MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING
Tuesday, November 4, 2025

RECVD MINERAL COUNTY CLERK
OCT 29 '25 PM 2:25

LOCATION OF MEETING: **District Office Building**
751 A Street, Board Room
Hawthorne, NV 89415

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

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)

1. Minutes: October 21, 2025
2. Payroll Vouchers: 1022,1023,1030,1031,1034
3. Payroll Checks: 90684-90758
4. Warrants: 30285-30354
6. 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 Action to Approve the MOU between MCSD and the Certified Union for a change to the Health Insurance clause.
Supporting Information: Approval of the MOU between Mineral County School District and the Certified Union for a change to the Health Insurance clause due to the premium increase.
Budget Considerations: General Funded - CY2026 - $1,235.31 per employee monthly. CY2027 - $935.79 per employee monthly.

2. Recommendation: Discussion and Possible Action to Approve an MOU between MCSD and the Classified Union for a change to the Health Insurance clause.
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BOARD OF TRUSTEES MEETING
Tuesday, November 4, 2025

OLD BUSINESS:

Future Agenda Topics: Next meeting scheduled: November 18, 2025 - Progressive Discipline Plan, Annual Audit

COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)

1. Correspondence & Announcements
2. Board Members
3. Superintendent
4. Administrators

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.

1. Closed Session: Pursuant to Nevada Revised Statute (NRS) 241.015(4)(c) and Nevada Revised Statute (NRS) 288.220 to receive information from legal counsel relative to general pending litigation and to discuss negotiations.

2. Open Session: Discussion and possible action relative to pending litigation and/or negotiations.

ADJOURNMENT:

The Agenda of this meeting has been posted at the following locations: 1) Administration Office, 2) Schurz Post Office, 3) Mina Post Office, 4) County Courthouse 5) School Offices, 6) Luning Post Office.
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.

TNTP PRESENTATION

Mineral County Strategic Plan - Goals Update

November 4, 2025

TNTP

MCSD's Vision

MCSD Vision and Motto

Mineral County School District creates a safe and equitable learning environment that honors everyone's cultures and identities and provides all students the opportunities and support they need to thrive. We spark students' curiosity and prepare students with the academic, social and emotional skills they need for college, career, and life. We uplift our students to be confident, kind, and loving community leaders who graduate ready for their future and are successful at whatever they choose.

"No'oko numu tunedooe"
"All people learn/teach"



TNTP

Strategic Plan Progress Update

Sources of Data:

- Student level data review
- Artifact review related to goals, priorities and actions.
- Classroom observations in May, 2025 at all schools
- 8 1:1 interviews with central office and school leaders
- Fall Community Survey- 319 responses

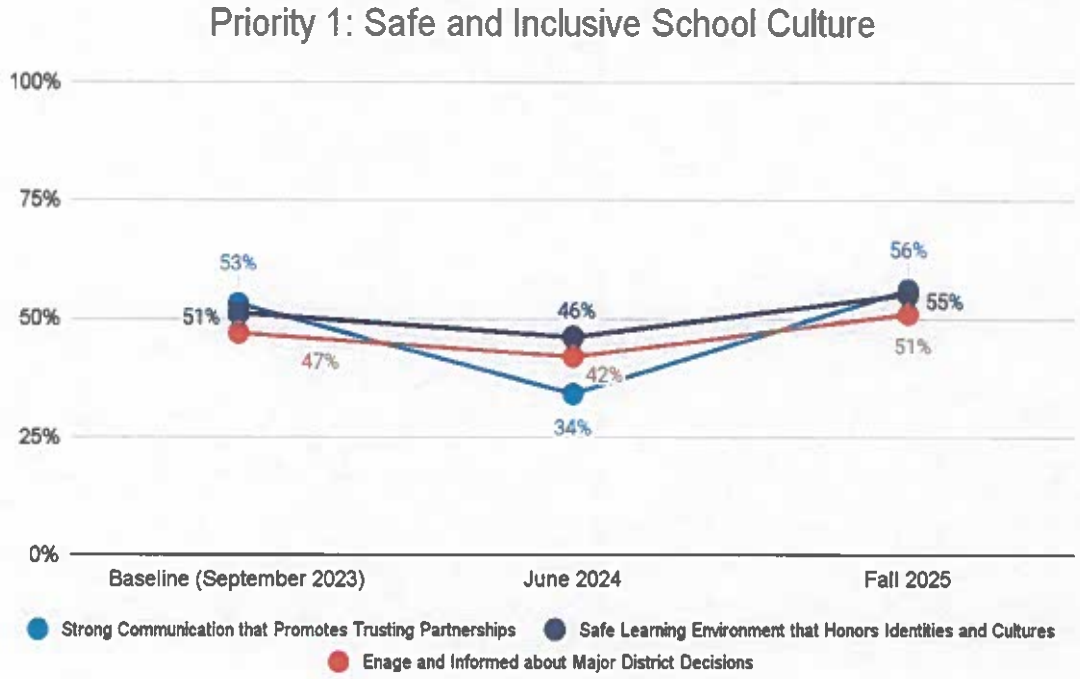
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Priority 1:
Safe and Inclusive School Culture

TNTP

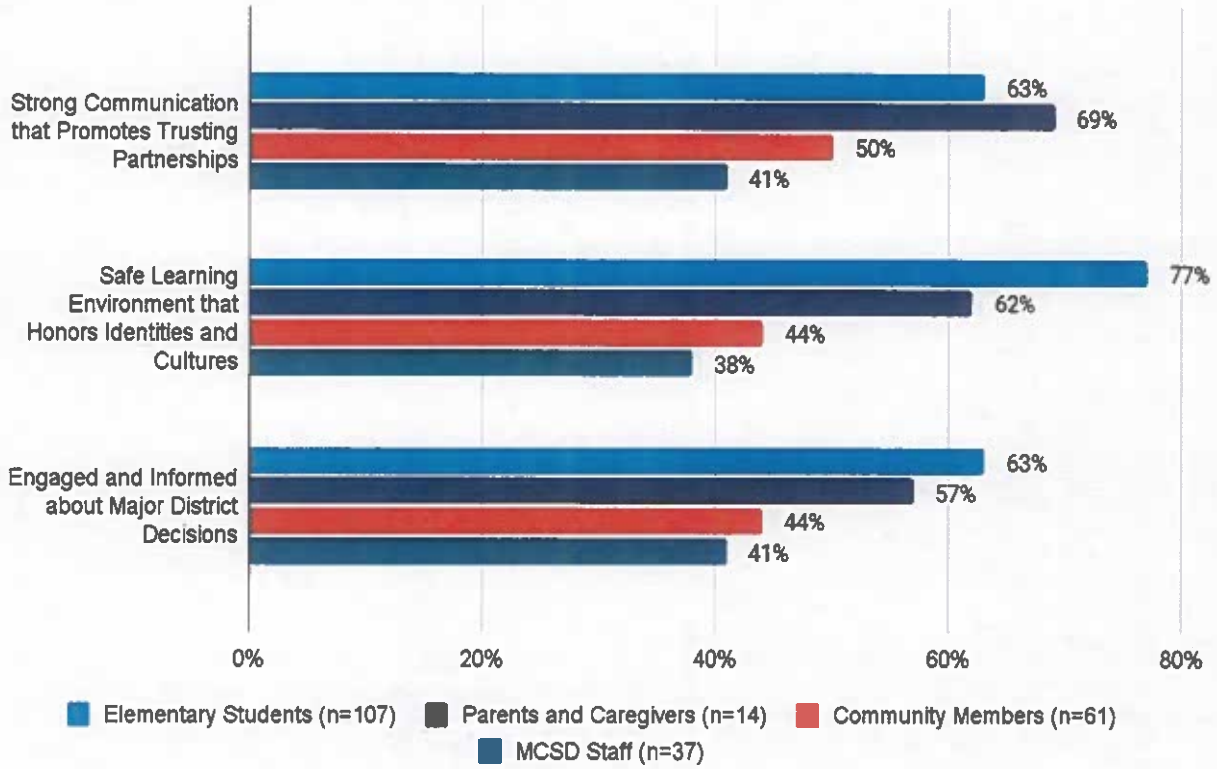
Priority 1 Progress

- Mineral County has experienced slight gains across goals from September 2023 to Fall 2025
- Averages for these categories include responses from students, parents and caregivers, community members, and MCSD staff members.



