MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING - REVISED
***Tuesday, August 25, 2026***

LOCATION OF MEETING: **Schurz Elementary School**
**4045 US 95 Highway**
**Schurz, NV 89**

***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: July 21 and August 4, 2026
2. Warrants: 31453-31495
3. JFCEB-AR ~ Personal Communication Devices
4. Personnel Report (For information only)

## ACTION ITEMS: (FOR POSSIBLE ACTION)

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

**1. Recommendation:** Discussion and Possible Approval of Independent Contract for Tashina Williams
**Supporting Information:** To provide community health work for students needing support with social-emotional and behavioral challenges at a total cost of $**52,416.00** +/- paid from the General Fund (At-Risk). This contract is designated for community health worker services in the Mineral County School District, Hawthorne and Schurz Elementary Schools, Hawthorne Junior High and Mineral County High School and support the community of Mineral County. This Contract is designed for community health services at the Mineral County School District for the 2026/2027 school year.
**Budget consideration: $52,416.00 +/- paid from the General Fund (At-Risk)**

**2. Recommendation:** Discussion and Possible Approval of Independent Contract for Julia Viani
**Supporting Information:** To provide community health work for students needing support with social-emotional and behavioral challenges at a total cost of $**13,468.00** +/- from the General Fund (At-Risk). This contract is designated for community health worker services in the Mineral County School District, Hawthorne and Schurz Elementary Schools, Hawthorne Junior High and Mineral County High School and support the community of Mineral County. This Contract is designed for community health services at the Mineral County School District for the 2026/2027 school year.
**Budget consideration: $13,468.00 +/- from the General Fund (At-Risk)**

**3. Recommendation:** Discussion and Possible Approval of the Purchase of Two (2) Multipurpose Passenger Vehicles (MPVs) for Student Transportation.
**Supporting Information:** To purchase two (2) Multipurpose Passenger Vehicles (MPVs), each originally manufactured and designed to transport no more than ten (10) occupants, including the driver, in addition to the Mineral County School District transportation fleet. The vehicles will supplement the District's existing school bus fleet and provide additional transportation options for small groups of students when the use of a school bus is not practical or when a qualified school bus driver is unavailable to meet the District's transportation needs. Uses may include transportation associated with the District's rural and remote service areas and transportation to approved school-sponsored activities and athletic events. Vehicles will be purchased and operated in accordance with applicable federal and Nevada law, District policy, insurance requirements, and applicable vehicle and driver safety requirements.
**Budget Consideration: Not to exceed $57,652 from General Fund and Capital Improvement Funds**

**4. Recommendation:** Discussion and Possible Action of the Board Goals for Superintendent Keuhey.
**Supporting Information:** Approval of the Board Goals for Superintendent Keuhey for the next school year.

**OLD BUSINESS: Back to School ~ How was the First Day back, BBQ, First Day of School?**

**Future Agenda Topics:**

**1. 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.

**2. 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, July 21, 2026***

The Mineral County School District held a public meeting on Tuesday, July 21, 2026 beginning at 5:40 PM at the Mineral County School District.

**MEMBERS PRESENT:** Tyler Viani, Juanita Diede, Kristin Reeves, Tahlyah Norcom
**MEMBERS ABSENT:**
**ADMINISTRATORS:** Stephanie Keuhey, Superintendent
**OTHERS PRESENT:** Ryan McCormick, Kari Rosemore, Erika Sterling, Stephanie Jaramillo, Theresa Vinson

**CALL TO ORDER: 5:40 PM**
1. Certification of Public Notice ~ Yes; Roll Call~All Present. Pledge of Allegiance.
2. Approval of a flexible agenda. (For Possible Action) Juanita Diede asked to move the closed session to the 1st item.
3. Person or Group Recognition ~ *NONE*
4. Presentations ~ *Superintendent Keuhey ~ Every Student. Every Classroom. Every Day.*

**CONSENT ITEMS: (FOR POSSIBLE ACTION)**
1. Minutes: July 7, 2026
2. Warrants: 31332-31399
3. Payroll Vouchers: 1095,1096,1100,1101
4. Payroll Checks: 91063-91140
5. Personnel Report for information only

*Juanita Diede made a motion to approve the consent items. Kristin Reeves seconded. Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

*Juanita Diede made a motion to go into closed session. Kristin Reeves seconded the motion. Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

**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.

*Back to the open session.*
**2. Open Session:** Discussion and possible action relative to pending litigation and/or negotiations.

