

MINERAL COUNTY SCHOOL DISTRICT  
751 A. STREET  
Hawthorne, Nevada 89415  
**BOARD OF TRUSTEES MEETING**  
*Tuesday, April 19, 2022*

LOCATION OF MEETING: **Schurz Elementary School**  
**4048 Hwy 95 South**  
**Schurz, Nevada 89427**

*I would like to acknowledge that this meeting is being held on traditional lands of the Paiute People, and pay our respect to elders both past and present.*

**Board and Staff will utilize an online presence as well as social distancing for this meeting.**

Please Note: The Board reserves the right: (1) to take agenda items in a different order, (2) to combine two or more agenda items for consideration, and (3) to remove an item from the agenda or delay discussion relating to an item on the agenda at any time, in order to accomplish the business on the Agenda in the most efficient manner.

**CALL TO ORDER: 5:30 PM**

1. Certification of Public Notice, Roll Call, and Pledge of Allegiance
2. Approval of a flexible agenda. (For Possible Action)
3. Person or Group Recognition
4. Presentations

**CONSENT ITEMS: (FOR POSSIBLE ACTION)**

Items listed under the consent calendar will be voted on as a block. If a member of the public or a Board Member wishes to discuss an item in the consent calendar, that item will be removed from the Consent Items and placed with the Action Items for possible action.

1. Minutes: April 5, 2022
2. Payroll Vouchers: 1142,1143
3. Payroll Checks: 87273-87287
4. Warrants: 24772-24815
5. Personnel Report – Information Only

**ACTION ITEMS: (FOR POSSIBLE ACTION)**

There will be an opportunity for public comment on each **Action Item** following Board discussion on the item and before the Board makes a motion on the item. You may request to speak by raising your hand during the Public Comment period or by completing a **Request to Address the MCSD Board** form prior to the Public Comment period. Those who submit the form will normally be called on first. Speaking time will be limited to a maximum of 3 minutes. The President may allow additional time to a given speaker as time allows and in his/her discretion.

1. **Recommendation:** Discussion and Possible Approval of Policy JBC-Gender Identity and Gender Non-Conformity-Students  
**Supporting Information:** Approval of JBC-Gender Identity and Gender Non-Conformity-Students  
**Budget Consideration:** NONE
2. **Recommendation:** Discussion and Possible Approval of Policy AB-Title IX Non-Discrimination on the Basis of Sex Under Title IX  
**Supporting Information:** Approval of Policy AB-Title IX Non-Discrimination on the Basis of Sex under Title IX  
**Budget Consideration:** NONE

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3. **Recommendation:** Discussion and Possible Approval of the Workplace Health and Safety Program  
**Supporting Information:** Approval of the Workplace Health and Safety Program  
**Budget Consideration:** NONE
4. **Recommendation:** Discussion and Possible Approval for the auction and disposal of miscellaneous items from the high school.  
**Supporting Information:** Discussion and Possible Approval for the auction and disposal of miscellaneous items (list of items included in the backup) belonging to the school district. These are additional items located at the high school for the auction. The auction will be on April 29, 2022. All items will be outside the school district on this day for the public to enquire about.  
**Budget Consideration:** NONE
5. **Closed Session:** Pursuant to Nevada Revised Statutes (NRS) 288.220 to Discuss labor unit contracts and negotiations.
6. **Open Session:** Discussion of labor unit contracts and negotiations.
7. **Closed Session** – Pursuant to Nevada Revised Statute (NRS) 241.015(2)(b)(2) to receive information from legal counsel relative to general pending litigation.
8. **Open Session** – Discussion and possible action relative to pending litigation.

**COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)**

1. Correspondence & Announcements
2. Board Member Reports
3. Superintendent Report
4. Principals Report

**GENERAL PUBLIC COMMENT:**

It is the School Board's intention to listen and be responsive to the public's concerns. Comments from the public regarding topics not on the agenda are invited at this time. You may request to speak by raising your hand during the General Public comment period or by completing a Request to Address the MCSD Board form prior to the General Public Comment period. The Board may discuss items that are introduced, however, by law, the Board cannot take any action, reach a consensus or hear personal attacks at this time. Those who submit the form will normally be called on first. Speaking time will be limited to a maximum of 3 minutes. The President may allow additional time to a given speaker as time allows and in his/her discretion.

**ADJOURNMENT:**

The Agenda of this meeting has been posted at the following locations: 1) Administration Office, 2) Hawthorne Post Office, 3) Mineral County Independent News Office, 4) Schurz Post Office, 5) Mina Post Office, 6) County Courthouse 7) School Offices. Mineral County School District is pleased to provide accommodations for individuals with disabilities. If you have a disability, please let us know, and we will provide assistance or accommodate you in any way that we possibly can. Copies of agenda and supporting material may be picked up at the Mineral County School District Arlo K. Funk District Services Center, 751 A. Street, Hawthorne, Nevada, or by contacting Crystal Sasser at (775) 945-2403, prior to the scheduled meeting.

ECU'D MINCNTY CLERK  
APR 13 '22 PM3:54

# MINUTES

MINERAL COUNTY SCHOOL DISTRICT  
751 A. STREET  
Hawthorne, Nevada 89415  
**BOARD OF TRUSTEES MEETING MINUTES**  
***Tuesday, April 5, 2022***

The Mineral County School District held a public meeting on Tuesday, April 5, 2022 beginning at 5:31 PM at the Mineral County School District.

**MEMBERS PRESENT:** Keith Neville, Juanita Diede, Tyler Viani, Kathy Castagnola, Candice Birchum

**MEMBERS ABSENT:**

**ADMINISTRATORS:** Andre Ponder, Superintendent; Jeff Wales, Principal, HJH/MCHS

**OTHERS PRESENT:** Ann Kee, Drew Schaar, Jaron Stanton, Claire Hayhurst, Bea Whitney, Stephanie Flow, Tom Gallegos, Drew Schaar, Melanie Bert, Phillip Jaramillo, Tricia Schumann,

*Keith Neville read, "I would like to acknowledge that this meeting is being held on traditional lands of the Paiute People, and pay our respect to elders both past and present".*

**CALL TO ORDER: 5: PM**

1. Certification of Public Notice, Roll Call, and Pledge of Allegiance
2. Approval of a flexible agenda. (For Possible Action)
3. Person or Group Recognition – Tom Gallegos, Featured District Office Employee of the Month. Great job by Maintenance on painting the library over spring break.
4. Presentations - *NONE*

**CONSENT ITEMS: (FOR POSSIBLE ACTION)**

1. Minutes: February 4, 2022 Special Board Meeting; March 1 and March 15, 2022
2. Payroll Vouchers: 1135,1136
3. Payroll Checks: 87195-87248
4. Warrants: 24648-24739
5. Voided Check: 23920
6. Personnel Report – Information Only  
*Tyler Viani made a motion to approve the minutes from February 4, 2022, March 1 and March 15, 2020; payroll vouchers 1135,1136; payroll checks 24648-24739; warrants 24648-24739; and voided check 23920 as presented. Juanita Diede seconded the motion.*  
*Juanita Diede-Y; Keith Neville-Y; Candice Birchum-Y; Tyler Viani-Y; Kathy Castagnola-Y*  
*Motion passed 5-0-0*