Survey Details

- On the Fall 2025 stakeholder survey, elementary students and parents/caregivers reported the highest perceptions across goals



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Stakeholder Feedback

- On open-ended responses, MCSD staff reported:
  - Communication was an area where MCSD needed change:

    "I think the district could improve communication and all staff should know what is going on in the district and within the school. I think staff should know what is going on with regard to students' status like who is suspended."
  - A need for increased student voice:

    "I believe student voice is a factor that could be improved. Our students have great strengths and talents that go untapped."

- Two parents and caregivers remarked:
  - "My children are learning to speak English well and getting well along with other kids. They have a good relationship with other kids in school and their teachers as well."
  - "My child is loved unconditionally at school and feels part of the school community."

- Students reported they found teachers were kind and supportive. They enjoyed recess and their friends.
  - A few students mentioned the need to address bullying.

Priority 1: Safe and Inclusive Culture Progress Made

- In 8/8 meetings with MCSD leaders, **individuals demonstrated vulnerability and a desire to learn and continually improve.**

- **Classrooms throughout MCSD display positive expectations for student behavior**, reflecting the work the Positive Behavioral Interventions & Supports (PBIS) team has done to have consistent behavioral expectations.

- **Policies at the district have been updated**: revised the progressive discipline plan, and revised administrative regulations related to safety procedures.

- The district and each site has **increased the level of collaboration across sites since 2023**, and new collaborative structures are becoming more habitual including the Admin Meeting and Professional Learning Communities (PLCs) to support collaboration at each site.

Stephanie

Priority 1: Safe and Inclusive Culture Areas For Growth

- There is a **need for more consistent meeting structures** that support teams at the district and school levels to **make progress toward district and school level priorities** AND provide opportunities for **two-way communication and collaboration**.

- **Community surveys** including staff, students, families and members of the Walker River Paiute Tribe **are not always consistently implemented** and as a result, growth towards some goals in the strategic plan are unknown.

- **In groups, relationship dynamics and opportunities to build trust often impact engagement and progress.** Often, opportunities to build trust are connected with the following themes: **a lack of accountability**, **too many initiatives leading to a lack of focus**, inconsistent meeting structures, lack of acknowledgement or understanding of the complex identities and lived experiences of each leader, and few opportunities for two-way communication and feedback; and unclear roles & responsibilities.

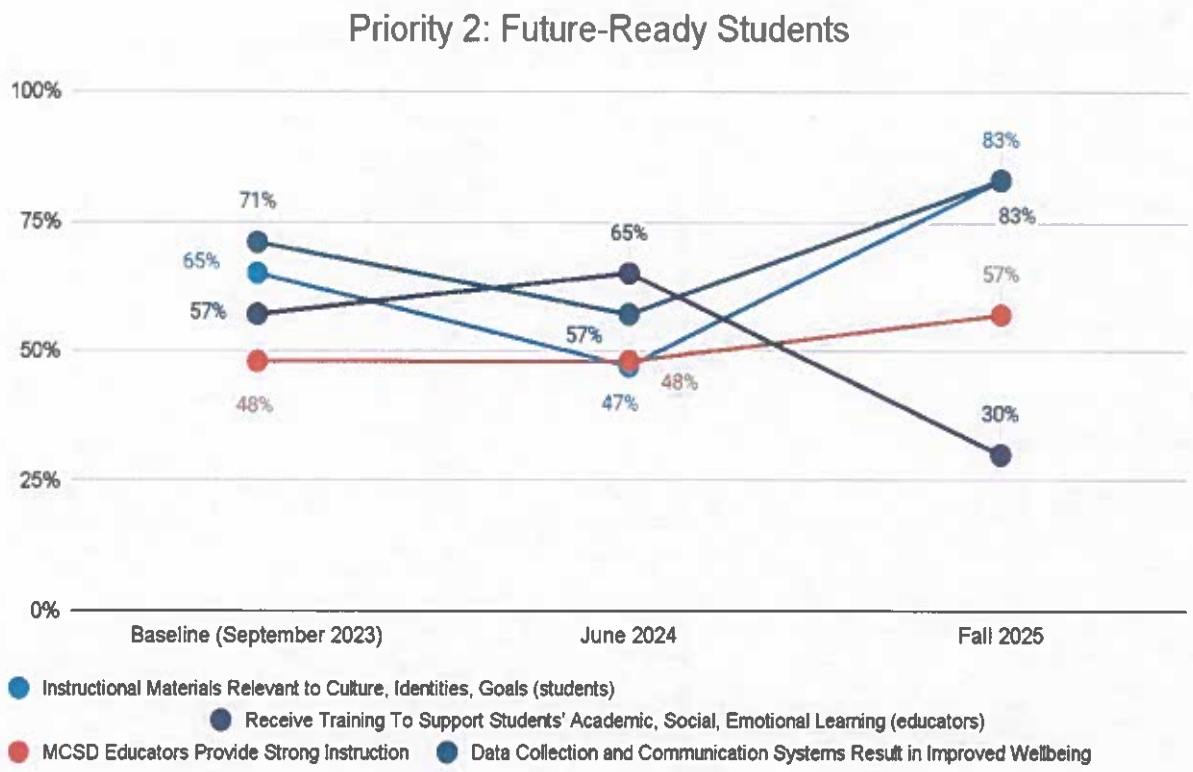
Priority 2: Future-Ready Students

TNTP

Priority 2 Progress

- In 3 out of 4 categories, Mineral County experienced gains from baseline to Fall 2025

- The percentage of educators who reported receiving training needed to support student learning declined 27%