**ACTION ITEMS: (FOR POSSIBLE ACTION)**
**1. Recommendation:** Discussion and Possible Action to approve the updated SES calendar.
*Juanita Diede made a motion to approve the updated calendar for Schurz Elementary School. Kristin Reeves seconded the motion. Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 3-0-0*

MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING MINUTES
***Tuesday, July 21, 2026***

**2. Recommendation:** Discussion and Possible Action to approve the addendum to the HVAC Project.
*Juanita Diede made a motion to approve the addendum to the HVAC project. Kristin Reeves seconded the motion. Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

**3. Recommendation:** Discussion and Possible Action to approve the 5 Year Capital Improvement Plan.
*Juanita Diede made a motion to approve the 5 Year capital plan. Kristin Reeves seconded the motion. Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

**4. Recommendation:** Discussion and Possible Action to approve Superintendent Stephanie Keuhey's employment contract.
*Tyler Viani made a motion that we approve with the typos from 35 to 45. Tyler will do his motion over again.*
*Tyler Viani made a motion to approve the contract and the amendment as we discussed during his meeting. Kristin Reeves seconded the motion. Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

**OLD BUSINESS:** Back to School BBQ ~ *Crystal will send out the flyer to all staff. We don't have a working BBQ so Tyler and Kristin will bring their blackstones. If we utilize the BBQ for the schools we probably should look into buying a new one. The money needs to come out of donations.*

**Future Agenda Topics:**

**COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)**
1. Correspondence & Announcements ~ ***NONE***
2. Board Members ~ Juanita Diede - *reminder about NASB nominations.*
3. Superintendent ~ *Stephanie Keuhey - Of course we were open in July. Working on the Fall sports transportation issues. We may have to reschedule some games. We are working with rural superintendents and NIAA. MAPs data and SBAC Data analysis. working on high quality instruction. More training and guidance. Revise the walk thru tour. Teach clarity and work on a guidance document for the principals. Analyzing MAPs data and notifying students that need interventions. Below 20%. MyPath interventions. Getting ready for the beginning of the year. RPDP will be here to conduct training with science and math skills. They will be involved with the PD for the teachers and leaders. We are building teacher clarity. 7thGen Admin coaching. We have a new science curriculum. We will be having PD for the teachers on the curriculum. Poolpact classes for this year. Working on the Grants: FY27 all but 2 have been approved. FY25 all but 2 have been approved. FY25 all have been approved. Final FFR completed and the grant closed out.*
*FY24 - 4 final FFR's. 4 pending close out. FY23 3 pending FFR.*
*Theresa and Hope are working on the insurance renewal. Will be having a meeting to discuss ICRA, it is based on age and location. Transportation directors meeting online was very interesting. Maria and Claire working on the new science curriculum at HES.*
*Back to School for all staff is Wednesday, August 12th at 7:00.*

**GENERAL PUBLIC COMMENT:** ***NONE***

MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING MINUTES
***Tuesday, July 21, 2026***

**ADJOURNMENT: 7:18 PM**
Respectfully submitted:

_____
Kristin Reeves, Clerk

MINERAL COUNTY SCHOOL DISTRICT
751 A. STREET
Hawthorne, Nevada 89415
BOARD OF TRUSTEES MEETING MINUTES
***Tuesday, August 8, 2026***

The Mineral County School District held a public meeting on Tuesday, August 8, 2026 beginning at 5:38 PM at the Mineral County School District.

**MEMBERS PRESENT:** Tyler Viani, Juanita Diede, Kristin Reeves, Tahlyah Norcom
**MEMBERS ABSENT:**
**ADMINISTRATORS:** Stephanie Keuhey, Superintendent; Monica Keady, Principal, HJH/MCHS
**OTHERS PRESENT:** Ryan McCormick, Kari Rosemore, Erika Sterling, Kari Rosemore, Drew Schaar

**CALL TO ORDER: 5:38 PM**
1. Certification of Public Notice ~ Yes; Roll Call~All Present. Pledge of Allegiance.
2. Approval of a flexible agenda. (For Possible Action) *NO*
3. Person or Group Recognition ~ *NONE*
4. Presentations ~ *NONE*

**CONSENT ITEMS: (FOR POSSIBLE ACTION)**
1. Minutes: July 7, 2026 (incorrect date, not included)
2. Warrants: 31400-31452

*Juanita Diede made a motion to approve the warrants at* 31400-31452. *Juanita Diede seconded. Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

**1. Recommendation:** Discussion and Possible Action to approve the Mineral County School District Student and Parent Code of Conduct Handbook Preschool to Grade 12 2026-2027
*Erika Sterling presented. Questions by the Board.*
*Tyler Viani made a motion to approve with changes as presented, change on page 17 under the heading parents and other visitors, second sentence, it should read occasional visits require approval from the school administration or designee by signing in at the school office obtaining a visitor's pass. Juanita Diede seconded. Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

