Student Surveys*

The Protection of Pupil Rights Amendment (PPRA) (20 U.S.C. § 1232h; 34 CFR Part 98) applies to programs that receive funding from the U.S. Department of Education (ED). The Protection of Pupil Rights Amendment is intended to protect the rights of parents and students in two ways:

A. It seeks to ensure that schools and contractors make instructional materials available for inspection by parents if those materials will be used in connection with a U. S. Department of Education funded survey, analysis, or evaluation in which their children participate; and

B. It seeks to ensure that schools and contractors obtain written parental consent before minor students are required to participate in any U. S. Department of Education funded survey, analysis, or evaluation that reveals information concerning:

1. Political affiliations;
2. Mental and psychological problems potentially embarrassing to the student and his/her family;
3. Sex behavior and attitudes;
4. Illegal, antisocial, self-incriminating and demeaning behavior;
5. Critical appraisals of other individuals with whom respondents have close family relationships;
6. Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
7. Religious practices, affiliations, or beliefs of the students or parents; or
8. Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

Parents or students who believe their rights under the Protection of Pupil Rights Amendment may have been violated, may file a complaint with the U. S. Department of Education by writing to the Family Policy Compliance Office. Complaints must contain specific allegations of fact giving reasonable cause to believe that a violation of the Protection of Pupil Rights Amendments occurred.

For additional information or technical assistance, you may call (202) 260-3887 (voice). Individuals who use TDD may call the Federal Information Relay Service at 1-800-877-8339.

APPENDIX A

LYON COUNTY SCHOOL DISTRICT  
Notification of Rights under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. These rights are:

(1) The right to inspect and review the student's education records within 45 days of the day the School receives a request for access. Parents or eligible students should submit to the School principal a written request that identifies the record(s) they wish to inspect. The School principal or other official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

(2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Parents or eligible students who wish to ask the School to amend a record should write the School principal, clearly identify the part of the record they want changed, and specify why it should be changed. If the School decides not to amend the record as requested by the parent or eligible student, the School will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

(3) The right to privacy of personally identifiable information in the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official is a person employed by the School as an administrator, supervisor, instructor, or support staff member (including health or medical staff); student teachers and related service interns; a person serving on the School Board; a person or company with whom the School has outsourced services or functions it would otherwise use its own employees to perform (such as an attorney, auditor, medical consultant, or therapist); a parent or student serving on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

Upon request, the School discloses education records without consent to officials of another school district in which the student seeks or intends to enroll, or is already enrolled if the disclosure is for purposes of the student's enrollment or transfer.

(4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the School to comply with the requirements of FERPA. The name and address of the federal Office that administers FERPA are: Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, DC 20202-5920.

**Directory Information:** Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Directory information may be released to agencies, institutions, the military, or businesses for the purpose of providing students with yearbooks, class rings, graduation announcements, athletic apparel, school pictures, scholarship opportunities, or other purposes that benefit

the student and/or school. Directory information will not be released when the purpose is primarily for commercial or sectarian use. The Lyon County School District has designated the following information as directory information: student's name; address; telephone listing; electronic mail address; photograph; date and place of birth; major field of study, grade level; dates of attendance (but not attendance on a particular day); participation in officially recognized activities and sports; weight and height of members of athletic teams; degrees, honors and awards received; and the most recent educational agency or institution attended.

**Unless individual written objection to release such directory information is received by Lyon County School District from the parent or eligible student, any of the above information may be released in accordance with the purposes stated. All objections should be filed in writing with your student's school principal using the "Student Directory Information Opt Out Form"**

### **LYON COUNTY SCHOOL DISTRICT**

#### **Notification of Rights under the Protection of Pupil Rights Amendment (PPRA)**

PPRA affords parents certain rights regarding our conduct of surveys, collection and use of information for marketing purposes, and certain physical exams. These include the right to:

- Consent before students are required to submit to a survey that concerns one or more of the following protected areas ("protected information survey") if the survey is funded in whole or in part by a program of the U.S. Department of Education (ED):
  1. Political affiliations or beliefs of the student or student's parent;
  2. Mental or psychological problems of the student or student's family;
  3. Sex behavior or attitudes;
  4. Illegal, anti-social, self-incriminating, or demeaning behavior;
  5. Critical appraisals of others with whom respondents have close family relationships;
  6. Legally recognized privileged relationships, such as with lawyers, doctors, or ministers;
  7. Religious practices, affiliations, or beliefs of the student or parents; or
  8. Income, other than as required by law to determine program eligibility.
- Receive notice and an opportunity to opt a student out of:
  1. Any other protected information survey, regardless of funding;
  2. Any non-emergency, invasive physical exam or screening required as a condition of attendance, administered by the school or its agent, and not necessary to protect the immediate health and safety of a student, except for hearing, vision, or scoliosis screenings, or any physical exam or screening permitted or required under State law; and
  3. Activities involving collection, disclosure, or use of personal information obtained from students for marketing or to sell or otherwise distribute the information to others.
- Inspect, upon request and before administration or use:
  1. Protected information surveys of students;
  2. Instruments used to collect personal information from students for any of the above marketing, sales, or other distribution purposes; and
  3. Instructional material used as part of the educational curriculum.

These rights transfer to from the parents to a student who is 18 years old or an emancipated minor under State law.

The Lyon County School District (LCSD) has developed and adopted policies, in consultation with parents, regarding these rights, as well as arrangements to protect student privacy in the administration of protected information surveys and the collection, disclosure, or use of personal information for marketing, sales, or other distribution purposes. LCSD will directly notify parents of these policies at least annually at the start of each school year and after any substantive changes. LCSD will also directly notify, such as through U.S. Mail or email, parents of students who are scheduled to participate in the specific activities or surveys noted below and will provide an opportunity for the parent to opt his or her child out of participation of the specific activity or survey. LCSD will make this notification to parents at the beginning of the school year if the District has identified the specific or approximate dates of the activities or surveys at that time. For surveys and activities scheduled after the school year starts, parents will be provided reasonable notification of the planned activities and surveys listed below and be provided an opportunity to opt their child out of such activities and surveys. Parents will also be provided an opportunity to review any pertinent surveys.

Following is a list of the specific activities and surveys covered under this requirement:

- Collection, disclosure, or use of personal information for marketing, sales or other distribution.
- Administration of any protected information survey not funded in whole or in part by ED.
- Any non-emergency, invasive physical examination or screening as described above.

Parents who believe their rights have been violated may file a complaint with: Family Policy Compliance Office, U.S. Department of Education, 400 Maryland Avenue, SW, Washington, D.C. 20202-5920.

APPENDIX B

**LYON COUNTY SCHOOL DISTRICT**  
**Family Educational Rights and Privacy Act (FERPA)**  
**STUDENT DIRECTORY INFORMATION OPT OUT FORM**

School Year \_\_\_\_\_

Parents/Eligible Students: In accordance with the Lyon County School District’s “Notification of Rights under FERPA,” you have provided a written objection to release directory information contained in your child’s education records. By checking the applicable box below, you may either opt out of the release of all directory information (Option A), or you may limit your opt out to name, address, and telephone number to be released to military recruiters (Option B).

**A. OBJECTION TO RELEASE OF ANY DIRECTORY INFORMATION (COMPREHENSIVE OPT OUT)**

TO: (Principal’s Name) \_\_\_\_\_

SCHOOL: \_\_\_\_\_

REGARDING: (Student’s Name – Please print) \_\_\_\_\_

I object to the district releasing directory information (student's name; address; telephone listing; electronic mail address; photograph; date and place of birth; major field of study, grade level; dates of attendance (but not attendance on a particular day); participation in officially recognized activities and sports; weight and height of members of athletic teams; degrees, honors and awards received; and the most recent educational agency or institution attended) about my student during this school year. I understand this means exclusion from school documents that typically are made public, such as class pictures, yearbooks, graduation programs, honor roll and other recognition lists, sports activity and theatrical programs. I also understand that this means exclusion of my child’s name, address and phone number from the student directory, from other documents relating to school-related organizations and activities. Finally, I understand this means that my student will not be included in district videotape, audio recording, television and still photograph productions, and news media interactions.

Parent/Eligible Student Signature \_\_\_\_\_

Date \_\_\_\_\_

Parent/Eligible Student Name (Printed) \_\_\_\_\_

**B. OBJECTION TO RELEASE OF NAME, ADDRESS, AND TELEPHONE NUMBER TO MILITARY RECRUITERS**

TO: (Principal’s Name) \_\_\_\_\_

SCHOOL: \_\_\_\_\_

REGARDING: (Student’s Name – Please print) \_\_\_\_\_

**LYON COUNTY SCHOOL DISTRICT  
BOARD POLICY**

**JO**

I object to the district releasing the name, address, and telephone number of the student named above to military recruiters during this school year. I understand that once this form has been signed by either the student or a parent, only a parent may change it. I also understand that if I want to change it, the parent must notify the principal in writing that the form is no longer in effect and that student information may be released.

Parent/Eligible Student Signature

Date

Parent/Eligible Student Name (Printed)

DRAFT

**APPENDIX C**

**LYON COUNTY SCHOOL DISTRICT PARENT/ELIGIBLE STUDENT CONSENT TO  
RELEASE STUDENT EDUCATION RECORDS PROTECTED UNDER THE FAMILY  
EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA)**

*I hereby authorize the Lyon County School District (LCSD) to allow the party listed below access to my student's confidential education records protected by the FERPA. I understand that I may revoke this authorization at any point and that the authorization will remain in effect until June 30th of the current school year.*

Please print student information below

<u>Last Name</u>	<u>First Name</u>	<u>Middle Initial</u>	<u>Birthdate</u>
<u>Please describe the purpose of the release below.</u>			

Please check the box next to the records you are authorizing for release.

