



CES NEWSLETTER

May 2024

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Feature Article(s)

Introductory Note

Navigating legislative and regulatory changes can often present challenges for educational and other local government leaders. Recognizing this, the New Mexico School Boards Association has been proactive in supporting school leadership by hosting an annual School Law Conference each June. This event ensures that school leaders are well-informed about the latest legal and regulatory updates, empowering them to manage school operations effectively and confidently.

We at CES understand that our non-educational and post-secondary members may not always have access to similar resources. Additionally, we acknowledge that the School Law Conference might not be fully accessible to all school, district, and charter school leaders.

Given the significant recent federal rule changes that impact all CES member organizations, this month's Feature Article space is dedicated to discussing these crucial updates. We encourage you to share this Newsletter with colleagues and coworkers who could also benefit from this information. Our goal is to keep you aware as you

navigate the complexities of legislation and regulation, and we wish you immense success in your endeavors.

- Jim Barentine, Editor

Department Of Education's Title IX Final Rule Published

The U.S. Department of Education released the final Title IX Rule on April 19, 2024, and officially published it in the Federal Register on April 29, 2024. The final rule applies to institutions of higher education and K-12 institutions receiving federal funding. It is scheduled to take effect on August 1, 2024. The final rule contains significant changes including expanding the scope of complaints that institutions must investigate, increasing employee reporting responsibilities and clarifying institutional obligations regarding discrimination based on pregnancy or related conditions. The final rule is not retroactive—it only applies to complaints of sex discrimination regarding alleged conduct that occur on or after the effective date. Below is a summary of key changes.



Scope of Sex Discrimination

The final rule clarifies that sex discrimination includes discrimination based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation and gender identity. It provides that Title IX applies to all sex discrimination occurring under an institution's education program or activity in the United States and provides additional detail about what conduct is covered. The final rule states that preventing a person from participating in an education program or activity consistent with their gender identity constitutes more than a *de minimis* harm and therefore violates Title IX.

Sex-Based Harassment

The term "sexual harassment" defined under the 2020 Title IX Regulations has been amended to "sex-based harassment." The definition retains the three key aspects of "sexual harassment" from the 2020 regulations: quid pro quo harassment, hostile environment harassment and specific sexual violence offenses (sexual assault, dating violence, domestic violence, and stalking). However, the definition for "hostile environment" is expanded under the final rule to include: "Unwelcome sex-based conduct, based on the totality of the circumstances, that is (1) subjectively and objectively offensive and (2a) so severe or (2b) so pervasive that it limits or denies an individual's ability to participate in or benefit from an education program or activity." This change mirrors the Title VII (applicable to employees) standard for a hostile environment as the conduct only needs to be severe or pervasive, not both.

The final rule also clarifies that an institution has an obligation to address a sex-based hostile environment under its education program or activity even when some conduct alleged to be contributing to the hostile environment occurred outside the education program or activity or outside the United States.

Complaints

The final rule eliminated the "formal complaint" under the current rule, which provides that an institution must receive a signed, written complaint

prior to initiating a Title IX investigation or offering informal resolution options. Starting August 1, complaints can be made orally or in writing and with or without a signature.

Notice

The final rule amended an institution's responsibility to respond to Title IX complaints when it has "actual knowledge" to when it simply has "knowledge" of conduct that reasonably may constitute sex discrimination in its education program or activity.

Reporting Obligations

The final rule expands employee reporting obligations. Instead of designating which employees must inform the Title IX coordinator of conduct that violates Title IX, under the final rule, any employee, except those deemed as "confidential," must notify the Title IX coordinator. Alternatively, a reporting employee can provide the Title IX coordinator's contact information and information about how to make a complaint of sex discrimination. There are three categories of confidential employees who are not required to notify the Title IX coordinator—(1) an employee whose communications are privileged or confidential under federal or state law; (2) an employee designated as confidential for the purpose of providing services to persons related to sex discrimination; and (3) an employee who is conducting an institutional review board-approved human-subjects research study designed to gather information about sex discrimination. Instead, these confidential employees must provide information to anyone who informs them of conduct that reasonably may constitute sex discrimination about their status as confidential for purposes of Title IX, how to contact the Title IX coordinator, how to make a complaint and how the Title IX coordinator can help.