**2. Recommendation:** Discussion and Possible Action to approve the Mineral County School District Test Security Procedure, Policies and Professional Expectations 2026-2027
*GPC: Drew Schaar - Suggestion to update the staff page to put pictures on the pages.*
*Tyler Viani made a motion to approve the Mineral County School District Test Security Procedure, Policies and Professional Expectations for 2026-2027. Juanita Diede seconded.*
*Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

**3. Recommendation:** Discussion and Possible Action of the Board Goals for Superintendent Keuhey.
*Discussed the goals and made changes. Finalize and bring to the next meeting.*

**4. Recommendation:** Discussion and Possible Action to Develop a District Transportation Plan and Administrative Procedures
*Juanita Diede presented her ideas. Superintendent Keuhey will write up a draft to bring to the meeting on the September 15th meeting.*

**OLD BUSINESS:** Back to School ~ Welcome back to School Breakfast August 12 at 7:00AM. Students first day August 17, 2026. BBQ on the 14th.

MINERAL COUNTY SCHOOL DISTRICT
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BOARD OF TRUSTEES MEETING MINUTES
***Tuesday, August 8, 2026***

**Future Agenda Topics:** Next meeting August 18, 2026 - AR for cell phones. Superintendent Keuhey's goals

## COMMUNICATIONS AND REPORTS: (FOR DISCUSSION ONLY)

1. Correspondence & Announcements ~ ***NONE***
2. Board Members ~ *Reminder for training in Lovelock on September 5. The last day to sign up is August 28. Tahlyah has signed up. Tyler reminder about NASB nominations. Tahlyah will be gone on the 14th for a FEMA training, which is free for anyone that wants to attend.*
3. Superintendent ~ *We've been working on a lot of fun things. As well as enrollment statutes and guidelines. We do have an issue in which three of our teachers' licenses lapsed. So, I contacted the teachers. We're working on getting those taken care of, but they cannot teach the first day of school. So, we're looking to arrange substitute teachers in their absence. We've got one personnel investigation that we are working on.*
*We are revising the instructional walkthrough tool that we're using for our classroom walkthroughs this year.*

*Planning for professional development. It is our intent to have science training on the 13th. On the 12th, we'll have RPDP out as well as we'll have a short district presentation and then time for our staff to complete identified courses in PoolPact before the school year starts based on situations that occurred during the previous school year.*

*Last week I was at the required SB460 NDE training, it was a great session. I'm really optimistic about the changes that are going into the works and the schedule. We also had our NASS meeting. They talked about the DSPF and I'm a little disappointed in what they came up with. Unfortunately, to be anything above a level one on the district performance framework, you cannot have a one-star school. If you have a one-star school, you'll be a level one school district. So, I'm a little frustrated about that because they're not factoring in the growth. I will make sure I do a presentation to you on the rating and what it means. There's still some more work going on behind the scenes, but all of those are supposed to be out on September 15th, unless they hold them up.*

*I was also at the Mountain Madness conference. It was a great conference. That is the NDE special education directors meeting. So, we spent a lot of time on dealing with conflict and how to work with our special education families to make sure that they're heard in the IEP meetings and that the IEP teams are considering the input of parents to help on that ground level to help alleviate any frustrations or concerns that may evolve into pending litigation.*

*I also found out that the state of Nevada is still going to be paying for Pathful for our junior high school kids. And that program is really neat. I can see it really helping with our students as they transition from high school into the workforce. It gives them virtual tours. They can actually meet an engineer or a tech person. They follow this profession for a day and see what the job actually is.*

*So it gives them a lot more opportunities in other professions than what might be provided in Mineral County. So I thought that was really cool. That's going to be free for special education and they're not sure if it's going to be free for everybody else this year. I went to one of the half full sessions and I had asked that question and they said right now that they're working with the Nevada Department of Education to get it extended.. Drew Schaar: It won't be a cold cut where they cut everything up. It will be next summer and you guys are starting to lose everything. Make sure you have what you need from there. Stephanie: If they don't expand out, they're talking about just likely. There's another one that is brand new that they're pushing out as well. There's also work-based*

*learning opportunities in it. I think it's going to have a positive impact on our junior high school students. They also have lowered the age for students to participate in IEPs regarding their transitions into the workforce to the age of 13. So that'll start in junior high now instead of in high school. This will all be included in my written board report for you at the next board meeting. But the departments have been scrambling all summer getting projects done and getting ready for the new year.*