<input type="checkbox"/>	<u>All Education Records</u>	<input type="checkbox"/>	<u>Assessments</u>	<input type="checkbox"/>	<u>Family Contact Information</u>
<input type="checkbox"/>	<u>Transcripts</u>	<input type="checkbox"/>	<u>Health</u>	<input type="checkbox"/>	<u>Other, please specify:</u>
<input type="checkbox"/>	<u>Grades</u>	<input type="checkbox"/>	<u>Assignments</u>		
<input type="checkbox"/>	<u>Behavior/Discipline Logs</u>	<input type="checkbox"/>	<u>Schedule</u>	<input type="checkbox"/>	<u>Other, please specify:</u>
<input type="checkbox"/>	<u>Attendance</u>	<input type="checkbox"/>	<u>Reports</u>		

Name of individual and/or program to whom you are authorizing release

Address of individual and/or program

Phone number and email of individual and/or contact person of the program

Parent/Eligible Student Signature

Parent/Eligible Student Printed Name

Date

<b><u>Lyon County School District Official Use Only</u></b>		
<u>Records provided on (date):</u>	<u>Records provided to (name):</u>	<u>Employee Signature:</u>

**APPENDIX D**

**LYON COUNTY SCHOOL DISTRICT PARENT CONSENT TO RELEASE  
OR EXCHANGE CONFIDENTIAL INFORMATION**

**Student Name** \_\_\_\_\_ **Birthdate** \_\_\_\_\_  
**School** \_\_\_\_\_ **Grade** \_\_\_\_\_

As required by the Family Educational Rights and Privacy Act (FERPA), the LCSD must obtain written consent before releasing or exchanging education records with certain persons or agencies outside of the school district. We are seeking your consent to release or exchange records for the following reasons:

- We need additional information about your child in order to improve the services or programs we provide to him or her.
- The person, agency, or program listed below needs information from the school district in order to provide or arrange services for your child.
- Other: \_\_\_\_\_

The school district seeks to release or exchange the following types of information with the agency or program identified below. Parents/guardians must initial each approved area for release.

<u>Initials</u>	<u>Initials</u>	<u>Initials</u>
<u>medical evaluations</u>	<u>psychiatric evaluations</u>	<u>psychological evaluations</u>
<u>academic tests</u>	<u>discharge summary</u>	<u>other</u>

**NOTE: The LCSD is obligated by FERPA and IDEA to confidentially maintain student education records.**

**Person, agency, or program with whom exchange or release is sought:**

Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State, Zip Code: \_\_\_\_\_  
Phone/Email: \_\_\_\_\_

I give consent for the LCSD to release or exchange information with the above-named person, agency, or program for the purpose described. This authorization may be revoked at any time, except to the extent that action is already taken. Authorization expires 90 days from the date of signing.

\_\_\_\_\_  
Parent/Guardian/Eligible Student Signature Date

25 E. Goldfield Ave. Yerington, NV 89447 Phone: (775) 463-6800 FAX: (775) 463-6808

# Lyon County School District Board Memo

**Date:** June 24, 2025  
**To:** Board of School Trustees  
**From:** James Gianotti, Executive Director for Educational Services  
**Re:** Revision of Policy IK: Grading, Interventions, Course Exemptions and Class Ranking

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## **Recommendation**

That the Board of Trustees approve revisions to policy IK: Grading, Interventions, Course Exemptions and Class Ranking as a second and final reading.

## **Background Information**

Lyon County School District (LCSD) has recently become a Community Eligibility Program (CEP) district. This allows all students to eat breakfast and lunch free of charge. Due to this designation, the LCSD is no longer able to collect Free and Reduced Lunch (FRL) Applications or designate students as Free and Reduced Lunch Recipients. Policy IK covers the Jump Start and Dual Enrollment program, specifically in regards to payment criteria. Since the LCSD can no longer request students to complete a Free and Reduced Lunch application, we are changing the qualifier to “Direct Certification”.

## **Budget Considerations**

N/A

## **Discussed at Previous Meeting**

May 27, 2025 first reading

## **Attachment(s)**

Policy IK – Grading Revised

***Grading, Interventions, Course Exemptions and Class Ranking***

The Lyon County School District is committed to providing fair, accurate, specific, and timely feedback in order to identify student areas of strength and needs of improvement to ensure successful completion of all courses and ultimately success in college and career. Therefore, all grading practices in Lyon County schools will adhere to the following principles:

Truthfulness	Grades students receive must meet worthwhile goals informed by current standards and understandings in the education community. Grades should reflect how well a student has mastered a set of learning targets and give students timely feedback and opportunities to remediate and reassess their knowledge and skills. Behavior is modified outside of the gradebook so grades simply reflect learning.
Reliability	Grades have reliability when similar performance between two students receives the same grade from one classroom teacher as it would another teaching a similar course.
Impartiality	Grades are not based on any non-academic criteria such as the student’s gender, race, ethnicity, parental involvement, etc.
Understandability	Grades students receive must convey clarity as to what the student knows and is able to do along with the student’s next steps in learning.

Because many application forms require grade point averages and/or rank-in-class, secondary schools shall compute these statistics using the following guidelines:

Course Point Range	Grade	Value-Standard courses
90-100	A	4.0
80-89	B	3.0
70-79	C	2.0
60-69	D	1.0
<60	F	0.0

The grading scale must be weighted as follows, in accordance with NAC 389.6625:

- a. For completion of an honors (H) course with a grade of A, B, C or D, a value of 0.025 must be added to the value of the grade.

- b. For completion of an advanced placement (AP), International Baccalaureate (IB) or approved dual credit (DC) course with a grade of A, B, C or D, a value of 0.050 must be added to the value of the grade.
- c. Only grades of A, B, C, D or F are recognized for dual credit courses by LCSD and will be assigned the appropriate value of 0.050. Grades of P, S and U are not recognized by LCSD and will not be transcribed. LCSD will transcript the grade that is associated with the percentage earned (based on the grading scale adopted by LCSD) in the course at the time of transcribing.

Teachers must notify the student and the parent/guardian before assigning a failing grade on a progress report or an official transcript to identify strategies for improving the grade.

Coursework completed during a semester must be applied to the grade in that semester.

If final examinations are administered, the total value must not exceed 20% of the semester grade.

Reference: NAC 389.6625

Policy #IK  
Revised ~~8/24/21~~ 6/24/25

***Grading, Interventions, Course Exemptions and Class Ranking  
Administrative Regulations***

**Guiding Questions for Grading**

**Truthfulness:**

- Do grades strongly communicate an acceptable level of accuracy related to content knowledge and skill ability to students, parents, subsequent teachers/counselors and other stakeholders?
- Do grades separate student behaviors from student content/skill demonstration?
- Are grades based primarily on student evidence and mastery of tasks, assignments, assessments, etc. that are focused on and directly aligned to Nevada Academic Content Standards?
- Are grades determined using a J-Curve with more weight given for the more recent student evidence of learning?
- Are there multiple opportunities for students to demonstrate mastery?

**Reliability:**

- Are grades for similar product/performance demonstration similar across classrooms of like courses in the same school?
- Do teachers collaboratively focus on effective and accurate grading practices through:
  - Collaborative / analysis of assessments and tasks?
  - Collaborative scoring of student work?
- Do teachers of like courses in the same school agree with consistency on the acceptance of late work, stipulated second chances, homework, etc.?

**Impartiality:**

- Does parental involvement, or lack thereof impact/alter grades and expectations?
- Is grade distribution consistent with other assessments or benchmarks (CRT's, ACT, MAP, EOC, etc.)?
- Is grade distribution monitored according to subgroups such as gender, race, ethnicity, FRL, etc.?

**Understandability:**

- Do teachers and school leaders ensure that students, parents, subsequent teachers, counselors and other stakeholders understand what student grades reflect in terms of the student's next learning steps?

- Are the categories in the student information system (SIS) consistent throughout the department or school?
- Are grades updated on a weekly basis to provide timely and specific feedback regarding the student's progress?

### **Guiding Questions for Interventions**

The following guidelines should be used to prevent unnecessary student failure of courses. Schools should combine both early monitoring with specific plans and actions for interventions.

- Do administrators and teachers, while collaborating or in department meetings, collect and analyze failure and potential failure data at least 3-4 times per semester?
- Do administrators monitor failure and potential failure reports early during each semester and throughout the semester?
- Do teachers or departments develop action plans to address failures with specific strategies as well as monitoring measures and dates to determine if strategies are working (preventing/reducing course failures and increasing student achievement)?
- Did the teacher inform the student **and** the parent/guardian before assigning a failing grade on a progress report or an official transcript?

### **Exemptions from Course Requirements**

1. Students may be excused from physical education for the following reasons:
  - a. Non-enrollment for physical reasons as certified by a physician's statement.
  - b. Non-enrollment for religious reasons as certified by written statement.
2. Those students presenting parental statements relative to excusing students from specific units of instruction on the human reproductive system, related communicable diseases, and sexual responsibilities in any class may be excused.
3. Those students who present a signed parental statement requesting that the student be excused from the dissection of preserved specimens shall be excused and assigned an alternative activity.
4. SB 147 provides school districts ways to assist students in foster care and/or experiencing homelessness to accrue credits and obtain their high school diploma. SB 147 aligns with existing federal law that requires each state to have procedures which: ensure that homeless children and youths, including unaccompanied youths, are accorded equal access to appropriate secondary education and support services; and

remove barriers that prevent such youths from receiving credit for coursework previously completed. For the specifics requirements regarding the exemptions, the granting of full/partial credit for coursework, the process for determining credits or course completion, and the graduation requirements outlined in SB 147, please see Policies JH, JHB, and IKF.