The Title IX coordinator must also monitor the institution's education program or activity for barriers to reporting information about conduct that reasonably may constitute sex discrimination and take steps reasonably calculated to address such barriers.



Grievance Procedure

Currently, institutions must have grievance procedures to address sexual harassment. The final rule expands this requirement to all sex discrimination complaints (not limited to complaints of sexual harassment). Sex discrimination grievance procedures are listed in 34 CFR §106.45 and include notice of allegations to the parties, equitable treatment of complainants and respondents, and burden on the institution to gather evidence and decide what is relevant and impressive.

Postsecondary institutions must also implement additional grievance procedures for sex-based harassment complaints. These additional procedures are listed in 34 CFR §106.46 and include written notice to the parties of allegations, dismissal, delays, meetings, and proceedings; equal opportunity for each party to have an adviser of the party's choice; and a process for assessing credibility when credibility is in dispute and relevant. A live hearing is no longer required; an institution can determine appropriate processes and procedures to determine if a Title IX violation exists. If an institution opts to provide a live hearing, the institution must publish procedures for such a hearing within its Title IX policy.

Discrimination Based on Pregnancy or Related Conditions

Since 1975, Title IX regulations have prohibited discrimination based on pregnancy or related conditions, including childbirth, termination of pregnancy and recovery. The final rule updates these existing protections. It clarifies that an institution must protect students, employees and applicants from discrimination based on pregnancy, childbirth, termination of pregnancy, lactation, related medical conditions, or recovery. This protection includes providing reasonable modifications for students, reasonable break time for employees for lactation and a clean, private lactation space for both students and employees.

Additionally, once a student or the student's representative notifies the Title IX coordinator, the institution must:

1. Inform the student of the institution's obligations to students who are pregnant or experiencing pregnancy related conditions as well as provide the institution's notice of nondiscrimination;
2. Provide the student with the option of individualized, reasonable modifications as needed to prevent discrimination and ensure equal access to the institution's education program or activity;
3. Allow the student a voluntary leave of absence for, at minimum, the medically necessary time period, and reinstatement upon return; and
4. Ensure the student's access to a clean, private space for lactation.

Training

Under the final rule, *all* employees must be trained on the institution's obligation to address sex discrimination, the scope of conduct that constitutes sex discrimination under Title IX, including the definition of "sex-based harassment," and all applicable notification and information requirements. Additionally, Title IX personnel involved in supportive measures, investigations, informal resolution, and decision-making must be trained on the institution's grievance procedures and how to serve impartially, including avoiding prejudgment of the facts at issue, conflicts of interest and bias. Title IX coordinators and their designees must also be trained on their specific responsibilities, the institution's recordkeeping system, as well as any other training necessary to coordinate the institution's compliance with Title IX. Employee training must be conducted promptly upon hire and annually thereafter.

Athletics

The Department's rulemaking process is still ongoing for a Title IX regulation related to athletics. The Department proposed amendments to its athletics regulations in April 2023, but has yet to publish a final rule.

Although we expect that there will be numerous legal challenges to the final rule (two lawsuits have already been filed), it is effective on August 1, 2024, which does not give institutions much time to prepare for implementation. Institutions should



review current Title IX policies to ensure compliance and conduct required training.

Disclaimer: This Alert has been prepared and published for informational purposes only and is not offered, nor should be construed, as legal advice.