**ACTION ITEMS: (FOR POSSIBLE ACTION)**

1. **Recommendation:** Discussion and Possible Approval of the Designation of Auditing Firm for the year 2022-2023  
*Tyler Viani made a motion to approve. Kathy Castagnola seconded the motion.*  
*Juanita Diede-Y; Keith Neville-Y; Candice Birchum-Y; Tyler Viani-Y; Kathy Castagnola-Y; Motion Passed 5-0-0*
2. **Recommendation:** Discussion and Possible Approval of the Revisions to the COVID Mitigation Plan  
*Tyler Viani made a motion to approve the Revisions to the COVID Mitigation Plan. Kathy Castagnola seconded the motion.*  
*Juanita Diede-Y; Keith Neville-Y; Candice Birchum-Y; Tyler Viani-Y; Kathy Castagnola-Y; Motion Passed 5-0-0*

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*Tuesday, April 5, 2022*

3. **Recommendation:** Discussion and Possible Approval of the Revisions to the Safe Return to In-Person Instruction & Continuity of Services 2021-2022 Plan  
*Tyler Viani made a motion to approve the revisions to the Safe Return to In-Person Instruction & Continuity of Services 2021-2022 Plan. Keith Neville seconded the motion.*  
*Juanita Diede-Y; Keith Neville-Y; Candice Birchum-Y; Tyler Viani-Y; Kathy Castagnola-Y; Motion Passed 5-0-0*
4. **Recommendation:** Discussion and Possible Approval for the auction and disposal of miscellaneous items.  
*Tyler Viani made a motion to approve the auction items. Kathy Castagnola seconded the motion.*  
*Juanita Diede-Y; Keith Neville-Y; Candice Birchum-Y; Tyler Viani-Y; Kathy Castagnola-Y; Motion Passed 5-0-0*
5. **Recommendation:** Discussion and Possible Approval to change three SB178 Tutors for Hawthorne Elementary School  
*Tyler Viani made a motion to approve changing three SB178 Tutors for Hawthorne Elementary School. Candice Birchum seconded the motion.*  
*Juanita Diede-Y; Keith Neville-Y; Candice Birchum-Y; Tyler Viani-Y; Kathy Castagnola-Y; Motion Passed 5-0-0*
6. **Recommendation:** Discussion and Possible Re-Approval of a Critical Needs Position Designation for HJH/MCHS Counselor  
*Tyler Viani made a motion to approve the Critical Needs Position Designation for HJH/MCHS Counselor.*  
*Juanita Diede seconded the motion.*  
*Juanita Diede-Y; Keith Neville-Y; Candice Birchum-Y; Tyler Viani-Y; Kathy Castagnola; Motion Passed 5-0-0*

**COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)**

1. Correspondence & Announcements - *NONE*
2. Board Member Reports – Tyler Viani just wanted to let everyone know that Debb Oliver, NASB is retiring. They are looking a hiring a new director.
3. Superintendent Report
4. Principal's Report – Jeff Wales, HJH/MCHS Principal – They just finished painting the library. In the process of changing over the library.

**GENERAL PUBLIC COMMENT:**

*Stephanie Flow, Building Inspector discussed issues with the some of the school district buildings.*

*Bea Whitney talked about using the 6<sup>th</sup> Street School for an Arts and Culture Center.*

*Tricia Schumann commented about the Arts Center.*

*Keith Neville made a motion to into closed session per NRS288.220 to discuss labor unit contracts and negotiations. Tyler Viani seconded the motion.*

*Juanita Diede-Y; Keith Neville-Y; Candice Birchum-Y; Tyler Viani-Y; Kathy Castagnola-Y; Motion Passed 5-0-0*

7. **Closed Session:** Pursuant to Nevada Revised Statutes (NRS) 288.220 to Discuss labor unit contracts and negotiations.
8. **Open Session:** Discussion of labor unit contracts and negotiations.
9. **Closed Session** – Pursuant to Nevada Revised Statute (NRS) 241.015(2)(b)(2) to receive information from legal counsel relative to general pending litigation.

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*Tuesday, April 5, 2022*

10. **Open Session** – Discussion and possible action relative to pending litigation.

**ADJOURNMENT: 6:06 PM**

Respectfully submitted:

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Juanita Diede, Clerk

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# **PAYROLL VOUCHERS**

# MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1142

Voucher Date: 04/08/2022

Prepared By:

*H. Blinco*  
Printed: 04/06/2022 08:39:17 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of \$26,667.70 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2021 to June 30, 2022 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

*Andre' L. Ponder*  
Andre' L. Ponder Superintendent

Keith Neville

School Board President

Tyler Viani

School Board Vice President

Kathryn Castagnola

School Board Clerk

Candice Birchum

School Board Member

Juanita Diede

School Board Member

MINERAL COUNTY SCHOOL DISTRICT

EFTPS

Fund		Amount
100	General Fund	\$20,624.64
206	PCFP English Learner (Restricted Funding)	\$89.86
210	Class Size Reduction	\$459.63
230	Adult Education	\$322.58
240	State Grants	\$359.94
250	Special Education	\$2,122.91
280	Federal Funds	\$2,354.78
290	Food Service Funds	\$333.36
		<b>\$26,667.70</b>



# MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1143

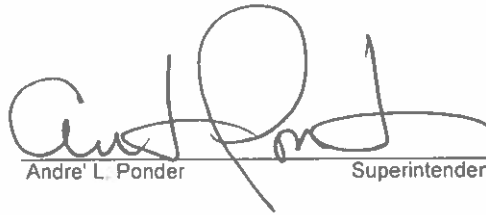
Voucher Date: 04/08/2022

Prepared By:

Printed: 04/08/2022 08:49:19 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of \$133,610.24 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2021 to June 30, 2022 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

  
Andre' L. Ponder

Superintendent

Keith Neville

School Board President

Tyler Viani

School Board Vice President

Kathryn Castagnola

School Board Clerk

Candice Birchum

School Board Member

Juanita Diede

School Board Member

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	\$99,851.48
210	Class Size Reduction	\$3,619.61
230	Adult Education	\$891.50
240	State Grants	\$1,918.48
250	Special Education	\$11,792.34
280	Federal Funds	\$13,081.96
290	Food Service Funds	\$2,454.87
		<b>\$133,610.24</b>

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# **PAYROLL CHECKS**

# MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 20

Voucher Date: 04/08/2022

Prepared By:

*Hoblinco*  
Printed: 04/06/2022 10:33:27 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of \$32,243.49 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2021 to June 30, 2022 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

*Andre L. Ponder*  
Andre' L. Ponder Superintendent

Keith Neville School Board President

Tyler Viani School Board Vice President

Kathryn Castagnola School Board Clerk

Candice Birchum School Board Member

Juanita Diede School Board Member

MINERAL COUNTY SCHOOL DISTRICT

EE checks  
# 87273-  
87282

Fund		Amount
100	General Fund	\$23,399.61
206	PCFP English Learner (Restricted Funding)	\$729.08
210	Class Size Reduction	\$0.00
230	Adult Education	\$0.00
240	State Grants	\$655.27
250	Special Education	\$1,275.71
280	Federal Funds	\$4,942.85
290	Food Service Funds	\$1,240.97
		<b>\$32,243.49</b>

# MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1140

Voucher Date: 03/25/2022

Prepared By:

*H. B. Blinco*

Printed: 04/06/2022 08:44:29 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of \$100,511.74 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2021 to June 30, 2022 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

*Andre L. Ponder*  
Andre' L. Ponder

Superintendent

Keith Neville

School Board President

Tyler Viani

School Board Vice President

Kathryn Castagnola

School Board Clerk

Candice Birchum

School Board Member

Juanita Diede

School Board Member

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	\$74,041.59
206	PCFP English Learner (Restricted Funding)	\$515.38
210	Class Size Reduction	\$2,766.30
240	State Grants	\$1,928.14
250	Special Education	\$9,333.20
280	Federal Funds	\$10,177.09
290	Food Service Funds	\$1,750.04
		<b>\$100,511.74</b>

Vendor  
Check #  
87283

# MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1144

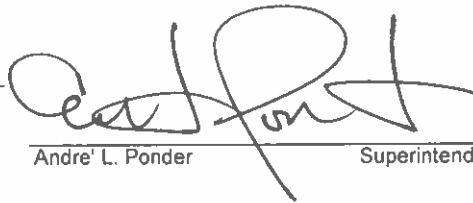
Voucher Date: 04/08/2022

Prepared By:

Printed: 04/06/2022 10:19:20 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of \$470.54 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2021 to June 30, 2022 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.



