



MINUTES
Las Cruces Public Schools Board of Education
Regular Meeting

Tuesday, April 19, 2016, 2016 • 6:30 p.m.
LCPS Administration Building, Board Room • Recorded for broadcast by LCPS.TV

I. INTRODUCTION – President Maria Flores

A. Call to Order

Sra. Maria A. Flores called the meeting to order at 6:30 p.m.

B. Roll Call

Roll call was taken by Mrs. Barbara Hall. Those present:

- Sra. Maria A. Flores, President
- Mr. Chuck Davis, Vice President
- Mrs. Barbara Hall, Secretary
- Mr. Maury Castro, Member
- Mr. Ed Frank, Member

Superintendent Stan Rounds was also in attendance, as was André Gonzales, student advisor.

C. Pledge of Allegiance

The President led the audience in the Pledge of Allegiance.

D. Entertainment

The audience enjoyed a short performance by the Conlee Elementary School Ballet Folklorico.

E. Approval of Minutes

A motion was made by Mrs. Barbara Hall and seconded by Mr. Chuck Davis to approve the February 16, 2016 Special Meeting Minutes, March 2, 2016 Work Session Minutes, March 22, 2016 Regular Meeting Minutes, April 5, 2016 Special Meeting Minutes and the April 8, 2016 Special Meeting Minutes. The motion passed.

F. Approval of Agenda

Sra. Flores requested Item VI.A.1. Approval of Dr. Hugh Prather, Ph.D., Prather Consulting, to Work With The Board, Superintendent and the Board's Legal Counsel to Optimize the Superintendent Evaluation Process, Review of the Process, Clarifying and Refining the Process, as Needed, and Facilitating Communication Around its Implementation Consistent with Board Policy CBI Superintendent Evaluation moved to immediately following Superintendent's Report. A motion was made Mr. Ed Frank and seconded by Mr. Maury Castro to move VI.A.1. Approval of Dr. Hugh Prather, Ph.D., Prather Consulting, to Work With The Board, Superintendent and the Board's Legal Counsel to Optimize the Superintendent Evaluation Process, Review of the Process, Clarifying and Refining the Process, as Needed, and Facilitating

Communication Around its Implementation Consistent with Board Policy CBI Superintendent Evaluation moved to immediately following Superintendent's Report. The motion passed. An additional motion was made by Mrs. Barbara Hall and seconded by Mr. Maury Castro to approve the agenda as amended. The motion passed unanimously.

G. Approval of Consent Agenda Items

A motion was made by Mrs. Barbara Hall and seconded by Mr. Maury Castro to approve consent agenda items V.B.1. Approval of Student Out of State Travel, V.C.1. Approval of Budget Adjustments, V.C.2. Approval of Bids, V.C.3. Approval of Property Dispositions, and V.C.4. Approval of Vendor Payments and Safe Zones Resolution. The motion passed unanimously.

H. Report on Closed Executive Session

Sra. Flores stated the Board met in closed executive session today from 5:04 p.m. to 6:14 p.m. to discuss limited personnel matters related to the Superintendent's evaluation. No other matters were discussed; no action was taken.

II. RECOGNITIONS

1. *K-6 State Chess Champions*

The Board recognized Ryan Danner, a second grader at Monte Vista Elementary School; Carson Kaczmarek, a first grader at Desert Hills Elementary School; and Manuel Castillo, a kindergartener at MacArthur Elementary School as the K-6 State Chess Champions.

2. *Community Partnership Awards to the 2017 Teacher of the Year Finalists*

The 2017 LCPS Teacher of the Year, Cheryl Carreon from East Picacho Elementary School, was awarded \$1000 from First Light Federal Credit Union in addition to a Nambé plaque from the Board of Education. The four finalists, Melody Hagman from Centennial High School, Tamara Miller-Dwake from Arrowhead Park Early College High School, Tiffany Valles from Sierra Middle School and Debra Vance from Picacho Middle School, received Certificates of Recognition by the Board of Education along with monetary awards from various donors ranging from \$50.00 to \$200.00.

3. *Dr. Sandra K. Nakamura Professional Development Excellence Award*

Nina Nunez, science teacher at Arrowhead Park Early College High School, was named the 2015 Winner of the Dr. Sandra K. Nakamura Professional Development Excellence Award. She was awarded \$150 an anonymous donor.

4. *Recognition of Association of School Business Officials International Certification as School Finance Officer*

LCPS Controller, Crystal Valdez, was recognized as the recipient of the Association of School Business Officials International Certification as School Finance Officer.