## **Class Ranking**

Computation of grade point averages must be calculated to the fourth decimal place and rounded to the third decimal place. A grade point average that is less than 0.0005 must be rounded down; and one that is 0.0005 or higher must be rounded up. (For example: 3.1256 would round to 3.126 and a GPA of 2.3421 would round to 2.342.)

Rank-in-class shall be determined by the accumulation of grade point averages for course grades that earn one-half credit or more per semester.

## **Designation of Honors and Advanced Placement Courses**

College and university admission offices, as well as future employers, are most interested in students who have completed a rigorous academic program. Therefore, honors and advanced placement courses may be designated by the superintendent or designee to assure viability throughout the District for all coursework and shall include increased rigor and increased expectations of student performance. The same rigor and performance expectations shall be consistently held at each school within the District. Additionally, each school principal will conduct an annual review of all honors and advanced placement courses to make sure they meet the rigorous standards.

The courses which the superintendent or designee can designated as Honors (H) and Advanced Placement (AP) are (effective for the Class of 2020):

### Career and Technical (CTE)

- 1) Completer/Terminal Courses: H
- 2) Computer Science: AP

### Mathematics

- 1) Calculus: AP
- 2) Pre-Calculus: H

### Science

- 1) Anatomy & Physiology: H
- 2) Chemistry: AP
- 3) Physics: H
- 4) Biology: AP

5) Environmental Science: AP

World Languages and English Language Arts

- 1) English: 1-4 H
- 2) English Language and Composition: AP
- 3) English Literature and Composition: AP
- 4) Spanish Language: AP
- 5) Spanish Literature: AP

Social Studies

- 1) Honors U.S. History: AP
- 2) U.S. Government: AP
- 3) European History: AP
- 4) World History: AP

Fine Arts

- 1) Art Studio: AP
- 2) Studio Art 2-D Design: AP

All Advanced Placement courses and all honors classes will be designated on official transcripts and student records.

### **Western Nevada College (WNC) Jump Start Dual Enrollment Program**

LCSD and WNC have developed a partnership allowing students to earn both high school and college credit while attending an LCSD high school (dual enrollment program). It is the intention of the Board of Trustees that all students participating in dual enrollment programs are working toward an associate degree or certification.

The following guidelines have been established for all students entering a WNC dual enrollment program:

1. Permission to enter a WNC program will be granted based on a student's prior academic history and successfully passing prescribed assessments, as determined by WNC and LCSD.
2. Students enrolled during their junior year are required to participate with the cohort available at their school site. All exceptions must receive prior approval from the principal and superintendent or designee.
3. LCSD will assist in paying tuition for WNC pre-approved college classes, up to 17 credits per semester and 64 total credits over the student's high school experience. Any exceptions must be approved by the principal and superintendent or designee.
4. All dual enrollment classes will be posted on the student's transcript. Only grades of A, B, C, D or F are recognized for dual credit courses by LCSD and will be assigned the appropriate value of 0.050. Grades of P, S and U are not recognized by LCSD and will

- not be transcribed. LCSD will transcript the grade that is associated with the percentage earned (based on the grading scale adopted by LCSD) in the course at the time of transcribing.
5. Students are responsible for providing enrollment and schedule information to their principal and Counselor for approval prior to any portion of tuition being paid by the district.
  6. Students are responsible for providing WNC grade reports every three weeks to their high school counselor and appropriate WNC staff.
  7. LCSD tuition credit payment will be based under the following criteria:
    - a. All credits paid for partially or in full by the district must be taken for credit.
    - b. LCSD will pay for all credit costs for students qualifying for **Free/Reduce Lunch Direct Cert.**
    - c. LCSD will pay for half of credit costs for students not qualifying for **Free/Reduced Lunch Direct Cert.**
    - d. LCSD will only pay for each class one time. If a student wishes to retake a class previously paid by the district, then they will be responsible for all tuition and fees associated with that class.
    - e. The student/family will be responsible for reimbursing the district in full for any credits for which the student drops or audits. Students' families failing to reimburse the district for a dropped or audited class will not be eligible for future tuition support as described above.
  8. If a student fails a WNC/dual enrollment course, or drops a WNC/dual enrollment course without principal and counselor approval, they will be removed from the program. The principal and superintendent or designee may approve a student to remain in the WNC dual enrollment program when extenuating circumstances exist.
    - a. If a student fails a WNC course, and is given permission by the principal and superintendent or designee to remain in the dual enrollment program, then they will be responsible for 100% payment of all future credits for the next semester. Should the student receive passing grades the next semester, then the principal and superintendent or designee may reinstate their paid participation in the program as outlined above for the final year or semester as applicable. Should the student fail a second course while in the WNC dual enrollment program, they will be removed permanently without exception.

### **Non WNC Jump Start Dual Enrollment Courses**

1. Students taking dual enrollment college courses/credits to count towards their high school diploma must receive pre-approval from their counselor and principal and superintendent or designee.
2. Students and families are responsible for paying for all other approved dual enrollment courses not affiliated with the WNC Jump Start program.
3. All pre-approved dual enrollment college courses will be placed on the student's transcript and calculated into overall GPA, as outlined in this policy.

## Calculations of Class Rank

1. Credit received for District approved classes shall be included in computing class rank and must be posted by the end of the seventh semester if they are to be counted in the calculation of achievement honors related to graduation ceremonies.
2. Students may repeat a class to improve upon a grade and have that grade calculated into their grade point average provided that the first attempt continues to appear on the transcript with a designation of NG (no grade) to indicate that the course was repeated. A student may not receive credit twice for a repeated course and the original grade will not be calculated into the overall cumulative grade point average.
3. In computing and determining rank-in-class, all students at a given grade level shall be included.
4. If a student's record includes courses that are marked in non-traditional fashion, for instance a pass/ fail or credit/no credit basis, the computation of rank-in-class shall be based on those courses with traditional marks only.
5. The methods used to compute rank-in-class shall be reported to students, parents, and any authorized transcript recipient.
6. Rank-in-class information shall be released in accordance with District policy.
  - a. To appropriate personnel or;
  - b. At the written request or consent of the student and/or parent;
  - c. In response to formal legal processes.
7. Rank-in-class shall be reported on a numerical basis.
8. The LCSD will recognize a Valedictorian and Salutatorian in addition to students achieving Cum Laude (“with honor”) status. Calculation of Valedictorian and Salutatorian shall be calculated using a cumulative, weighted GPA formula for grades 9-12, must include the required core courses as listed in policy IKF and must be immediately posted upon completion of the seventh semester to be included in the calculation.
9. The Valedictorian of the class will be the student who has attained the highest overall grade point average calculated on credit posted immediately following the seventh semester of coursework. The Salutatorian will be the student with the second highest rank in class who has met the above criteria. In case of a tie, the highest ACT score will be used as the tiebreaker. In case of a further tie, school principals may designate co-Valedictorians and/or co-Salutatorians. Co-Valedictorians and/or co-Salutatorians may also be designated by the principal when extenuating circumstances exist.

10. Students who have completed four (4) or more semesters in Lyon County schools and met the aforementioned criteria will be eligible for the honors of Valedictorian and Salutatorian and Cum Laude (“with honor”) status.
11. Recognition will be given to graduating students based on the following overall weighted GPA, and if the student has successfully completed a minimum of 4 H, AP, IB and/or DC classes:
  - 3.7-3.799 Cum Laude (“with honor”) Status
  - 3.8-3.899 Magna Cum Laude (“with great honor”) Status
  - 3.9+ Summa Cum Laude (“with highest honor”) Status
12. The senior class advisor and principal will develop a committee comprised of students and staff to select graduates who will address their peers during the graduation ceremony. Of these, the Valedictorian and Salutatorian will first be given the opportunity to address their peers during the graduation ceremony. Should either student decline the opportunity, the committee may select another student.
13. Grade point average (GPA) will be calculated by the following method:
  - a. convert the letter grades to a numerical value (e.g. A=4.0, B= 3.0, C=2.0, D=1.0, F=0)
  - b. add the total grade points (e.g. 20 A’s = 80; 2 B’s = 6; 1 C = 2; 1 D=1; 1 F= 0, totaling 89)
  - c. divide the total grade points by the total number of classes on the official transcript (e.g.  $89/25 = 3.560$ )
  - d. add the weighted grade for each of the H, AP, IB and DC courses that were successfully completed with an A, B, C or D:
    1. For each H course, add .025 (e.g. 2 H courses =  $.025 \times 2 = .050$ )
    2. For each AP course add .050 (e.g. 2 AP courses =  $.050 \times 2 = .1$ )
    3. For each IB course add .050 (e.g. 2 IB courses =  $.050 \times 2 = .1$ )
    4. For each DC course, add .050 (e.g. 8 DC courses =  $.050 \times 8 = .4$ )
    5. Add the total weighted grade to the GPA (e.g.  $3.560 +.05 \text{ H} +.1 \text{ AP} +.1 \text{ IB} +.4 \text{ DC} = 4.210$ )
  6. The GPA will be calculated to the 4<sup>th</sup> decimal place and rounded to the 3<sup>rd</sup> decimal place.
14. Students enrolled in middle school may have the opportunity to earn high school credit in Algebra/Geometry, Computers, Foreign Language and other courses that are pre-approved by the superintendent or designee. The credits earned will be posted to the high school transcript but will not be included in the GPA for grades 9-12.

See below, attached WNC and Non-WNC permission forms.

## Western Nevada College (WNC) Jump Start Dual Enrollment Program Permission Form

LCSD and WNC have developed a partnership allowing students to earn both high school and college credit while attending a LCSD high school (dual enrollment program). It is the intention of the Board of Trustees that all students participating in dual enrollment programs are working toward an associate degree or certification.