Andre' L. Ponder

Superintendent

Keith Neville

School Board President

Tyler Viani

School Board Vice President

Kathryn Castagnola

School Board Clerk

Candice Birchum

School Board Member

Juanita Diede

School Board Member

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	\$443.41
280	Federal Funds	\$27.13
		<b>\$470.54</b>

Vouchers  
# 87284-  
87287

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# WARRANTS

## MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1141

Voucher Date: 04/01/2022

Prepared By:

*Spring Blazewick*  
Printed: 04/04/2022 01:31:07 PM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of \$15,210.48 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2021 to June 30, 2022 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

*Andre' L. Ponder*

Andre' L. Ponder

Superintendent

Keith Neville

School Board President

Tyler Viani

School Board Vice President

Kathryn Castagnola

School Board Clerk

Candice Birchum

School Board Member

Juanita Diede

School Board Member

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	\$10,954.42
230	Adult Education	\$146.55
250	Special Education	\$3,557.95
280	Federal Funds	\$70.00
290	Food Service Funds	\$481.56
		<b>\$15,210.48</b>

OK #'s  
24772-24801

## MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1145

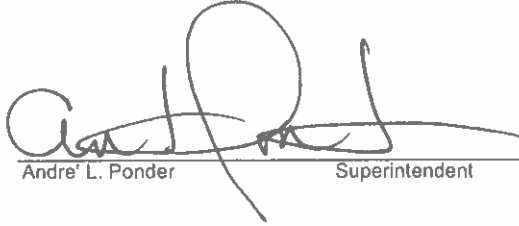
Voucher Date: 04/06/2022

Prepared By:

Spring Blazewick  
Printed: 04/06/2022 02:52:23 PM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of \$43,164.03 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2021 to June 30, 2022 (period cannot overlap fiscal year end.)

I certify that this claim is just and correct, and the services and/or materials herein represented have been received during the period listed above. All items are properly coded and not in excess of the budget.

  
Andre' L. Ponder Superintendent

Keith Neville

School Board President

Tyler Viani

School Board Vice President

Kathryn Castagnola

School Board Clerk

Candice Birchum

School Board Member

Juanita Diede

School Board Member

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	\$18,568.22
250	Special Education	\$11,018.43
280	Federal Funds	\$13,277.38
290	Food Service Funds	\$300.00
		<b>\$43,164.03</b>

OK #5  
24802-24815



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# PERSONNEL REPORT

**CERTIFIED HIRINGS:**

SCHOOL/SITE	POSITION	NEW	TRANSFER/ ESTABLISHED	ADDED DUTY	FUNDING SOURCE	EFFECTIVE DATE	NAME OF RECOMMENDED NEW HIRE
HES	Teacher	X				Pending VISA	Christopher Bodiongan
HES	Teacher	X				Pending VISA	Cleneth Ogao-Ogao Kilaton
HES	Teacher	X				Pending VISA	Jessa May U Kadusale

**CLASSIFIED HIRINGS:**

SCHOOL/SITE	POSITION	NEW	TRANSFER/ ESTABLISHED	ADDED DUTY	FUNDING SOURCE	EFFECTIVE DATE	NAME OF RECOMMENDED NEW HIRE

**RESIGNATIONS/ TERMINATION:**

SCHOOL/SITE	POSITION				FUNDING SOURCE	EFFECTIVE DATE	NAME OF RESIGNED/TERMINATED EMPLOYEED RECOMMENDED EMPLOYEE
HES	FT ParaPro to Call In ParaPro & Volunteer						Cindy Linares
HES	ParaPro					5/19/2022	Jane Foster

**OTHER CONSIDERATIONS:**

SCHOOL/SITE	POSITION	NEW	TRANSFER/ ESTABLISHED	ADDED DUTY	FUNDING SOURCE	EFFECTIVE DATE	NAME OF RECOMMENDED NEW HIRE
HJH/MCHS	PT Library Aide to FT Custodian		X		General Funds	4/18/2022	Kim Brooks

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**ACTION**

**ITEM #1**

## **Gender Identity and Gender Non-Conformity- Students**

### **1. Gender-Based Discrimination/Harassment/Bullying of Students Prohibited**

It is the policy of the Board of Trustees of the Mineral County School District to recognize student physical privacy rights and the need to ensure student safety and maintain school discipline, and to maintain a safe and respectful learning and educational environment that is free from gender-based discrimination, harassment, intimidation, and bullying.

The Board of Trustees of the Mineral County School District hereby prohibits all staff and all students from all gender-based discrimination, harassment and/or bullying of all students. In particular, gender non-conforming students must be protected from discrimination, harassment and bullying in the school system. Site administration and staff must:

- A. Take responsible measures to maintain the confidentiality of a gender non-conforming student's gender assigned at birth as well as the fact that the student is a gender non-conforming student; and
- B. Respond appropriately to create an environment free from any gender-based discrimination, harassment and/or bullying.

### **2. Definitions**

- A. "Gender" means a student's biological sex assigned at birth.
- B. "Gender non-conforming" students are students whose gender identity and/or gender expression does not conform to the social expectations or norms for a person of that gender.
- C. "Gender identity" is a student's inner sense of being male or female, regardless of the student's gender assigned at birth.
- D. "Gender Expression"

The following are examples of ways in which transgender and gender nonconforming youth describe their lives and gendered experiences: trans, transsexual, transgender, male-to-female (MTF), female-to-male (FTM), bi-gender, trans man, and trans woman.

Faculty and staff may inquire which terms students may prefer and avoid terms that make these students uncomfortable; a good general guideline is to employ those terms which the students use to describe themselves.

### **3. Student Privacy**

The status of gender non-conforming students must be kept private except to the extent necessary to disclose such status to school officials or otherwise. In all circumstances, the guiding principle is the well-being of the student.

### **4. Names/Pronouns**

Gender non-conforming students shall have the right to be addressed by a requested name and pronoun corresponding to their gender identity or expression. Students are not required to obtain a court ordered name and/or gender change or to change their official records as a prerequisite to being addressed by the name and pronoun that corresponds to their gender identity. This directive does not prohibit inadvertent slips or honest mistakes, but it does apply to an intentional and persistent refusal to respect a student's gender identity. The requested name shall be included in the system student

records in addition to the student's legal name, in order to inform teachers of the name preference to use when addressing the student.

#### **5. Official Records**

The District is required to maintain a mandatory permanent student record which includes the legal name of the student, as well as the student's gender assigned at birth. The District shall change a student's official records to reflect a change in legal name or gender upon receipt of documentation that such legal name and/or gender have been changed pursuant to Nevada legal requirements.

#### **6. Sports and Gym Class**

Gender non-conforming students shall not be denied the opportunity to participate in physical education, nor shall they be forced to have physical education outside of the assigned class time. Generally, students should be permitted to participate in gender-segregated recreational gym class activities and sports in accordance with the student's gender identity. Participation in competitive athletic activities and contact sports will be resolved on a case-by-case basis, and for high school students, in accordance with NIAA guidance.