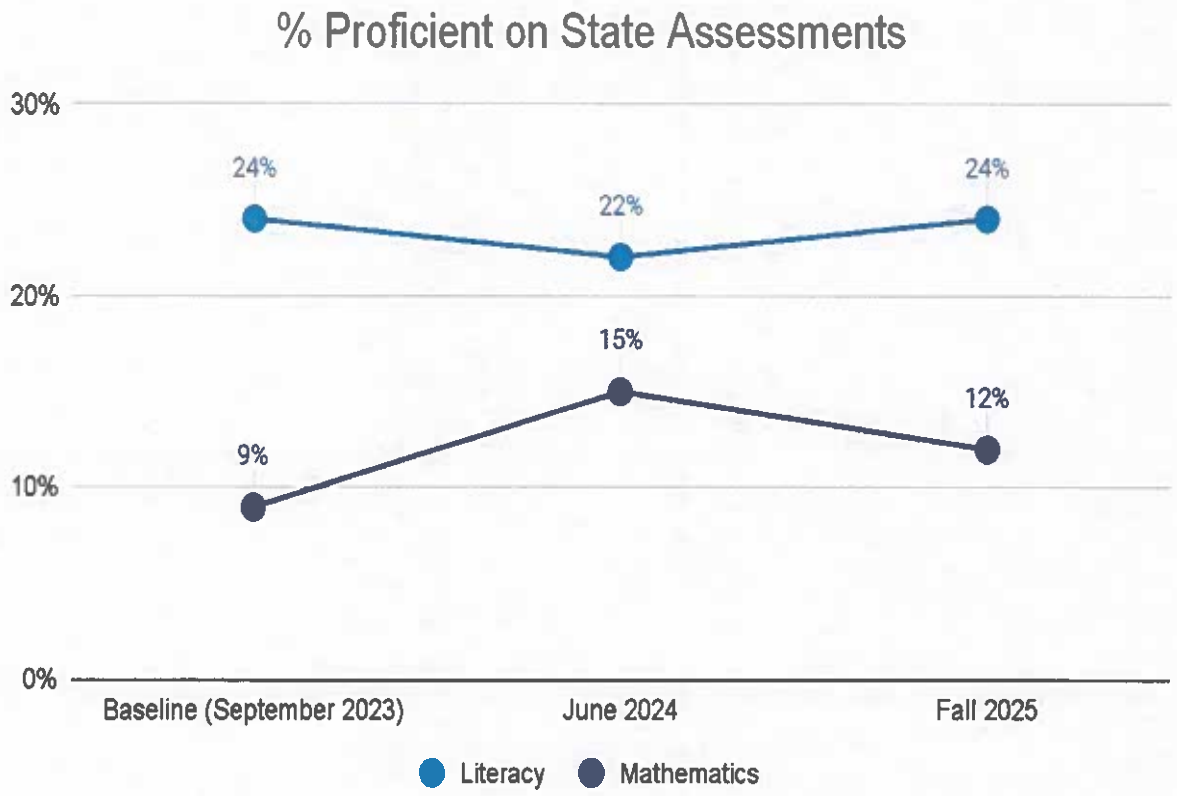


In the Fall 2025 survey, only elementary students responded to the student survey through 10/28. In the baseline and June 2024 survey, junior high and high school student responses were included.

State Assessments

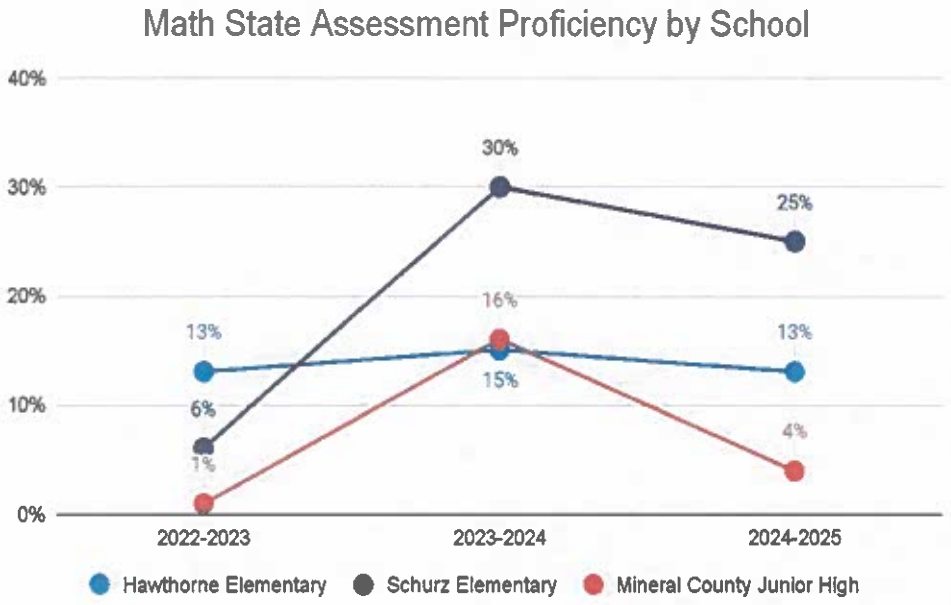
- The percentage of students proficient on statewide literacy assessment has remained consistent (24%)

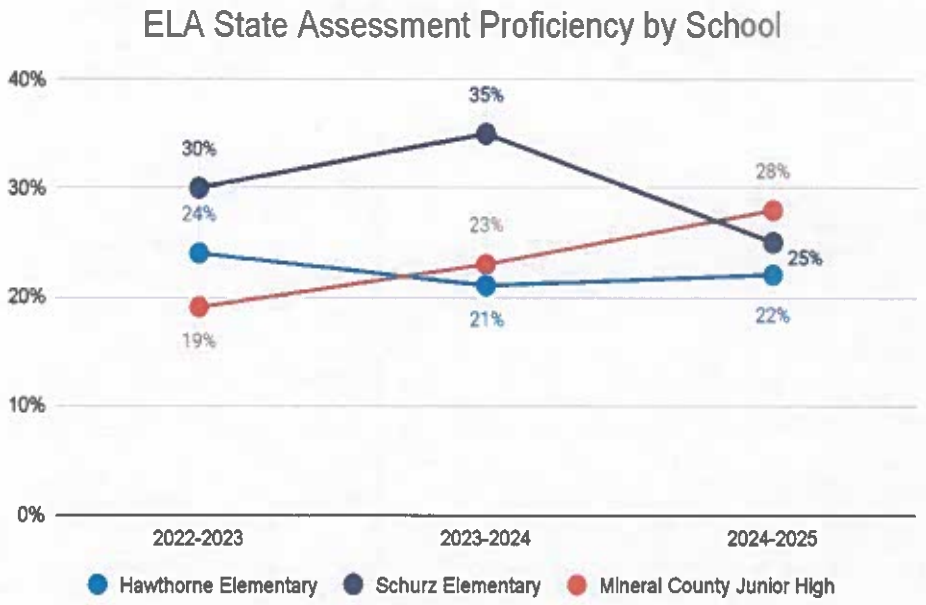
- There has been a slight improvement in the percentage of students proficient on statewide math assessments (9% to 12%)



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Proficiency Rates by Assessment Content and School





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Stakeholder Feedback

- On open-ended responses, MCSD staff reported:
  - Strong school and district leadership
    - "The admins are working hard to make things better, and the admin teams are working hard to better the district."
  - Curriculum was an improvement
    - "Our curriculum is improving. It is high quality and meets most student needs."

- Several community member responses stated that that teachers needed to address behavioral challenges in schools and that teachers could develop better relationships with students.

One Note on Curriculum

- TNTP reviewed open-ended responses across stakeholder groups
  - We noted that across student, parent and caregiver, and community member responses, there were very few comments around the academic rigor and cognitive challenges of the curriculum.
  - We will monitor this again when we administer another survey in the Spring.

Stephanie

Priority 2: Future-Ready Students Progress Made

- Mineral County School District has adopted **high quality instructional materials** for both English Language Arts and Math, leading to gains at sites where there has been greater consistency in implementation (ex. Schurz Elementary School in Math).

- MCHS/HJH and HES have established PBIS (Positive Behavioral Interventions and Supports) practices such as clear behavioral expectations for students.

Priority 2: Future-Ready Students Areas for Growth

- Expectations for curriculum implementation vary, leading to **inconsistent implementation of high quality instructional materials**.
- There is a **need to align district and site-level plans for classroom observations, coaching, and professional development** based on a **common vision for instruction**.
- There is a need to align curriculum and instruction initiatives to promote a coherent student experience.

