



**Las Cruces Public Schools Board of Education
Retreat
Thursday, August 4, 2016 • 9:00 a.m.
Oñate High School, Room A105**

The meeting began at 9:00 a.m. Those present were:

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

Dr. Steven Sanchez, Interim Superintendent, was also in attendance.

I. INTRODUCTION

Jim Schapekahn, Principal at Oñate High School, welcomed board members and administrators from Central Office to Oñate High School and offered to give a tour of the school.

II. BOARD DISCUSSION

A. Board Goals for SY 2016-17

Sra. Flores reviewed the current board goals board members and administrators. She asked if board members had any changes to the existing goals and Mr. Frank stated he would like transparency added under Goal No. 3 Budget and Facilities Management. Board members are to send their suggested goals to Dr. Sanchez and Jo Galvan. In reference to Goal No. 1 Student Success, Sra. Flores believes student success should be more than just an improved curriculum. Mrs. Hall would like to obtain student input with regard to the student success goal. Dr. Sanchez said the use of multiple factors to assess that students are successful and not just testing scores. Mr. Castro spoke about socio-economic, poverty, and cultural differences having an effect on student success. Board members would like to add “transparency” to Goal No. 3 with regard to the audit and finance meetings and Mrs. Hall suggested adding language to a goal regarding staff morale. She would like teachers to know how hard Central Office staff work. Sra. Flores agreed and suggested Central Office employees visit schools to be more visible to teachers and school staff. Sra. Flores would like staff to participate in changes at their schools to improve staff morale.

The Audit and Finance Committee meetings are now open public meetings. A schedule of the meetings is posted on the District’s website for community members.

B. Staffing

Dr. Steven Sanchez shared a PowerPoint presentation on the strategic analysis of high school schedules and the allocation of FTEs at the high schools. He discussed the additional FTEs allocated to schools and class overloads. Dr. Liz Marrufo shared a dashboard with board members which highlighted the average count of students by grade level, teacher and school. Highland Elementary School’s dashboard was shared by Principal Karen Hite. There was a discussion with regard

to AES facilitators teaching three classes at the high schools with a caseload of 19 students.

C. Update on Financial Matters

1. Cash Balance

Dr. Sanchez shared potential savings he has identified within the budget which total of \$675,000 that can be put back into personnel or other critical areas. Mr. Terry Dean, Chief Financial Officer, added that other areas are currently being reviewed to possibly identify additional potential savings. Dr. Sanchez recognized Crystal Valdez as the new Chief Financial Officer which will be effective September 1, 2016 upon Mr. Dean's retirement. Mr. Dean discussed the cash balance of \$10.6 million. He also gave his recommended uses of the identified savings to be used to restore budget to schools, furlough reserve, electricity budget, and substitute for professional development. A total restoration of \$2,425,000. Mr. Castro asked about the air conditioning on buses and Dr. Sanchez suggested to have a resolution as it was a result of the task force to receive an appropriation from the state for air conditioning or for the purchase of buses. The cost to add air conditioning on the buses is approximately \$100,000 per bus.

2. Furlough Balance

Mr. Terry Dean stated that as of July 1, 2016 the value of the furlough days is \$1.4 million. This should be analyzed annually as the budget is being developed. Mr. Frank would like eliminate the furlough days and asked if it possible to pay it off as the cash balance is higher than originally projected? The Board will decide as a whole how to spend the potential savings identified by Dr. Sanchez.

3. Future Financial Matters

Dr. Sanchez discussed the State's budget deficit of potentially \$155 million. He sated the financial future for New Mexico is uncertain for FY 2018. This will largely impact LCPS.

D. Community Schools Update

Gabe Jacques, Associate Superintendent for Operations, spoke on some of the needs at the schools those of stakeholders. He invited all members of the board to Lynn Middle School to attend the Back to School Community Event scheduled for August 11, 2016. School supplies will be provided at the event, schedules will be provided to the students, and there will be food and music. Sra. Flores stated this is one way to look at the entire student. IPE will continue at Lynn Middle School. Community schools grants provides funding for transportation for before and after school events. Dr. Sanchez shared a compilation of the research in a study regarding community in schools.

E. Transgender Policy Discussion

Sra. Flores shared a letter received by board members from Senator Steve Pearce and wanted to know if the board would like to push back on Obama's decision to allow transgender restrooms. There was a discussion regarding the Board's development of a resolution through EQ New Mexico to assure students feel safe in schools. Sra. Flores stated that students need to be supported at every level. Dr. Sanchez recommends that staff research appropriate legislation and provide

guidelines to the board on how other districts are handling this issue. Jo Galvan shared that just yesterday, the Supreme Court has blocked President Obama's ruling on allowing kids to use different gender bathrooms. The District is already receiving call from concerned parents on boys using girls' restrooms. Mr. Frank said the District will follow the law and believes the District should wait for the decision of the Supreme Court. A policy is currently in place and possible changes can be made to the Regulation. The board is in agreement to respond to Senator Pearce. Dr. Sanchez will draft a response letter for the board. An update will be provided at the next regular board meeting.

F. XQ: The Super School Project Update

Dr. Sanchez shared with the board that the copy of the grant is unattainable. Damien Willis, a reporter with the Sun News, shared he received an email from XQ New Mexico that the district is a finalist for the grant. The grant provides \$50 million to five select schools over the next five years. The winner will be announced in August. Mr. Castro feels we should have a strategic plan for the district. If it does not fit into the plan, we should not pursue.

G. Evaluation of New Superintendent

Mr. Castro shared a handout from Dr. Hugh Prather on a training module for the evaluation of the Superintendent. Mr. Frank and Mrs. Hall developed a new tool for the evaluation which is customized for LCPS. Dr. Sanchez shared that Dr. Prather is available and willing to assist the board in developing a new tool in evaluating the Superintendent if need be and there was a consensus of the board to utilize Dr. Prather's services in this regard. Albuquerque Public Schools' recent revised guidelines for the evaluation of the Superintendent was provided to the board for review.

H. Information on Procedures for NMSBA Legislative Proposal

The Call for Resolutions by the New Mexico School Boards Association was shared. The deadline to submit proposed resolutions is September 9, 2016. Mr. Frank suggested a resolution dealing with community schools in providing support and funding; and Mr. Castro suggested a resolution in support of Senator Bill Soules in his support of local control of school boards, Sra. Flores suggested a resolution supporting common sense gun laws to keep our students safe, a resolution on the deferred action of deportation, and a resolution to provide funding for air conditioning on school buses especially in the southern part of the state. Mr. Castro also suggested a resolution regarding anti-bullying and racial intolerance. Resolutions should be sent to NMSBA and to the legislature.

Dr. Sanchez suggested state supported raises throughout the district using teachers as an example. He said teachers are not paid enough.

Sra. Flores shared that the LCPS foundation would like to do a presentation to the board. They are asking for monetary support. Dr. Sanchez provided to board members organizational charts per department in Central Office. The charts are being reviewed by Cabinet. Organizational charts will be updated as changes are made.

The meeting ended at 11:58 a.m.

Board President

Board Secretary

Minutes taken by Tina Gonzalez.