



**Las Cruces Public Schools Board of Education  
Special Meeting**

Tuesday, August 12, 2014 • 4:00 p.m.  
LCPS Administration Building Board Room • Televised by LCPS.TV

**I. INTRODUCTION**

*A. Call to Order*

Dr. Bonnie Votaw called the meeting to order at 4:00 p.m.

*B. Roll Call*

Roll call was taken by Mr. Chuck Davis. Those present:

- Dr. Bonnie Votaw, President
- Mrs. Barbara Hall, Vice President
- Mr. Chuck Davis, Secretary
- Dr. Connie Phillips, Member

Superintendent Stan Rounds was also in attendance. Board member Sra. Maria Flores was absent.

*C. Approval of Agenda*

Item No. IV. A. 1. Ratification of 2014-15 NEA-LC Salary Schedules was moved to Item II. A. Superintendent's Report. A motion was made by Mr. Chuck Davis and seconded by Dr. Connie Phillips to amend the agenda. The motion passed unanimously.

A motion was made by Mr. Chuck Davis and seconded by Mrs. Barbara Hall to approve the agenda as amended. The motion passed unanimously.

*D. Approval of Consent Agenda Items*

A motion was made by Dr. Connie Phillips and seconded by Mr. Chuck Davis to approve consent agenda item II. A. 2. Ratification of summer budget adjustments, bids and waivers. The motion passed unanimously.

**II. SUPERINTENDENT'S REPORT**

*Item II. A. 2. was on consent and approved earlier in the evening.*

*A. Ratification of NEA-LC 2014-15 Salary Schedules*

Mr. Herb Torres, presented to the Board the 2014-15 NEA-LC salary schedules which were approved by NEA-LC and the bargaining unit. He also thanked members of the negotiating team and NEA team for their service. The following average salary increases were negotiated for the 2014-15 contract year: Level I Teacher 2.5%; Level II Teacher 3.2%; Level III Teacher 3.4%; Diagnosticians, Educational Psychologists, Speech & Language Pathologists and Audiologists, Physical and Occupational Therapists 3.0%. Mary Sanchez, introduced the NEA negotiating team. She stated that the NEA-LC has approved the motion before the Board for ratification.

A motion was made by Mr. Chuck Davis and seconded by Dr. Connie Phillips to ratify the NEA-LC 2014-15 Salary Schedules. A roll call vote was taken. Mrs. Barbara Hall, aye; Mr. Chuck Davis, aye; Dr. Bonnie Votaw, aye; and Dr. Connie Phillips, aye. The motion passed unanimously.

Personal Point of Privilege by the Superintendent:

*Opening Day of School*

The Board and audience members enjoyed a short PowerPoint presentation of the opening day of school, August 11, 2014, which captured highlights of the first day of school.

*Interactive Process for Weekly Report*

Instructions were provided to Board members on the technology techniques regarding the interactive process for use in the Board's weekly report.

*Ratio on NMTeach Results*

Mr. Tim Hand, Director of Assessment, Analysis & Research, discussed the performance ratio on NMTeach results. A discussion ensued regarding the accuracy of the ratings, the means to assist teachers to acquire the next level rating and steps taken by LCPS to standardize the requirements to achieve higher ratings.

*Assessment Update*

A short video was viewed by the audience on the update of assessments featuring Tim Hand. The assessment video is available in Spanish and English and is posted on the school's website for viewing. A discussion regarding the PARCC assessment ensued. Dr. Sanchez will provide an update on the PARCC litigation to the Board through the weekly.

*Teacher Incentive Pay Proposal*

There was a short discussion on the Teacher Incentive Pay proposal and a hand-out was provided to the Board. Patrick Sanchez, NEA-LC President, spoke regarding the proposal and the philosophical differences using a merit system and the NEA-LC's opposition to the proposal. He indicated that legal action is contemplated by the NEA-LC. Superintendent Rounds shared the benefits of the incentive program and how it would benefit teachers in the District; however, without the support of NEA-LC support, he did not recommend submitting the document to the PED for consideration.

B. *"Let's Talk" Demonstration*

Mr. Tim Hand, Director of Accountability & Research, shared with the Board a short video demonstration on the Let's Talk program by K-12 Insights which is being considered for use by the District. Dr. Shelby McIntosh of K-12 Insights joined in by teleconference and shared a demonstration on the usage of the program. A discussion ensued regarding the correlation of the program and district surveys cost to the district. There is no additional cost to the District for use of the Let's Talk program.