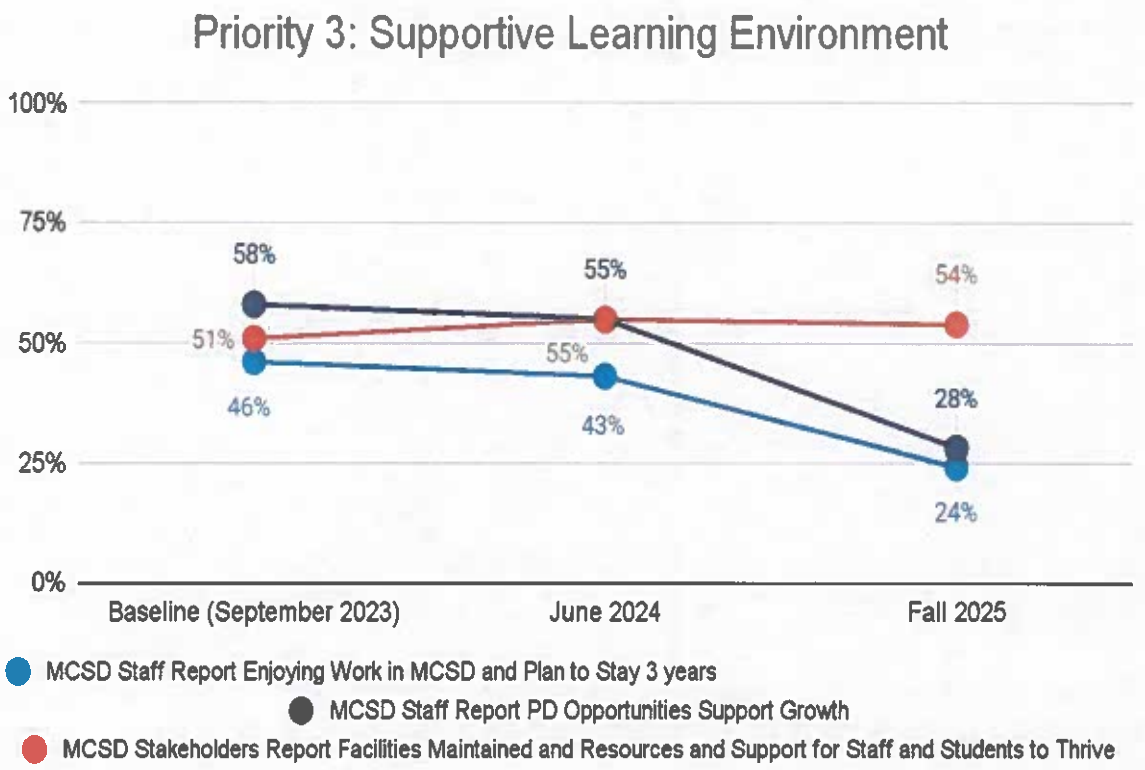
Priority 3:
Supportive Learning Environments

TNTP

Priority 3 Progress

- Staff who reported enjoying work and that PD opportunities supported growth **decreased from baseline to Fall 2025**

- The percentage of stakeholders reported well maintained facilities and supportive resources **stayed consistent**



TNTP

Priority 3: Supportive Learning Environments
Progress Made

- Both the human resources team and staff have developed systems to **recruit staff from both in Mineral County and beyond**, with many staff from the Philippines.

Priority 3: Supportive Learning Environments
Areas for Growth

- **Evaluations and accountability** of staff are inconsistent across the district, with some staff reporting they have not been formally evaluated in years.

- **Create collaborative structures to connect academic and talent leaders** from the district so that the skills and knowledge that are needed are reflected in the recruitment and selection materials. Clarify the roles, responsibilities, and processes so that candidates have a positive experience.

- **Consider developing programs to recruit and develop talent pools** within the Mineral County School District such as classified staff to become teachers.

Board of Trustees' Role to Achieve the Goals in Mineral County School District's Strategic Plan

1. Approving the Vision and Strategic Plan
2. Superintendent Evaluation and Support
3. Budget and Resource Allocation and Approval Related to the Strategic Priorities
4. Community Engagement and Accountability
   a. Transparent Board Agendas and Documents
   b. Promote Inclusive Community Engagement

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Next Steps

- Admin leaders will make meaning of the Fall Survey Data together to update district strategic actions and timelines as well as align with site plans.
- There will be a progress update in January that includes update on progress towards academic benchmarks and updates to the strategic plan.
- TNTP is supporting central office and site leaders through monthly meetings that will support implementation and progress monitoring of the strategic plan.

TNTP

Thank You



Strategic Plan Priority	June 2029 Goals	Baseline (September 2023)	June 2024	Fall 2025 Update	Growth from September 2023-Fall 2025
Priority 1: Safe and Inclusive School Culture MCSD will be an inclusive community that honors everyone's identities and cultures and creates an environment where everyone feels safe and a sense of belonging.	1.A. 80% of stakeholders will report that MCSD has **strong communication that promotes trusting partnerships**	53%	34%	56%	3%
	1.B. 80% of stakeholders will report MCSD provides a **safe learning environment that honors their identities and cultures**	51%	46%	55%	4%
	1.C. 80% of stakeholders will feel they are **engaged and informed about major district decisions**	47%	42%	51%	4%
Priority 2: Future-Ready Students Mineral County School District will provide the resources and materials students need to develop academically, socially and emotionally so that they graduate ready to meet their goals for the future.	2.A.2 80% of students will report that the **instructional materials they receive are relevant to their cultures, identities, and personal goals**	65%	47%	83%	18%
	2.B.1. 100% of MCSD educators will report that they **have the training they need to support students' academic, social, and emotional learning**	57%	65%	30%	-27%
	2.B.2. 80% of stakeholders will report **MCSD educators provide strong instruction to make learning challenging and relevant to students' lives**	48%	48%	57%	9%
	2.D.2. MCSD will have evidence that its **data collection and communication systems are resulting in improved social and emotional wellbeing for all subgroups.**	71%	57%	83%	12%
	2.D.3. 80% of MCSD **students will be performing at or above grade level in literacy, with performance gaps between student groups narrowed by 50% as measured by state assessments.**	24%	22%	24%	0%
	2.D.4. 70% of MCSD **students will be performing at or above grade level in math, with performance gaps between student groups narrowed by 50% as** measured by state assessments.	9%	15%	12%	3%
	2.D.5. 80% or more of **parents of students with IEPs** will report that their students are **receiving the resources and support they need to meet their academic, social and emotional goals**	33%	17%	100%	67%
	2.D.6.80% or more of **parents of multilingual learners** will report that their students are **receiving the resources and support they need to meet their**	86%	0%	100%	14%
Priority 3: Supportive Learning Environment Mineral County School District develops its highly qualified staff and equitably aligns resources so that students are prepared to learn.	3.A.2. 80% of the MCSD staff will report they **enjoy working in MCSD and plan to stay in MCSD for the next three years**	46%	43%	24%	-22%
	3.B. 80% of the MCSD will report that the **professional development opportunities they have received have supported their growth**	58%	55%	28%	-30%
	3.C.80% of stakeholders will report **MCSD consistently maintains facilities and provides resources and support for staff and students to thrive**	51%	55%	54%	3%

Cells highlighted in the yellow color represent percentages from less than 10 respodents.

