MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING
Tuesday, January 20, 2026

RECVD MINCNTY CLERK
JAN 14 '26 AM8:22

LOCATION OF MEETING: **Arlo K. Funk Building**
751 A Street
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: January 6, 2026
2. Payroll Checks: ~~90799-90861~~
3. Warrants: 30588-30637
4. Personnel Report

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 the contract between Mineral County School District and Dr. Paul McDonald
Supporting Information: Approval of an eight month contract with Dr. Paul McDonald Educational Consulting, LLC to provide special education leadership for the Mineral County School District.
Budget Consideration: AB495

2**. Recommendation:** Information only. Superintendent Stephanie Keuhey self-evaluation presentation.
Supporting Information: Discussion of her accomplishments and areas for improvement if needed. No action will be taken for this item.
Budget Consideration: NONE

3**. Recommendation:** Discussion and possible approval of the Superintendent's evaluation tool.
Supporting Information: Discuss the new Superintendent's evaluation tool and approve for her evaluation next month.
Budget Consideration: NONE

4. **Recommendation:** Discussion and possible approval of the Mineral County School District EL Plan
Supporting Information: Approval of the Mineral County School District EL Plan
Budget Consideration: NONE

OLD BUSINESS: Valentines Staff Celebration

Future Agenda Topics: February 3 Board~
February 17 ~ Superintendent Evaluation

5. Closed Session: Pursuant to Nevada Revised Statute (NRS) 241.015(2)(b)(2) and Nevada Revised Statute (NRS) 288.220 to receive information from legal counsel relative to general pending litigation and to discuss negotiations.

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

COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)
1. Correspondence & Announcements
2. Board Members Report
3. Superintendent 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) 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.

MINUTES

MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING MINUTES
Tuesday, January 6, 2026

The Mineral County School District held a public meeting on Tuesday, December 6, 2026 beginning at 5:36 PM at the Mineral County School District.

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, Juanita Diede, Tahlyah Norcom, Kristin Reeves
MEMBERS ABSENT:
ADMINISTRATORS: Stephanie Keuhey, Superintendent; Monica Keady, Principal, HJH/MCHS; Claire Hayhurst, Principal HES
OTHERS PRESENT: Ralph Quinones, April Jaramillo, Drew Schaar, Breanna Hatfield, Kari Rosemore, Ryan McCormick

CALL TO ORDER: 5:36 PM
1. Certification of Public Notice ~ Yes; Roll Call - All Board Members present. Pledge of Allegiance.
2. Approval of a flexible agenda. (For Possible Action)
3. Person or Group Recognition ~ Superintendent Keuhey introduced the new nurse, Ralph Quinones.
4. Presentations ~ NONE

CONSENT ITEMS: (FOR POSSIBLE ACTION)
1. Minutes: December 2 and 17, 2025
2. Payroll Vouchers: 1044,1045,1049,1050,1054
3. Payroll Checks: 90799-90861
4. Warrants: 30401-30445; 30518-30587
5. KABB-AR Policies and Procedures for Indian Children

Tyler Viani made a motion to approve the minutes from December 2 and 17, 2025; Payroll vouchers 1044,1045,1049,1050,1054; Payroll Checks: 90799-90861; Warrants: 30401-30445; 30518-30587 and KABB-AR Policies and Procedures for Indian Children as presented. Juanita Diede seconded. Juanita Diede-Y;Tyler Viani-Y; Tahlyah Norcom-Y. Motion passed 3-0-0

ACTION ITEMS: (FOR POSSIBLE ACTION)
1. Recommendation: Discussion and Possible Approval of the 2026 School Board calendar
Tyler Viani made a motion to approve the 2026 school board calendar with the discussed adjustments. Juanita Diede seconded.
Juanita Diede-Y; Tyler Viani-Y; Tahlyah Norcom-Y. Motion passed 3-0-0

2. Recommendation: Discussion and Possible Approval to allow the Superintendent, Stephanie Keuhey to apply for any and all Federal, State, and competitive grants that benefit Mineral County School District.
Tyler Viani made a motion to approve Superintendent, Stephanie Keuhey to apply for any and all Federal, State, and competitive grants that benefit Mineral County School District.
as presented. Juanita Diede seconded.
Juanita Diede-Y; Tyler Viani-Y; Tahlyah Norcom-Y. Motion passed 3-0-0

MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
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BOARD OF TRUSTEES MEETING MINUTES
Tuesday, January 6, 2026

3. Recommendation: Discussion and Possible Approval to Nominate and Elect Officers for the 2026 Year.
Supporting Information: Approval to Nominate and Elect Officers for the 2026 Year.

a. Board President
b. Vice President
c. Clerk

Juanita nominated Tyler Viani as the President, Herself as the Vice President, and Kristin Reeves as the Clerk.
Tyler Viani made a motion to approve the nominations. Juanita Diede seconded.
Juanita Diede-Y; Tyler Viani-Y; Tahlyah Norcom-Y. Motion passed 3-0-0