- Katherine D. Brodie, *MONDAQ*

Delivered: EEOC Publishes Final Rules Implementing Pregnant Workers Fairness Act

On June 18, 2024, the final regulations implementing the Pregnant Workers Fairness Act (PWFA) will become effective. The Equal Employment Opportunity Commission (EEOC) published its proposed rules last year, and until yesterday, we were waiting for the EEOC to publish the final regulations. The final rules do not differ substantially from the proposed rules, and as expected, provide expansive and broad rights to individuals far beyond those who are pregnant. If you have not started preparing yet, you should act now.

While some of the guidance is simple and will take minimal effort for employers to comply, such as allowing an employee to drink water and take restroom breaks, as needed, other obligations in the final rules will require careful consideration. Employers may not be expecting and need to be on alert for:

1. Requests because of physical or mental conditions that are related to pregnancy. These may include:
 - a. menstruation;
 - b. the use of contraception;
 - c. infertility and fertility treatment;
 - d. pregnancy-related illness, ranging from nausea to more severe pregnancy-related conditions;
 - e. current, past, and potential pregnancy;
 - f. lactation and related issues; and
 - g. termination of pregnancy – including via miscarriage, stillbirth, or abortion.
2. Requests from employees who will be unable to perform essential job functions for up to 40 weeks. These employees will likely remain qualified under the Act and final

rules, creating obligations for an employer to accommodate.

Given the breadth of the final rules, we anticipate more legal challenges to the Act. As you may have read, the PWFA is not currently enforceable against the State of Texas and its agencies based on a court's order in *State of Texas v. Merrick Garland*, et al. In that case, Judge Hendrix determined the PWFA was passed by the House of Representatives in violation of the Quorum Clause of the Constitution. It is yet to be seen whether employers in Texas, or elsewhere, will have similar success challenging the law and the EEOC's implementing regulations.

In the interim, employers can mitigate legal risk by:

1. Updating policies and procedures to ensure that individuals with covered limitations have a process to request accommodations.
2. Educating your Human Resource departments, supervisors and managers on the breadth of the PWFA.
3. Ensuring that documentation of each step taken by employers to engage in an interactive process with covered employees and applicants.
4. Consulting legal counsel before denying any accommodations.

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- Ellen A. Adams, *MONDAQ*

DOL Increases Compensation Threshold For Exempt Employees

Starting July 1, 2024, employers must satisfy a higher salary threshold in order to consider employees as exempt from Fair Labor Standards Act (FLSA) overtime rules. Following proposed rulemaking in August 2023, the U.S. Department of Labor (DOL) finalized a rule on April 23, 2024, setting the standard salary level for the "white collar" exemptions under the FLSA at \$844/week as of July 1, 2024 (up from the current \$684/week). The weekly salary requirement for white collar exempt employees will then increase to \$1,128/week on January 1, 2025. This represents an almost 65% increase in the minimum exempt salary threshold



by January 1. It is important to note that paying the minimum salary alone does not establish that an employee is properly classified as exempt. Rather, white collar exempt employees must also satisfy the relevant "duties test" under the FLSA, the content of which remains unchanged by the final rule.

The final rule also increases the total annual compensation threshold required for an employee to qualify for the FLSA's "highly compensated employee" exemption (HCE). As of July 1, the annual total compensation¹ requirement for the HCE exemption rises to \$132,964/year (up from \$107,432/year). The HCE requirement further rises to \$151,164/year on January 1, 2025. This represents more than a 40% increase by January 1. Of note, the January 1 threshold compensation requirement for the HCE exemption matches that used by the Federal Trade Commission to define "senior executive" in relation to noncompete agreements; however, the non-monetary criteria are not identical.

These increases will be the first since January 1, 2020. Future updates will occur every three years starting January 1, 2027, per the final rule. Future updates will use then-current wage data to determine increases. The DOL will publish a notice in the Federal Register with the new earnings levels at least 150 days prior to scheduled updates. The final rule does allow the DOL to temporarily delay a scheduled update to the salary levels when "unforeseen economic or other conditions warrant."