The following guidelines have been established for all students entering a WNC dual enrollment program:

1. Permission to enter a WNC program will be granted based on a student's prior academic history and successfully passing prescribed assessments, as determined by WNC and LCSD.
2. Students enrolled during their junior year are required to participate with the cohort available at their school site. All exceptions must receive prior approval from the principal and superintendent or designee.
3. LCSD will assist in paying tuition for WNC pre-approved college classes, up to 17 credits per semester and 64 total credits over the student's high school experience. Any exceptions must be approved by the principal and superintendent or designee.
4. All dual enrollment classes will be posted on the student's transcript.
5. Only grades of A, B, C, D or F are recognized for dual credit courses by LCSD and will be assigned the appropriate value of 0.050. Grades of P, S and U are not recognized by LCSD and will not be transcribed. LCSD will transcript the grade that is associated with the percentage earned (based on the grading scale adopted by LCSD) in the course at the time of transcribing.
6. Students are responsible for providing enrollment and schedule information to their principal and Counselor for approval prior to any portion of tuition being paid by the district.
7. Students are responsible for providing WNC grade reports every three weeks to their high school counselor and appropriate WNC staff.
8. LCSD tuition credit payment will be based under the following criteria:
  - a. All credits paid for partially or in full by the district must be taken for credit.
  - b. LCSD will pay for all credit costs for students qualifying for **Free/Reduce Lunch Direct Cert.**
  - c. LCSD will pay for half of credit costs for students not qualifying for **Free/Reduced Lunch Direct Cert.**
  - d. LCSD will only pay for each class one time. If a student wishes to retake a class previously paid by the district, then they will be responsible for all tuition and fees associated with that class.
  - e. The student/family will be responsible for reimbursing the district in full for any credits for which the student drops or audits. Students' families failing to reimburse the district for a dropped or audited class will not be eligible for future tuition support as described above.
9. If a student fails a WNC/dual enrollment course, or drops a WNC/dual enrollment course without principal and counselor approval, they will be removed from the program. The principal and superintendent or designee may approve a student to remain in the WNC dual enrollment program when extenuating circumstances exist.
  - a. If a student fails a WNC course, and is given permission by the principal and superintendent or designee to remain in the dual enrollment program, then they will be responsible for 100% payment of all future credits for the next semester. Should the student receive passing grades the next semester, then the principal and superintendent or designee may reinstate their paid participation in the program as outlined above for the final year or semester as applicable. Should the student fail a second course while in the WNC dual enrollment program, they will be removed permanently without exception.

I have read and agree to the above guidelines:

Student's signature \_\_\_\_\_ Date \_\_\_\_\_

Parent's signature \_\_\_\_\_ Date \_\_\_\_\_

Principal's signature \_\_\_\_\_ Date \_\_\_\_\_

Counselor's signature \_\_\_\_\_ Date \_\_\_\_\_

Reference: Lyon County School District Board Policy IK

**Non WNC Jump Start Dual Enrollment Courses Permission Form**

- 1. Students taking dual enrollment college courses/credits to count towards their high school diploma must receive pre-approval from their counselor and principal and superintendent or designee.
- 2. Students and families are responsible for paying for all other approved dual enrollment courses not affiliated with the WNC Jump Start program.
- 3. All pre-approved dual enrollment college courses will be placed on the student’s transcript and calculated into overall GPA.

I have read and agree to the above guidelines:

Student’s signature \_\_\_\_\_ Date \_\_\_\_\_

Parent’s signature \_\_\_\_\_ Date \_\_\_\_\_

Principal’s signature \_\_\_\_\_ Date \_\_\_\_\_

Counselor’s signature \_\_\_\_\_ Date \_\_\_\_\_

Reference: Lyon County School District Board Policy IK

## Lyon County School District Board Memo

**Date:** June 24, 2025

**To:** Board of School Trustees

**From:** BillieJo Hogan, Executive Director of Human Resources

**Re:** Revisions to LCSD Board Policy GBBS: Protection of Employees from Blood-Borne Pathogens.

### **Recommendation**

That the Board of Trustees approve revisions to LCSD Board Policy GBBS: Protection of Employees from Blood-Borne Pathogens as a second and final reading.

### **Background Information**

The Lyon County School District Policy GBBS: Protection of Employees from Blood-Borne Pathogens is an existing policy that was last revised in 2018. Although the policy previously referenced an Exposure Control Plan, there was never a written plan developed.

### **Policy Overview**

This revision aligns the Lyon County School District's Bloodborne Pathogens Administrative Regulations with federal OSHA standards by formally incorporating a comprehensive Exposure Control Plan (ECP). The ECP outlines roles and responsibilities, identifies job classifications with occupational exposure risks, and details engineering controls, personal protective equipment (PPE), training, and procedures for post-exposure evaluation and follow-up. While the District has historically maintained practices to protect staff, this update ensures full compliance through clearly defined exposure controls, updated training protocols, and annual review requirements.

### **Budget Considerations**

None

### **Discussed at Previous Meeting**

May 27, 2025

### **Attachment(s)**

LCSD Board Policy GBBS: Protection of Employees from Blood-Borne Pathogens

## PROTECTION OF EMPLOYEES FROM BLOOD-BORNE PATHOGENS

It shall be the policy of the Lyon County School District to offer appropriate protections deemed necessary to protect shield all employees, particularly those deemed “at-risk”, from the health hazards associated with the Hepatitis B virus and other blood-borne pathogens. An employee is considered “at-risk” if their normal job duties subject them to frequent contact with blood or other bodily fluids in the course of their employment, or if their employment is in a medical-related field such as nursing or first school health aid. The Exposure Control Plan (ECP) outlined in the administrative regulations of this policy will eliminate or minimize occupational exposure to bloodborne pathogens in accordance with 29 CFR 1910.1030.

In accordance with guidelines and standards provided by the Occupational Safety and Health Administration (OSHA) in 29 CFR 1910.1030, the District will offer preventative measures to protect employees from blood-borne pathogens. These measures shall include, but are not limited to:

1. Training employees in the use of universal precautions, both at the beginning of their employment and on an “as needed” regular basis as outlined in the administrative regulations.
2. Making protective devices that reduce or eliminate exposure such as gloves, gowns, face masks, appropriate disposal containers, and disinfectants available to employees.
3. Offering to provide, at District expense, protective vaccinations to reduce or eliminate exposure. However, no employee will be required to submit to vaccination as a condition of employment with the District. If, while in the performance of their duties, an unvaccinated employee experiences an “exposure incident” such as a needle stick or other cross-contamination they will be offered, at District expense, a confidential medical evaluation and appropriate follow-up care from a licensed health care professional. A screening of the employee’s blood will also be conducted if the employee consents.

All information gathered by the health care professional, other than whether or not the vaccination is recommended and if it was received by the employee, shall remain confidential and may not be released to the District by the health care professional. The Superintendent or their designee will periodically revise the procedures developed to execute this policy.

**Reference:** 29 CFR 1910.1030

Policy #GBBS  
Revised 9/25/18 6/24/25

**PROTECTION OF EMPLOYEES FROM BLOOD-BORNE PATHOGENS -  
ADMINISTRATIVE REGULATIONS**

**Lyon County School District Exposure Control Plan (ECP)**

**1. Roles and Responsibilities**

A. The Benefits and Risk Manager in conjunction with the Chief Nurse are responsible for:

- (1) Implementing, maintaining, reviewing, and, as necessary, updating this plan. This plan will be reviewed annually and whenever necessary to accommodate new or modified tasks and/or procedures.
- (2) Providing and maintaining Personal Protective Equipment (PPE), engineering controls, labels, and regulated waste containers.
- (3) Ensuring that medical actions required by the plan are performed and that employee and OSHA records are appropriately maintained.
- (4) Providing training, documenting training, and making this plan available to employees and/or OSHA representatives, upon request.

B. Those employees determined to have occupational exposure to blood or other potentially infectious materials (OPIM) must comply with the procedures and work practices outlined in this ECP.

**2. Employee Exposure Determination**

A. The following job classifications (listed in no particular order) at the LCSD are designated “at-risk” for occupational exposure by virtue of the primary job duties:

- (1) Athletic Trainer
- (2) Bus Driver
- (3) Chief Nurse
- (4) CTE Teacher
- (5) Custodian (including Lead Custodian)
- (6) Nurse (2-year RN and LPN)
- (7) Paraprofessional
- (8) School Nurse (4-year RN)
- (9) School Health Aide (including CNA)
- (10) Special Education Teacher

B. Some employees in the following job classifications (listed in no particular order) at LCSD may have occupational exposure by virtue of providing first aid services only as a collateral duty:

- (1) Administrator
- (2) Coach
- (3) Counselor
- (4) Maintenance
- (5) Principal Secretary
- (6) School Secretary
- (7) Secretary Aide
- (8) Special Services Aide
- (9) Teacher

C. The following tasks and procedures create occupational exposure for the employees listed above:

- (1) Rendering first aid services and health related support to students and staff;
- (2) Care of students who need assistance in daily living skills (such as toileting, dressing, hand-washing, feeding, menstrual needs);
- (3) Care of students with medical needs (such as tracheotomy, colostomy, injections);
- (4) Care of students who exhibit behaviors that may injure themselves or others (such as biting, hitting, scratching);
- (5) Care of students who receive training or therapy in a home-based setting; and/or
- (6) Cleaning tasks associated with blood or OPIM.

### **3. Methods of Implementation and Control**

#### **A. Universal Precaution**

- (1) All employees will utilize universal precautions. Under the concept of Universal Precautions, all human blood and other potentially infectious material (OPIM) are treated as if known to be infectious for HIV, HBV, and other bloodborne pathogens.