*Tyler Viani made a motion to approve to go into 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. Kristin Reeves seconded.*
*Juanita Diede-Y; Tyler Viani-Y; Kristin Reeves-Y; Tahlyah Norcom-Y. Motion passed 4-0-0*

**1. 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.

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

**GENERAL PUBLIC COMMENT:** ***NONE***

**ADJOURNMENT: 7:34PM**
Respectfully submitted:

_____
Kristin Reeves, Clerk

# WARRANTS

# MINERAL COUNTY SCHOOL DISTRICT VOUCHER

**Voucher No:** 1149 **Voucher Date:** 07/30/2026 Prepared By: Theresa Vinson

*Printed: 07/30/2026 10:55:04 AM*

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $5,486.10 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 | $386.10 |
| 280 | Federal Funds | $5,100.00 |
| | | **$5,486.10** |

31453
31456

**Created By:** 394645.TVinson **Posted By:** 394645.TVinson **Date:** 07/30/2026 10:46:48 Page: 1

# MINERAL COUNTY SCHOOL DISTRICT VOUCHER

**Voucher No:** 1006 **Voucher Date:** 07/30/2026 Prepared By: Theresa Vinson

*Printed: 07/30/2026 11:21:57 AM*

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $181,178.12 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2026 to June 30, 2027 (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 | $9,046.87 |
| 250 | Special Education | $508.22 |
| 280 | Federal Funds | $145,402.36 |
| 290 | Food Service Funds | $145.54 |
| 300 | Capital Projects Fund | $26,075.13 |
| | | **$181,178.12** |

3145?
3147?

**Created By:** 394645.TVinson **Posted By:** 394645.TVinson **Date:** 07/30/2026 11:11:52 Page: 1

# MINERAL COUNTY SCHOOL DISTRICT VOUCHER

**Voucher No:** 1010 **Voucher Date:** 08/05/2026 Prepared By: Theresa Vinson

*Printed: 08/05/2026 11:17:45 AM*

MINERAL COUNTY SCHOOL DISTRICT is hereby authorized to draw warrants against MINERAL COUNTY SCHOOL DISTRICT funds for the sum of $92,793.91 on account of obligations incurred for value received in services and for materials as shown below for period July 1, 2026 to June 30, 2027 (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 | $31,031.87 |
| 280 | Federal Funds | $61,762.04 |
| | | **$92,793.91** |

31474 - 31495

**Created By:** 394645.TVinson **Posted By:** 394645.TVinson **Date:** 08/05/2026 11:08:41 Page: 1

# JFCEB-AR

**Code: JFCEB-AR**
**Adopted: August 18, 2026**

# Personal Communication Devices

This regulation establishes the guidelines for governing student use and possession of cell phones on school property from the start of the school day, upon entering campus, until the final bell or the conclusion of the last instructional period, and on school buses, and to prescribe appropriate measures for disciplining a pupil who violates the policy for Board Policy JFCEB in the Mineral County School District.

**APPLICABILITY**: All students

**MONITORING RESPONSIBILITY:** Site Administrator/Designee

**OUTLINE OF PROCEDURE:**

1. Student cell phones, smart glasses, earbuds, headphones, and other electronic entertainment or recording devices must be powered off and stored out of sight (e.g., in Yonder pouches, backpacks, lockers, or bags) with smartwatches in airplane mode from the start of the school day upon entering campus until the final bell or the conclusion of the last instructional period.

2. Any cell phones, smart glasses, earbuds, headphones, and other electronic entertainment or recording devices that are visible are considered in use, will be subject to confiscation by school administrators/designees, and will only be confiscated and released at the end of the day to the student (first offense) or to the parent/legal guardian (succeeding offenses).

3. During a crisis event necessitating a school lockdown, students may access their cell phones for emergency communication.

4. Cell phones shall be permitted on school buses, as authorized by the driver, unless the cell phone causes a disruption on the school bus.

    a. Personal cell phones must be turned off or silenced and put away during bus evacuation drills.

    b. Whenever the school bus is stopped at railroad crossings or pulled over at the side of the road, with the driver addressing the riders, cell phones shall be turned off or silenced, and all earpieces (earbuds, headphones, etc.) shall be removed from the ears.

5. The school district strictly prohibits students from using any electronic device to photograph or record students or employees during the school day. School leadership can grant permission for photographs or recordings during assemblies and other celebratory school activities and performances.

