



AMERICAN CIVITAS

Board: Douglas County, Nevada School Board

Date: September 18, 2025

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	Agenda Item	Outcome	Vote Count
1	Call to Order and Adoption of Flexible Agenda	Flexible agenda adopted	Passed (6-0)
2	Pledge of Allegiance	Pledge conducted	For information only
3	Special Recognition – Betts Scholarship Presentation	Noelle Sweeney awarded scholarship	For information only
4	Public Comment on Non-Agenda Items	Comments received and noted	For information only
6	Annual Health Report (Administrative Report)	Policy discussed, no action taken	For information only
7	7. Leadership Presentation (Administrative Report)	Policy discussed, no action taken	For information only
8	8. Nevada Educator Performance Framework (NEPF) Data Report (Discussion Only)	Policy discussed, no action taken	For information only
9	9. Declining Enrollment Projections and School Facility Review (Discussion Only)	Deferred to next meeting for further preparation	For information only
10	10. SB 285 Disproportionate Discipline 2024-25 (Discussion Only)	Policy discussed, no action taken	For information only
11	11. Q4 Bullying Report (FY2025) and Annual Summary (Discussion Only)	Policy discussed, no action taken	For information only
12	12. DCSO SRO Report (Discussion Only)	Information Item, no action taken	For information only
13	13. Board Policy 521 - Student Dress and Grooming (1st Reading) (Discussion Only)	Policy discussed, no action taken	For information only
14	14. Student Representative Report (Discussion Only)	Report and updates provided	For information only
15	15. Superintendent Report (Administrative Report, Discussion Only)	Report and updates provided	For information only
16	16. Board Reports (Information and Discussion Only)	Trustee activities reported	For information only
17	17. Informational Items (Discussion Only)	Information Item, no action taken	For information only
18	18. Adjournment	Information Item, no action taken	N/A

Executive Summary

The Regular Board Meeting of the Douglas County School District Board of Trustees, held on Thursday, September 18, 2025, at 4:00 PM via the Airport Training Center and Zoom, addressed a wide-ranging agenda focused on student welfare, educational initiatives, and administrative updates. Key discussions included the first reading of revised Board Policy 521 on student dress and grooming, sparking trustee debates on consistency and definition clarity across school levels, with plans for further development. The meeting also featured detailed reports on annual health services, noting a vast number of visits with a significant increase attributed to psychiatric care, the School Resource Officer (SRO) program's success in reducing arrests and truancy, and the Career and Technical Education (CTE) program's achievements. Additional topics covered enrollment trends, facility planning, and board activities.

Highlights

- The Annual Health Report highlighted over 38,000 health office visits, with a vast number specifically attributed to increased psychiatric care demands.
- The SRO report showcased a successful year with reduced arrests and truancy, crediting collaborative efforts with administrators and a robust support system for student safety.
- The first reading of Board Policy 521 on student dress and grooming revealed significant trustee debates on consistency and definition clarity across school levels, setting the stage for future policy adjustments.

Adoption of the Agenda, Minutes, Consent Items, and Vouchers

The DCSD Board adopted a flexible agenda, approved previous minutes, consent items and regular run vouchers

Public Comment: No comments were received.

Vote: Unanimous (6-0) in favor of adopting the flexible agenda.

Public Comment (Non-Agenda Items)

A parent from Carson Valley Middle School raised concerns about a new policy implemented that week, requiring students arriving early on school buses to remain on the vehicles for extended periods, up to 8-10 minutes or until 7:15 AM as directed by an email to bus drivers. The policy's scope was unclear—potentially district-wide via the transportation department or limited to Carson Valley Middle School. The parent described impacts on students, including early wake-up times, walking to bus stops, and inability to disembark for needs such as bathroom use, accessing the cafeteria for breakfast, meeting teachers, or starting their day. Additional issues included delays for bus drivers' subsequent routes to elementary schools, potential fuel waste from idling engines, and health concerns from diesel fume exposure. The parent sought clarification on the policy's rationale, implementation details, and whether it applies district-wide or site-specific, emphasizing these as questions from a parental perspective affecting student well-being and operational efficiency.

DCSD Shoutouts

The shoutouts celebrated outstanding contributions, recognizing teachers for their kindness, patience, and engaging teaching methods, and students for their leadership, kindness, athletic achievements, and academic success. A standout tribute came from a 2007 graduate, who credited the Career and Technical Education program for shaping a successful railroad industry career, highlighting its transformative impact.