4. Recommendation: Discussion and Possible Approval to Appoint Board Members to the following Committees for the 2026 Year.
Tyler Viani made a motion to approve and appoint the following:
Administrative Negotiations Team – 1st Tyler Viani, 2nd Juanita Diede
District Attendance Committee – 1st Juanita Diede, 2nd Kristin Reeves
Budget Committee – 1st Juanita Diede
Career and Technical (CTE) Committee – 1st Juanita Diede, 2nd Tahlyah Norcom
Certificated Negotiations Team - Juanita Diede
Classified Negotiations Team - Tyler Viani
Consolidated Agencies of Human Resources (CAHS) - Juanita Diede and Tahlyah Norcom
Indian Policies and Procedures – 1st Tahlyah Norcom, 2nd Juanita Diede
Insurance Committee - Juanita Diede
Legislative Committee - Juanita Diede
Mineral County Debt Management Committee - Tyler Viani
Nevada Public Agency Insurance Pool – Tyler Viani
Nevada Association of School Boards (NASB) Board of Directors - 1st - Juanita Diede, 2nd Tyler Viani
Policy Committee – 1st Juanita Diede, 2nd Tahlyah Norcom
Park and Recreation Committee – 1st Tyler Viani, 2nd Juanita Diede
Sexual Education Committee – 1st Tyler Viani, 2nd Juanita Diede
Wellness Committee – 1st Taylyah Norcom, 2nd Kristin Reeves
Safety Committee - 1st Tyler Viani, 2nd Juanita Diede
District Advisory Committee - 1st Juanita Diede, 2nd Tyler Viani. Juanita Diede seconded.
Juanita Diede-Y; Tyler Viani-Y; Tahlyah Norcom-Y. Motion passed 3-0-0

5. Recommendation: Discussion and Possible Approval of the MOU between MCSD and Mineral County School Administrators
Tyler Viani made a motion to approve the MOU between MCSD and Mineral County School Administrators. Juanita Diede seconded.
Juanita Diede-Y; Tyler Viani-Y; Tahlyah Norcom-Y. Motion passed 3-0-0

6. Recommendation: Discussion and Possible Approval of the MOU between MCSD and Mineral County Classified School Employees Association.
Tyler Viani made a motion to approve the MOU between MCSD and Mineral County Classified School Employees Association. Juanita Diede seconded.
Juanita Diede-Y; Tyler Viani-Y; Tahlyah Norcom-Y. Motion passed 3-0-0

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7. Recommendation: Discussion and Possible Approval of the Superintendent Stipend to establish a Staff Retention Incentive consistent with other employee groups.
Tyler Viani made a motion to approve the Superintendent Stipend to establish a Staff Retention Incentive consistent with other employee groups. Juanita Diede seconded.
Juanita Diede-Y; Tyler Viani-Y; Tahlyah Norcom-Y. Motion passed 3-0-0

OLD BUSINESS: Valentines Party for employees. *Drew would like to see this happen. Maybe CTE can help with the planning. We can have it at the Elks Lodge.*

Future Agenda Topics: January 17 Board Workshop ~ Change to February 28. New Board member orientation. Board bylaws.
January 20 - Update Superintendent Evaluation Tool. EL Plan.

NO CLOSED SESSION
8. 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.

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

COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)
1. Correspondence & Announcements - *NONE*
2. Board Members - *Juanita Diede ~ Lunch duty.*
3. Superintendent - Stephanie Keuhey ~ *Nice coming back from Winter Break. TNTP has been at SES and HES. Working on revising DSP. Sign documents for DEI.* (Drew question about DEI). Travel to Vegas tomorrow for a NASS meeting. Meeting tomorrow with Steve, the new education director. He is with a new department supporting school districts.
4. Administrators - *Claire Hayhurst, HES Principal ~ Thankful for the attendance at the concert. HES is planning a talent show. Thankful for the District Nurse. Survey results back on the cultural and linguistic competence. Positive feedback. Still a lot of work to do. Thank you for your support.*
Monica Keady, HJH/MCHS Principal ~ Congratulations 97% response rate. Working on MAPS and SBAC testing. Teaching interventions in the Junior High. Mypath assessments. Working on successful testing. Using incentives.

GENERAL PUBLIC COMMENT: NONE

ADJOURNMENT: 6:34PM
Respectfully submitted:

_____
Kristin Reeves, Clerk

WARRANTS

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1064 **Voucher Date:** 12/31/2025 Prepared By:

Printed: 12/31/2025 04:40:50 PM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $123,871.10 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
Tahlyah Norcom	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$27,472.40
208	PCFP At-Risk (Restricted Funding)	$961.20
230	Adult Education	$38.81
240	State Grants	$465.10
280	Federal Funds	$90,429.44
290	Food Service Funds	$4,504.15
		$123,871.10

30588
30610

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1066 **Voucher Date:** 01/07/2026 Prepared By: Rose

Printed: 01/07/2026 10:10:42 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $29,836.48 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
Tahlyah Norcom	School Board Member
Juanita Diede	School Board Vice President
Stephanie Kelley	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$4,636.57
208	PCFP At-Risk (Restricted Funding)	$1,706.25
250	Special Education	$216.48
280	Federal Funds	$20,520.10
290	Food Service Funds	$2,757.08
		$29,836.48