#### **7. Dress Codes**

Gender non-conforming students may dress in accordance with their gender identity or expression, within the constraints of the dress codes adopted at their school.

END OF POLICY

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**ACTION**

**ITEM #2**

## ***NON-DISCRIMINATION ON THE BASIS OF SEX UNDER TITLE IX***

### **Notice of Nondiscrimination on the Basis of Sex Under Title IX**

Mineral County School District ("the school district") does not discriminate on the basis of sex in the education program and activity it operates. Title IX prohibits sex-based discrimination, including sexual harassment, in violation of Title IX of the Education Amendments of 1972. Title IX provides that no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any school district education program or activity. The school district is required by Title IX not to discriminate in such a manner. Title IX applies to any school district education program or activity, whether such program or activity occurs on-campus or off-campus. The requirement not to discriminate in the school district's program or activity extends to employment.

Sexual harassment by school employees is considered grounds for disciplinary action, up to and including discharge. Sexual harassment by students is considered grounds for disciplinary action, up to and including expulsion.

### **I. Sexual Harassment Defined Under Title IX**

Sexual harassment is defined under the federal Title IX regulations as conduct on the basis of sex that satisfies one or more of the following:

- a. A school employee conditioning the provision of an aid, benefit, or service of the school district on an individual's participation in unwelcome sexual conduct (i.e., *quid pro quo*); or
- b. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the school district's education program or activity; or
- c. Sexual assault as defined in the federal Clery Act, or dating violence, domestic violence, or stalking as defined in the federal Violence Against Women Act.

### **II. Reports and Complaints of Sexual Harassment**

The school district must respond whenever any employee has notice of sexual harassment, including allegations of sexual harassment. Notice to a Title IX Coordinator, or notice to an official with authority to institute corrective measures on the school district's behalf, or notice to any school district employee charges a school with actual knowledge and triggers the school district's response obligations.

Because the school district must respond whenever any employee has notice of sexual harassment, including allegations of sexual harassment, **all school district employees are required to report possible incidents of sexual harassment involving students and/or employees directly to the school district's Title IX Coordinator as soon as practicable, but not later than a time during the same day on which the employee became aware of an incident of sexual harassment, including allegations of sexual harassment. Reports by school district employees must be**

**made in person, by telephone, and/or by email.** Failure to report such incidents may result in disciplinary action.

Any person other than a school district employee may report sexual harassment including allegations of sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sexual harassment) in person, by mail, by telephone, or by email, using the contact information listed below for the school district's Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

A report of sexual harassment may be made at any time, including during non-business hours, by using the telephone number or email address, or by mail to the office address, listed for the Title IX Coordinator.

The school district has designated the following employee to coordinate its efforts to comply with Title IX. The school district's Title IX Coordinator is:

Director of Human Resources  
Mineral County School District  
651 A St. Box 1540  
Hawthorne, NV 89415  
[Blinco.hope@nvmcsd.org](mailto:Blinco.hope@nvmcsd.org)  
775-945-2403

The school district notifies applicants for employment, parents or legal guardians of elementary and secondary school students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the school district, of the name or title, office address, email address, and telephone number of the school district's Title IX Coordinator.

The contact information for the Title IX Coordinator will be prominently displayed on the school district's website and on the websites for each school in the district.

Inquiries about the application of Title IX to the school district may be referred to the school district's Title IX Coordinator, or to the Assistant Secretary for Civil Rights of the U.S. Department of Education, 400 Maryland Ave., S.W., Washington, D.C. 20202, or both.

### **III. Title IX Sexual Harassment Mandatory Response Obligations**

The school district will respond promptly to Title IX sexual harassment in a manner that is not deliberately indifferent, which means a response that is not clearly unreasonable in light of the known circumstances. The school district has the following mandatory response obligations:

- The school district will offer supportive measures to the person alleged to be the victim (referred to throughout as the "complainant" whether or not that is the person who reported the sexual harassment or allegation of sexual harassment)



- The Title IX Coordinator will promptly contact the complainant confidentially to discuss the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint
- The school district will follow a grievance process that complies with Title IX regulations before the imposition of any disciplinary sanctions or other actions that are not supportive measures against a respondent
- The school district will not restrict rights protected under the U.S. Constitution, including the First Amendment, Fifth Amendment, and Fourteenth Amendment, when complying with Title IX
- The school district will investigate sexual harassment allegations in any formal complaint, which can be filed by a complainant, or signed by a Title IX Coordinator
- A complainant's wishes with respect to whether the school district investigates will be respected unless the Title IX Coordinator determines that signing a formal complaint to initiate an investigation over the wishes of the complainant is not clearly unreasonable in light of the known circumstances
- If the allegations in a formal complaint do not meet the definition of sexual harassment under Title IX, or did not occur in the school district's education program or activity against a person in the United States, the school district will dismiss such allegations *for purposes of Title IX* but may still address the allegations in any manner the school district deems appropriate under the school districts code of conduct

#### IV. Title IX Sexual Harassment Grievance Process

The school district has adopted a grievance process that provides for the prompt and equitable resolution of student and employee **complaints** alleging any action that would constitute sexual harassment under Title IX, and a grievance process for resolving **formal complaints** of sexual harassment. The grievance process incorporates these requirements:

- The school district treats complainants equitably by providing remedies any time a respondent is found responsible, and treat respondents equitably by not imposing disciplinary sanctions without following the grievance process
- The school district provides remedies, which are required to be provided to a complainant when a respondent is found responsible, that are designed to maintain the complainant's equal access to education and may include the same individualized services described as supportive measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent
- The school district requires objective evaluation of all relevant evidence, inculpatory and exculpatory, and avoids credibility determinations based on a person's status as a complainant, respondent, or witness
- The school district requires Title IX personnel (Title IX Coordinator, investigators, decision-makers, people who facilitate any informal resolution process) to be free from conflicts of interest or bias for or against complainants or respondents
- The school district provides training of Title IX personnel to include training on the definition of sexual harassment in Title IX regulations, the scope of the school district's

education program or activity, how to conduct an investigation and how to conduct hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias

- The school district provides training of decision-makers and investigators to include training on issues of relevance, including how to apply the rape shield protections provided only for complainants
- The school district includes a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process
- The school district posts materials used to train Title IX personnel on its website
- The school district includes reasonably prompt time frames for concluding the grievance process, including appeals and informal resolutions, with allowance for temporary, shortterm, good cause delays or extensions of the time frames
- The school district describes the range, or list, of the possible remedies that may be provided to a complainant and disciplinary sanctions that may be imposed on a respondent, following determinations of responsibility
- The school district has chosen to use the preponderance of the evidence standard for all formal complaints of sexual harassment (including where employees are respondents)
- The school district has described its appeal procedures, and the range of supportive measures available to complainants and respondents
- The school district's grievance process does not use, rely on, or seek disclosure of information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege
- Any provisions, rules, or practices other than those required by Title IX regulations that the school district has adopted as part of its grievance process for handling formal complaints of sexual harassment apply equally to both parties

All reports and complaints of sexual harassment in violation of Title IX will be addressed through the grievance process described below. See, *NONDISCRIMINATION ON THE BASIS OF SEX UNDER TITLE IX—ADMINISTRATIVE REGULATION*.