Annual Health Report (Administrative Report)

The report covered health services for the prior school year, noting over 38,000 health office visits despite a decline of 1,500 students and ongoing enrollment decreases. There was a sharp increase in Individualized Education Programs (IEPs), rising from 190 to 266, with potential explanations including improved screening by school psychologists or more students with health or other impairments requiring services under the Individuals with Disabilities Education Act (IDEA), Americans with Disabilities Act (ADA), and Nevada state laws. Only licensed school nurses can sign off on IEP meetings and develop health care plans. Staffing includes licensed nurses at eight higher medical acuity schools and two health aides at lower acuity schools, supported by the chief nurse (who also serves as the Pinon Hills Elementary School nurse), providing an ideal fit for student health needs. School nurses and health aides delivered health and wellness education to

approximately 2,200 more students and 465 more parents than the previous year. Topics included medication therapy efficacy, first aid care at home, illness prevention tips, communicable disease prevention and care guidelines, hand hygiene, sun safety, dental care, concussion protocol and care (new last year), proper nutrition and hydration, the importance of sleep, exercise, and stress management (particularly for secondary students). This education was also shared with staff through overhead announcements and emails, with seasonal prompts for relevant topics like sun safety during sunny periods or illness prevention ahead of respiratory season. Completed projects included installing new Automated External Defibrillators (AEDs) in all schools, matching those used by local Emergency Medical Services (EMS) teams for compatibility, though expensive. Additionally, board-certified dentist Dr. Wendy Bryant from Reno and her team provided free grant-funded dental screenings at all schools last year except Douglas High School; this year, Douglas High is included, with services over two days (one for screening). The team of 10 nurses and aides significantly impacts student health, quality of life, and academic success. AED locations are spread out across school sites for accessibility. An incident two weeks prior in Fallon involved a young athlete suffering a popped blood vessel in the brain leading to cardiac arrest at a closed school site with no AED access; the child survived due to CPR by a retired military coach from the opposing Carson team, which is rare (survival rates for such injuries in high school athletes estimated at 4-5%). Concerns were raised about AED access during hosted athletic events or soccer without on-site administrators, noting differences by location: Whittell often has Tahoe Douglas Fire attendance but no athletic trainer at lake sites, while East Fork's involvement in valley events is unclear.

Trustee Comments:

- Trustee Miller: Inquired about the specific locations of the newly installed AEDs across school sites. Miller questioned how safety is ensured during student athletic events.

Public Comment: No public comments taken.

Vote: No vote taken.

Leadership Presentation (Administrative Report)

The presentation focused on the Career and Technical Education (CTE) program, delivered by CTE Administrator Cade Baligad. The CTE program offers numerous advantages, including higher attendance rates, improved graduation rates compared to non-CTE students, and the acquisition of skills for high-skill, high-wage, in-demand jobs. CTE supports Career and Technical Student Organizations (CTSOs), which enhance leadership development and provide competition opportunities at regional, state, and national levels, with plans for further expansion due to historical student success. Data from state-mandated assessments—end-of-program (EOP) and workplace readiness skill (WRS) assessments—showed Douglas County's performance is among the top in the state, though not yet number one, attributed to a collaborative effort across elementary, middle, and high school teachers in math, science, English, and history. The WRS assessment is a key focus, with baseline testing at the school year's start, targeted interventions, and data-driven instruction leading to a high pass rate, earning students a state certificate, a