30617-30634

Created By: 394645.TVinson **Posted By:** 394645.TVinson **Date:** 01/07/2026 10:02:35 Page: 1

MINERAL COUNTY SCHOOL DISTRICT VOUCHER

Voucher No: 1070 **Voucher Date:** 01/09/2026 Prepared By: Susie

Printed: 01/09/2026 09:39:04 AM

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $5,300.32 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
Tahlyah Norcom	School Board Member
Juanita Diede	School Board Vice President
Stephanie Keuhey	Superintendent

MINERAL COUNTY SCHOOL DISTRICT

Fund		Amount
100	General Fund	$700.24
240	State Grants	$100.08
280	Federal Funds	$4,500.00
		$5,300.32

30635
30637

Created By: 394645.TVinson **Posted By:** 394645.TVinson **Date:** 01/09/2026 09:30:23 Page: 1

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	Corrin Reedy	1/20/25
SES Bus driver 20 hrs		
Transportation Supervisor Critical Shortage		
Grant Manager		
DO custodian		
Board Member		
Transfer/Extra Duty	***Employee Name***	***Effective Date***
Resignations/Terminations	***Employee Name***	***Effective Date***

Last updated 1/14/2026

Start of School (SOS)

End of School (EOS)

*Filled as Critical Shortage/ continue to advertise as required

^ pending Visa & NDE licensure

ACTION ITEM #1

Mineral County School District
751 A. Street, P. O. Box 1540, Hawthorne, Nevada 89415
Phone (775) 945-2403 Fax (775) 945-3709
Stephanie Keuhey, Superintendent
Board of Trustees: Tyler Viani-President
Juanita Diede-Vice President
Kristin Reeves-Clerk
Tahlyah Norcom-Board Member
Vacant

CONSULTING AGREEMENT

This Agreement is made effective as of February 15, 2026 by and between Mineral County School District, of 751 A Street P.O. Box 1540, Hawthorne, Nevada 89415, and Dr. Paul McDonald ED.D. Educational Consultant, LLC, of 4842 N 151st Drive, Goodyear, Arizona 85395.

In this Agreement, the party who is contracting to receive services shall be referred to as "MCSD", and the party who will be providing the services shall be referred to as "Consultant".

Consultant has a background in Professional Counseling and is willing to provide services to MCSD based on this background.

Consultants providing services that require licensure or certification must provide evidence of current licensure or certification. Consultant is required by this contract with MCSD to hold and maintain any necessary occupational license or certificate.

MCSD desires to have services provided by Consultant.

Therefore, the parties agree as follows:

1. DESCRIPTION OF SERVICES. Beginning on February 15, 2026 Consultant will provide the services (collectively, the "Services") as referenced in the attached Proposal.

2. PERFORMANCE OF SERVICES. The manner in which the Services are to be performed and the specific hours to be worked by Consultant shall be determined by Consultant. MCSD will rely on Consultant to work as many hours as may be reasonably necessary to fulfill Consultant's obligations under this Agreement.

3. PAYMENT. MCSD will pay a fee to Consultant for the Services in the amount as follows:

For services provided during the 2025-2026 ($82,500) through the 2026-2027 ($21,500 ending October 2026) school year. This fee shall be payable in a lump sum upon completion of the Services. Consultant shall provide a breakdown of services rendered to MCSD in order to permit MCSD to determine that the Services required under this Agreement have been completed to its satisfaction. Upon MCSD's determination that Services have been completed, payment will be processed.

4. EXPENSE REIMBURSEMENT. Consultant shall pay all "out-of-pocket" expenses and shall not be entitled to reimbursement from MCSD for such expenses, unless specifically detailed within this agreement.

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Vacant

"Out-of-Pocket" expenses generally means any cost the Consultant occurs associated with the scope of work as detailed in this agreement and any attachments. These include travel to and from the district, associated cost for housing and food while delivering agreement upon service. "Out-of-Pocket" expenses also includes COVID-19 related expenses, such as Personal Protective Equipment (PPE), sanitizer, plexiglass, and disinfectant used to prevent the spread of the COVID-19 virus.

5. NEW PROJECT APPROVAL. Consultant and MCSD recognize that Consultant's Services will include working on various projects for MCSD. Consultant shall obtain the approval of MCSD prior to the commencement of a new project.

6. TERM/TERMINATION. Consultant or MCSD may terminate this Agreement for any reason, without cause, upon 14 calendar days' written notice to the other Party to this Agreement. In the event of termination pursuant to this clause, MCSD shall pay Consultant any Fees due and payable for any Services completed, up to and including the date of termination. During the notice period, Consultant shall continue to provide his or her Services pursuant to this Agreement and co-operate to provide any reasonable assistance requested of Consultant and to help ensure the smooth transition of his or her responsibilities pursuant to this Agreement to other independent contractors or other persons, as directed by MCSD. As this Agreement may be terminated without cause, Consultant expressly agrees that he or she has no reasonable expectation in the continued existence of this agreement and/or the relationship between the contracting parties described therein.