While the final rule affects a large portion of the U.S. workforce, the DOL regulations remain unchanged for the earnings thresholds for white collar exempt employees in U.S. territories, the motion picture industry, and computer employees. Also unchanged are the treatment of bonuses for the purposes of satisfying the compensation threshold. Employers may use nondiscretionary

bonuses and incentive payments (including commissions) to satisfy up to 10% of the standard salary test requirements for white collar employees, so long as the bonuses are paid at least annually. Additionally, employers may use nondiscretionary bonuses and incentive payments earned during a 52-week period for calculating the compensation threshold for the HCE exemption, so long as they are not used to satisfy the weekly standard salary level portion of the exemption test.

At least 4 million workers are expected to be impacted by the final rule by 2025. Although no litigation has yet been filed, litigation impacting the effective date and enforcement of this final rule is possible. For example, in 2016, a federal judge in Texas issued a nationwide injunction preventing a DOL final rule regarding white collar exemptions from taking effect.

In advance of the July 1 and January 1 deadlines, all employers with salaried workers should audit the exempt status and salaries for their employees to ensure compliance with the DOL's final rule. Employers will then need to work on raising salaries and/or reclassifying any employees who no longer qualify as exempt due to the increased salary thresholds.

Footnote

¹ The weekly salary level for the HCE exemption must at least match the minimum salary level for white collar employees.

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- Sara Alexis Levine Abarbanel, MONDAQ



Order Corner

The following is useful information to share with any vendor interested in pursuing a CES contract:

CES conducts procurement on behalf of its member organizations by always following the requirements of the NM Procurement Code (statutes). Consequently, every CES vendor has become such by responding to an RFP and successfully competing for his/her resulting contract.

CES awards contracts as recommended by each proposal review committee, as long as all legal requirements of the proposal are met. Offerors submitting proposals have their proposals "graded" on a point system that places 60% of the emphasis on price and 40% on the technical aspects of the proposal. We award multiple vendors in almost all categories of goods/services because it is in the best interest of our members. NM is a large, spread-out state!

The contracts awarded are IDIQ (indefinite delivery, indefinite quantity) contracts, usually for a fixed term of four years. Construction contracts are limited, per NM statute, to three years of duration.

A company interested in competing for a CES contract is encouraged to register in our system for notices of RFPs so that they are personally notified of any RFP opportunity that occurs. Anyone wanting the particulars for how this is accomplished can contact the CES Procurement Department directly and receive detailed instructions:

Dotty McKinney
Administrative Assistant, Procurement
dotty@ces.org
(505) 344-5470 x116

If you would like to know who currently holds a CES contract, and for what, our catalog of contracts (the Bluebook) is accessible via a link at the top of our homepage, www.ces.org. If a login is needed to access further details regarding each contract, please contact your CES Regional Manager for assistance setting up that login:

Paul Benoit
Northern Services Manager
Regions 1-5
paul@ces.org
575-562-2922

Jim Barentine
Southern Services Manager
Regions 6-8 + Magdalena, Quemado, & Socorro
jim@ces.org
575-646-5965

Notes from Business Office

Member Service Credits

Just a reminder to all our Members and Participating Entities that if you were issued a service credit this year, those will be expiring soon. You have until **June 14th** to utilize these so please upload your credit with any invoice to the CES portal. If you have any questions, please contact Kelly Bassham in Accounts Payable at kelly@ces.org.



Uploading PO's and Quotes

Just a reminder to all Members and Participating Entities that purchase orders and quotes should be uploaded to CES through the Blue Book portal. Once you select the vendor, there is a link to the right in a colored box where you can upload both the purchase order and quote. The boxes look like the ones below:



Are Federal Funds Involved in Your Project?

If your project is being funded in whole or in part with federal funds, please let CES know when you are uploading your purchase order. If your project is \$2,000 or more, a federal Davis-Bacon wage determination must be ordered. If your project is \$60,000 or more, a State of New Mexico wage determination must also be ordered. The amount of federal funds involved in the project must be entered into the system when requesting the wage determination.