#### **B. Exposure Control Plan**

- (1) Employees covered by the bloodborne pathogens standard receive an explanation of this ECP during their new-hire training. It will also be reviewed in the annual refresher training. All employees can review this plan at any time during their shifts by contacting their supervisor.

(2) The Benefits and Risk Manager in conjunction with the Chief Nurse are responsible for reviewing and updating the ECP annually, or more frequently, if necessary, to reflect any new or modified standards, policy, or procedure that affects occupational exposure and to reflect new or revised employee positions with occupational exposure.

### **C. Engineering and Work Practice Controls.**

(1) Engineering and Work Practice Controls are used to prevent or minimize exposure to bloodborne pathogens.

#### (a) Engineering Controls.

(i) Handwashing Facilities are located throughout all district buildings.

(ii) Where potable water or a sink is not available or practical, prepackaged antiseptic or water-less antiseptic hand cleaner will be available.

(iii) Eyewash stations or kits are located in mechanic shops, maintenance shops, science classrooms, CTE classrooms, and nurses offices.

(iv) Sharps Disposal Containers are located in all LCSD nurses offices.

#### (b) Workplace Controls.

(i) Employees must wash their hands immediately or as soon as feasible after removal of gloves or other PPE. **DO NOT reuse disposable gloves.**

(ii) Employees must wash hands and any other skin with soap and water, or flush eyes and mucous membranes with water, immediately or as soon as feasible following contact of such areas with blood or OPIM.

(iii) Eating, drinking, applying cosmetics or lip balm, and handling contact lenses are prohibited in work areas with a reasonable likelihood of occupational exposure.

(iv) Food and drink shall not be kept in refrigerators, freezers, shelves, cabinets, or on countertops where blood or OPIM is present.

(v) Mouth pipetting/suction of blood or OPIM is prohibited.

(vi) Any procedure involving blood or OPIM shall be performed in a manner that minimizes splashing, spraying, spattering, and generation of droplets.

### **D. Personal Protective Equipment (PPE)**

(1) The LCSD provides PPE to employees at no cost whenever there is potential for occupational exposure. PPE will be chosen based on anticipated exposure to blood or OPIM. Training in the use of the appropriate PPE for specific tasks or procedures is provided by the Benefits and Risk Manager or Chief Nurse.

(2) PPE available to employees consists of:

- (a) Gloves, including puncture resistant gloves, are to be worn when working in areas where it is anticipated that employees will have hand contact with blood, OPIM, or sharps.
- (b) Safety glasses/goggles, or face shields will be worn in those areas where splashes of sewage or waste could enter the eye.
- (c) Infection Control and Clean-up Kits, located in custodial closets in each building.

(3) All employees using PPE must observe the following precautions:

- (a) Wash hands immediately or as soon as feasible after removing PPE.
- (b) Remove PPE after it becomes contaminated and before leaving the work area.
- (c) Used PPE may be disposed of in red, regulated waste bags or appropriately color-coded or labeled biohazard buckets.
- (d) Wear appropriate PPE where there is potential for contact with blood, OPIM, or contaminated sharps.
- (e) Puncture-resistant or other utility gloves may be decontaminated for reuse if their integrity is not compromised and will be discarded if they show signs of tearing, puncturing, or other deterioration.
- (f) Disposable gloves must be discarded and replaced if torn, punctured, contaminated, or if their ability to function as a barrier is otherwise compromised. Never wash or decontaminate disposable gloves for reuse.
- (g) Wear appropriate face and eye protection when splashes, sprays, spatters, or droplets of blood or OPIM pose a hazard to the eye, nose, or mouth.
- (h) Remove immediately or as soon as feasible any garment contaminated by blood or OPIM, in such a way as to avoid contact with the outer surface.

**E. Housekeeping**

- (1) LCSD facilities will be maintained in a clean and sanitary condition. Schedules for cleaning and decontamination are maintained by site administration.
- (2) Used or contaminated disposable PPE will be placed in regulated waste containers such as bags, buckets, or sharps disposal containers. Regulated waste containers will be closed prior to removal to prevent spillage or protrusion of contents during handling. Regulated waste containers will be closable, constructed to prevent leakage, and color coded or clearly labeled in accordance with 29 CFR 1910.1030(d)(4)(iii)(B)(1).
- (3) Contaminated sharps are discarded immediately or as soon as possible in sharps disposal containers. Sharps disposal containers will be closable, puncture-resistant, leakproof on sides

and bottoms, and be clearly labeled as such in accordance with 29 CFR 1910.1030(d)(4)(iii)(A)(1).

(4) Sharps disposal containers will be disposed of by the contracted vendor with the LCSD at regularly scheduled intervals (e.g., every 6 months, annually) or, at a minimum, when full.

(5) Other regulated waste, such as bags or buckets, will be disposed of as needed through the contracted vendor with the LCSD.

(6) Any other contaminated bins, buckets, and/or basins will be cleaned and decontaminated as soon as feasible after visible contamination.

(7) Broken glassware that may be contaminated is only picked up using mechanical means, such as a brush and dustpan.

#### **F. Laundry**

(1) Contaminated laundry shall be handled as little as possible. Gloves must be worn when handling contaminated laundry. Contaminated laundry shall be bagged or containerized at the location where it was used and shall not be sorted or rinsed in the location of use. Containers must be leak-proof if there is a reasonable likelihood of soak-through or leakage. All contaminated laundry shall be placed and transported in bags or containers that are biohazard-labeled and/or colored red, including laundry sent for cleaning or disposal.

#### **G. Labels**

(1) Where color coded bags or containers are not used for the collection, storage, transport, or disposal of regulated waste, contaminated sharps, or other contaminated items, the container shall be labeled in fluorescent orange or orange-red with the following legend:



**BIOHAZARD**

(2) Employees are to notify their supervisor who will then notify the Benefits and Risk Manager as soon as possible if regulated waste containers are discovered without proper labels or color-coding.

#### **4. Hepatitis B Vaccination**

A. The Chief Nurse will provide training to employees on hepatitis B vaccinations addressing safety, benefits, efficacy, methods of administration, and availability.

B. The hepatitis B vaccination series is available at no cost after initial employee training and within 10 days of initial assignment to all employees identified in the exposure determination section of this plan. Vaccination is encouraged unless (1) documentation exists that the employee has previously received the series; (2) antibody testing indicates that the employee is immune; or (3) medical evaluation shows that the vaccination is contraindicated.

C. If an employee declines the vaccination, the employee must sign a declination form. Employees who decline may request and obtain the vaccination later at no cost. Documentation of refusal of the vaccination is kept by the Benefits and Risk Manager in conjunction with the Chief Nurse.

D. Vaccinations will be provided by a licensed healthcare provider contracted by the District.

E. Following a vaccination evaluation, a copy of the licensed healthcare professional's written opinion will be obtained and provided to the employee within fifteen (15) days of the completion of the evaluation. The opinion is limited to whether the employee requires the hepatitis vaccine and whether the vaccine was administered.

#### **5. Post-Exposure Evaluation and Follow Up**

A. Should an exposure incident occur, immediately contact the supervisor who will then contact the Benefits and Risk Manager and Chief Nurse.

B. A confidential medical evaluation and follow-up will be conducted by a licensed, healthcare provider contracted by the District.

C. Following initial first aid (clean the wound, flush eyes, or other mucous membrane, etc.), the following activities will occur:

(1) Document the routes of exposure and how the exposure occurred.

(2) Identify and document the source individual (unless the employer can establish that identification is not feasible or prohibited by state or local law).

(3) Obtain consent and arrange to have the source individual tested as soon as possible to determine HIV, HCV, and HBV infectivity. Document that the source individual's test results were conveyed to the employee's healthcare provider. If the source individual is already known to be HIV, HCV, and/or HBV positive, new testing need not be performed.

(4) Ensure that the exposed employee is provided with the source individual's test results and with information about applicable disclosure laws and regulations concerning the identity and infectious status of the source individual (e.g., laws protecting confidentiality).

(5) After obtaining consent, collect exposed employee's blood as soon as feasible after exposure incident and test blood for HBV and HIV serological status.

(6) If the employee does not give consent for HIV serological testing during collection of blood for baseline testing, preserve the baseline blood sample for 90 days. If the exposed employee elects to have the baseline sample tested during this waiting period, perform testing as soon as feasible. Otherwise, the sample will be appropriately discarded.

## **6. Administration of Post-Exposure Evaluation and Follow Up**

A. The Benefits and Risk Manager in conjunction with the Chief Nurse ensures that the licensed healthcare professional(s) responsible for employee's hepatitis B vaccination and post-exposure evaluation and follow up are given a copy of OSHA's bloodborne pathogen standard.

B. The Benefits and Risk Manager in conjunction with the Chief Nurse ensures that the licensed healthcare professional evaluating an employee after an exposure incident receives the following:

- (1) A description of the employee's duties related to the incident.
- (2) Documentation of the route of exposure and exposure circumstances.
- (3) Available source blood testing results.
- (4) A copy of, or information regarding, all available medical records relevant to the treatment of the employee, including vaccination status, which are the employer's responsibility to maintain.

C. The Benefits and Risk Manager in conjunction with the Chief Nurse will obtain a written opinion from the licensed healthcare provider following an exposure incident. The opinion shall only include (1) that the employee was informed of the evaluation results and (2) that the employee was informed of any medical conditions resulting from exposure to blood or OPIM that require further evaluation or treatment. The Benefits and Risk Manager will provide the employee with a copy of the evaluation within 15 days of its completion.