7. RELATIONSHIP OF PARTIES. It is understood by the parties that the Consultant is an independent contractor with respect to MCSD, and not an employee of MCSD. Consultant is <u>not</u> required to work exclusively for MCSD. Notwithstanding the exercise of any control necessary to comply with any statutory, regulatory or contractual obligations, the consultant has control and discretion over the means and manner of the performance of any work. MCSD will not provide fringe benefits, including health insurance benefits, paid vacation, or any other employee benefit, for the benefit of Consultant. MCSD will not be responsible for withholding, paying or remitting any income, payroll, or other federal, state, or local taxes, making any insurance or social security program contributions, or other unemployment or disability insurance contributions, or obtaining or contributing to workers' compensation insurance on Consultant's behalf.

8. EMPLOYEES. Consultant's employees, if any, who perform services for MCSD under this Agreement shall also be bound by the provisions of this Agreement. At the request of MCSD, Consultant shall provide adequate evidence that such persons are Consultant's employees.

9. INJURIES AND INSURANCE. Consultant acknowledges Consultant's obligation to obtain appropriate insurance coverage for the benefit of Consultant (and Consultant's employees, if any). Consultant waives any rights to recovery from MCSD for any injuries that Consultant (and/or Consultant's employees) may sustain while performing services under this Agreement and that are a result of the negligence of Consultant or Consultant's employees.

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Vacant

10. MUTUAL INDEMNIFICATION. Consultant agrees to defend, indemnify and hold harmless MCSD from all claims, losses, expenses, fees including attorney fees, costs, and judgments that may be asserted against MCSD that result from or arise out of the acts or omissions of Consultant, Consultant's employees, if any, and Consultant's agents. MCSD agrees to defend, indemnify and hold harmless Consultant from all claims, losses, expenses, fees including attorney fees, costs, and judgments that may be asserted against Consultant that result from or arise out of the acts or omissions of MCSD, MCSD's employees, if any, and MCSD's agents.

11. INTELLECTUAL PROPERTY. The following provisions shall apply with respect to copyrightable works, ideas, discoveries, inventions, applications for patents, and patents (collectively, "Intellectual Property"):

Consultant's Intellectual Property. Consultant does not personally hold any interest in any Intellectual Property.

12. OWNERSHIP OF SOCIAL MEDIA CONTACTS. Any social media contacts, including "followers" or "friends," that are acquired through accounts (including, but not limited to email addresses, blogs, Twitter, Facebook, YouTube, or other social media networks) used or created on behalf of MCSD are the property of MCSD.

13. CONFIDENTIALITY. MCSD recognizes that Consultant has and will have the following information: and other proprietary information (collectively, "Information") which are valuable, special and unique assets of the Mineral County School District and need to be protected from improper disclosure. In consideration for the disclosure of the Information, Consultant agrees that Consultant will not at any time or in any manner, either directly or indirectly, use any Information for Consultant's own benefit, or divulge, disclose, or communicate in any manner any Information to any third party without the prior written consent of MCSD. Consultant will protect the Information and treat it as strictly confidential. A violation of this paragraph shall be a material violation of this Agreement.

Nothing in this Agreement shall be construed to prevent disclosure of Confidential Information as may be required by applicable law or regulation, or pursuant to the valid order of a court of competent jurisdiction or an authorized government agency, provided that the disclosure does not exceed the extent of disclosure required by such law, regulation, or order. Consultant agrees to provide written notice of any such order to an authorized officer of MCSD within 5 calendar days of receiving such order, but in any event sufficiently in advance of making any disclosure to permit MCSD to contest the order or seek confidentiality protections, as determined in MCSD's sole discretion.

14. CONFIDENTIALITY AFTER TERMINATION. The confidentiality provisions of this Agreement shall remain in full force and effect after the termination of this Agreement.

Mineral County School District
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Kristin Reeves-Clerk
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Vacant

15. RETURN OF RECORDS. Upon termination of this Agreement, Consultant shall deliver all records, notes, data, memoranda, models, and equipment of any nature that are in Consultant's possession or under Consultant's control and that are MCSD's property or relate to MCSD's business.

16. NOTICES. All notices required or permitted under this Agreement shall be in writing and shall be deemed delivered when delivered in person or deposited in the United States mail, postage prepaid, addressed as follows:

IF for MCSD:

Mineral County School District
Stephanie Keuhey
Superintendent
751 A Street P.O. Box 1540
Hawthorne, Nevada 89415

IF for Consultant:
Dr. Paul McDonald, Ed.D, Special Education Consultant
4842 N 151st Drive
Goodyear, Arizona 85395

Such address may be changed from time to time by either party by providing written notice to the other in the manner set forth above.

17. ENTIRE AGREEMENT. This Agreement, together with any other documents incorporated by reference and related exhibits and schedules, contains the entire agreement of the parties and there are no other promises or conditions in any other agreement whether oral or written. This Agreement supersedes any prior written or oral agreements between the parties.