diploma sticker (with a 3.0 GPA), and recognition as an industry-recognized credential for federal reporting, giving them a competitive edge in job markets. Professional brochures and digital videos for each program of study were developed to inform students and parents, accessible on the Douglas County website, aiming to address declining enrollment by showcasing offerings unique in northern Nevada. The program adapts to demographic shifts post-high school, emphasizing practical job applications. Funding efforts secured nearly \$300,000 the previous year and \$107,941 this year, supporting equipment like a CNC plasma table (used for the first student project), an auto shop trainer, laptops for engineering, a new fire science program at Whittell, and an automaj table costing over \$100,000. A new culinary arts section and work-based learning coordinator role was filled by Carrie Stack, a former DHS and district Teacher of the Year, who will coordinate a construction day field trip in Reno for students from Pau-Wa-Lu, Carson Valley Middle School, Aspire, and Douglas High School. Other programs highlighted included military science (involved in Wreaths Across America and civic events), automotive (with new teacher Mr. Black from industry), welding (with six certification opportunities under new teacher Kobe Lindbergh), business (led by Mr. T.G. with community outreach), biomedical (featuring hands-on training with Jenny Thomas and Amy Westry), engineering/computer science (with SkillsUSA third-place cabinet design), culinary arts (with students mastering technical terms under Sarah Crofton and Carrie Stack), digital game development (taught by Daniel Hyden), education (with Mr. Cole addressing the teacher shortage), and agriculture (led by DHS alumna Ms. Reman). Students competed in CTSOs like SkillsUSA, FFA, and HOSA, earning a bronze medal in engineering, boosting their confidence. A new signing day will recognize students entering business and industry jobs and their employers, exemplified by Jairo Montes developing welding skills

Trustee Comments:

- Trustee Dickerson: Commented on the need for electricians, with a suggestion to use the October 7th technical skills advisory committee meeting to plan a construction-related program, potentially funded generically to attract qualified industry professionals despite higher private-sector wages.
- Trustee Burns: Noted retirees with unique skills (e.g., a world-traveled electrician and an HVAC expert), proposing they pursue business and industry licensure to teach. He shared that Haley Sabahar's husband's restaurant hired two culinary arts students who required no training, crediting teachers Sarah Crofton and Carrie Stack
- Trustee Zinke: Praised hiring CTE graduates with OSHA cards, noting their readiness and the difficulty of finding skilled workers.
- Trustee Miller: Thanked Baligad for substituting at Whittell the first week of school, highlighting student interactions on topics like motorcycles and plans to guide them toward UTI post-graduation.

Public Comment: No public comments taken.

Vote: No vote taken.

SB 285 Disproportionate Discipline 2024-25 (Discussion Only) & 11. Q4 Bullying Report (FY2025) and Annual Summary (Discussion Only)

Executive Director of Education Services Shannon Brown presented a combined report on SB 285 Disproportionate Discipline 2024-25 and the Q4 Bullying Report with an annual summary. The bullying data, previously a separate consent item, will now be integrated into the SB 285 report quarterly to avoid duplication, with the annual summary presented in August. The bullying section of the SB 285 report breaks out incidents by gender (30 males, 16 females) and offenders (42 males, 7 females), noting multiple offenders or victims per incident. Data is disaggregated by ethnicity, subgroups (e.g., English learners, foster children, free and reduced lunch recipients), showing the same total incidents and offenders. The report's purpose is to identify disproportionate suspensions or expulsions, with the state mandating this data collection since last year (template changed twice, expected to evolve). Cyberbullying is defined as online activity (e.g., texting, social media) that can occur off-campus, clarified during the presentation. The discipline section focuses on suspensions and expulsions, with risk factors analyzed by race and subgroups. A red cell highlighted a disproportion for Native American students (one of six expulsions, a ratio of 7, considered disproportionate if 3 or higher for three consecutive years), though Douglas County had zero disproportionality last year, crediting fair administrative practices (only six expulsions total). Interventions include thorough investigations, safety plans for all students, counselor-led bullying education at elementary levels, advisory/middle school and freshman seminar/high school training, and parent discussions, with high parental support against bullying. The district plans quarterly bullying data sharing and annual SB 285 reviews, with requests for additional data input welcomed. Students records remain indefinitely.

Trustee Comments: Integrated within presentation.

Public Comment: No public comments taken.

Vote: No vote taken.

DCSO SRO Report (Discussion Only)

Officer Myers presented the School Resource Officer (SRO) report, detailing the roles of SROs across the district. Myers and Deputy Mayors cover Douglas High School, Aspire Academy, Zephyr Cove, and George Whittell High Schools, with Mayors joining in March and performing exceptionally. Deputy Kurosich manages Carson Valley Middle School and northern elementary schools (Minden, Pinon Hills, Jacks), while Deputy Coots oversees Pau-Wa-Lu Middle School and southern elementaries (Gardnerville, CC Meneley, Scarselli). SROs, all active deputies, collaborate to ensure coverage during busy periods, supporting students beyond school with investigations into home or off-campus issues, fostering a safe space for students facing struggles. They assist administrators daily, focusing on attendance through home visits to re-enroll dropouts until age 18, conduct threat assessments with district, Sheriff's Office, District Attorney, and juvenile probation support, and enhance school safety with the maintenance team, never encountering resistance to safety improvements. SROs handle Safe Voice Nevada reports with thorough investigation, maintaining a busy workload. Last year saw reduced arrests and truancy, attributed to educational

efforts and SRO presence, with a quieter year overall despite a busy feel, supporting administrators in thorough bullying reports.