D. All employee medical records shall be kept confidential.

## **7. Procedures for Evaluating the Circumstances Surrounding an Exposure Incident**

A. The Benefits and Risk Manager in conjunction with the Chief Nurse will review the circumstances of all exposures and complete a Bloodborne Pathogen Exposure Report. The investigation and report will seek to determine:

- (1) Engineering controls in use at the time.
- (2) Work practice controls in place and followed at the time.
- (3) A description of the device being used (including type and brand).

- (4) PPE or clothing that was used at the time of the exposure incident (i.e. gloves, eye shields, etc.)
- (5) Location of the incident.
- (6) Procedure being performed when the incident occurred.
- (7) Employee training.

B. If revisions to this ECP are needed, the Benefits and Risk Manager in conjunction with the Chief Nurse will ensure that appropriate changes are made (e.g., adding employees to the exposure determination list, adding PPE, adding engineering controls, etc.).

## **8. Employee Training**

A. All employees who have occupational exposure to bloodborne pathogens will receive initial and annual training. The Benefits and Risk Manager in conjunction with the Chief Nurse will keep and make available training materials.

B. Training will consist of epidemiology, symptoms, and transmission of bloodborne pathogen diseases. Additionally, training will cover the following elements:

- (1) A copy and explanation of the OSHA bloodborne pathogen standard.
- (2) An explanation of this ECP and how to obtain a copy.
- (3) An explanation of methods to recognize tasks and other activities that may involve exposure to blood and OPIM, including what constitutes an exposure event.
- (4) An explanation of the use and limitations of engineering controls, work practice controls, and PPE.
- (5) An explanation of the types, uses, location, removal, handling, decontamination, and disposal of PPE.
- (6) An explanation of the basis of PPE selection.
- (7) Information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccine will be offered free of charge.
- (8) Information on the appropriate actions to take and people to contact in an emergency involving blood or other OPIM.
- (9) An explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow up that will be made available.
- (10) Information on the post-exposure evaluation and follow up that the employer is required to provide for the employee following an exposure incident.
- (11) An explanation of the signs and labels and/or color-coding required by the standard and used at this facility.
- (12) An opportunity for interactive questions and answers with the person conducting the training session.

## **9. Recordkeeping**

### **A. Training Records**

- (1) Training records are completed for each employee upon completion of training and will be maintained for at least three (3) years by the Benefits and Risk Manager.
- (2) Training records include dates of the training session, contents or summary of the training, names and qualifications of persons conducting the training, and names and job titles of all persons attending the training.
- (3) Training records are provided upon request to the employee or the employee's authorized representative.

### **B. Medical Records**

- (1) Medical records are maintained for each employee with occupational exposure in accordance with 29 CFR 1910.1020, "Access to Employee Exposure and Medical Records."
- (2) Medical records for each employee must include
  - (a) The name of the employee;
  - (b) A copy of the employee's hepatitis B vaccination status including the dates of all the hepatitis B vaccinations and any medical records relative to the employee's ability to receive vaccination as required;
  - (c) A copy of all results of examinations, medical testing, and follow-up procedures as required;
  - (d) A copy of the licensed, healthcare professional's written opinion that the Benefits and Risk Manager received; and
  - (e) A copy of the information provided to the licensed healthcare professional.
- (3) The LCSD Human Resources Department is responsible for maintaining required medical records. These confidential records are kept for at least the duration of employment plus 30 years.
- (4) Medical records are provided to the employee or the employee's authorized representative upon request.

### **C. OSHA Recordkeeping**

- (1) An exposure incident is evaluated to determine if the case meets OSHA's Recordkeeping Requirements (29 CFR 1904). This determination and recording activities are performed by the Benefits and Risk Manager in conjunction with the Chief Nurse.

(2) In addition to 29 CFR 1904 Recordkeeping Requirements, all percutaneous injuries from contaminated sharps are recorded in a Sharps Injury Log. All incidents must include at least:

- (a) Date of injury.
- (b) Type and brand of the device involved.
- (c) Department or work area where the incident occurred.
- (d) Explanation of how the incident occurred.

(3) These logs are reviewed as part of the annual program evaluation and maintained for at least five (5) years following the end of the calendar year covered. If a copy is requested by anyone, or used by the Safety Committee, any personal identifying information must be removed.

## **10. Definitions**

**“Blood”** means human blood, human blood components, and products made from human blood. 29 CFR 1910.1030(b).

**“Bloodborne Pathogens”** means pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV). 29 CFR 1910.1030(b).

**“Contaminated”** means the presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface. 29 CFR 1910.1030(b).

**“Contaminated Laundry”** means laundry which has been soiled with blood or other potentially infectious materials or may contain sharps. 29 CFR 1910.1030(b).

**“Contaminated Sharps”** means any contaminated object that can penetrate the skin including, but not limited to, needles, scalpels, broken glass, broken capillary tubes, and exposed ends of dental wires. 29 CFR 1910.1030(b).

**“Decontamination”** means the use of physical or chemical means to remove, inactivate, or destroy bloodborne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use, or disposal. 29 CFR 1910.1030(b).

**“Engineering Control”** means a physical change to the workplace that removes a hazard or creates a barrier between an employee and a hazard. See NRS 618.7304; The National Institute

for Occupational Safety and Health (NIOSH), <https://www.cdc.gov/niosh/engcontrols/> (as viewed Nov. 19, 2021).

**“Exposure Incident”** means a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials that results from the performance of an employee's duties. 29 CFR 1910.1030(b).

**“Handwashing Facilities”** means a facility providing an adequate supply of running potable water, soap, and single-use towels or air-drying machines. 29 CFR 1910.1030(b).

**“Licensed Healthcare Professional”** is a person whose legally permitted scope of practice allows him or her to independently perform the activities required by paragraph (f) Hepatitis B Vaccination and Post-exposure Evaluation and Follow-up. 29 CFR 1910.1030(b).

**“HBV”** means hepatitis B virus. 29 CFR 1910.1030(b).

**“HIV”** means human immunodeficiency virus. 29 CFR 1910.1030(b).

**“Occupational Exposure”** means reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee’s duties. 29 CFR 1910.1030(b).

**“Other Potentially Infectious Materials”** means:

(1) The following human body fluids: semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids;

(2) Any unfixed tissue or organ (other than intact skin) from a human (living or dead); and

(3) HIV-containing cell or tissue cultures, organ cultures, and HIV- or HBV-containing culture medium or other solutions; and blood, organs, or other tissues from experimental animals infected with HIV or HBV. 29 CFR 1910.1030(b).

**“Regulated Waste”** means liquid or semi-liquid blood or OPIM; contaminated items that would release blood or OPIM in a liquid or semi-liquid state if compressed; items that are caked with dried blood or OPIM and are capable of releasing these materials during handling; contaminated sharps; and pathological and microbiological wastes containing blood or OPIM. 29 CFR 1910.1030(b).

“*Source Individual*” means any individual, living, or dead, whose blood or other potentially infectious materials may be a source of occupational exposure to the employee. 29 CFR 1910.1030(b).

“*Work Practice Control*” means a practice, procedure, or rule that is used to reduce the risk of a hazard in the workplace. See NRS 618.7310; Occupational Safety and Health Administration (OSHA), <https://www.osha.gov/ergonomics/control-hazards> (as viewed Nov. 19, 2021).

“*Universal Precautions*” is an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, and other bloodborne pathogens. 29 CFR 1910.1030(b).

DRAFT

Appendix A -



**LCSD Hepatitis B Vaccination Program Record**

Lyon County School District has a Board Policy to offer appropriate protection deemed necessary to shield at-risk employees from the health hazards associated with the Hepatitis B virus and other bloodborne pathogens.

You can schedule an appointment to receive the Hepatitis B virus inoculation series from any of the three Public Health Nurses listed below:

<u>Public Health Nurse</u> <u>26 Nevin Way</u> <u>Yerington, NV 89447</u> <u>Phone: 775-463-6539</u> <u>(Monday-Fridays</u> <u>for immunizations)</u>	<u>Public Health Nurse</u> <u>5 Pine Cone, Suite #103</u> <u>Dayton, NV 89403</u> <u>Phone: 775-246-6211</u>	<u>Public Health Nurse</u> <u>555 E. Main Street</u> <u>Fernley, NV 89408</u> <u>Phone: 775-575-3363</u> <u>(call first for appointment)</u>
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<u>Name:</u>  <u>SSN:</u>  <u>Job Title:</u>  <u>School:</u>	<u>Date of</u> <u>First</u> <u>Vaccine</u>	<u>Date of</u> <u>Second</u> <u>Vaccine</u>	<u>Date of</u> <u>Third</u> <u>Vaccine</u>	<u>Done</u>
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Please take this form with you to your scheduled appointment.

Public Health Nurse: After each vaccine, make a copy for your billing office. When the series has been completed, please return this form to Blake Smith or Shannon Nelson at the District Office, 25 E. Goldfield Avenue, Yerington, NV 89447, for our billing purposes.

\_\_\_\_\_  
Blake Smith, Benefits & Risk Manager

\_\_\_\_\_  
Date



## **Hepatitis B Vaccine Declination**

I understand, due to my occupational exposure to blood or other potentially infectious materials, I may be at risk of acquiring the Hepatitis B virus (HBV) infection. I have been given the opportunity to be vaccinated with Hepatitis B vaccine, at no charge to me. However, I decline the Hepatitis B vaccination at this time.

I understand by declining this vaccine, I continue to be at risk of acquiring Hepatitis B. If, in the future, I continue to experience occupational exposure to blood or other potentially infectious materials and I wish to be vaccinated with the Hepatitis B vaccine, I can receive the vaccination series at no charge to me.