C. *Presentation on Employee Assistance Program*

Dr. Elizabeth Marrufo, Associate Superintendent of Human Resource Development, introduced Kathi Becker, Coordinator for the Employee Assistance Program, who

presented to the Board on the history of the program. Which aids employees in dealing with personal, professional, and family stressors. Referrals are made for financial or legal difficulties. The program is shared with employees during the New Employee Orientation and by administrators at staff meetings and through administrator referral.

### **III. OTHER REPORTS**

#### *D. Instruction*

##### *1. Report on State of the Children – Doña Ana County*

Dr. Steven Sanchez, Deputy Superintendent, shared with the Board data regarding the state of children in Doña Ana County. The data reflected child population and poverty levels, child health, early childhood education and children facing special risks. Dr. Sanchez stated this is a work in progress and additional information will be provided as the year progresses.

##### *2. Report on Advanced Placement Testing and Teacher Professional Development*

Dr. Wendi Miller Tomlinson, Director of Secondary Education, shared with the Board that 602 high school students took 953 Advanced Placement exams in various subjects last year and 84 middle and high school teachers attended AP Workshops sponsored by the Public Education Department and the College Board. Teachers also attended the New Mexico AP Summer Institutes and AP workshops this summer for subjects not offered in the summer institutes. LCPS will once again host Advanced Placement workshops this fall and provide support for teachers to attend.

A discussion ensued regarding the recruitment of students for AP courses and ways to increase participation and the stipend provided by the PED which was distributed to some teachers. The District has requested the criteria used by the PED to establish which teachers would receive a stipend. Mr. Rounds stated the money was distributed pursuant to the requirement by the State and discussed a *writ of mandamus* process.

##### *3. Overview of Secondary Counselor Framework*

Dr. Wendi Miller-Tomlinson, Director of Secondary Education, provided a report to the Board on the High School Counseling and Academic Advisement Plan. This framework which consists of three major areas: college and career readiness, academic advisement, and climate and relationships create a systemic and comprehensive approach to counseling and academic advisement at the high school level. Through these areas counselors are able to take the lead in ensuring students receive the academic, social and emotional support necessary to succeed in high school.

Dr. Votaw stated she saw a poster on how to report bullying at Centennial High School. Dr. Miller-Tomlinson stated each school has a poster that will be posted. A discussion ensued regarding the grade levels for administration of the career inventory test.

*E. Operations*

*1. Discussion on Safe Routes to Schools Survey Questions for Inclusion into Community Survey*

Superintendent Rounds provided to the Board for discussion a list of sample questions to be considered for the Las Cruces Public Schools Community Survey. The questions address the five E's of Safe Routes to Schools: Encouragement, Education, Engineering, Evaluation and Enforcement. He stated survey results will be available in September/October 2014.

**IV. BOARD ITEMS**

*B. Old Business*

*1. Third Reading and Approval of Policy IHC-After School Programs*

Dr. Steven Sanchez brought before the board for third reading and approval Policy IHC After School Programs which establishes procedures for the operation of quality academic and extracurricular after-school programs in a safe and supervised environment. He provided to the Board the regulation for their review. There were no comments by the community. Dr. Sanchez recommended approval.

A motion was made by Mr. Chuck Davis and seconded by Mrs. Barbara Hall to approve Policy IHC After School Programs. The motion was approved unanimously.

*2. Action on November 18, 2014 Regular Board Meeting and May 19, 2015 Regular Board Meeting dates*

The Board decided to set aside action on the board meeting dates pending the establishment of alternate dates. This action will come before the Board at a future board meeting and an adjustment to the board meeting calendar will be voted on at that time.

**V. PUBLIC INPUT**

Mrs. Helen Davis, retired teacher, spoke regarding the NMTeach results.

**STUDENT INPUT**

None.

**VI. ADJOURNMENT**

A motion was made by Dr. Connie Phillips and seconded by Mr. Chuck Davis to adjourn the meeting. The motion was approved unanimously. The meeting was adjourned at 6:10 p.m.

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Board President

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Board Secretary

Minutes taken by Tina Gonzalez.