18. AMENDMENT. This Agreement may be modified or amended if the amendment is made in writing and is signed by both parties.

19. SEVERABILITY. If any provision of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid and enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

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Tahlyah Norcom-Board Member
Vacant

20. WAIVER OF CONTRACTUAL RIGHT. The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

21. APPLICABLE LAW. This Agreement shall be governed by the laws of the State of Nevada.

22. INTERRUPTION OF SERVICE. Either party shall be excused from any delay or failure in performance required hereunder if caused by reason of any occurrence or contingency beyond its reasonable control, including, but not limited to, acts of God, acts of war, fire, insurrection, laws proclamations, edits, ordinances or regulations, strikes, lock-outs or other serious labor disputes, riots, earthquakes, floods, explosions or other acts of nature. The obligations and rights of the party so excused shall be extended on a day-to-day basis for the time period equal to the period of such excusable interruption. When such events have abated, the parties' respective obligations hereunder shall resume. In the event the interruption of the excused party's obligations continues for a period in excess of thirty (30) days, either party shall have the right to terminate this Agreement upon ten (10) days' prior written notice to the other party.

23. ASSIGNMENT. Consultant agrees that it will not assign, sell, transfer, delegate or otherwise dispose of any rights or obligations under this Agreement without the prior written consent of MCSD. Any purported assignment, transfer, or delegation shall be null and void. Nothing in this Agreement shall prevent the consolidation of MCSD with, or its merger into, any other corporation, or the sale by MCSD of all or substantially all of its properties or assets, or the assignment by MCSD of this Agreement and the performance of its obligations hereunder to any successor in interest or any Affiliated Company. Subject to the foregoing, this Agreement shall be binding upon and shall inure to the benefit of the parties and their respective heirs, legal representatives, successors, and permitted assigns, and shall not benefit any person or entity other than those enumerated above.

Assignment. Consultant shall not assign any rights, or delegate or subcontract any obligations, under this Agreement without MCSD's prior written consent. Any assignment in violation of the foregoing shall be deemed null and void. MCSD may freely assign its rights and obligations under this Agreement at any time. Subject to the limits on assignment stated above, this Agreement will inure to the benefit of, be binding on, and be enforceable against each of the Parties and their respective successors and assigns.

24. SIGNATORIES. This Agreement shall be signed on behalf of MCSD by Stephanie Keuhey, Superintendent and on behalf of Consultant by Paul McDonald, and effective as of the date first above written. This Agreement may be executed in multiple counterparts and by electronic or facsimile signature, each of which shall be deemed an original and all of which together shall constitute one instrument.

Party receiving services:
Mineral County School District

Mineral County School District

751 A. Street, P. O. Box 1540, Hawthorne, Nevada 89415
Phone (775) 945-2403 Fax (775) 945-3709
Stephanie Keuhey, Superintendent
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Tahlyah Norcom-Board Member
Vacant

By: _____ Date: _____
Stephanie Keuhey
Superintendent

Party providing services:

By: _____ Date: _____
Dr. Paul McDonald,Ed.D, Educational Consultant, LLC

ACTION ITEM #3

Mineral County School District
Superintendent Evaluation Instrument

Superintendent:_____

Evaluators: Board of Trustees, Mineral County School District

Evaluation date: _____

This evaluation instrument includes several dimensions including the specific dimensions of performance as outlined in the Superintendent's Job Description and the Board goals for each year. Further guidance may be found in Board Policy CBA.

The overall performance rating is in alignment with the district mission. The rating scale is as follows :

1 - Ineffective 2 - Developing 3 - Effective 4 - Highly Effective

Overall Performance Rating *(= the average of Criteria ratings)*	
Criteria 1 *(Criteria Rating = the average of Sub- ratings)*	**Rating**
Facility Operations: The superintendent of schools shall be responsible for the general management of the schools of the District under the requirements of the State of Nevada, Federal Law, and Board policies.	1 2 3 4

Sub-Criteria	**Rating**	**Provide Feedback for Rating**
Knowledge of Requirements: Displays an overall understanding of state and local requirements.	1 2 3 4	
Facilities Management: Maintains the facility, as a safe and secure environment for the educational and operational needs of the District.	1 2 3 4	
Operational Management: Establishes and maintains an administrative organization that provides for the effective management of all the essential functions of the District.	1 2 3 4	

Long/Short Range Planning: Develops and maintains plans to address the long and short term facility needs of the District.	1 2 3 4	
Day-to-Day Operations: Provides general management and oversight of the day-to-day operations of the District.	1 2 3 4	

Criteria 2 *(Criteria Rating = the average of Sub- ratings)*	**Rating**
Educational Program: The superintendent is responsible for guiding the development of the educational objectives and programs of the District to fulfill the educational needs of all students.	1 2 3 4

