



MINUTES
Las Cruces Public Schools Board of Education
Regular Meeting

Tuesday, October 18, 2016 • 6:30 p.m.
LCPS Administration Building, Board Room • Televised on LCPS.TV

I. Introduction – President Maria A. Flores

A. *Call to Order*

Sra. Maria A. Flores called the meeting to order at 6:31 p.m.

B. *Roll Call*

Roll call was taken by Mrs. 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

Interim Superintendent Dr. Steven Sanchez was in attendance.

C. *Welcome Student Advisor*

President Flores welcomed Student Advisory Council member Hailee Cook of Arrowhead Park ECHS to the meeting.

D. *Pledge of Allegiance*

The Board President led the audience in the Pledge of Allegiance.

E. *Mayfield High School Band*

Interim Superintendent Sanchez welcomed the Mayfield High School Band directed by Mr. Johnny Lang. They performed several pieces and received a round of applause.

F. *Approval of Minutes*

President Flores entertained a motion to approve the minutes of the August 4, 2016 Board Retreat and the August 16, 2016 Regular Board Meeting. It was moved by Mr. Castro and seconded by Mr. Davis. The motion was approved unanimously.

G. *Approval of Agenda*

Sra. Maria A. Flores recommended removing item V.D.4. Approval of Bids from the consent agenda to allow for discussion of the item. Mrs. Hall made a motion to remove item V.D.4 from the agenda; Mr. Castro seconded the motion. The motion was unanimously approved. President Flores then asked for a motion to approve the agenda, as amended. Mr. Davis made the motion; the motion was seconded by Mr. Castro. The motion to approve the agenda, as amended, was approved unanimously.

H. *Approval of Consent Agenda Items*

President Flores entertained a motion to approve the consent agenda items, which includes: V.C.1. Approval of Student Out-of-State Travel; V.C.2. Approval of Head Start Documents; V.D.1. Approval of Budget Adjustments; V.D.2. Approval of Property Dispositions; V.D.3. Approval of Vendor Payments; and VI. B.1. Third Reading and Approval of Policy and Regulation BA Board Goals and BA-R. Mrs. Hall made a motion to approve the consent agenda items; the motion was seconded by Mr. Frank. The consent agenda items were approved unanimously.

I. Report on Closed Executive Session of October 11, 2016

President Flores reported that the Board met in closed executive session on October 11, 2016 from 1:05 p.m. to 1:35 p.m. to discuss Limited Personnel Matters to consider applicants for the Position of Superintendent and Discuss Applicant Qualifications as Permitted under Section 10-15-1(H)(2) of the New Mexico Open Meetings Act. No other matters were discussed, and no action was taken.

President Flores asked for a personal point of privilege to recognize and thank STS-NM bus drivers, as this is LCPS School Bus Drivers Appreciation Week. Additionally, President Flores also extended thanks to Dr. Sanchez and his team for the successful appeal to the NMAA regarding the forfeited games for the Oñate High football team.

II. Public Input

Irma Valdespino, CSEC-LC, commented on agenda item VI.A.2, later in the meeting.

**III. Superintendent's Report – Interim Superintendent Dr. Steven Sanchez
(Board Goal No. 2: Communication, Trust & Human Relations)**

A. Interim Superintendent's Update

1. Update on Superintendent Search Process

Dr. Sanchez informed the community that the search process remains on schedule. Phone calls for references are currently being made to community members in each candidate's district. Dr. Sanchez also thanked the Board for forgoing trips to the applicants' communities in face of the district's budget reduction. November 3 is slated for final discussion and announcement on the candidates in the superintendent search process.

2. Budget Adjustments Discussion

The Superintendent's Cabinet has been actively discussing the 1.5 percent budget reduction (\$2.7 million from current Operational Budget) mandated by the PED. A hiring freeze has been enacted at Central Administration, and a travel moratorium has been placed on all non-student and non-critical employee travel. The cuts enacted are those furthest away from classrooms and from what is needed for instructional purposes. Crystal Valdez, CFO, spoke briefly to the budget and also stated the audit report will be completed and submitted to the state by November 15, 2016. It will be the end of December 2016 or mid-January 2017 when the audit is finalized through the state.