#### **IV. Related Policies and Administrative Regulations**

This policy and administrative regulation address sexual harassment as that term is defined under Title IX. The school district also prohibits bullying and cyber-bullying as those terms are defined under Nevada Revised Statutes ("NRS") 388.121 *et seq.* ("Provision of Safe and Respectful Learning Environment"). The prohibitions on bullying and cyber-bullying and procedures to address conduct that does not include sexual harassment as defined under Title IX are addressed in Board Policy GBBA and Policy JFCC.

The school district also prohibits employee bullying, harassment, sexual harassment, intimidation, discrimination and/or retaliation. The prohibitions and grievance procedures for this conduct that does not include sexual harassment as defined under Title IX are addressed in Board Policy GBBC and Policy GL.

If an employee or volunteer has reasonable cause to believe that sexual harassment in violation of Title IX arises to abuse or neglect under NRS 432B and/or NRS 392.275 *et seq.*, such misconduct will be reported to law enforcement officials and/or Child Protective Service agency personnel in accordance with the procedures set forth in Board policies and regulations concerning mandatory reporting. These procedures are addressed in Board Policy JHG.

**Legal Reference(s):**

Title IX of the Education Amendments of 1972, 20 USC 1681-1683

Title IX federal regulations, 34 CFR Part 106

NRS 388.1251 *et seq.*, Provision of Safe and Respectful Learning Environment

Nevada Revised Statutes, 392.275 *et seq.*, Reports of Abuse, Neglect and Other Illegal Conduct

NRS 432B.010 *et seq.*, Protection of Children from Abuse and Neglect

*Revised 12-28-21*

**ACTION**

**ITEM #4**

5 drafting table no tab  
1 desk  
1 rolling computer cart 47589  
3 high desk  
1 VCR 5685  
1 TV cart 5673  
4 VCR  
1 DVD-VCR combo 5006  
1 28" TV  
2 metal folding table  
2 28" TV  
1 3 tiered TV cart  
1 4 tiered TV cart  
1 28" TV 2826  
1 3 tiered TV cart 47578  
1 28" TV  
1 28" TV  
1 18" TV  
1 3 tiered TV cart  
1 metal teachers desk  
1 band saw 793  
2 metal folding table  
1 DeWall scroll saw  
2 wood lathe  
2 rolling storage cabinet  
1 scroll saw 3186  
2 white computer desk  
1 steel cabinet  
1 rolling computer cart 2811A

## MCHS Shop Auction Items and numbers

6 assorted wooden tables

2 heavy duty shop vice

1 scroll saw 1 10" bench table saw

1 10" miter saw

1 10" miter box

1 delta band saw

1 Excelsior lathe 7664

1 JET lathe 4825

1 JET lathe 4825

1 Delta dual sander

1 Delta scroll saw

2 classroom desk

1 Delta scroll saw

1 metal table and assorted hand power tools

2 VCR

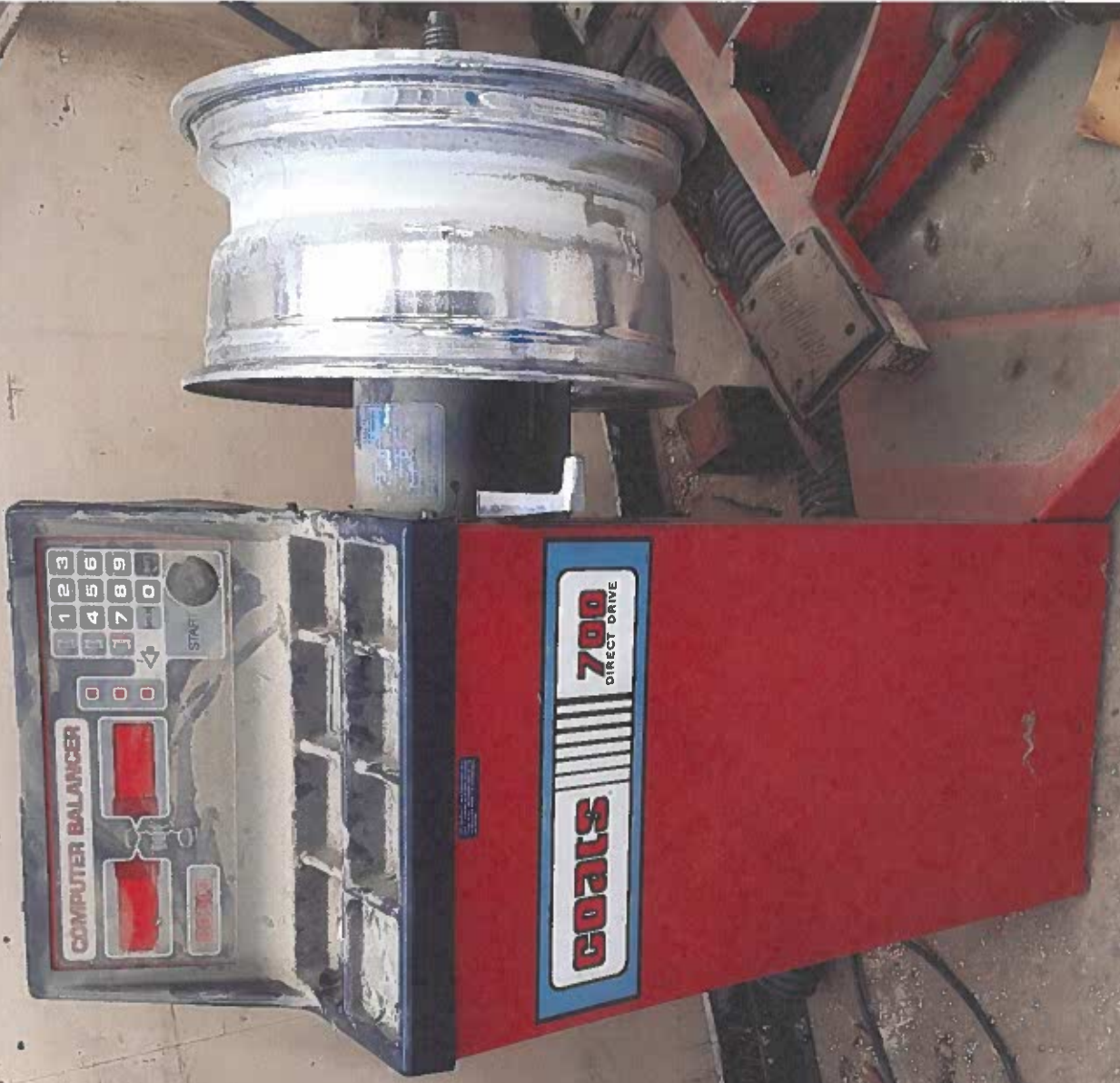
1 wooden table and assorted hand power tools