III. PUBLIC INPUT

Irma Valdespino, CSEC-LC President, spoke in regards to the budget summit recently held between CSCE-LC and LCPS administration. Mrs. Hall and Mr. Castro both attended as well. She stated attendees found it to be very knowledgeable and commended the Superintendent and administrators. The summit was well received.

David Morales, teacher at Mayfield High School, spoke with regard to the loss of 14 teaching positions at Mayfield High School and the impact it will have on students.

Mary Terrazas, fourth grader teacher at Mesilla Elementary School, spoke in support of Superintendent Rounds stating she has invited him to her classroom several times knowing that he is busy, yet he always finds the time to visit. She commended the Superintendent for his emergent actions with regard to the bus strike and stated her disappointment in board members for siding with the unions.

Sharon Meyer, retired teacher and principal, also spoke in support of Superintendent Rounds stating she has worked for many Superintendents in her career. She is impressed by Superintendent Rounds' leadership sharing that when he assumed his position with the district, he had a lot of things to fix including budget and dropout rates. Ms. Meyer shared her disgust in that the Superintendent is being criticized for following state mandates and stated Superintendent Rounds' experience is vital and should be used as a measuring stick. All personal and ridiculous agendas set by others should be ignored.

Bruce Hartman, NEA-LC Representative, shared section counts for all classes on the 40th day as provided in Collective Bargaining Agreement. He stated that reports given to board members by administrators on pupil-teacher ratios are low and misleading. NEA imitated a survey of teachers with regard to the proposed 7 period schedule day. The results will be shared with board members.

Amy Simpson, NEA-Representative, spoke with regard to schedule changes at high schools, budget and budget policy. She stated the loss of 14 teaching positions at Mayfield High School and 11 positions at Centennial High School is alarming to parents, students and staff.

Wendy Alberson, teacher at Mayfield High School, also spoke regarding staff cuts because of the budget and the impact it will have on students. She believes the Board and administration is not being transparent with regard to budget.

Guillermo Montes spoke in support of the renaming of Las Cruces High School Theater to the Robert L. Gaines Theatre in support of Sgt. Robert L. Gaines.

IV. *Approval of Dr. Hugh Prather, Ph.D., Prather Consulting, to Work With The Board, Superintendent and the Board's Legal Counsel to Optimize the Superintendent Evaluation Process, Review of the Process, Clarifying and Refining the Process, as Needed, and Facilitating Communication Around its Implementation Consistent with Board Policy CBI Superintendent Evaluation*

Sra. Flores entertained a motion to approve Dr. Hugh Prather, Ph.D., Prather Consulting, to Work With The Board, Superintendent and the Board's Legal Counsel to Optimize the Superintendent Evaluation Process, Review of the Process, Clarifying and Refining the Process, as Needed, and Facilitating Communication Around its Implementation

Consistent with Board Policy CBI Superintendent Evaluation. No motion was made. The item failed.

V. SUPERINTENDENT'S REPORT

1. Budget Update

Superintendent Rounds provided a recap on the facts to be considered for the budget. He stated the budget is tight and the board will have hard decisions to make. The cash balance projected at \$5.5 million; currently it is at \$7.5 million. T&E decreased to 948,081 a total loss of in state equalization guarantee of \$2.9 million. Risk insurance increase of \$250,000; employer pay is increased by \$1.1 million. \$2.1 million will be set aside for furlough relief days. The district is currently upside down \$6 million to balance next year's budget. Many pieces of budget has been assessed. In communications with board and unions. Superintendent Rounds also stated that the proposed 7 period day was a recommendation by high school principals to assist with staffing concerns.

Superintendent Rounds took a personal point of privilege and shared his experiences in working with districts in worse financial conditions.

Sra. Flores invited the public to voice their opinions on the budget at the May 3, 2016 Work Session. A budget committee will be developed that will have representation by both unions and by two board members. Mr. Terry Dean will provide budget committee information including members to Sra. Flores.

Mr. Frank stated that it is disturbing to hear significant changes are being made to instruction prior to the budget being approved. Mr. Castro stated stakeholders should be included early on in the budget process. Andre Gonzales, Student Advisor, requested students be involved in the budget process.

2. Bus Transportation Update

A timeline of the events surrounding the potential bus strike was shared by Superintendent Rounds. He stated a tentative agreement was reached between the parties and the District not privy to terms of agreement.