V. Other Reports

A. Student Advisor Report

Hailee Cook reported that the SAC met on October 17, 2016 and discussed the importance of the youth voice in education and other vital issues.

B. Human Resources Development – Associate Superintendent Dr. Elizabeth Marrufo

(Board Goal No. 4: Human Resource Development)

1. *Certified/Classified Employee Report*

Dr. Marrufo provided an overall report on hiring. Mr. Davis inquired as to the qualifications of teachers currently being hired. Dr. Marrufo advised that the aim is to always hire the highest-quality teachers, and HR is utilizing Alternative Licensure to ensure positions are filled.

C. Instruction– Interim Associate Superintendent Erlinda Martinez

(Board Goal No. 1: Student Success)

- *1. Approval of Student Out-of-State Travel (**approved earlier in the meeting*)
- *2. Approval of Head Start Documents (**approved earlier in the meeting*)

D. Finance – Chief Financial Officer Crystal Valdez

(Board Goal No. 3: Budget and Facilities Management)

- *1. Approval of Budget Adjustments (**approved earlier in the meeting*)
- *2. Approval of Property Dispositions (**approved earlier in the meeting*)
- *3. Approval of Vendor Payments (**approved earlier in the meeting*)
- 4. *Approval of Bids*

Dr. Sanchez stated that the Hermosa Heights renovation project came in over the original projected amount. The district has been scouring the budget in order to obtain necessary funds, and \$150,000+ has been reallocated from House Bill 33 (mill levy) in order to complete the work. Mr. Davis made a motion to approve bid; the motion was seconded by Mrs. Hall. Approval of the bid was unanimous.

5. *Approval of Marquee Donation to MacArthur Elementary School*

Principal Robert Lozano shared that when he originally began his principalship the marquee was very outdated. The MacArthur team decided to reach out to Citizen's Bank and inquire if any funds were available to donate; Citizens Bank responded within two days willing to donate. The Board expressed its² thanks. President Flores entertained a motion to approve the donation; the motion was made by Mr. Davis; the motion was seconded by Mr. Castro. Approval of the donation was unanimous.

6. *Approval of Bond Sale Resolution*

Regina Messina presented on the Bond Sale Resolution. A total of seven bids were received and the selection was JP Morgan Securities, LLC. The total interest cost to the district is 2.65 percent and the district was able to maintain its Moody's rating. President Flores entertained a motion to approve the Bond Sale Resolution; the motion was made by Mr. Davis which was seconded by Mrs. Hall. The motion was approved unanimously.

7. *Board Financial Report*

Crystal Valdez prepared and presented the financial report. There were no questions or comments.

E. Operations- Associate Superintendent Gabe Jacquez
(Board Goal No. 3: Budget and Facilities Management)

1. *Construction Projects Update*

There were no questions or comments.

VI. Board Items – President Maria A. Flores

A. New Business

1. *Ratification of Collective Bargaining Agreement between LCPS and CSEC-LC*

Dr. Sanchez explained this agreement will last through June 30, 2018. Mr. Frank asked about the committee that will be formed for the purpose of reviewing salary schedules. Dr. Sanchez responded it is actually within the NEA-LCPS Agreement, and he requested questions be addressed under next item. President Flores entertained a motion to ratify the Collective Bargaining Agreement between LCPS and CSEC-LC. The motion was made by Mr. Frank and was seconded by Mr. Davis. A roll call vote was taken: Mr. Frank- yes; Mr. Davis- yes; Mr. Castro- yes; Mrs. Hall- yes; Sra. Flores- yes. The motion passed unanimously.