Sub-Criteria	**Rating**	**Provide Feedback for Rating**
Knowledge of Requirements: Displays an overall understanding of state and local requirements.	1 2 3 4	
Program Development: Develops long- and short-range educational objectives for the improvement and growth and of educational activities.	1 2 3 4	
Program Management: Manages the overall educational process and administrative procedures and controls necessary for the achievement of the educational objectives.	1 2 3 4	
Program Assessment: Performs regular and systematic evaluation, analysis, and appraisal of the achievements of students and the performance of personnel in each of the educational programs or activities against stated objective.	1 2 3 4	
Day-to-Day Operations: Provides general management and oversight to the overall educational process and administrative procedures and controls necessary for the achievement of the educational objectives.	1 2 3 4	

Criteria 3 *(Criteria Rating = the average of Sub- ratings)*	**Rating**
Personnel/Resource Management: The superintendent shall provide overall direction to the activities of the District and its personnel toward the accomplishment of District goals, administer the policies of the Board, conserve the District's assets and resources, and maintain and enhance the District's standing in all its internal and external relationships.	1 2 3 4

Sub-Criteria	**Rating**	**Provide Feedback for Rating**

Personnel Management: Develops and maintains policies and programs for personnel recruitment, selection and employment; employee relations; employee benefits and services; employee safety; personnel evaluation, and salary administration.	1 2 3 4	
Resource Management: Develops and maintains policies and programs for the acquisition and maintenance of the resourses and materials to accomplish the goals of the District.	1 2 3 4	

Long/Short Range Planning: Develops and maintains plans to address the long and short term personnel and resource needs of the District.	1 2 3 4	
External Relationships: Establishes and maintains relationships within and outside the school district to accomplish the goals of the District.	1 2 3 4	
Community Relations: Maintain a cooperative working relationship between the schools and the community and community agencies.	1 2 3 4	

Criteria 4 *(Criteria Rating = the average of Sub- ratings)*	**Rating**
Financial Management: The superintendent shall provide for the overall management of the District's financial activities in accordance with the requirements of the State of Colorado and Board policies.	1 2 3 4

Sub-Criteria	**Rating**	**Provide Feedback for Rating**
Knowledge of Requirements: Displays an overall understanding of state and local requirements.	1 2 3 4	
Budget Preparations: Directs the development of the annual budget. Provides support data to justify included revenue and expenditures.	1 2 3 4	
Budget Management: Provides overall management of financial activities and takes appropriate action to insure expenses	1 2 3 4	

are kept within budgetary limits.		
Additional Funding: Maintains contact and familiarization with all local, state, federal, and philanthropic programs that could provide financial assistance to the District.	1 2 3 4	
Contracting: Maintains and implements procedures for contracting goods and services required by the District.	1 2 3 4	

Criteria 5 *(Criteria Rating = the average of Sub- ratings)*	**Rating**
Personal: The superintendent shall serve as a representative of the District and the community at local, state, and national levels.	1 2 3 4

Sub-Criteria	**Rating**	**Provide Feedback for Rating**
Timeliness: Prompt to meetings and timely with information?	1 2 3 4	
Availability: Available to students, staff, and public?	1 2 3 4	
Organization: Develops personal goals, informed on subject, etc?	1 2 3 4	
Dependability: Completes the job promptly and accurately?	1 2 3 4	
Communication Skills: Presents clearly and accurately?	1 2 3 4	
Self Improvement: Takes advantage of educational opportunities?	1 2 3 4	

What impressed you most about the superintendent's performance this year? Specify how the board supported the superintendent in these achievements.

What specific recommendations do you have for the superintendent to improve performance? Specify how the board will support the superintendent in these recommendations.

What should be the priorities for the superintendent moving forward? Specify how the board will support the superintendent in these priorities.

Final Summative Rating	*(Based on the average of all sub-criteria ratings)*
Final Summative Score:	
Overall Score Range 3.6 – 4.0 Highly Effective 2.8 – 3.59 Effective 1.91 – 2.79 Developing 1.0 – 1.9 Ineffective	**Final Rating** ☐ Highly Effective ☐ Effective ☐ Developing ☐ Ineffective

ADOPTED: November 18, 2025

Mineral County School District

Mineral County School District
Superintendent Evaluation — Quick Rating Rubric
(4-Point Scale)

Use this rubric to select ratings for each criterion and sub-criterion.

Rating	Label	Descriptor
4	**Highly Effective**	Performance consistently exceeds expectations. Evidence shows sustained high impact on district outcomes and capacity-building leadership.
3	**Effective**	Performance meets expectations. Evidence shows solid implementation of Board priorities, reliable execution, and positive progress toward goals.
2	**Developing**	Performance partially meets expectations. Evidence shows inconsistent implementation or limited progress; improvement needed in quality, timeliness, impact, or follow-through.
1	**Ineffective**	Performance does not meet expectations. Evidence shows limited implementation and/or negative impact. Immediate corrective action and structured improvement plan needed.

Evidence / Artifacts (examples) District goals/Board Priorities monitoring, strategic plan progress, instructional walkthrough summaries, student outcome trends (MAP/NSPF/graduation/attendance), budget/audit reports, staffing/ retention metrics, compliance deliverables, stakeholder surveys, communications/community engagement logs.