Mineral County Stakeholder Survey Summary

Mineral County administered a stakeholder survey over two weeks in the Fall of 2025 to students and family, community, and MCSD staff members. This survey represented an opportunity to gauge progress toward strategic planning goals since the last survey administration in June of 2024. Items across the surveys related to the three priority areas identified in the Mineral County Strategic Plan: 1) a safe and inclusive school culture, 2) future ready students, and 3) a supportive learning environment. This memo provides a summary of findings across the stakeholder groups from the Fall survey, highlighting both quantitative and qualitative results.

For a full breakdown of survey responses across stakeholder, please visit the Mineral County Dashboard. Responses can be disaggregated across certain demographics.

Elementary School Student Survey Findings

Over the two-week period, 107 elementary school students responded to the survey.[1] We received responses from 79 students at Hawthorne Elementary, 26 students from Schurz Elementary, and 2 from Hawthorne Junior High School. Below, we report on some significant findings from the survey.

Quantitative Findings

- 63% of students reported strong communication systems that promote trusting partnerships
- 77% of students reported that MCSD provides a safe learning environment that honors their identities and cultures
    - For several survey items included in this indicator, we observed slightly higher scores from students at Schurz Elementary compared to Hawthorne Elementary
- 83% of students reported their instructional materials are relevant to their cultures, identities, and personal goals
- 63% of students reported they are engaged and informed about major district decisions
- 94% of students reported their teacher encouraged them to try hard in class
- 79% of students reported MCSD maintains facilities and provides resources and support for staff and students to thrive
- 83% of students reported that data collection and communication systems resulted in improved social and emotional wellbeing for all subgroups

[1] 105 of 107 responses were from students at Hawthorne Elementary or Schurz Elementary. The adult stakeholder survey was accidentally sent to junior high and high school students. Their responses were included in the community member responses for this period.

QualitativeTrends

When students were asked what they liked about school, the most frequently mentioned things were friends, teachers, and recess. However, a number of students also mentioned that math and reading were their favorite aspects of school.

When asked what they would change, students highlighted longer recess time and better food for lunch. Three students also stated "no bullying" as an aspect they would want to see changed across their school.

Parent and Caregiver Survey Findings

We received responses from 14 family members in the Fall survey. Below, we report on some significant findings from the survey.

Quantitative Findings

- 69% of family members reported strong communication systems that promote trusting partnerships
- 62% of family members reported that MCSD provides a safe learning environment that honors students' identities and cultures
- 57% of family members reported they are engaged and informed of major district decisions
- 48% of family members reported MCSD educators provide strong instruction to make learning challenging and relevant to students' lives
- 61% of family members reported MCSD maintains facilities and provides resources and support for staff and students to thrive

Qualitative Trends

Given the relatively small number of responses from family members, we did not examine open-ended feedback for themes. We did, however, want to highlight quotes around what parents thought was going well and what could be improved in schools. These include:

- What is going well
    - "My children are learning to speak English well and getting well along with other kids. They have a good relationship with other kids in school and their teachers as well."
    - "My child is loved unconditionally at school and feels part of the school community."
- What could be improved

- "WRPT tribal community engagement is lacking. Reciprocal relationship-building is not occuring."
- "Consistency! Faculty attitudes and motivation! It is only 1 month into the year and teachers look burnt out and act like it too! Not all but enough!"

Community Member Findings

We received responses from 61 community members in the Fall survey. As previously noted, we believe that many of these responses belong to junior high and high school students. However, we elected to include their responses for now. Below, we report on some significant findings from the survey.

Quantitative Findings

- 50% of community members reported strong communication systems that promote trusting partnerships
- 44% of community members reported that MCSD provides a safe learning environment that honors students' identities and cultures
- 44% of community members reported they are engaged and informed of major district decisions
- 44% of community members reported MCSD educators provide strong instruction to make learning challenging and relevant to students' lives
- 44% of community members reported MCSD maintains facilities and provides resources and support for staff and students to thrive

Qualitative Trends

Community members were also asked what was going well and what could be improved in schools. Themes that emerged from these responses include:

- What is going well
  - Some respondents noted that teachers were doing a good job and trying to support them academically
  - Some respondents mentioned the success of the boys sports teams
- What could be improved
  - Many respondents noted that teachers needed to address behavioral challenges in schools and that teachers could develop better relationships with students
  - Several respondents remarked on the need for supplies and improvements to the buildings

MCSD Staff Member Findings

We received responses from 37 MCSD staff members. Below, we report on some significant findings from the survey.

Quantitative Findings

- 41% of MCSD staff members reported strong communication systems that promote trusting partnerships
- 38% of MCSD staff members reported that MCSD provides a safe learning environment that honors students' identities and cultures
- 41% of MCSD staff members reported they are engaged and informed of major district decisions
- 30% of MCSD staff members reported they receive the training they need to support students' academic, social, and emotional learning
- 41% of MCSD staff members reported MCSD educators provide strong instruction to make learning challenging and relevant to students' lives
- 24% of MCSD staff members reported they enjoy working in MCSD and plan to stay for the next three years
- 28% of MCSD staff members reported the professional development opportunities they have received have supported their growth
- 30% of MCSD staff members reported MCSD maintains facilities and provides resources and support for staff and students to thrive

Qualitative Trends

We examined staff responses for trends related to strengths and opportunities for growth. Trends for areas of strength included school/district leadership and curriculum. Trends for opportunities for growth included communication and the inclusion of student voice. See the table below for notable quotes related to these areas.

	School/District Leadership	**Curriculum**
Strengths	"The admins are working hard to make things better, and the admin teams are working hard to better the district." "The superintendent is open to ideas and supportive."	"The district is adapting curriculum that is grade level and engaging. Our school purchased Yondr pouch that I think is really helpful for me to be able to deliver instruction more effectively." "Our curriculum is improving. It is high quality and meets most student

		needs."
	Communication	**Student Voice**
Opportunities for Growth	"I think the district could improve communication and all staff should know what is going on in the district and within the school. I think staff should know what is going on with regard to students' status like who is suspended." "Recognition and communication… those are most important. The structures and procedures, clear and concise and all staff is knowledgeable on them."	"I believe student voice is a factor that could be improved. Our students have great strengths and talents that go untapped." "Student voice is untapped. Students need to have more of a voice."

Academic Challenge and Rigor

After an analysis of the qualitative responses to the survey, we wanted to highlight the lack of comments around learning, academic challenge and rigor for students. Across students, parent and caregivers, and community member responses, very few made qualitative remarks about what they were learning, the curriculum, or the level or rigor in their classes. While the qualitative questions did not specifically ask about this, it is worth noting that this was not discussed by many of the survey respondents. When the Spring survey is administered, we will examine responses to see if this trend remains consistent.

MINUTES

MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING MINUTES
Tuesday, October 21, 2025

The Mineral County School District held a public meeting on Tuesday, October 21, 2025 beginning at 5:31 PM at the Schurz Elementary School.

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

MEMBERS PRESENT: Tyler Viani, Kristin Reeves, Juanita Diede
MEMBERS ABSENT:
ADMINISTRATORS: Stephanie Keuhey, Superintendent; Lance West, Principal SES; Monica Keady, Principal HJH/MCHS; Claire Hayhurst, Principal HES
OTHERS PRESENT: Kenny Tedford, Tahlyah Norcom, Erika Sanchez, Maria Sauter, Lonnie Henderson, Shannon Williams

CALL TO ORDER: 5:35 PM
1. Certification of Public Notice - Yes; Roll Call - Tyler, Kristin and Juanita present. Pledge of Allegiance.
2. Approval of a flexible agenda. (For Possible Action)
3. Person or Group Recognition - Lance West wanted to thank Kira McCracken for coming over and working in the SES kitchen while the kitchen personnel were out last week.
4. Presentations - Grant Update Presentation - Maria Sauter gave a presentation on Grant Status.