Trustee Comments:

- Trustee Burns: Praised the SROs and Sheriff's Department as the best nationally, citing their balance of humor, friendliness, and support for kids.
- Trustee Zinke: Commending the team's success at Douglas High School and student appreciation.

Public Comment: No public comments taken.

Vote: No vote taken.

Board Policy 521 - Student Dress and Grooming (1st Reading) (Discussion Only)

Superintendent Frankie Alvarado presented the first reading of proposed revisions to Board Policy 521, addressing student dress and grooming. Research at school sites revealed inconsistencies in applying the existing administrative regulation (AR) and dress code policy across the district. The proposed changes, highlighted in bold blue, add: "All Douglas County schools will abide by the same standards as described in Administrative Regulation 521. The implementation of the board policy and administrative regulation must remain consistent across all schools." This is a discussion-only item with no action today. Alvarado plans to collect dress code policies from all schools, review them by level (elementary, middle, high school), identify inconsistencies, and collaborate with administrators to revise the AR for consistency, avoiding stricter rules without prior notice. The board discussed whether consistency should apply across all schools or be level-specific (elementary, middle, high), with considerations for maturity, physical differences, and practical needs (e.g., P.E. shoes for elementary vs. dress-down policies for older grades). Suggestions included two levels (elementary vs. secondary) or three levels to reflect developmental stages, with debates on decency (e.g., midriff shirts, torn jeans) and cultural considerations (e.g., Hispanic students' dress shoes). Ambiguity in definitions (e.g., skirt length, leggings) was noted as a challenge for consistency, with plans to enhance AR clarity. Student board member Prairie Jackson emphasized student calls for consistent, clearly defined standards and uniform implementation by teachers and administrators. The current AR (dated 8-25-25, updated online 9-7-25) allows leggings if buttocks are covered, aligning with some school policies but differing from others like Carson Valley Middle School (CVMS).

Commissioner Comments:

Trustee Miller: Suggested a two-level split (elementary vs. secondary) to suit Whittell's 6-12 structure, highlighting the unreasonableness of dual dress codes for two administrators, and stressed the need for clear definitions—e.g., skirt lengths or leggings rules (two inches above the knee or none)—to ensure consistency, warning of a slippery slope without them.

Trustee Zinke: Argued biologically that clothing like bikinis or off-shoulder sweatshirts can distract boys, using personal anecdotes to emphasize parental guidance and definitions and rejecting claims of gender bias, suggesting leggings as a concession if lines are drawn.

Trustee Burns: Reinforced the biological distraction argument, viewing dress codes as real-world preparation, arguing rules build character despite feelings, and suggested biology requires managing boy distractions, leaving it to parents, while clarifying the board's role is policy-setting, not AR approval, urging patience for Alvarado's work.

Public Comment: A parent distributed a comparison of Pau-Wa-Lu Middle School and CVMS dress codes, noting differences, criticizing CVMS's new, stricter policy, notified days before school, alleging it unfairly targets girls and risks harassment lawsuits if enforced by checking undergarments, contrasting with lenient policies at Pau-Wa-Lu, Douglas High, and Whittell. She challenged claims of health/safety disruptions from leggings or yoga pants. Melinda Matus, parent of three former female students, highlighted body diversity pressures, opposing the leggings ban as common attire, suggesting uniforms to avoid targeting varied female shapes. Amy Carter, Pau-Wa-Lu administrator, supported consistency, noting their adherence to AR 521 (looser since a change three years ago, e.g., allowing spaghetti straps), avoiding measurements, and focusing on coverage from buttocks to chest, though it sparks ongoing family discussions. Valerie Lutemann (parent) advocated consistency across levels to ease administrative burden, raising cultural concerns about Hispanic girls' dress shoes. Another resident opposed blaming girls for boys' distractions, arguing leggings bans reinforce outdated gender norms.