Mineral County School District
Superintendent Evaluation — Full Rating Rubric
(4-Point Scale)

This rubric provides expanded rating anchors and evidence indicators aligned to NEPF-style performance language (adapted for superintendent evaluation).

4 — Highly Effective

Definition: Consistently exceeds expectations; demonstrates exemplary leadership and measurable district impact.

Evidence indicators may include:

- District goals/Board priorities show clear, measurable progress; barriers are anticipated and addressed.
- Builds high-performing systems (instructional improvement, operations, HR, finance, compliance).
- Leads with strategic clarity; aligns resources, people, and time to impact.
- Communication is proactive, transparent, and strengthens trust with Board, staff, families, and community.
- Develops leadership capacity through coaching, feedback cycles, and monitoring.
- Decisions are ethical, student-centered, data-informed; problems are addressed early.

Language anchors: "Consistently exceeds… measurable outcomes… district capacity improved… sustained results."

3 — Effective

Definition: Meets expectations; practices align to District Goals with positive progress.

Evidence indicators may include:

- Most priorities show steady progress.
- Systems are implemented and maintained; compliance is consistent.
- Communication is regular and responsive; professional relationships maintained.
- Improvement actions are planned and monitored using data.
- Supports leaders and staff with resources, feedback, and clear expectations.

Language anchors: "Meets expectations… reliable implementation… positive progress… consistent leadership."

2 — Developing

Definition: Partially meets expectations; implementation and/or impact are inconsistent.

Evidence indicators may include:

- Progress is uneven; initiatives may start but are not fully implemented or monitored.
- Systems exist but lack consistency; timelines and follow-through vary.
- Communication may be reactive or unclear; expectations not consistently reinforced.

• Additional coaching/support needed to strengthen leadership practices, implementation, or documentation.

Language anchors: "Partially meets… inconsistent… needs improvement… requires support to strengthen impact."

1 — Ineffective

Definition: Does not meet expectations; serious gaps in responsibilities and outcomes.

Evidence indicators may include:

• Limited progress toward Board priorities; outcomes stagnate or decline.

• Major operational, fiscal, HR, or compliance responsibilities are not met.

• Communication is insufficient or causes confusion; lack of clarity and follow-through.

• District systems are not functioning; avoidable crises occur due to preventable breakdowns.

Language anchors: "Does not meet… limited implementation… negative/limited impact… immediate corrective action required."

Evidence / Artifacts Guidance (examples)

Board members may cite evidence such as: District goals/Board Priorities monitoring reports; district strategic plan progress; instructional walkthrough logs/summaries; student learning and school performance trends (MAP Growth, NSPF, graduation, attendance); budget reports and audit outcomes; recruitment/retention metrics; compliance deliverables submitted on time; stakeholder surveys; and communications/community engagement logs.

ACTION ITEM #4

MINERAL COUNTY SCHOOL DISTRICT

2025-2026

MULTILINGUAL LEARNER PROGRAM PLAN

MINERAL COUNTY SCHOOL DISTRICT
2024-2025
MULTILINGUAL LEARNER PROGRAM PLAN

Mineral County School District 2024-2025 Multilingual Learner Program Plan

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Part I: ML Policy and Plan Development Criteria

1. **Process**
   District and Campus strategic plans include items to support MLL students.
   The ML program is an English language development program that uses content to develop Speaking, Listening, Reading, and Writing skills for non-English-proficient or English Learners (MLs). ML students receive the following instruction:
   - **Academic Language Acquisition Through Content:**
     - **What it is:** Academic Language Acquisition through Content (Acad Lang Acq thru Content) integrates language and content instruction. Students learn both a new language and academic subjects simultaneously.
     - **Content as the Vehicle:** The focus is on using academic content to teach language.
     - **Second Language as the Medium:** The second language is the medium of instruction for various academic subjects, such as math, science, and social studies.
     - **Why it's effective:**
       - Cognitive engagement
       - Meaningful context
       - Simultaneous development of language and academic knowledge
       - Real-world application
     - **Strategies for Implementation:**
       - Choose relevant content
       - Scaffold instruction
       - Focus on academic language
       - Provide opportunities for interaction
       - Assess comprehension

        - Use language objectives
    - **Monitored Instruction:**
        - ML students whose English proficiency is sufficient for success are monitored to ensure language proficiency does not hinder academic performance. This includes students whose parents have requested an exemption from ML instruction.
2. **Eligibility**
   Students identified as eligible for the district's ML program are those whose parents indicate a language other than English on any of the following questions on the Home Language Survey:
    - What was the student's first language?
    - What is the language most often spoken in the home?
    - What is the language most often spoken by the student with friends?
3. **Determination of English Proficiency**
   Within 45 days of the beginning of each school year, all new eligible students are given an initial English proficiency assessment. Students entering after the first 30 days are assessed within three weeks of starting school. This assessment determines if a student is an ML, and all MLs are reassessed annually until they meet state and district proficiency criteria, as mandated by federal law.
4. **Parental Rights**
    - Parents have the right to refuse specialized MLL instruction for their child.
    - Parents have the right to have their child removed from the current MLL instruction at any time.