CONSENT ITEMS: (FOR POSSIBLE ACTION)
1. Minutes: September 9, and September 23, 2025
2. Payroll Vouchers: 1017,1018,1026
3. Payroll Checks: 90657-90683
4. Warrants: 30175-30284
5. Voided Checks: 90624
6. Personnel Report – Information Only

Tyler Viani made a motion to approve the minutes from September 9 and September 23, 2025; Payroll Vouchers: 1017,1018,1026; Payroll Checks: 90657-906853; Warrants 30175 to 305284; Voided Checks: 90624 and the personnel report as presented. Juanita Diede seconded.
Juanita Diede-Y; Kristin Reeves-Y; Tyler Viani-Y. Motion passed 3-0-0

ACTION ITEMS: (FOR POSSIBLE ACTION)
1. Recommendation: Discussion and Possible Action to Approve the CSR application for submission.
Tyler Viani made a motion to approve the CSR application for submission. Juanita Diede seconded.
Juanita Diede-Y; Kristin Reeves-Y; Tyler Viani-Y. Motion passed 3-0-0

2. Recommendation: Discussion and Possible Approval for Out of State Travel for Pam Everitt to attend the NAEHCY Conference in Dallas, TX.
Tyler Viani made a motion to approve the Out of State Travel for Pam Everitt to attend the NAEHCY Conference in Dallas, TX. Juanita Diede seconded.
Juanita Diede-Y; Kristin Reeves-Y; Tyler Viani-Y. Motion passed 3-0-0

3. Recommendation: Discussion and Possible Action to accept the donation of a 2011 Bluebird school bus from the Eureka County School District in accordance with NRS 386.390.
Tyler Viani made a motion to accept the donation of a 2011 Bluebird school bus from the Eureka County School District in accordance with NRS 386.390. Juanita Diede seconded.

Juanita Diede-Y; Kristin Reeves-Y; Tyler Viani-Y. Motion passed 3-0-0

4. Recommendation: Discussion and Possible Action to approve the NEPF 24-25 Summary Review
Tyler Viani made a motion to approve the NEPF 24-25 Summary Review. Juanita Diede seconded. Juanita Diede-Y; Kristin Reeves-Y; Tyler Viani-Y. Motion passed 3-0-0

5. Recommendation: Interview Tahlyah Norcom for the Open Board Position
Interview of Tahlyah Norcom for Board Member Position

6. Recommendation: Discussion and Possible Action to Appoint Tahlyah Norcom as a Board Member
Juanita Diede made a motion to nominate Tahlyah Norcom as the new board member. Tyler Viani seconded. Juanita Diede-Y; Kristin Reeves-Y; Tyler Viani-Y. Motion passed 3-0-0

7. Discussion Only: Discuss MCSD Norms and Operating Principles
Review Norms

OLD BUSINESS: Date of the Quarterly workshop - December 13th

Future Agenda Topics: Next meeting scheduled: **November 4, 2025 - Audit Review - Insurance MOU's. Progressive Discipline Plan. MOU's.**

COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)

1. Correspondence & Announcements - *NONE*
2. Board Members - *Juanita Diede - Lunch duty is great! Everyone should do it. Tyler attended the Dads volleyball game. It was a lot of fun. Literacy night at HES was good.*
3. Superintendent - *The Superintendents were invited to the IFC to give updates on SB231. Working with the Administrators. Working with the administrators and our partners that we're working with for school and district improvement plans. We've developed the walkthrough tool that all of the administrators will be using as we walk through the classrooms. We've committed to do 10 walkthroughs through classrooms each week utilizing our new tool and TNTP is refining it right now to put it into a Google form so that we'll be able to do the walkthroughs quickly on the tablet or Chromebook, submit it into our data center and then it will project on our data dashboard. So the other one we're in the beginning stages of our science curriculum adoption. Lance has set up a pilot for Schurz. They'll be piloting Amplify at Schurz Elementary. Myself, Claire, and Mercedes will be attending a training about Amplify. I appreciate Lance for his willingness and desire to do the science pilot and get some quality science materials in the classrooms as soon as possible. So we're also asking Claire to bring one of her teachers or to just log on with one of her teachers so that we get an HES teacher perspective as well. Mercedes, Lance, Jason and Jenny from Seventh Generation have been working on our improvement plans, and the district improvement plan. We did the revisions that we submitted to you. Our plan was approved at the State level.*

Other things, we've been looking at the progressive discipline plan. We're working closely with Teresa and Maria on budgets and grants. Of course, the insurance renewal, that huge increase, looking at different options for our employees. And we had a district-wide insurance meeting where we discussed the different options, talked about the cost options, and why we have a 65% increase on our health insurance. And the district will continue working with the budgeting, schedule another meeting with Joel, and then move forward with the opening negotiations to get those terms agreed to so that we can hopefully have an insurance plan for your approval in November.

MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING MINUTES
Tuesday, October 21, 2025

I've started walkthroughs at Hawthorne Elementary. Tomorrow I will be walking with Monica at the Junior High School as well as with Lance at Schurz Elementary. So, I'll be at Schurz in the morning and then working with Monica right after I get back from Schurz.

It's homecoming week. I didn't get to attend a lot and I had to travel but I did have the opportunity to go to the game Friday, see the floats, see the excitement. Overall, it was a great event and I'm looking forward to seeing where our teams get.

GENERAL PUBLIC COMMENT:
Lonnie Henderson asked the board if they were going to meet with him regarding his son.

Tyler Viani made a motion to go into closed session Pursuant to Nevada Revised Statute (NRS) 241.015(4)(c) and Nevada Revised Statute (NRS) 288.220 to receive information from legal counsel relative to general pending litigation and to discuss negotiations. Juanita Diede seconded the motion. Juanita Diede-Y; Kristin Reeves-Y; Tyler Viani-Y. Motion passed 3-0-0
Closed Session: Pursuant to Nevada Revised Statute (NRS) 241.015(4)(c) and Nevada Revised Statute (NRS) 288.220 to receive information from legal counsel relative to general pending litigation and to discuss negotiations.

Open Session: Discussion and possible action relative to pending litigation and/or negotiations.

ADJOURNMENT: 7:16 PM
Respectfully submitted:

_____
Kristin Reeves, Clerk

PAYROLL VOUCHERS

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1022 **Voucher Date:** 09/25/2025 Prepared By: Sherry Blazewick

Printed: 09/22/2025 05:45:31 PM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $31,462.94 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$22,410.03
206	PCFP English Learner (Restricted Funding)	$24.72
208	PCFP At-Risk (Restricted Funding)	$27.08
220	SB 231	$859.29
230	Adult Education	$504.74
240	State Grants	$537.06
250	Special Education	$1,822.92
280	Federal Funds	$4,727.33
290	Food Service Funds	$549.77
		$31,462.94

Payroll EFT
Federal Taxes

Created By: 394645.sblazewick **Posted By:** 394645.sblazewic **Date:** 09/22/2025 13:57:01 Page: 1

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1023 **Voucher Date:** 09/25/2025 Prepared By: Spring Blazewick

Printed: 09/22/2025 05:50:06 PM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $179,601.40 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Kelley	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$131,455.97
206	PCFP English Learner (Restricted Funding)	$840.28
208	PCFP At-Risk (Restricted Funding)	$905.97
220	SB 231	$5,546.10
230	Adult Education	$1,758.92
240	State Grants	$3,117.02
250	Special Education	$8,597.51
280	Federal Funds	$23,600.80
290	Food Service Funds	$3,778.83
		$179,601.40