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Employee Signature

Date

---

Management Signature

Date



## **NOTICE OF AT-RISK EMPLOYEES FOR BLOOD-BORNE PATHOGENS EXPOSURE**

**Lyon County School District has a Board Policy to offer appropriate protection deemed necessary to shield at-risk employees from health hazards associated with the Hepatitis B virus and other bloodborne pathogens. (Reference is made to Lyon County School District's Policy GBBS).**

**Employees in the following classifications are eligible for Hepatitis B virus vaccinations:**

- A. Athletic Trainer**
- B. Bus Driver**
- C. Chief Nurse**
- D. CTE Teacher**
- E. Custodians (including Lead Custodian)**
- F. Nurse (2-year RN and LPN)**
- G. Paraprofessional**
- H. School Nurse (4-year RN)**
- I. School Health Aide (including CNA)**
- J. Special Education Teacher**

**If you are a new hire, or an employee in one of the above categories and have not had or been offered these immunizations, please see your school secretary for an appointment form, or you may find the appropriate documents on the Benefits webpage. You will need to schedule an appointment with the Public Health Nurse listed on the form.**

**PLEASE POST and/or DISTRIBUTE**

Appendix B -

**Bloodborne Pathogen Incident Exposure Form**

In the event of an incident involving the exposure of a staff person, student and/or infant/toddler to blood or other potentially infectious materials, this form, as required by the Occupational Safety and Health Administration (OSHA), shall be completed as soon as possible. The information collected below is intended to assist with evaluating the control methods used and with preventing future exposures.

**Name of Person(s) Exposed:** \_\_\_\_\_  
\_\_\_\_\_

**Location:** \_\_\_\_\_

**Incident Date:** \_\_\_\_\_ **Time:** \_\_\_\_\_

**Incident: Check in each box, as appropriate:**

<b>Exposure:</b>	<b>Injury Type/Exposure Route:</b>	<b>Body Part Injured:</b>
<input type="checkbox"/> Blood	<input type="checkbox"/> Abrasion	<input type="checkbox"/> Finger
<input type="checkbox"/> Other Body Fluids	<input type="checkbox"/> Laceration	<input type="checkbox"/> Hand
Specify: _____	<input type="checkbox"/> Puncture	<input type="checkbox"/> Arm
Was blood seen in body fluid?	<input type="checkbox"/> Mucous Membrane	<input type="checkbox"/> Eye
Yes _____ No _____	<input type="checkbox"/> Human Bite	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Other Infectious Material	<input type="checkbox"/> Other: _____	
Specify: _____		

**Description of Incident:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Protective equipment in use at time of incident:**

<input type="checkbox"/> Gloves	<input type="checkbox"/> Protective Sleeves	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Goggles	<input type="checkbox"/> Lab Coat	
<input type="checkbox"/> Face Mask/shield	<input type="checkbox"/> Gown	

**Referred to:** \_\_\_\_\_

No Medical Treatment sought  Emergency Treatment Center

**“Universal Precautions, Infection Control and Post-Exposure Management”:**

All staff are trained and familiar with policy. - or - Number of staff not currently trained: \_\_\_\_\_

**Describe below the engineering controls in place at the time of the exposure incident:**

(The term "engineering controls" includes all control measures that isolate or remove a hazard from the workplace, encompassing not only sharps with engineered sharps injury protections and needleless systems but also other medical devices designed to reduce the risk of percutaneous exposure to bloodborne pathogens. Examples include blunt suture needles and plastic or mylar-wrapped glass capillary tubes, as well as controls that are not medical devices, such as sharps disposal containers and biosafety cabinets.)

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**Describe below the work practices and protective equipment or clothing used at the time of the exposure incident:**

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**Describe below any notation of any “failures to control” at the time of the exposure incident:**

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**Describe below any changes that need to be made to prevent reoccurrence of an incident?**

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Report prepared by (Name and Title): \_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date:

Appendix C –

**Sharps Injury Log**

<u>Lyon County School District</u>				<u>Year:</u>	
<u>Date</u>	<u>Case/Report Number</u>	<u>Type of Device</u> <small>(e.g., syringe, broken glass)</small>	<u>Brand Name of Device</u>	<u>Work Area Where Injury Occurred</u> <small>(e.g., detention center, park)</small>	<u>Brief Description of How Incident Occurred</u> <small>(i.e., action being performed, body part injured)</small>

29 CFR 1910.1030(h)(5), OSHA’s Bloodborne Pathogens Standard, requires an employer to establish and maintain a Sharps Injury Log for recording all percutaneous injuries in a facility occurring from contaminated sharps. The purpose of the Log is to aid in the evaluation of devices being used in facilities and to identify problem devices or procedures requiring additional attention or review. This Log must be kept in addition to the injury and illness log required by 29 CFR 1904. The Sharps Injury Log should include all sharps injuries occurring in a calendar year. The log must be retained for five years following the end of the year to which it relates. The Log must be kept in a manner that preserves the confidentiality of the affected employee.

Appendix D –

**Sharps/Biohazard Disposal Log**

<u>Lyon County School District</u>				<u>Year:</u>	
<u>Date</u>	<u>Waste Description</u>	<u>Location/Site</u>	<u>Comments</u>	<u>Person Responsible</u>	<u>Initials</u>

## **Lyon County School District Board Memo**

**Date:** June 24, 2025

**To:** Board of School Trustees

**From:** BillieJo Hogan, Executive Director of Human Resources

**Re:** New LCSD Board Policy JA: Inflatable Play Equipment (and other Rental Equipment)

### **Recommendation**

That the Board of Trustees approve new LCSD Board Policy JA: Inflatable Play Equipment (and other Rental Equipment) as a second and final reading.

### **Background Information**

The Lyon County School District Policy JA: Inflatable Play Equipment (and other Rental Equipment) is a new policy that ensures student safety, limits district liability, and aligns with legal and insurance standards. In past years, LCSD has experienced incidents where students were injured while using inflatable play equipment at school events. These incidents, while unintentional, revealed gaps in oversight, safety practices, and accountability related to the use of rental entertainment equipment.

### **Policy Overview**

This policy establishes mandatory safety and risk management procedures for the use of inflatable play equipment and other entertainment rentals at LCSD-sponsored events. It requires all rentals to be pre-approved by the LCSD Benefits and Risk Manager and mandates that only licensed and insured vendors may be used, with contracts subject to legal and risk review. Vendors must meet district insurance standards, and parent-signed waivers are required for all student participants and must be retained for five years. The policy outlines strict site and setup requirements, including proper installation on safe, level ground and adherence to weather and trip hazard precautions. Equipment must be continuously supervised by trained attendants, and all manufacturer safety guidelines must be followed. LCSD employees are not permitted to use the equipment. Schools are required to plan for emergencies and inclement weather, with consideration of on-site EMS based on event size. Permanent ownership or donation of inflatable equipment is prohibited. The policy includes a required parental release form that outlines risk assumption, emergency consent, indemnification, and media permissions.

### **Budget Considerations**

None

### **Discussed at Previous Meeting**

May 27, 2025

### **Attachment(s)**

LCSD Board Policy JA: Inflatable Play Equipment (and other Rental Equipment)

**INFLATABLE PLAY EQUIPMENT (AND OTHER RENTAL EQUIPMENT)**

***NOTE: The provisions of this policy apply to the rental of any equipment used for the entertainment of students, and as applicable to the specific purpose of the equipment. Administrators must contact the Benefits and Risk Manager before renting or allowing a sponsor agency to rent any equipment on behalf of the school.***

Inflatable slides, games, and bounce houses are used frequently as part of school rewards, carnivals, fundraisers, and other special events. While inflatables appear to be soft and risk free, safety precautions must be put in place to ensure participants can enjoy the games without incident or injury. Whether schools within the Lyon County School District (LCSD) are renting inflatable equipment, allowing a vendor to operate the equipment, or allowing a sponsor entity (i.e. PTA, Booster Club, etc.) to operate the equipment, the following guidelines, rules, and regulations must be followed.

**1. Vendor Selection**

a. Rent only from experienced and reputable operators who carry insurance sufficient to meet the requirements of the LCSD and who are licensed by the State of Nevada. The LCSD Benefits and Risk Manager can assist with this.

i. Submit vendor contract to legal counsel for review. POOL/PACT will also assist with review of the contract for insurance, indemnification, and related provisions.

**2. Renting Bounce Houses and Inflatable Play Equipment**

a. Ensure that the terms and conditions are appropriate and that they transfer risk to the rental agency (including naming the LCSD, vendor, and/or sponsor entity as an additional insured).

b. Ensure that the rental agency's insurance limits comply with the LCSD's insurance requirements for contracts/agreements.

c. Determine the primary age group that will be using the bounce house and inflatable play equipment. Inflatable equipment designed for older children and adults will have different standards than equipment designed for younger children.

d. Obtain written and verbal instructions for operating the equipment from the rental company or product distributor.

e. Ask the rental company for documented operating instructions, engineering profile, and safety rules prior to signing a rental contract.

f. Evaluate all equipment for quality, condition, and sanitation.

g. Purchasing a bounce house and other inflatable play equipment for permanent use in the LCSD is prohibited.

h. Accepting a bounce house and other inflatable play equipment as a donation or gift for permanent use in the LCSD is prohibited.

### **3. Prior to the Event**

Obtain Parent/Guardian Waiver and Release of Liability agreements for all students/minors using the equipment. Students/minors may not use the equipment absent an appropriately signed agreement/waiver. School administrators are responsible for collecting and keeping copies of the student/minor agreements/waivers and maintaining them for five years.