6. The school district strictly prohibits the use of cell phones, smart glasses, calculators, cameras, video cameras, or any other electronic device that has the capability of taking, storing, or transmitting pictures, video, audio, or data in the following areas:

a. Locker rooms

b. Restrooms

c. Any room where testing is conducted, regardless of the type of test.

The use of any type of device for cheating, bullying, harassing, or commissioning a crime will result in disciplinary action. Using a cell phone or device to transmit or store pictures, video, audio, or data in prohibited areas will result in suspension, expulsion, and/or legal action.

MINIMUM CONSEQUENCES:

**First Offense:**

- The device shall be confiscated
- The parent/legal guardian shall be notified
- During parent/legal guardian contact, arrangements will be made to release the device to the student after school
- The policy shall be reviewed with the student and his/her parent/legal guardian
- Consequence shall follow the progressive discipline plan matrix recommended consequences for "Technology Violation"
- A warning/reminder shall be given to the parent/student regarding the consequences of any future violation
- Refusal to turn over the device will result in disciplinary action as "Insubordination" up to 3rd offense consequences

**Second Offense:**

- The device shall be confiscated
- The parent/legal guardian shall be notified
- The device shall be turned over to the parent/legal guardian
- The policy shall again be reviewed with the student and his/her parent/legal guardian

- Consequence shall follow the progressive discipline plan matrix recommended consequences for "Technology Violation"

- A warning/reminder shall be given to the parent/student regarding the consequences of any future violation

- Refusal to turn over the device will result in disciplinary action as "Insubordination" up to 3rd offense consequences

Third Offense:

- The device shall be confiscated

- The parent/legal guardian shall be notified

- The device shall be turned over to the parent/legal guardian

- Consequence shall follow the progressive discipline plan matrix recommended consequences for "Technology Violation"

- Refusal to turn over the device will result in disciplinary action as "Insubordination" up to 3rd offense consequences

NOTE: Further disciplinary measures may apply depending on the severity of the offense. A student who uses a personal electronic device in the commission of any other disciplinary offense shall have the consequences for the offense increased by a step.

Appeals: After determining a third student offense, a parent/legal guardian shall have the right to submit a written appeal to the Superintendent/Designee within ten (10) school days.

The regulation will be included in the Parent/Student Code of Conduct. Parents/Legal Guardians may request special exceptions for medical conditions from the site administrator. This regulation does not hinder NCSD compliance with Federal 504 and IDEA laws.

# PERSONNEL REPORT

| *Open Positions* | *New Hire* | *Start Date* | |
|---|---|---|---|
| MCHS SPED Teacher - Critical Shortage* | | | |
| HJH SPED Teacher - Critical Shortage* | | | |
| Adult Ed Coordinator PT | | | |
| OT - District Wide | | | |
| SLP - District Wide | | | |
| HES Sped Para Pro | | | |
| HES Title I Para Pro | | | |
| SES Pre K Teacher | Paula Goldfish | 8/11/26 | |
| SES Bus driver 20 hrs | | | |
| Board Member | | | |
| ***Transfer/Extra Duty*** | ***Employee Name*** | ***Effective Date*** | |
| | | | |
| | | | |
| | | | |
| | | | |
| ***Resignations/Terminations*** | ***Employee Name*** | ***Effective Date*** | |
| HES 3rd grade Teacher | Cristoper Bodiongan | 8/10/2026 | not opening |
| | | | |
| | | | |

**Last updated 8/14/2026**

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, Interim Superintendent
**Board of Trustees: Tyler Viani-President**
**Juanita Diede-Vice President**
**Kristin Reeves-Clerk**
**Tahlyah Norcom**
**Vacant**


## TASHINA WILLIAMS
## INDEPENDENT CONTRACTOR
## Safe Schools Professional Program

THIS AGREEMENT made and entered into this _____, by and between the Mineral County School District, the party of the first part, hereafter referred to as "SCHOOL DISTRICT," and Tashina Williams, Safe School Professional, the party of the second part, hereafter referred to as "CONTRACTOR."