Estimated total project cost:

Describe why a Wage Decision is being requested for a project under \$60,000.00:

Are any federal funds involved?: Yes No

Amount of estimated federal funding:

Does this project involve a building?: Yes No

Procurement News

1) Contract Expirations:

2020-27 School & Activity Buses- expires July 15, 2024

Roberts Truck Center of New Mexico, LLC • Tillery Chevrolet - GMC, Inc. DBA Tillery Bus Sales • Lonestar Freightliner Group, LLC DBA Abq. Freightliner • Creative Bus Sales, Inc.

2021-13 General Office, Classroom & Vocational Supplies, Equipment, Furniture – expires 10/27/2024.

2021-13 is being re-issued on 5/20/2024, as two RFPs to 1) Office/Classroom/Vocational Products, Services and Related and 2) Furniture and Related. Current contract holders are being notified of the separation and issuance of the new RFPs for their commodities and services.

2) Contract Extensions:

CES/AEPA Extensions. All expire May 30, 2024. Working on extensions.

- CES/AEPA 2023-13 Playground & Recreational Equipment: Kompan, Romtec Inc., RCP Shelters
- CES/AEPA 2021-39 HVAC: Carrier Corporation
- CES/AEPA 2022-08 Career & Technical Education: Blick Art Materials, Midwest Technologies, Pitsco Education
- CES/AEPA 2023-08 Institutional Kitchen Equipment: Hubert

- CES/AEPA 2021-23 Disaster Recovery Services: ServiceMaster, Signal USA,
- CES/AEPA 2021-23 E-Rate Consulting: E-Rate Elite, Kellogg & Sovereign, E-Rate Central,
- CES-AEPA 2021-23 Mobile/Cellular Connectivity: Kajeet

3) Name Changes/Change of Ownership:

- 2023-08-R214-ALL Highway Supply, LLC → is now RoadSafe Traffic Systems
- 2023-20-C1121-ALL Dynamic CommSource, Inc. → is now Albuquerque Cabling, LLC
- 2021-02-C114-ALL • 2021-02-C123-ALL • 2021-02-C133-ALL • 2021-20-C141-ALL • 2023-20-C1112-ALL A-Com Technologies, LLC → is now American Fire Protection Group, Inc., and will be listed as American Fire Protection Group, Inc. dba A-Com Technologies.

4) New Contract Awards:

RFP	Awardee	Contract Number
2024-18 (8) Specialty Cleaning and Related Services Category 1- Janitorial,	QMI New Mexico Quality Janitorial Starr Janitorial Quality Janitorial – North SERVPRO of Rio Rancho/Sandoval Co. SERVPRO of NW Albuquerque Advanced Building Solutions Carpet Tech	2024-18-C111-ALL 2024-18-C112-ALL 2024-18-C113-ALL 2024-18-C114-ALL 2024-18-C115-ALL 2024-18-C116-ALL 2024-18-C117-ALL 2024-18-C118-ALL
2024-18 (8) Specialty Cleaning and Related Services Category 2 - HVAC/Duct	Quality Janitorial SERVPRO of Rio Rancho/Sandoval Co S.T.O.P. Restoration, LLC Mooring Construction Restoration Belfor USA SERVPRO of NW Albuquerque Advanced Building Solutions Carpet Tech	2024-18-C211-ALL 2024-18-C212-ALL 2024-18-C213-ALL 2024-18-C214-ALL 2024-18-C215-ALL 2024-18-C216-ALL 2024-18-C217-78 2024-18-C218-56
2024-18 (10) Specialty Cleaning and Related Services Category 3- Fire/Water	QMI New Mexico S.T.O.P. Restoration, LLC Quality Janitorial Quality Janitorial - North SERVPRO of Rio Rancho/Sandoval Co Mooring Construction Restoration Belfor USA SERVPRO of NW Albuquerque Advanced Building Solutions Carpet Tech	2024-18-C311-ALL 2024-18-C312-ALL 2024-18-C313-ALL 2024-18-C314-ALL 2024-18-C315-ALL 2024-18-C316-ALL 2024-18-C317-ALL 2024-18-C318-ALL 2024-18-C319-78 2024-18-C3110-56
2024-18 (10) Specialty Cleaning and Related Services Category 4- Disinfection/Sanitization	QMI New Mexico The Walter Parker Co. LLC S.T.O.P. Restoration, LLC Quality Janitorial Quality Janitorial - North SERVPRO of Rio Rancho/Sandoval Co Starr Janitorial SERVPRO of NW Albuquerque	2024-18-C411-ALL 2024-18-C412-ALL 2024-18-C413-ALL 2024-18-C414-ALL 2024-18-C415-ALL 2024-18-C416-ALL 2024-18-C417-ALL 2024-18-C418-ALL