Sra. Flores commented on the perception that board was derelict in their duties in ceasing the Temporary Restraining Order issued by the Third Judicial District Court. She stated the purpose of the Board was to let the process work itself out. She felt the community would come together to solve the problem and thanked all parties involved for working it out although it was risky. Mr. Davis added the buses do not belong to the District; they are contracted out and it was the responsibility of the bus company to work out the issues.

3. Report on High School Scheduling and Recommended Change to Policy IKF

Superintendent Rounds posed the question to the board "pay or positions?" He stated cuts discussed have a financial impact and will be essential to this budget. He has no intent to rift in this district and reminded board members of the Full Time Employee (FTE) analysis that was given to them with comparisons to Rio Ranch Schools and Albuquerque Public Schools (APS). LCPS current pupil teacher ratio is 18:1; APS is 22:1 and Rio Rancho is 27:1. He stated the District is working towards a ratio of 24:1. A solution from high school principals is to move to a 7 period day and amend policy

to reduce the graduation credit requirement from 28 credits to 24 which is a reasonable way to approach the budgetary staffing concerns. Sra. Flores stated people and children are being affected and we need to move forward as best we can.

Andre Gonzales provided statement by the Student Advisory Council (SAC) to reverse schedule change recommendation. The SAC does not support a schedule change in high schools.

The staffing level assumption at all grade levels as presented to the board at their retreat was discussed. Superintendent Rounds stated 92% of budget is in salaries. Mr. Castro asked about the pupil teacher ratio of 24:1 that the District is striving towards. What stakeholder were involved in making the recommendation? There was a discussion regarding FTE allocations, and a non-rift. Mr. Davis requested staffing cut proposals be provided to teachers for their information.

Superintendent Rounds reminded the Board the budget is due to the state on May 27, 2016. If the budget is not balanced, the state will set the district's budget. Sra. Flores stated she is tempted to let state balance budget as it is a challenge.

4. *Approval of Request for Naming of Columbia Elementary School Library*

Jo Galvan stated signatures were gathered and district's policy was followed in the request to name the Columbia Elementary School Library the Lamkin Library after Mrs. Inez Lamkin. Mrs. Lamkin is an excellent role model and an inspiration to students and staff. Ms. Galvan stated the cost is minimal and is supported by private donations and operational costs. A motion was made by Mr. Chuck Davis and seconded by Mrs. Barbara Hall to approve the naming of the Columbia Elementary School Library to the Lamkin Library. The motion passed unanimously.

5. *Approval of Request for Naming of Las Cruces High School Theater*

Jo Galvan introduced Ms. Carmen Davidson who shared with board members a petition to name the Las Cruces High School Theater the Robert L. Gaines Theatre after Sgt. Robert L. Gaines. She stated that Mr. Gaines spent his entire teaching career at Las Cruces High School teaching speech and drama classes. Mr. Gaines passed away in 2009. He was named Teacher of the Year in 1974 and was also a 20 year veteran of the U.S. Marine Corps. A motion was made by Mr. Maury Castro and seconded by Mr. Chuck Davis to approve the naming of the Las Cruces High School Theater to the Robert L. Gaines Theatre. The motion passed unanimously.

VI. OTHER REPORTS

A. Human Resources Development

1. *Certified/Classified Employee Report*

Dr. Elizabeth Marrufo, Chief Human Resource Development Officer, presented the report. Sra. Flores commented on six retirements from the same school. There were no other comments.

B. Instruction

Item #1 was approved earlier in the meeting with the consent agenda.*

2. *Adoption of Materials for Presentation on Grades 6-8 ELA/Reading, CORE Reading Intervention, Modern, Classical and Native Languages Programs*

Cari Aguilera, Coordinator of Secondary Instruction, presented the process for adoption of textbooks for Grades 6-8 ELA/Reading, CORE Reading Intervention, Modern, Classical and Native Languages Programs and shared a PowerPoint presentation which outlined the adoption timeline. Samples of the textbooks were provided to the board for their review. A motion was made by Mr. Ed Frank and seconded by Mr. Chuck Davis to adopt the Grades 6-8 ELA/Reading, CORE Reading Intervention, Modern, Classical and Native Languages Programs materials. The motion passed unanimously.

C. Finance

Items #1, #2, #3 and #4 were approved earlier in the meeting with the consent agenda.*

5. *Approval of Part-Time Employee Resolution*

Mr. Terry Dean, Chief Financial Officer, provided the Resolution for the Board's consideration which is adopted annually. He stated the Resolution provides full health, dental and vision benefits for employees who work 20 hours per week or less. A motion was made by Mr. Chuck Davis and seconded by Mr. Maury Castro to approve the Part-Time Employee Resolution. The motion passed unanimously.