**WITNESSETH**

THAT, WHEREAS, the School District operates educational programs for public school-aged and handicapped students; and

WHEREAS, the Board of Trustees of the School District has determined that it is in the best interest of the students to obtain qualified, professional Community health work services for all its students including those with special needs, and

WHEREAS, under Chapter 332 of the Nevada Revised Statutes, and specifically 332.115, the School District is authorized to contract for professional services; and

WHEREAS, under P.L. 101-476, Part B of the Individuals with Disabilities Act, the school district has provision for the purchase of professional services; and

NOW THEREFORE, for and in consideration of mutual promises of the parties, as hereinafter made and kept, and other good and valuable consideration, the receipt whereof is hereby acknowledged, the parties hereto mutually agree as follows:

### 1. INDEPENDENT CONTRACTOR STATUS

It is hereby mutually agreed that the School District agrees to enter into this agreement with the herein above named Contractor, as an independent contractor, to provide Community health work services to the School District for students who have the need for support with social-emotional and behavioral challenges due to COVID-19. It is mutually understood and agreed between the parties hereto that the relationship of the parties is and will be at all times during the term of this agreement, that of independent contractor to public entity and not an employer-employee relationship. The contractor is responsible to stay current with qualifications, licensing and their social workers professional and supplemental liability insurance. Contractor must provide to the District Office evidence of current license or certification and proof of insurance prior to commencement of work.

### 2. TERM OF AGREEMENT

It is mutually agreed that this agreement shall be for a term beginning on August 19, 2026 through June 2, 2027 subject to the right of termination as hereinafter set forth. Contractor will provide up to 1,152 total hours of Community health work services, days to be mutually agreed upon with the District Superintendent. This contract is designated for Community health work services in the Mineral County School District and support to the community of Mineral County.

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

In cases of school closure due to COVID-19 related illness, the Contractor will continue to receive payment based on the following, daily contact with students from the school sites the Contractor supports regarding the mental health and well-being of the students/families. The Contractor has the flexibility to continue this contact from their work site or home, depending on the reasons relevant to the situation.

## 3. COMPENSATION

It is mutually agreed that for and on behalf of the Contractor performing all of the duties as hereinafter set forth in a satisfactory manner to the School District, the School District agrees to pay said Contractor the amount of $45.50 per hour for services provided during the FY2027 school year. Total services NTE 1,152 hours or $52,416.00 total contract value. The Contractor will submit an invoice to the District Bi-monthly for services rendered during the length of the Contract. Total compensation will be based upon actual days worked.

## 4. HOLD HARMLESS AND INDEMNIFICATION BY CONTRACTOR

The School District will assume responsibility and legal representation on behalf of the contractor for work performed as part of this agreement with the School District to the extent that it provides these services for any individual employed by the School District. The School District will not be responsible for any liability or legal representation incurred due to willful neglect, negligence, or unlawful act by the Contractor. The district will not be responsible for any liability with regards to work performed for any other school district, entity, or individual. The School District does not provide workman's compensation or liability insurance coverage for the Contractor.

## 5. DUTIES OF CONTRACTOR

It is mutually agreed that in consideration of the compensation payments as there above set forth, the contractor shall perform professional community health work services including consulting and training on identifying students with mental health needs and a referral process when services are sought, design and implement school-based programs to promote a positive school climate among all students. This contract is designated for Community health work services in the Mineral County School District and support to the community of Mineral County. They work with the entire school district to identify students in need of more intensive interventions and connect these students to additional services in the community where needed. Services will be provided under the general direction of the Superintendent.

## 6. TERMINATION

This agreement may be terminated at the option of either party hereto, by giving the other party written notice of the intent to terminate at least thirty (30) days prior to the effective date of such termination. Such notice shall be given by certified mail to the following addresses:

MINERAL COUNTY SCHOOL DISTRICT
PO BOX 1540, 751 A. STREET
HAWTHORNE, NV 89415

# Mineral County School District

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


TASHINA WILLIAMS
3065 THURMAN CIRCLE
Carson City, NV 89706

In the event of such notice of termination, the Contractor shall continue to perform and render such services in a good and professional manner as required under the terms of this agreement, up to the date of termination, and the School District agrees to compensate the Contractor for all hours of service performed up to the date of termination.

TIME IS OF THE ESSENCE of this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands the day and year first above written.

SUPERINTENDENT: _____DATE: _____
Stephanie Keuhey

CONTRACTOR: _____ DATE: _____
Tashina Williams

ATTEST: _____DATE: _____
President, Mineral County School Board

INDEPENDENT CONTRACT

# ACTION ITEM #2

# Mineral County School District

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


## JULIA VIANI
## INDEPENDENT CONTRACTOR
## Safe Schools Professional Program

THIS AGREEMENT made and entered into this _____, by and between the Mineral County School District, the party of the first part, hereafter referred to as "SCHOOL DISTRICT," and Julia Viani, Safe School Professional, the party of the second part, hereafter referred to as "CONTRACTOR."