Payroll EFT
Direct Deposit

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1030 **Voucher Date:** 10/10/2025 Prepared By: Sprung Blazewick

Printed: 10/07/2025 11:51:42 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $37,893.90 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$23,929.21
206	PCFP English Learner (Restricted Funding)	$26.20
208	PCFP At-Risk (Restricted Funding)	$30.94
220	SB 231	$927.09
230	Adult Education	$516.22
240	State Grants	$545.85
250	Special Education	$1,939.41
280	Federal Funds	$9,434.92
290	Food Service Funds	$544.06
		$37,893.90

Payroll EFT
Federal Taxes

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1031 **Voucher Date:** 10/10/2025 Prepared By: Printed: 10/07/2025 11:51:22 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $199,274.38 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$130,965.57
206	PCFP English Learner (Restricted Funding)	$805.80
208	PCFP At-Risk (Restricted Funding)	$905.97
220	SB 231	$5,718.95
230	Adult Education	$1,828.18
240	State Grants	$3,108.34
250	Special Education	$8,558.34
280	Federal Funds	$43,604.40
290	Food Service Funds	$3,778.83
		$199,274.38

EFT Payroll Direct Deposit

Created By: 394645.sblazewick **Posted By:** 394645.sblazewic **Date:** 10/07/2025 11:17:25 Page: 1

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1034 **Voucher Date:** 10/09/2025 Prepared By: Spring Blazewick

Printed: 10/09/2025 10:55:17 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $50.97 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keubey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$50.97
		$50.97

Payroll EFT
Federal Taxes

PAYROLL CHECKS

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 5 **Voucher Date:** 09/25/2025 Prepared By: Sabrina Blazewick

Printed: 09/22/2025 02:00:21 PM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $37,726.31 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$22,276.88
206	PCFP English Learner (Restricted Funding)	$0.00
208	PCFP At-Risk (Restricted Funding)	$0.00
220	SB 231	$1,286.84
230	Adult Education	$0.00
240	State Grants	$1,269.67
250	Special Education	$7,141.91
280	Federal Funds	$4,215.18
290	Food Service Funds	$1,535.83
		$37,726.31

Payroll Checks #90684-90709

Created By: 394645.sblazewick **Posted By:** 394645.sblazewic **Date:** 09/22/2025 13:47:26 Page: 1

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1024 **Voucher Date:** 09/25/2025 Prepared By: Sharing Blazewick

Printed: 09/22/2025 02:07:46 PM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $116,902.01 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$82,320.29
206	PCFP English Learner (Restricted Funding)	$60.35
208	PCFP At-Risk (Restricted Funding)	$80.44
220	SB 231	$499.61
230	Adult Education	$116.95
240	State Grants	$3,861.18
250	Special Education	$6,631.94
280	Federal Funds	$19,348.66
290	Food Service Funds	$3,982.59
		$116,902.01

Payroll Checks #90710 - 90722

Created By: 394645.sblazewick **Posted By:** 394645.sblazewic **Date:** 09/22/2025 13:57:19 Page: 1

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 6 **Voucher Date:** 09/25/2025 Prepared By: Hope Blinco

Printed: 09/24/2025 10:52:11 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $643.28 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$643.28
		$643.28

CK# 90723

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 7 **Voucher Date:** 10/10/2025 Prepared By: Spring Blazewick

Printed: 10/07/2025 11:37:50 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $44,795.09 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuley	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$28,734.49
206	PCFP English Learner (Restricted Funding)	$84.03
208	PCFP At-Risk (Restricted Funding)	$131.43
220	SB 231	$1,395.28
230	Adult Education	$0.00
240	State Grants	$1,269.67
250	Special Education	$7,138.51
280	Federal Funds	$4,595.69
290	Food Service Funds	$1,445.99
		$44,795.09

Payroll Checks
90727 - 90756

Created By: 394645.sblazewick **Posted By:** 394645.sblazewic **Date:** 10/07/2025 10:51:55 Page: 1

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1032 **Voucher Date:** 10/10/2025 Prepared By: Sherry Blazewick

Printed: 10/07/2025 11:51:57 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $173,344.33 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Kenney	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$125,056.76
206	PCFP English Learner (Restricted Funding)	$600.98
208	PCFP At-Risk (Restricted Funding)	$686.26
220	SB 231	$5,050.34
240	State Grants	$4,084.12
250	Special Education	$12,909.63
280	Federal Funds	$21,137.25
290	Food Service Funds	$3,818.99
		$173,344.33

Payroll Check # 90757

Created By: 394645.sblazewick **Posted By:** 394645.sblazewic **Date:** 10/07/2025 11:16:32 Page: 1

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 8 **Voucher Date:** 10/09/2025 Prepared By: Spring Blazewick

Printed: 10/09/2025 11:32:12 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $1,332.86 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Kelley	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$1,332.86
		$1,332.86

Payroll Check #90758

WARRANTS

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1035 **Voucher Date:** 10/15/2025 Prepared By: Susie

Printed: 10/15/2025 09:45:51 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $48,913.08 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$18,459.07
208	PCFP At-Risk (Restricted Funding)	$2,563.20
230	Adult Education	$250.00
250	Special Education	$714.96
280	Federal Funds	$20,415.63
290	Food Service Funds	$6,510.22
		$48,913.08

30285 30320

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1036 **Voucher Date:** 10/22/2025 Prepared By:

Printed: 10/22/2025 11:06:38 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $103,796.18 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2025 to June 30, 2026 (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.

Kristin Reeves	School Board Clerk
Tyler Viani	School Board President
Vacant (1)	School Board Member
Vacant (2)	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

30329 - 30354

Fund		Amount
100	General Fund	$18,255.92
208	PCFP At-Risk (Restricted Funding)	$4,140.50
230	Adult Education	$574.19
240	State Grants	$1,543.84
280	Federal Funds	$58,543.37
290	Food Service Funds	$13,915.76
400	Debt Service Funds	$6,822.60
		$103,796.18

PERSONNEL REPORT

Open Positions	*New Hire*	*Start Date*
MCHS SPED Teacher - Critical Shortage*		
HJH SPED Teacher - Critical Shortage*		
Dean of Students- Critical Shortage*		
Alternative Education- Critical Shortage*		
OT - District Wide		
SLP - District Wide		
SES - EL Para PT		
HES At Risk Para Pro		
SES Bus driver 20 hrs		
Transportation Supervisor Critical Shortage		
Transfer/Extra Duty	***Employee Name***	***Effective Date***
HJH Tutor	Seit, Christell	10/15/2025
HJH Tutor	Fernandez, Francis	10/15/2025
MCHS Tutor	Hudson, Steven	10/15/2025
Resignations/Terminations	***Employee Name***	***Effective Date***

Last updated 10/29/2025

Start of School (SOS)

End of School (EOS)

*Filled as Critical Shortage/ continue to advertise as required

^ pending Visa & NDE licensure

ACTION ITEM #1

Memorandum of Understanding

BETWEEN MINERAL COUNTY SCHOOL DISTRICT AND

MINERAL COUNTY CLASSROOM TEACHERS' ASSOCIATION

This Memorandum of Understanding (MOU) is made and entered into by and between the Mineral County School District ("District") and the Mineral County Classroom Teachers Association ("MCCTA"), collectively referred to as "the Parties."