6. *Approval of Las Montañas Charter High School Lease Agreement*

The Lease Agreement between Las Montañas Charter High School and LCPS was presented to the Board for approval by Mr. Terry Dean. A motion was made by Mr. Maury Castro and seconded by Mr. Chuck Davis to approve the Lease Agreement between Las Montañas Charter High School and LCPS. The motion passed unanimously.

7. *Approval of Intent to Award Contract for Construction Services for Las Cruces High School Phase II Remodel Project*

Mr. Terry Dean shared with board members that the Public Schools Facility Authority (PSFA) is participating in the costs of Phase II of the LCHS remodel project. PSFA will pay 60% of the cost. PSFA has inserted provision in the Request for Proposal (RFP) which requires Board approval to move forward. Superintendent Rounds stated bids for Phase II came in over projected costs. LCPS will go to the recommended awardee Wooten/Sundt and negotiate a lower cost or do another RFP process.

Mr. Castro said he has difficulty in entering into a contract without knowing the costs. Mr. Dean responded the action tonight by the Board is only to authorize the District to negotiate the contract, not approve the contract. The contract will be brought before the board at the May 24, 2016 board meeting for approval. A motion was made by Mr. Chuck Davis and seconded by Mr. Ed Frank to approve the Intent to Award Contract for Construction Services for Las Cruces High School Phase II Remodel Project. The motion passed unanimously.

8. *Board Financial Report*

There were no comments or questions.

D. Operations

1. Construction Projects Report

There were no comments or questions.

VII. Board Items

A. New Business

- 1. Approval of Superintendent, Board President and the Board's Legal Counsel to prepare and send a letter to Paul Aguilar, Public Education Department to communicate the district's handling of the potential strike, including the planning, preparedness and focus on student safety throughout the process by both the Administration and Board*

A motion was made by Mr. Chuck Davis and seconded by Mr. Maury Castro to approve the Superintendent, Board President and the Board's Legal Counsel to prepare and send a letter to Paul Aguilar, Public Education Department to communicate the district's handling of the potential strike, including the planning, preparedness and focus on student safety throughout the process by both the Administration and Board. The motion passed.

B. Old Business

- 1. Adoption of Community Schools Resolution*

There were no questions or comments. A motion was made by Mr. Maury Castro and seconded by Mr. Chuck Davis to approve the Community Schools Resolution. The motion passed unanimously.

VIII. Board Member Business

- 1. Board Member Reports*

Mrs. Hall visited elementary and middle school principals who shared with her that parents are opting their students out for testing. She also visited LEAP, attended the Celebration of Excellence Dinner, and a community schools meeting. Mrs. Hall requested the June 7, 2016 Work Session by moved to a later date so she may attend a family member's graduation out of town.

Sra. Flores attended a ribbon cutting for Alameda Elementary School, a training on the Open Meetings Act with other board members, a Doña Ana Community College dinner with scholarship recipients and donors, a community schooling meeting, and a Head Start Parent Council meeting. Sra. Flores congratulated all of the IPE graduates and national merit Hispanic scholars. She stated she also attended the Celebration of Excellence dinner and reiterated the potential bus strike was a stressful situation and thanked everyone in coming together for to reach a solution.

- 2. Student Advisor Report*

André Gonzales stated the Student Advisory Council (SAC) met last night. Attendance low due to the Celebration of Excellence dinner held the same night. By-laws discussions are still ongoing, the SAC supports a safe zones resolution and there was in-depth discussion regarding scheduling. The SAC will hold a student summit on May 11, 2016 at 5:00 p.m. to discuss student issues.

3. *Calendar of Events*

Sra. Flores shared with board members that a calendar of events is in each board member's folder. Board members will attend Senior Awards night on Tuesday, May 17, 2016 as follows: Barbara Hall-Arrowhead Park Early College High School, Maury Castro-Onate High School, Mr. Ed Frank-Mayfield High School, Mr. Chuck Davis-Las Cruces High School, and Sra. Maria Flores-Centennial High School.

IX. Adjournment

A motion was made by Mr. Ed Frank and seconded by Mrs. Barbara Hall to adjourn the meeting. The motion passed unanimously. The meeting ended at 8:52 p.m.

Board President

Board Secretary

—Minutes taken by Tina Gonzalez