<p>2024-19 (18) Interactive Classroom Technology</p>	<p>Lightspeed Technologies, Inc Education Technologies, Inc Sharp Business Systems Document Solutions Inc Team 1st Technologies, LLC BLUUM USA, Inc TIP Technology Integration Group N.C.I. ITConnect Inc Riverside Technologies, Inc NZS Inc ELP US Inc Valcom, Salt Lake City ClearTouch Blocksi LLC Dry Fly Enterprises Inc AiSYS Consulting Advanced Communications & Electronics, Inc</p>	<p>2024-19-C111-ALL 2024-19-C112-ALL 2024-19-C113-ALL 2024-19-C114-ALL 2024-19-C115-ALL 2024-19-C116-ALL 2024-19-C117-ALL 2024-19-C118-ALL 2024-19-C119-ALL 2024-19-C120-ALL 2024-19-C121-ALL 2024-19-C122-ALL 2024-19-C123-ALL 2024-19-C124-ALL 2024-19-C125-ALL 2024-19-C126-ALL 2024-19-C127-ALL 2024-19-C128-ALL</p>
<p>2024-20 (6) Public Sector Administrative Software</p>	<p>Edupoint Educational Systems, LLC Sagecore Technologies Triadic Enterprises, Inc Dry Fly Enterprises, Inc (Nube) Tyler Technologies, Inc SchoolAbility, LLC</p>	<p>2024-20-C111-ALL 2024-20-C112-ALL 2024-20-C113-ALL 2024-20-C114-ALL 2024-20-C115-ALL 2024-20-C116-ALL</p>
<p>2024-21 (3) MRO Building Materials, Tools, Equipment, Supplies and Related</p>	<p>Hacienda Home Center Fence Tech, LLC Facility Solutions Group</p>	<p>2024-21-C111-ALL 2024-21-C112-ALL 2024-21-C113-ALL</p>
<p>2024-22 (8) Facility Evaluation and Consulting Services</p>	<p>Northstar NM LLC ARC Inc Consolidated School Support Services LLC Capital Asset Engineering LLC Visions in Planning Inc NV5 Inc Blackbird Management LLC Dreskin Architecture and Innovation</p>	<p>2024-22-C111-ALL 2024-22-C112-ALL 2024-22-C113-ALL 2024-22-C114-ALL 2024-22-C115-ALL 2024-22-C116-ALL 2024-22-C117-ALL 2024-22-C118-ALL</p>
<p>2024-23 (9) Vehicles – Car, SUV, Trucks, Police Car and Related</p>	<p>MJLL, Inc Chalmers Ford MFLL, Inc Richardson Investments Inc MCLL, Inc Tillery Chevrolet – GMC Inc Phil Long Dealerships Inc Thirteen Twenty LLC Ziems Ford Corners Inc</p>	<p>2024-23-C111-ALL 2024-23-C112-ALL 2024-23-C113-ALL 2024-23-C114-ALL 2024-23-C115-ALL 2024-23-C116-ALL 2024-23-C117-ALL 2024-23-C118-ALL 2024-23-C119-ALL</p>
<p>2024-24 (13) Medium & Heavy-Duty Trucks</p>	<p>Roberts Truck Center Watson Truck & Supply, Inc Chalmers Ford Tillery Chevrolet – GMC, Inc 411 Equipment Lonestar Freightliner Group LLC Bruckner Truck Sales Inc MFLL, Inc MJLL, Inc MCLL, Inc Inland Kenworth US, Inc Ziems Ford Corners Inc Pete's Equipment Repair, Inc</p>	<p>2024-24-C111-ALL 2024-24-C112-ALL 2024-24-C113-ALL 2024-24-C114-ALL 2024-24-C115-ALL 2024-24-C116-ALL 2024-24-C117-ALL 2024-24-C118-ALL 2024-24-C119-ALL 2024-24-C120-ALL 2024-24-C121-ALL 2024-24-C122-ALL 2024-24-C123-ALL</p>