2. *Ratification of Wages and Allowances as Negotiated between LCPS and NEA-LC for SY 2016-17*

Dr. Sanchez advises that the agreement will restore the furlough days for certified employees as well as provide a 3.5 percent increase in salary. He requested Mr. Sean Barham, administration's lead negotiator, to address the previous question brought forward by Mr. Frank.

Mr. Barham addressed differences in indexing and compressing. He advised that indexing is the process of evaluating and making a salary schedule more efficient with evenly distributed pay increases throughout each salary and step. Compressing looks at reducing the number of steps within the schedules so that employees can progress towards the maximum salary more quickly.

Mary Parr-Sanchez and Bruce Hartman, NEA-LC, expressed their gratitude to the Board and Interim Superintendent Sanchez for their continued work and support of teachers. Additionally, they go on to name and thank each member of the NEA-LC negotiations team.

Dr. Sanchez requests Erlinda Martinez, Interim Associate Superintendent of Instruction, and bargaining team member, to speak briefly as well. Ms. Martinez goes on to name and thank each member of the LCPS negotiations team.

Irma Valdespino, CSEC-LC, offers congratulations to NEA-Las Cruces for their successful negotiations and agreement; however, she felt the agreements reached with the two unions were not comparable, were inequitable, and were insufficient. She described that trust in the district is at a low and classified employees feel wronged.

President Flores entertained a motion to ratify the wages and allowances schedules as negotiated between LCPS and NEA-LC and contingent upon ratification by NEA-LC. Mr. Davis made a motion, and it was seconded by Mr. Frank. A roll call vote was taken: Mr. Frank- yes; Mr. Davis- yes; Mr. Castro-

yes; Mrs. Hall- yes; Sra. Flores- yes. The motion passed unanimously.

3. *First Reading of Policy FFA Naming School Facilities*

Jo Galvan presented policy FFA and stated it has not been revised in 10 years. Mr. Frank raised questions as to the language utilized. Mr. Castro requests notation with regard to ensuring Native Americans are considered. President Flores requests language in regards to “portion of a school” be clarified.

B. Old Business

*1. *Third Reading and Approval of Policy BA Board Goals and BA-R (*approved earlier in the meeting)*

2. *Approval of Name Change of the Wall of Champions at the Field of Dreams Football Field to the Rudy Camunez Wall of Champions*

Mr. Bump Elliot, community representative, indicated members of the Camunez family were in attendance. Mr. Frank made a motion to approve the name; the motion seconded by Mr. Davis. The motion passed unanimously.

VII. Board Member Business

1. *Board Member Reports*

Mrs. Hall walked with students of Mesilla & Mesilla Park, about 80 each, during subsequent mornings. Additionally, she walked into Las Cruces High School with students in order to raise awareness as to the need for funding to sustain smaller numbers in classrooms.

Mr. Castro would like to commend NEA-LC and Interim Superintendent Dr. Sanchez for good-faith collective bargaining.

President Flores spoke with classes at Centennial High School about the importance of voting and what it means to be a good citizen. She also stated the Board, with the exception of Mr. Davis, attended the Band Exhibition at the Field of Dreams. Additionally, they attended the Academic Awards Ceremony at Las Cruces High School and encouraged seniors to have fun. She and Mr. Frank walked with students from Conlee to school in the morning. She also visited a previous student, Ms. Duarte, who is now a teacher within the district. Senora Flores expresses thanks to the team who worked on Oñate High School’s football appeal. Additionally, she stopped in for a tour of Las Montañas Charter School and relays the renovations are very nice. Finally, she also extended congratulations to Chuck and Helen Davis for the naming of “Chuck and Helen Davis” day by the City of Las Cruces.

2. *Calendar of Events*

No questions or comments.

VIII. Adjournment – President Maria A. Flores

Mrs. Hall made a motion to adjourn the meeting; it was seconded by Mr. Castro. The motion was unanimously approved. The meeting ended at 7:56 p.m.

Board President

Board Secretary

—Minutes taken by Rebecca Archuleta