### **4. Site Selection**

- a. The rental company, sponsoring entity, or LCSD personnel (if renting directly) must set up the inflatable and related equipment according to manufacturer's instructions. Do not relocate the equipment after installation.
- b. Inflatable play equipment must be set on a flat surface. Do not set up equipment on uneven surfaces, wet surfaces, or surfaces with debris.
- c. If the inflatable equipment will be set on a hard surface, place safety mats around the entrance/exit. Mats should be placed tightly together and not be torn, in order to prevent trips, falls, or other injuries.
- d. Identify and mark any gas, water/lawn sprinklers, fire sprinklers, power lines or other equipment that may interfere with installation.
- e. Verify that the equipment is properly weighted (e.g. with sandbags) or staked down prior to use. Stakes sticking out of the ground must be appropriately padded and/or rendered safe from trips and falls.
- f. Trip Hazards: In order to minimize trip hazards associated with inflatable equipment, cords and stakes should be covered and/or clearly marked and visible.
- g. Inclement Weather: Have a plan in place to monitor the weather and to react should inclement weather occur. As a general rule, in case of a thunderstorm or if winds should exceed 20 mph the blowers should be disconnected, and the inflatables allowed to deflate. Check with the vendor supplying the inflatable or the manufacturer for the specific maximum allowable wind for the inflatable being used (this information is also often on a warning label on the inflatable).
- h. Inflatables using water (i.e. water slides): Ensure the rental company, sponsoring entity, or LCSD personnel keeps the power supply to the blower far enough from the water supply so that the power cords, junction boxes, blowers, and any other electrical components does not come in contact with water from the equipment.

### **5. Capacity**

Follow manufacturers guidelines. All structures have a participant capacity that must be followed at all times. The capacity is determined by the size of the equipment, age and size of the participants, and the number of participants.

**6. Rules**

- a. Obey all manufacturer's safety guidelines.
- b. A trained attendant must be present when the equipment is in use.
- c. Post all safety rules.
- d. The attendant will make all students/minors and their parents/guardians aware of rules posted on the inflatable.
- e. Supervision by a trained vendor, sponsoring entity, or district employee (if renting directly) is required at all times. Never leave the inflatable play equipment unattended.
- f. To minimize the associated risks, allow one person on/in it at a time. If more than one person will be on/in the equipment at the same time:
  - i. Be aware of the occupancy limit (the manufacturer or rental agency will provide this information) and limit the number of people allowed on/in the equipment accordingly.
  - ii. Do not allow children in the bounce house whose heights and weights greatly differ. Ensure that children inside the bounce house are similar in age, height and weight according to manufacturer guidelines. If students/minors over the age of 12 use the equipment:
    - 1. The attendant must verify (through the manufacturer or rental agency) that students/minors over the age of 12 are allowed to use the equipment.
    - 2. Adjust occupancy limit accordingly for older students/minors (per manufacturer's guidelines).
    - 3. Older/Larger children must use the equipment at separate times from younger/smaller children.
- g. Participants must remove any accessories (jewelry, glasses, items in pockets, etc.) and shoes before they are allowed to enter or use the inflatable equipment. No food, drinks, gum, pets, silly string, confetti, etc. is allowed in/on the inflatable.
- h. All users must remove shoes, but wear socks.
- i. Do not allow rough housing or gymnastics such as somersaults, back- flips, etc.
- j. Do not allow students/minors to rock the inflatable from side to side, as this may cause tipping and injuries.
- k. Do not allow persons to play or linger in front of entrances/exits or to climb up exterior walls.
- l. Do not allow anyone to use the inflatable when wet (unless it is an approved inflatable water slide).
- m. Keep students/minors away from the blower at all times.
- n. Inflatables should not be used during high winds or inclement weather.

- o. Ensure that the equipment is fully inflated according to the manufacturer's specifications while in use.
- p. Regularly inspect for holes and areas of sagging. Ensure that no part of the stitching is undone and that there are no rips or tears.
- q. In the event that play equipment begins unexpectedly deflating during use:
  - i. Immediately evacuate persons in an orderly fashion one at a time.
  - ii. Turn off and unplug the blower.
  - iii. Close the attractions and keep users away from the equipment.

**NOTE: Adults, specifically LCSD employees, are prohibited from using inflatable play equipment located on LCSD property or at LCSD sponsored events.**

### **7. Emergencies**

- a. Alert public safety personnel of the type and location of the event.
- b. It is recommended that trained EMS personnel be on-site in case of emergencies, depending on the number of people attending the event.

### **8. State Regulations**

Follow all local and state regulations. Consult with your legal counsel to ensure all local and state regulations are followed.

Policy #JA  
Adopted 6/24/25

APPENDIX A -

PARENTAL/LEGAL GUARDIAN  
RELEASE, WAIVER OF LIABILITY, EXPRESS ASSUMPTION OF RISK, AND  
PHOTO/VIDEO RELEASE

PLEASE READ THE ENTIRE RELEASE BEFORE SIGNING AS IT HAS A SIGNIFICANT IMPACT ON YOUR LEGAL RIGHTS. THIS DOCUMENT IS INTENDED TO PROTECT THE RELEASED PARTIES FROM LIABILITY RELATING TO YOUR CHILD'S/CHILDREN'S PARTICIPATION IN THE EVENT.

1. The Lyon County School District requires a parent/legal guardian to sign this Release, Waiver, and Express Assumption of Risk, Photo/Video Release ("Waiver"), as a condition of allowing children (under the age 18 years old) to participate in activities associated with this event.

2. By signing this Release and Waiver of Liability, and for consideration of my child/children's participation in the inflatable play equipment on [DATE(S)], at [LOCATION], I fully and completely waive, release, discharge, and promise not to sue the Lyon County School District, [ORGANIZER, SPONSOR, COORDINATOR, MANAGER], their directors, officers, administrators, employees, volunteers, agents, supervisors, participants, assigns, sponsors, their representatives (collectively, the "Releasees"), for any and all liability, claims, demands, actions, and any other causes of action whatsoever (whether direct or derivative), arising out of or related to any loss, damage, or injury that I may have, whether caused by the negligence of the Releasees or otherwise, while my child/children are participating in such activity, (including those outlined below) or while in, on, or upon the premises where the activity is being conducted, including but not limited to: recovering for my injuries, loss of consortium, child's companionship, comfort, and society, loss of income, non-economic damages, (including, but not limited to medical bills and expenses related to the treatment of injuries), my pain and suffering caused by mental anguish, emotional distress, and physical injuries suffered by my child/children. This waiver does not inhibit my rights relating to pursuit of claims for willful or intentional actions which are the proximate cause of such injury or damage.

3. I am aware of the inherent and potential risks and injuries relating to the use of the inflatable play equipment and voluntarily assume these risks. These risks include, but are not limited to the following, concussions and other head injuries, broken bones, ligament and tendon damage, neck injuries (potentially leading to paralysis), and possible death.

4. I agree and consent to emergency medical care and transportation of my child/children in the event of injury as medical professionals may deem appropriate.

5. I agree and understand that I am responsible for any harm, damage, or injury caused by my child/children.

6. I agree to indemnify and hold harmless Releasees from any loss, liability, damage, or costs, including court costs and attorney's fees, that they may incur due to my child/children's participation in these activities.

7. Dispute Resolution: Any unresolved dispute arising out of, or relating to, this Release and Waiver of Liability, shall be decided in Nevada under Nevada law, by binding arbitration and judgment upon the award rendered by the arbitrator shall be final and may be entered in any court having jurisdiction thereof in accordance with the provisions of Chapter 38 of the Nevada Revised Statutes.

**I understand that I am waiving my right to jury trial.**

**Parent/Guardian Printed Name:** \_\_\_\_\_

**Parent/Guardian Signature:** \_\_\_\_\_

*(Alternative Resolution/Remedies Provision: Except as otherwise provided for by law or this Contract, the rights and remedies of the parties shall not be exclusive and are in addition to any other rights and remedies provided by law or equity, including, without limitation, actual damages, and to a prevailing party reasonable attorneys' fees and costs.)*

8. I understand that the LCSD will not waive and intends to assert available NRS Chapter 41.035 liability limitations in all cases.

9. I understand and agree that this Release and Waiver of Liability is binding on me and my heirs, executors, administrators, legal representatives, and assigns. I have carefully read this agreement and fully understand its contents. I am aware that by signing this agreement, I am waiving certain legal rights, including the right to sue.

10. I will not allow my child/children to participate in any event if he/she/they have any physical/emotional condition which may increase the likelihood of injury.

11. I agree that if my child/children fail/fails to follow the event, local, state, and federal law, and/or should his/her/their behavior endanger their own safety or safety of others, or property of any kind, event officials may remove my child/children from the event.

12. Governing Law; Jurisdiction. This Contract and the rights and obligations of the parties hereto shall be governed by, and construed according to, the laws of the State of Nevada, without giving effect to any principle of conflict-of-interest that would require

**LYON COUNTY SCHOOL DISTRICT**  
**BOARD POLICY**

**JA**

the application of the law of any other jurisdiction. I consent to the jurisdiction of the Nevada district courts for enforcement of this Contract.

13. I consent to allowing [ORGANIZER, SPONSOR, COORDINATOR, MANAGER] to use photographs, voice recordings, or video taken of me and/or my child/children during games and events associated with the program, the use of which is limited to supporting or publicizing the activities of the program. I understand that neither I nor my child/children will receive any compensation for such use and the images are the property of [ORGANIZER, SPONSOR, COORDINATOR, MANAGER].

14. I certify that I am the parent/legal guardian of the child/children listed below and have the mental capacity and legal authority to sign this Release and Waiver of Liability on behalf of the child(ren).

<u>Child's Name:</u>	<u>Date of Birth:</u>
<u>Emergency Contact Name:</u>	<u>Emergency Contact No.:</u>
<u>Relationship to Child(ren):</u>	
<u>Parent/Guardian Signature:</u>	<u>Date:</u>
<u>Printed Name:</u>	