1 teachers desk

1 industrial kitchen stove

1 steel table

Assorted wooden tables







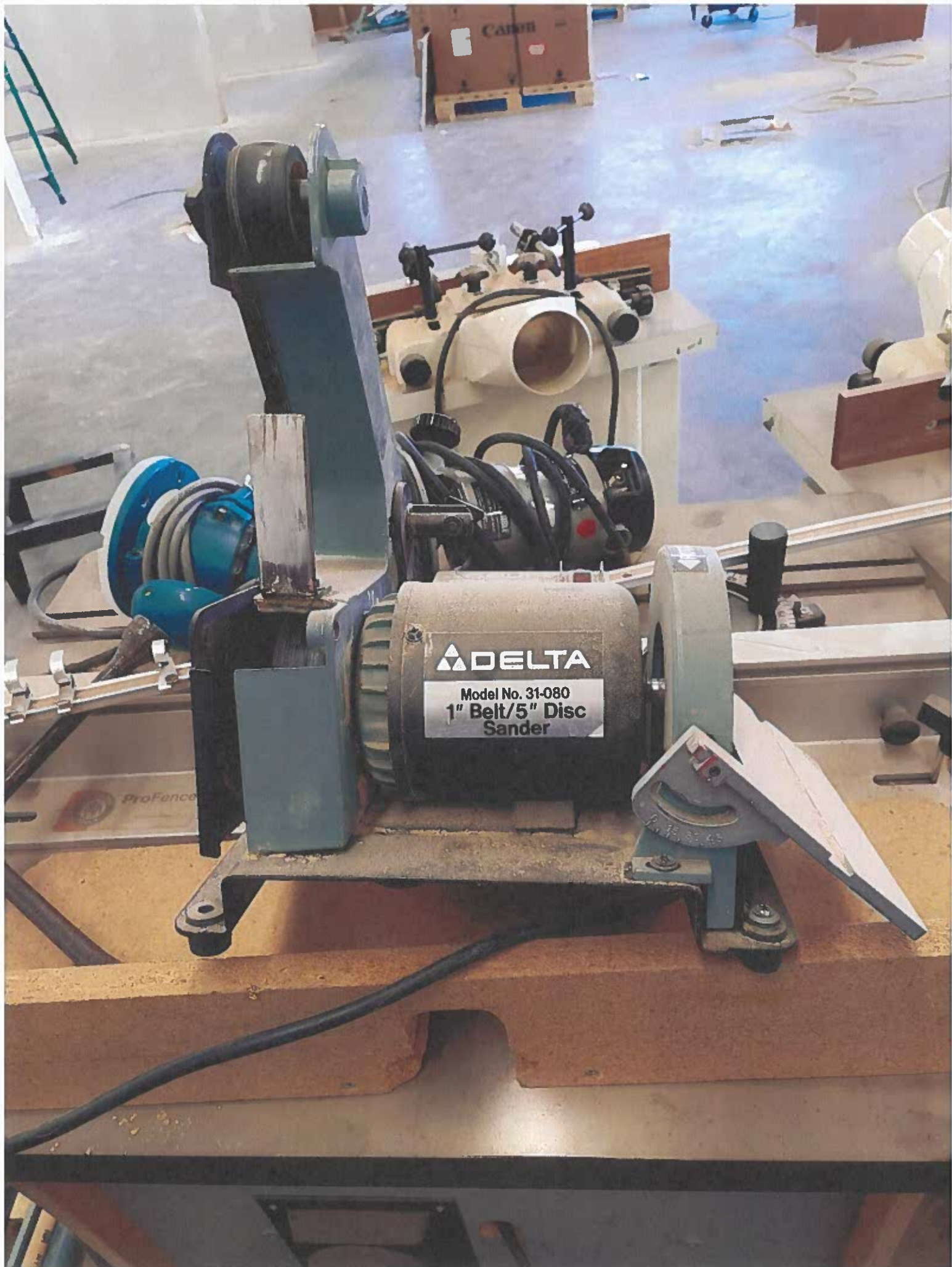






































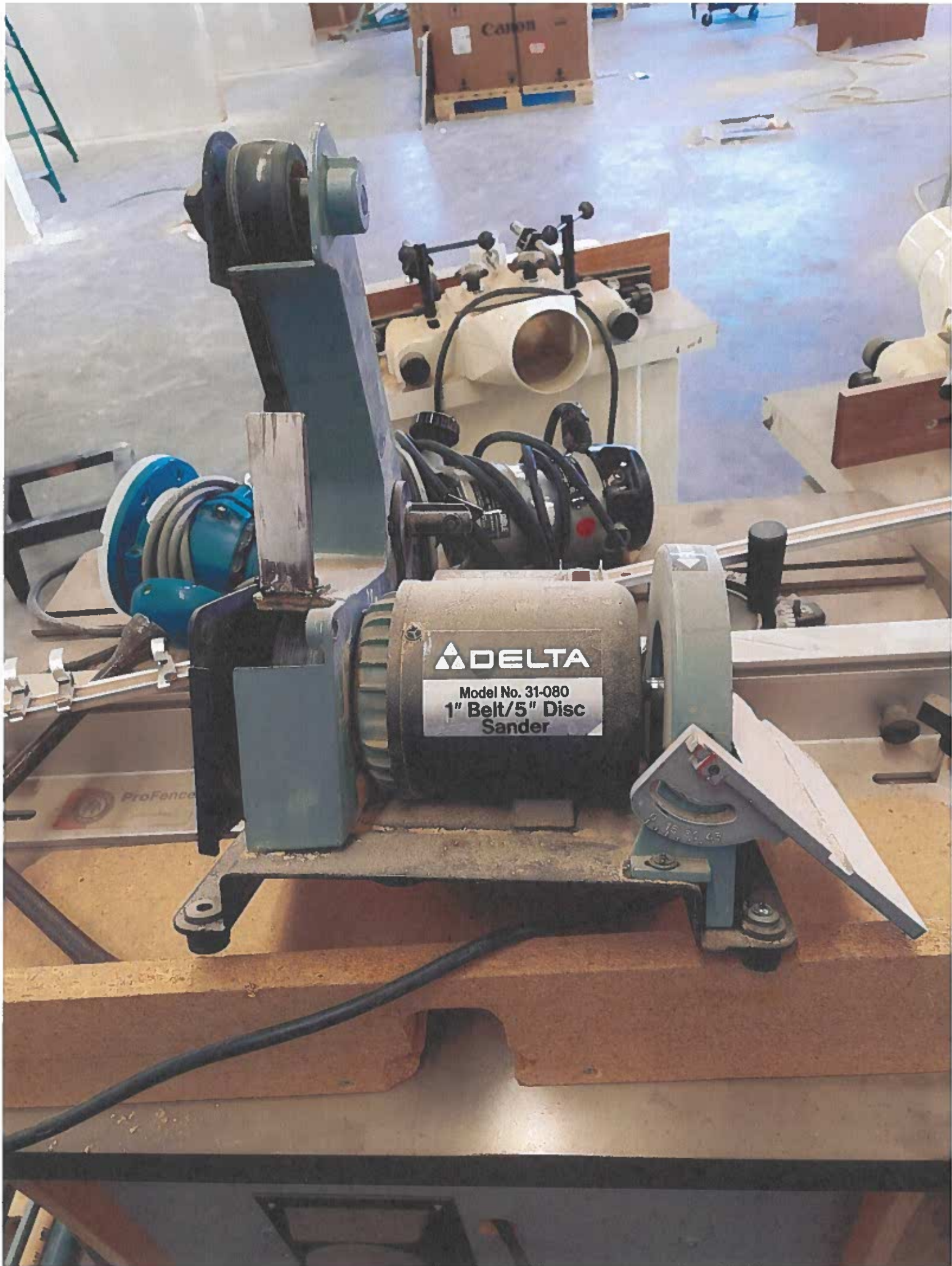














8.15 -

K-2

9:45 - 10:05

3-0

10:05 - 10:25

K-2 Lunch/Recess 11:00 - 11:45

3-6

"

"