**WITNESSETH**

THAT, WHEREAS, the School District operates educational programs for public school-aged and handicapped students; and

WHEREAS, the Board of Trustees of the School District has determined that it is in the best interest of the students to obtain qualified, professional Community health work services for all its students including those with special needs, and

WHEREAS, under Chapter 332 of the Nevada Revised Statutes, and specifically 332.115, the School District is authorized to contract for professional services; and

WHEREAS, under P.L. 101-476, Part B of the Individuals with Disabilities Act, the school district has provision for the purchase of professional services; and

NOW THEREFORE, for and in consideration of mutual promises of the parties, as hereinafter made and kept, and other good and valuable consideration, the receipt whereof is hereby acknowledged, the parties hereto mutually agree as follows:

### 1. INDEPENDENT CONTRACTOR STATUS

It is hereby mutually agreed that the School District agrees to enter into this agreement with the herein above named Contractor, as an independent contractor, to provide Community health work services to the School District for students who have the need for support with social-emotional and behavioral challenges due to COVID-19. It is mutually understood and agreed between the parties hereto that the relationship of the parties is and will be at all times during the term of this agreement, that of independent contractor to public entity and not an employer-employee relationship. The contractor is responsible to stay current with qualifications, licensing and their social workers professional and supplemental liability insurance. Contractor must provide to the District Office evidence of current license or certification and proof of insurance prior to commencement of work.

### 2. TERM OF AGREEMENT

It is mutually agreed that this agreement shall be for a term beginning on August 19, 2026 through June 2, 2027 subject to the right of termination as hereinafter set forth. Contractor will provide up to 296 total hours of Community health work services, days to be mutually agreed upon with the District Superintendent. This contract is designated for Community health work services in the Mineral County School District and support to the community of Mineral County.

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**Juanita Diede-Vice President**
**Kristin Reeves-Clerk**
**Tahlyah Norcom**
**Vacant**

In cases of school closure due to COVID-19 related illness, the Contractor will continue to receive payment based on the following, daily contact with students from the school sites the Contractor supports regarding the mental health and well-being of the students/families. The Contractor has the flexibility to continue this contact from their work site or home, depending on the reasons relevant to the situation.

## 3. COMPENSATION

It is mutually agreed that for and on behalf of the Contractor performing all of the duties as hereinafter set forth in a satisfactory manner to the School District, the School District agrees to pay said Contractor the amount of $45.50 per hour for services provided during the FY2027 school year. Total services NTE 296 hours or $13,468 total contract value. The Contractor will submit an invoice to the District Bi-monthly for services rendered during the length of the Contract. Total compensation will be based upon actual days worked.

## 4. HOLD HARMLESS AND INDEMNIFICATION BY CONTRACTOR

The School District will assume responsibility and legal representation on behalf of the contractor for work performed as part of this agreement with the School District to the extent that it provides these services for any individual employed by the School District. The School District will not be responsible for any liability or legal representation incurred due to willful neglect, negligence, or unlawful act by the Contractor. The district will not be responsible for any liability with regards to work performed for any other school district, entity, or individual. The School District does not provide workman's compensation or liability insurance coverage for the Contractor.

## 5. DUTIES OF CONTRACTOR

It is mutually agreed that in consideration of the compensation payments as there above set forth, the contractor shall perform professional community health work services including consulting and training on identifying students with mental health needs and a referral process when services are sought, design and implement school-based programs to promote a positive school climate among all students. This contract is designated for Community health work services in the Mineral County School District and support to the community of Mineral County. They work with the entire school district to identify students in need of more intensive interventions and connect these students to additional services in the community where needed. Services will be provided under the general direction of the Superintendent.

## 6. TERMINATION

This agreement may be terminated at the option of either party hereto, by giving the other party written notice of the intent to terminate at least thirty (30) days prior to the effective date of such termination. Such notice shall be given by certified mail to the following addresses:

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# Mineral County School District

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**Juanita Diede-Vice President**
**Kristin Reeves-Clerk**
**Tahlyah Norcom**
**Vacant**


JULIA VIANI
P.O. Box 1225
Hawthorne, NV 89415

In the event of such notice of termination, the Contractor shall continue to perform and render such services in a good and professional manner as required under the terms of this agreement, up to the date of termination, and the School District agrees to compensate the Contractor for all hours of service performed up to the date of termination.

TIME IS OF THE ESSENCE of this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands the day and year first above written.

SUPERINTENDENT: _____ DATE: _____
Stephanie Keuhey

CONTRACTOR: _____ DATE: _____
Julia Viani

ATTEST: _____ DATE: _____
President, Mineral County School Board

INDEPENDENT CONTRACT

# ACTION ITEM #3

# Mineral County School District

**Superintendent:** Stephanie Keuhey
**Evaluation Period:** 2026–2027 School Year

## Introduction

The following superintendent goals are designed to align with the Mineral County School District Strategic Plan, School Improvement Plans (SIPs), District Improvement Plan (DIP), and Board Policy CBA regarding Superintendent Evaluation. These goals reflect the ongoing work of the district to strengthen instructional leadership, improve student outcomes, develop sustainable staffing systems, and strengthen partnerships with families and the community.