2024-25 (7) Medium & Heavy-Duty Truck Bodies	AC Disposal Services, Inc Watson Truck & Supply, Inc Construction Truck Equipment LLC Clark Truck Equipment Co 411 Equipment LLC MCT Inc Pete's Equipment Repair, Inc	2024-25-C111-ALL 2024-25-C112-ALL 2024-25-C113-ALL 2024-25-C114-ALL 2024-25-C115-ALL 2024-25-C116-ALL 2024-25-C117-ALL
2024-26 (5) Trailers	Watson Truck & Supply, Inc Bruckner Truck Sales, Inc MCT, Inc 4 Rivers Equipment LLC Lonestar Freightliner Group LLC	2024-26-C111-ALL 2024-26-C112-ALL 2024-26-C113-ALL 2024-26-C114-ALL 2024-26-C115-ALL

5) Current & Upcoming Solicitations:

RFP #	RFP Description	Release	Due	Award
2024-27 (2021-13) (exp. 10/27/2024)	<i>Office, Classroom & Vocational Products, Services and Related*</i> <i>*Note: Office Supplies, etc. is being issued separate from Furniture</i>	5/20/24	6/21/24 4:00 p.m.	7/12/24
2024-28 (2021-13) (exp. 10/27/2024)	<i>Furniture and Related</i> <i>*Note: Furniture RFP is being issued separate from Office Supplies</i>	5/20/24	6/21/24 4:00 p.m.	7/12/24
2024-29 New Category	<i>Security, Fire, Alarm Systems, Installation, Products, Maintenance, Monitoring and Related</i>	5/20/24	6/21/24 4:00 p.m.	7/12/24
2024-30 New Category	<i>Device Repair and Related, Products and Services</i>	5/20/24	6/21/24 4:00 p.m.	7/12/24
2024-31 New Category	<i>e-Commerce / Online Retailer for Public Sector</i>	5/20/24	6/21/24 4:00 p.m.	7/12/24

6) Procurement Issues and News:

Procurement Dept. staff update:

Richard Martinez' last day with CES was 4/30/24.

CES VIDEO RESOURCES

Ever want to watch a quick video for information? CES maintains several, created by both CES and some of its contracted vendors, for your use and viewing. Visit www.ces.org/video-resources to see the list of videos available to you.

Additionally, CES' TAP program keeps a library of recorded webinars for instruction regarding a plethora of instructional topics, most tied to special education. These can be accessed at www.cestap.org.



Calendar of Events

5/30-6/1 NMSBA School Law Conference
6/2 CES Initial Retreat – 2024-2025 Principal
 Mastery Collaborative
6/3-4 CES LEAP Into Action Conference
6/3-13 College Board's Advanced Placement
 Summer Institutes
6/6 National D-Day (W/WII)
6/10-12 NMCEL and NMSSA Combined Retreat
6/13-14 NM City Management Association
 Conference

6/13-14 National Flag Day
6/14 National Fathers' Day
6/16 National Nurses Day
6/17-19 College Board's Pre-AP Readiness
 Workshops
6/17-20 NMC Annual Conference
6/18 CES In Person-Principal Learning Institute
6/19 National Juneteenth
6/20 Summer Solstice
6/27-28 CES First Year Principal Academy

June 2024						
SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Happy Summer!