Vote: No vote taken.

Informational Items (Discussion Only)

Superintendent Frankie Alvarado provided updates on informational items. The Summary of Donations included a \$5,000 donation from Rich McLaughlin to Douglas High School (DHS) programs, \$2,000 from Teresa Kurasina to be split between schools, and \$500 each from Director of Transportation Blair Hines to Lake Schools and Valley Schools. The Summer School Report, presented by Shannon Brown, detailed a 15-day program (four days a week for four weeks, with one day off for July 4th) held at Carson Valley Middle School, managed by new principal Mr. Depp. Of 146 registered students, 15 were removed or did not complete, leaving 131 completers, including one DHS graduate who requested a diploma sent out of state. Credits recovered totaled 169, with 89 in English, 15 in math, 21 in science, and 9 in social studies. This was to credit recovery but revealed bugs to address, with plans to adjust settings to prevent students from rushing through courses. The Monthly Update of Enrollment Counts showed a decline of 104 students since June, though the rate is slowing. Projections used basic mathematical calculations, with spot-on accuracy for Pau-Wa-Lu Middle School (428 students projected and actual) and higher enrollment at most schools except Gardnerville Elementary School, which was slightly down. An elementary band program added students to middle school rosters for nutrition purposes, with a smaller number reflecting eighth graders taking geometry.

Superintendent Report

Superintendent Frankie Alvarado reported on state data issues following a cyber attack, delaying the Nevada School Performance Framework (NSPF) release and indefinitely postponing the October 1st validation date for PCFP-weighted funding, with systems being restored individually to

mitigate risks. Western Nevada College (WNC) will not renew the Buckeye facility lease, prompting Aspire High School's move to the Heritage Building for 2026-2027, offering internship opportunities, with a portable's value to be assessed for auction to fund upgrades. The Director of Marketing role was reclassified to Family Engagement Specialist in Communications, filled by Haley Sabahar, who will hold monthly PTO meetings and support DPAC agendas. Responses to public comments, including May Hyatt's bus policy concerns, will include the board. The Student Acceptable Use Policy (AUP) was confirmed legally compliant, using Linewise for monitoring without duplicating staff roles, with reports as non-educational records unless disciplinary. Alvarado attended back-to-school nights at CVMS, DHS, and Minden Elementary, missing others due to a Parent Engagement course, with makeup assignments pending. He scheduled wildly important goal visits, rode a pre-K inclusive education bus route with union president Louis Trio and para Brenda, and plans a mechanic shop visit with Travis. He inspired future educators at an EDU 110 class with Mr. Cole and visited classrooms with Mr. Rex. A staff barbecue last Friday attracted 200 employees, featuring grilling with Leonard Cares, 100+ hamburgers/hot dogs, prizes, and personal day raffles, with board member attendance. He has planned a homeschool town hall on October 1st at DHS to recruit students, with publicity via Record Courier and Parent Square.

Board Reports

Trustee Burns: Reported on a county budget meeting discussing Muller Parkway progress noting Toler Lane shutdown discontent but optimism for completion.

Trustee Gneiting: Attended a Health Advisory Committee meeting on August 26th, NASB public records training on August 28th, back-to-school nights at DHS, Aspire, Pau-Wa-Lu, Scarselli, and Simonelli, a Smash Hunger pickleball tournament for angel accounts, a staff Tailgate party, and a football game, donating costuming to Pau-Wa-Lu's drama teacher.

Trustee Dickerson: Attended back-to-school nights and a staff Tailgate party.

Trustee Zinke: Covered a Parks and Rec Committee meeting on budget items, a Chamber meeting during the rodeo and monster truck events, and a leadership class at DHS with Ms. Lamb and Mrs. Dedman, promoting the student board position and praising Prairie Jackson.

Trustee Miller: Attended NASB public records training online, two varsity home games, Zephyr Cove Parents Club and school meetings, Wittell's CUFA soccer event with a snack bar, practice school nights, and an alumni event, noting improved school spirit.

Trustee Wagstaff: Attended practice school nights at CC Newey, Douglas, CVMS, and others, NASB training online, watched a quick county commissioners meeting on China Springs Road improvements.

Meeting Adjourned