This MOU is effective upon approval by the Mineral County School Board of Trustees and signature by both Parties. It shall remain in full force and effect for the 2025–2026 and 2026–2027 school years, unless amended or superseded by mutual written agreement or incorporated into the collective bargaining agreement during future negotiations.

The purpose of this MOU is to amend and define the agreed-upon terms of the existing Group Insurance Agreement for eligible employees represented by MCCTA for the 2025–2026 and 2026–2027 school years.

ARTICLE XXI -GROUP INSURANCE

21-1 The Mineral County School District, its Board of Trustees, the Mineral County Classroom Teachers Association, and Mineral County Classified ~~Organization~~ School Employee Association recognize the need to stabilize the expenses from the general fund in providing health insurance. To that end, the parties agree to the following:
The insurance advisory committee shall have access to all information provided to the District by the plan administrators.

21-2 Once the insurance plan is established, changes in the terms and conditions of the present Mineral County School District's Health and Accident Insurance Plan, including, but not limited to premiums, plan administrator, carrier, benefits and features, shall only be made by negotiating pursuant to NRS 288 once these changes in terms and conditions exceed a ~~7%~~ 5% difference over present Plan stipulations. The District agrees to absorbs changes up to the ~~7%~~ 5%. ~~conditions.~~

~~The district agrees to pay 100% of the employee only health insurance premium, which~~

~~includes medical, vision and dental. For HRA and HSA plans only $1000 (which is $83.33 per month) to be paid at the 1st of each month of the deductible, beginning January 1 each year.~~

In CY2027, the district agrees to pay up to $935.79 per month of the employee only health insurance premium, plus $48.02 for dental, $7.43 for vision, and $6.25 for life for a total of $997.49, which also includes $1000 ($83.33) monthly per employee towards their HSA Plan. The $83.33 will be paid on the 1st of each month of the deductible beginning in January.

Effective January 1, 2026 until December 31, 2026 (*one calendar year only*). The District agrees to pay $1,235.31 monthly per employee, which breaks down as follows: $1,173.61 for health insurance premium, plus $48.02 for dental, $7.43 for vision, and $6.25 for life, which also includes $1000 ($83.33) monthly per employee towards their HSA Plan.

21-3 The insurance advisory committee, consisting of a) the Superintendent of Schools; b) proportional representation of MCCTA, MCC~~O~~SEA, and an administrator; and c) a representative of the MCSD Board of Trustees, or their designees, shall:

1. Review the actuarial soundness of the program.
2. Review the benefits and features of the program
3. Review premium requirements
4. Evaluate the plan administrator
5. Review the re-insurance
6. Evaluate and review any other factors that may affect the program 7. Annually solicit bids, both from plan administrators and health insurance carriers 8. Provide information and make recommendations on all of the above to the Board of School Trustees

In the event the parties are unable to reach agreement on changes, the parties shall seek the assistance of a Federal Mediation & Conciliation Service mediator.

21-4 Each advisory committee entity, at its option, may have a consultant attend any meeting of the committee.

21-5 Disputes over the interpretation of this agreement are subject to the Grievance Procedure in the parties' Professional Negotiation Agreement.

Any modification or deviation from the terms and conditions set forth in this MOU shall require both Parties to meet and develop mutually agreed-upon replacement language in writing.

This MOU shall remain in effect through June 30, 2027, and shall be binding upon both Parties upon approval by the Mineral County School Board of Trustees and execution by the duly authorized representatives of the District and MCCTA.

Signatures

MINERAL COUNTY SCHOOL DISTRICT

By:_____
Stephanie Keuhey, Superintendent
Mineral County School District
Association
Date:_____

MINERAL COUNTY CLASSROOM TEACHERS' ASSOCIATION

By:_____
Drew Schaar, President
Mineral County Classroom Teachers'

Date:_____

MINERAL COUNTY SCHOOL BOARD OF TRUSTEES on this____ **day of** _____**, 2025.**

By:_____
Tyler Viani, President
Mineral County School Board of Trustees

Attest:_____
Kristin Reeves, Clerk
Mineral County School Board of Trustees

ACTION ITEM #2

Memorandum of Understanding

BETWEEN MINERAL COUNTY SCHOOL DISTRICT AND

MINERAL COUNTY CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION

This Memorandum of Understanding (MOU) is made and entered into by and between the Mineral County School District ("District") and the Mineral County Classified School Employees Association ("MCCSEA"), collectively referred to as "the Parties."

This MOU is effective upon approval by the Mineral County School Board of Trustees and signature by both Parties. It shall remain in full force and effect for the 2025–2026 and 2026–2027 school years, unless amended or superseded by mutual written agreement or incorporated into the collective bargaining agreement during future negotiations.

The purpose of this MOU is to amend and define the agreed-upon terms of the existing Insurance Agreement for eligible employees represented by MCCSEA for the 2025–2026 and 2026–2027 school years.

ARTICLE XVII
INSURANCE

Once the insurance plan is established, changes and terms and conditions of present Mineral County School District's Health and Accident Insurance Plan, Including, but not limited to premiums, plan administrator, carrier, benefits, and features, shall only be made by Negotiating pursuant to NRS 288, once these changes in terms and conditions exceed a ~~7%~~ 5% difference over present plan stipulations. The district agrees to absorb~~s~~ changes up to ~~7%~~ 5%. ~~conditions~~.

~~The district agrees to pay up to $646.01per month of the health insurance premium, which includes medical, vision and dental. For HRA and HSA plans only $1000(which is $83.33 per month) of deductible, for a total up to $729.34, beginning January 1, 2019. The $1000 would be applied up to $718.78 per month, to offset a PPO premium for those choosing a PPO plan.~~

In CY2027, the district agrees to pay up to $935.79 per month of the employee only health insurance premium, plus $48.02 for dental, $7.43 for vision, and $6.25 for life for a total of $997.49, which also includes $1000 ($83.33 monthly) per employee towards their HSA Plan.

Effective January 1, 2026 until December 31, 2026 (*one calendar year only*). The district agrees to pay $1,235.31 monthly per employee, which breaks down as follows: $1,173.61 per month of the health insurance premium, plus $48.02 for dental, $7.43 for vision, and $6.25 for life, which also includes $1000 ($83.33 monthly) per employee towards their HSA Plan.

17-1 Effective the first full pay period following ratification and approval, the Mineral County School District will participate in the cost of a Group Health and Accident Plan available to all regular employees and both parties agree to negotiate the benefit annually.

17-2 The District shall provide all employees with $25,000 face value of life insurance, including accidental death and dismemberment, without charge to the employee.

17-3 The District agrees to provide safety glasses to all maintenance employees, as required, and will pay up to $75 towards cost.

Any modification or deviation from the terms and conditions set forth in this MOU shall require both Parties to meet and develop mutually agreed-upon replacement language in writing.

This MOU shall remain in effect through June 30, 2027, and shall be binding upon both Parties upon approval by the Mineral County School Board of Trustees and execution by the duly authorized representatives of the District and MCCSEA.

Signatures

MINERAL COUNTY SCHOOL DISTRICT

By:_____
Stephanie Keuhey, Superintendent
Mineral County School District

Date:_____

MINERAL COUNTY CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION

By:_____
April Jaramillo, President
Mineral County Classified School Employees Association

Date:_____

MINERAL COUNTY SCHOOL BOARD OF TRUSTEES on this____ **day of** _____**, 2025.**

By:_____
Tyler Viani, President
Mineral County School Board of Trustees

Attest:_____
Kristin Reeves, Clerk
Mineral County School Board of Trustees