Part II: Minimum Component Criteria

1. **Vision, Purpose, and Philosophy Statement**
   Mineral County School District (MCSD) is committed to fostering an inclusive and supportive learning environment where Multilingual Learners (MLs) can develop language proficiency while excelling academically. The ML Program integrates Sheltered Instruction Observation Protocol (SIOP) and Guided Language Acquisition Design (GLAD) methodologies to provide content instruction alongside language development.
2. **Statement of Desired Outcomes and Expectations**
   MCSD's goal is for MLL students to demonstrate progress across language proficiency levels, from "Level 4 - Expanding" to "Level 5 - Bridging" and eventually "Level 6 - Reaching," as measured by the WIDA ACCESS for MLs 2.0 test.

Teachers and ML specialists will focus on these seven attributes to improve student outcomes:

- Explicit skills instruction
- Student-directed activities
- Instructional strategies that enhance understanding
- Opportunities for practice
- Systematic student assessment
- Balanced curriculum
- Immersive instruction

3. **Definitions of Terms and Acronyms**
   - **ML:** Multilingual Learner
   - **SIOP:** Sheltered Instruction Observation Protocol
   - **GLAD:** Guided Language Acquisition Design
   - **WIDA:** World-Class Instructional Design and Assessment

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Part III: Minimum Content Criteria

1. **Identification of ML Students**
   MCSD uses the Home Language Survey (HLS) during registration to identify potential ML students. The survey includes questions about:
   1. Primary language spoken in the home
   2. The student's first language
   3. Whether the student is currently receiving ML services
   4. Whether the student previously exited an ML program
2. **Reassessment of English Proficiency**
   To monitor MLL students' progress, MCSD uses a variety of assessments, including the WIDA Screener for new students, WIDA ACCESS for all ML students, MAPs, SBAC results (3-8), and Science assessments (5 and 8). These tools track individual proficiency levels and growth over time.
3. **Curriculum Design to Close Achievement Gaps**
   MCSD ensures that all students have access to challenging content through scaffolded language development in core subjects. The curriculum focuses on differentiated instruction to meet students' varying language acquisition needs. The program the MCSD has adopted to support this is Ellevation. Ellevation uses teaching strategies beneficial to all learners. This aligns with findings of the National Literacy Panel which concluded that **"the programs with the strongest evidence of effectiveness for MLs are all programs that have also been found to be effective with students in general" and modified for ELs** (p.262). The report

Developing Literacy in Second-Language Learners (August & Shanahan, National Literacy Panel on Language-Minority Children and Youth, 2006) concluded the same, explained in this recommendation: "Instruction that provides substantial coverage in the key components of reading—identified by the National Reading Panel (NICHD, 2000) as phonemic awareness, phonics, fluency, vocabulary, and text comprehension—has clear benefits for language-minority students." (p. 3).

4. **Parent Involvement and Communication**
   MCSD actively engages parents in their child's language learning journey. Notifications, such as family letters and MLL Individual plans (when available), will be sent to inform families of student progress, assessment results, and program eligibility.
5. **Enrollment Facilitation**
   MCSD provides support to parents in the ML program enrollment process, offering guidance and assistance during registration.

Part IV: Program Implementation Timeline

1. **July/August:** Review WIDA ACCESS Assessment results to determine eligibility and notify parents.
2. **August:** ML Specialist or designee completes WIDA ACCESS online training certification.
3. **August/September:** Screen students using the WIDA and notify parents of program participation.
4. **September:** Administer Reading Baseline assessments.
5. **January/February:** Administer Winter Benchmark and WIDA ACCESS.
6. **May:** Administer Spring Benchmark and End-of-Course Exams (if applicable).

Part V: Professional Development and Staff Training

1. **Training Focus:**
   All staff will be trained in OUR LIEP MODML Academic Language Acquisition through Content strategies. Professional development will center on strategies for effective MLL instruction.
2. **Curriculum and Instruction:**
   MCSD selects curricula based on evidence-based practices that support language development and content comprehension, such as the Ellevation program.

Small-group instruction ensures targeted support for students, while formative assessments guide instructional adjustments.

Conclusion

MCSD's Multilingual Learner Program is designed to ensure ML students have the resources and opportunities to succeed academically and socially. The program's focus on language development, assessment-driven instruction, and parent engagement creates a framework for all ML students to thrive and reach their full potential.

Research References:

- ML Education. "Research Behind the ML Education Language Arts Curriculum and Professional Services: Guidance Document." https://eleducation.org/resources/research-behind-the-el-education-language-arts-curriculum-and-professional-services/
- ML Education. "Supporting English Language Learners Through The Curriculum And Beyond." https://eleducation.org/resources/supporting-english-language-learners-through-the-curriculum-and-beyond
- ML Education. "Supporting English Language Learners: English Language Arts Support." https://eleducation.org/resources/supporting-english-language-learners-english-language-arts-support
- Great Minds. "Supporting Multilingual Learners Across Our Curricula." https://greatminds.org/
- English Learners Success Forum. "Current Research on English Learners and English Language Arts Education."