11:15

00

- 1:40

2:00















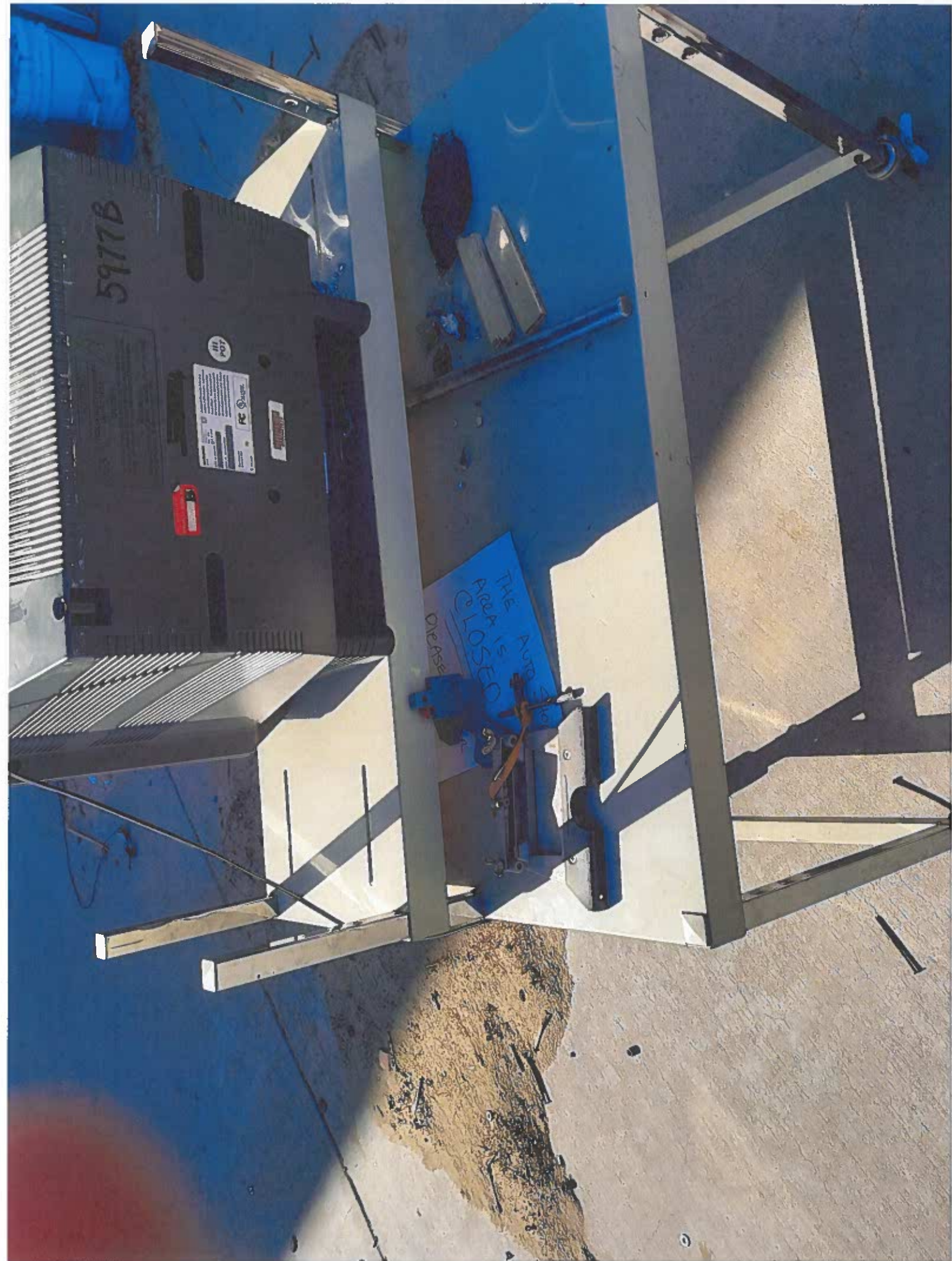






















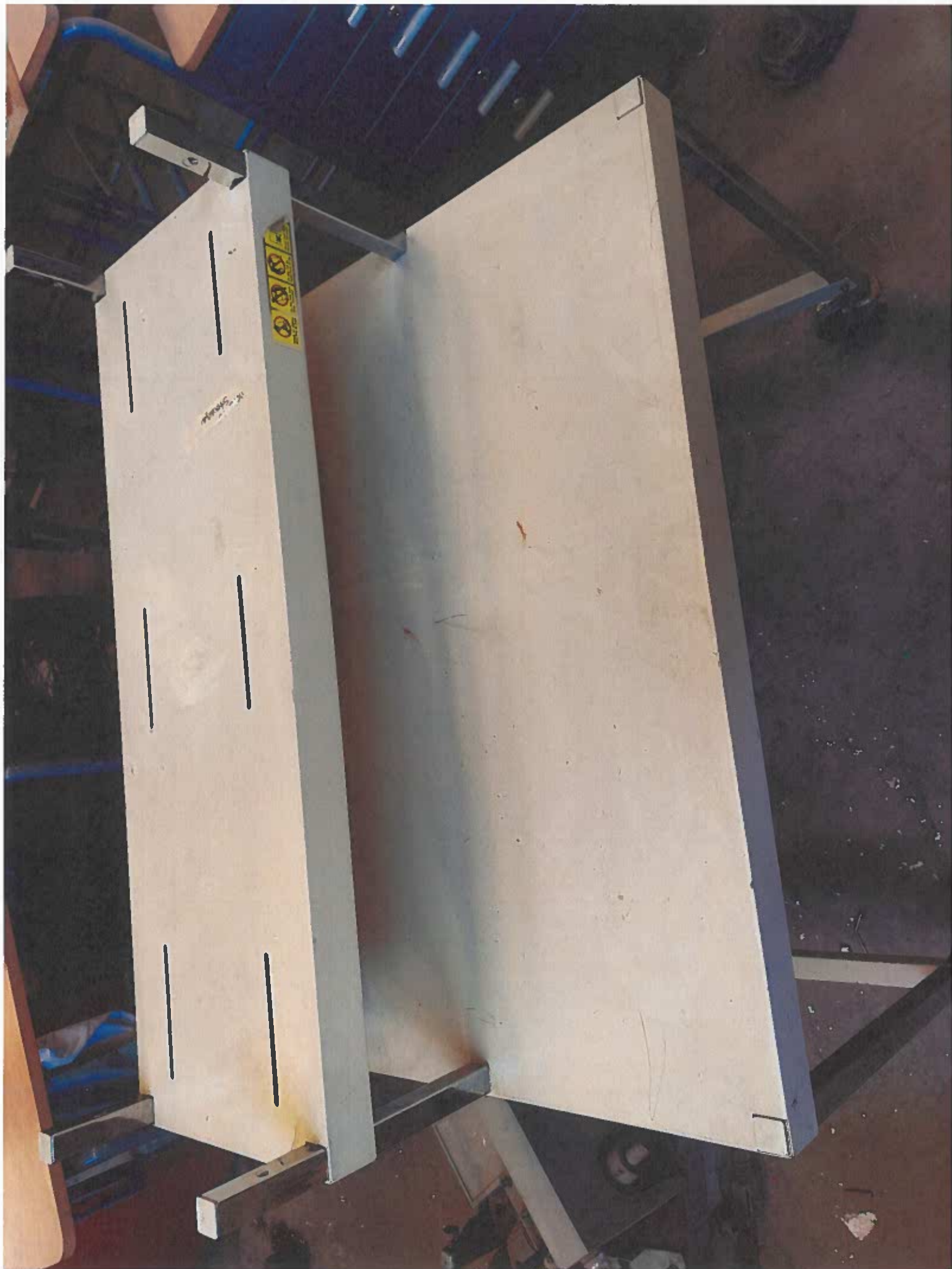


















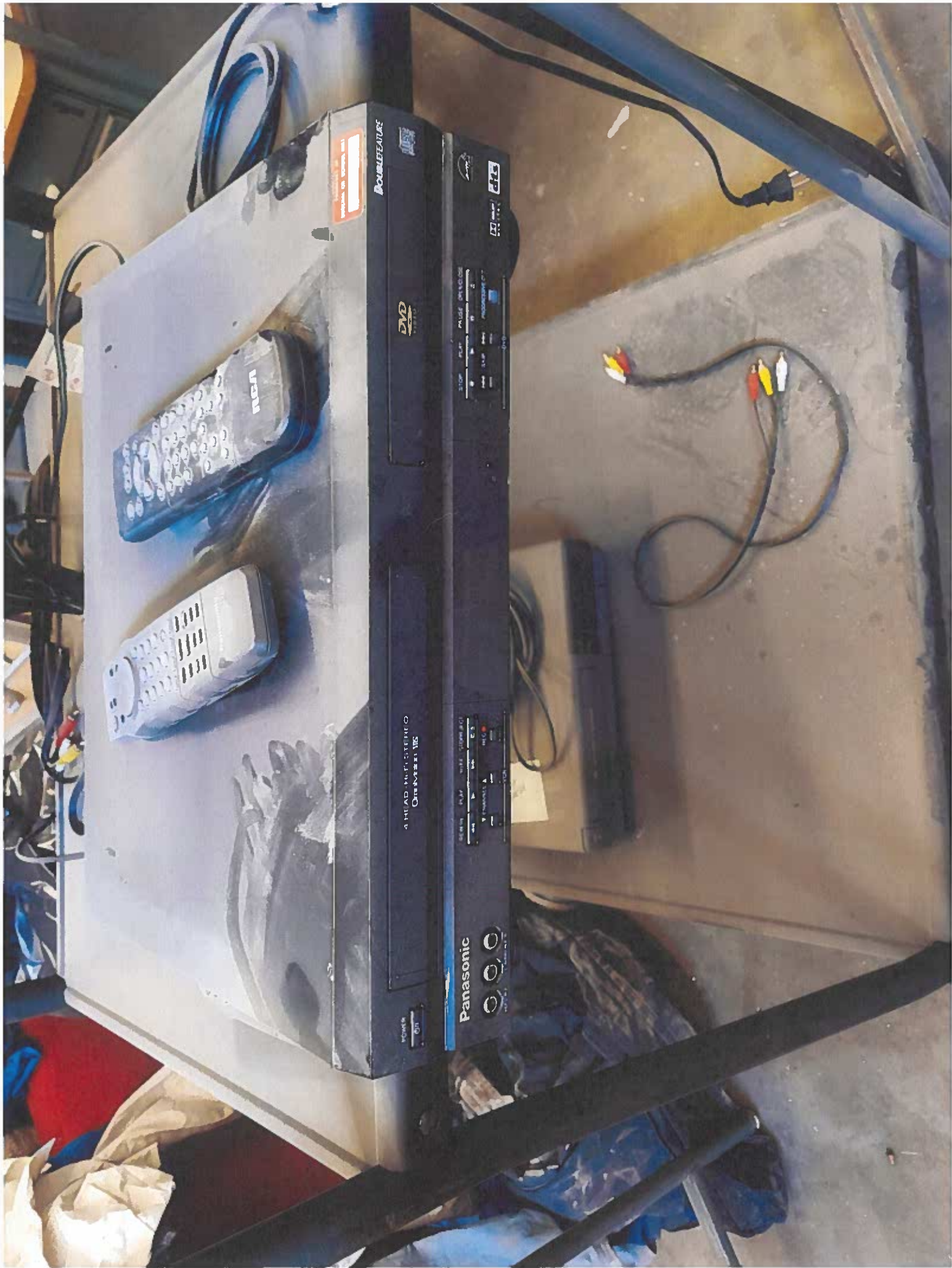