The goals focus on areas where district leadership can continue building upon the progress made over the past several years while ensuring that district efforts remain aligned and focused on improving opportunities and outcomes for students. Progress toward these goals will be monitored throughout the year and reviewed as part of the superintendent evaluation process.

## Goal 1: Strengthen Instructional Leadership and Student Achievement

**Goal Statement**
Continue strengthening instructional leadership across the district by supporting administrators and teachers in implementing research-based instructional practices and data-informed decision-making to improve student achievement.

**Key Strategies**

- Facilitate weekly **administrator PLCs focused on instructional leadership and student data**
- Conduct regular **instructional walkthroughs with administrators**
- Support implementation of **Teacher Clarity instructional practices**
- Align professional development with **NEPF instructional standards and district priorities**

**Evidence of Progress**

- Walkthrough data trends
- PLC documentation and administrator collaboration
- SBAC, MAP Growth, and other student achievement indicators

- Evidence of instructional implementation from professional development

**Evaluation Criteria Alignment**
Educational Program

## Goal 2: Strengthen Workforce Development, Recruitment, and Retention

### Goal Statement

Strengthen recruitment, development, and retention of high-quality staff through improved hiring practices, expansion of the district's **Grow Our Own educator pipeline**, and the development of a structured staff recognition system that supports a positive and supportive district culture.

### Key Strategies

- Continue development of the **Grow Our Own program**
- Support current participants completing education degrees
- Expand recruitment partnerships with colleges and educator preparation programs
- Continue improving vacancy posting timelines and hiring processes
- Develop and implement a **district-wide staff recognition system** that:
    - Provides opportunities for recognition from **administrators, Board members, staff, parents, and community**
    - Aligns recognition to district values and priorities
    - Is consistent, accessible, and sustainable across all sites

### Evidence of Progress

- Number of Grow Our Own participants and program completers
- Teachers hired through the Grow Our Own program
- Recruitment partnerships and outreach efforts
- Improved vacancy fill rates
- Implementation of a **staff recognition process/system**
- Number and frequency of staff recognitions across sites
- Participation from administrators, Board members, staff, parents, and community

### Evaluation Criteria Alignment

Personnel / Resource Management
Personal (culture, morale, leadership)

## Goal 3: Strengthen Community Engagement and Partnerships

**Goal Statement**
Strengthen relationships with families, community organizations, and community agencies to support student opportunities and increase parent engagement in district advisory processes.

**Key Strategies**

- Maintain partnerships with organizations such as:
  - Elks Club
  - Community Chest
  - Nevada Rural Clinics
  - Mineral County Parks, Recreation, and Economic Development
- Increase parent participation in the **District Advisory Committee**
- Continue collaboration with community partners to support student enrichment opportunities

**Evidence of Progress**

- Community partnership activities
- Parent participation in District Advisory Committee
- Student participation in enrichment opportunities
- Feedback from community stakeholders

**Evaluation Criteria Alignment**
Personnel / Resource Management / Personal

## Goal 4: Strengthen District Culture, Communication, and Accountability

### Goal Statement

Create a positive and accountable district culture by improving communication, building trust, recognizing staff accomplishments, and ensuring clear expectations across all schools and departments.

### Key Strategies

- Hold regular (quarterly) listening sessions with staff at each school and department.
- Improve communication by providing monthly district updates to staff and monthly updates to the Board and community.
- Develop a system for tracking concerns, sharing solutions, and following up on action items.

- Recognize employees and teams who demonstrate the district's values and commitment to students.
- Ensure administrators set measurable goals and regularly report progress toward district priorities.
- Promote collaboration between schools, district leadership, families, and the community.

## Evidence of Progress

- Staff climate survey shows increased positive responses in morale, communication, and trust in leadership.
- Staff participation in listening sessions and district feedback opportunities.
- Monthly reports to the Board showing progress on district goals and completed action items.
- Increased staff recognition across all schools and departments.
- Improved staff retention and reduced vacancies.
- Annual completion of school training (POOL/PACT) with documented progress.

## Evaluation Criteria Alignment

- Leadership
- Personnel/Resource Management
- Community Relations
- Organizational Management
- Personal (Culture, Morale, Leadership)