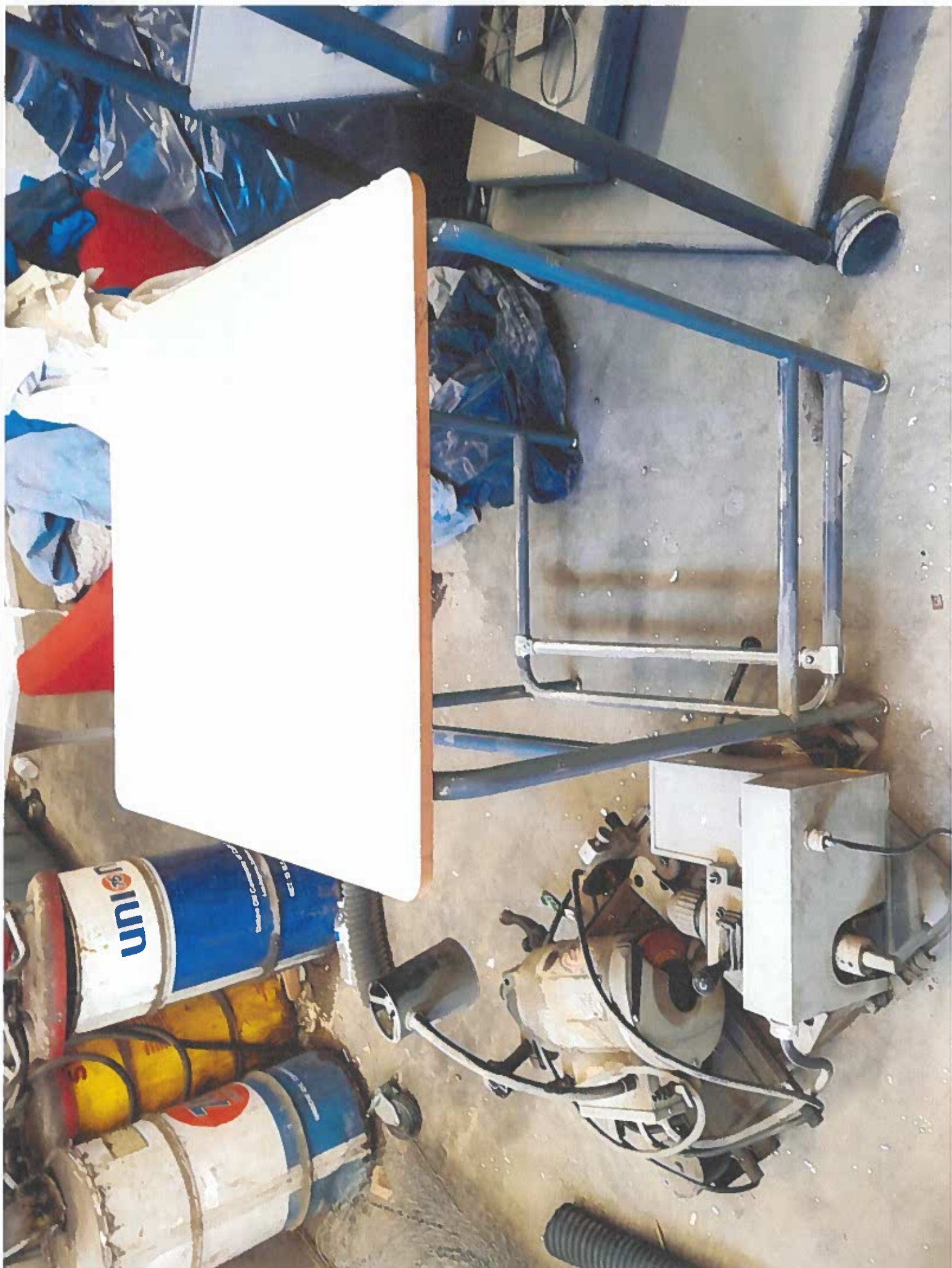
































































































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# **ACTION**

## **ITEM #5**