Construction Corner

CES has Job Order Contracts available for any type of project, large or small, emergency or planned. For more information, please contact John King; jking@ces.org.

INFORMATION

- CES has two JOC contracts available through our strategic procurement partner, Gordian.
 - The Gordian platform provides valuable services working directly with you and the selected vendor from scope development to detailed scope of work, and they provide proposal review services for every proposal ensuring accuracy and speedy audit worthy approvals.
 - The RSMeans JOC Core platform is a "self-service" option where our member is the lead and works directly with the vendor to establish the scope of work. CES provides detailed cost proposal review to ensure compliance and audit worthy approvals.
- CES has hundreds of vendors available through JOC for general construction, mechanical, electrical, plumbing, roofing, paving, site work, landscaping, painting, and stucco.
- Benefits of using Job Order Contracting:
 - CES has gone through the RFP process following all State statutes and the Procurement Code on your behalf.
 - The use of CES contracts saves you time and money.
 - Construction projects can be "fast tracked," keeping you on schedule.
 - JOC Contracts utilize a unit price book that consists of thousands of pre-priced items. The Gordian unit price book is based on the NM economy while the RS Means unit price book is based on national price averages.

TIPS

- To avoid delays issuing a CES purchase order when selecting the RSMeans JOC Core contract, verify that the vendor has submitted the detailed cost proposal using the RSMeans JOC Core platform before you issue a purchase order to CES.
- If using the Gordian platform your Gordian Account Manager will verify on your behalf that the contractor has used the proper platform prior to you issuing a purchase order to CES.
- You, our member, should be selecting the JOC contract that best suits your needs.



TRAINING

- CES provides quarterly member training on the use of JOC. New and updated information will be presented. Be in the know! Training will be in person at the CES offices and streaming via ZOOM. Emails will be sent out closer to the dates with the starting time.
 - Tuesday, September 17th, 2024
 - Wednesday, November 13th, 2024

New Staff



Hello! My name is Kimberly (Kim) Alvarado. I am new to the purchasing specialist team here at CES. I was born and raised in California but have been living here in New Mexico over 15 years. Prior to being hired at CES, I worked and gained most of my customer service and administration experience and skills from UNMH. I love traveling, going on adventures, and trying new things. I look forward to working with everyone here.

CES LEAPsters recently visited the May Center in Santa Fe to study literacy therapy around dyslexia and students with disabilities.



ARTICLES RETURNING IN SEPTEMBER

- *COMPLIANCE CORNER*
- *TEACHER TOOLBOX*
- *THE READING ROOM*
- *THE RESOURCE ROOM*



Cooperative Educational Services

2024-2025 PRINCIPAL MASTERY COLLABORATIVE



Description

Welcome to the CES Principal Mastery Collaborative program, where transformative, innovative, and curriculum-focused leaders come together to drive meaningful change in education. Our collaborative approach fosters sustaining and stabilizing leadership while promoting collaboration within schools and communities. With a steadfast commitment to equity for all students and employees, we challenge the status quo and nurture diverse thinkers, critical thinkers, and problem solvers. Through our program, leaders develop a deep understanding of what expertise looks like in leadership, classrooms, and support roles, empowering them to effectively navigate and respond to change.

Our Mission

To continue growing transformational leaders for all New Mexico schools.

Important Dates

- ✓ July 10-11 **Retreat** at CES in Albuquerque
- ✓ **Monthly virtual meetups** 1:00-3:00
August, 28, Sept. 25, Oct. 16, Nov. 13
Jan. 22, Feb. 12, March 5, April 9, May 7
- ✓ Jun 2, 2025 **Retreat** at CES in Albuquerque



Expert Leadership Skills

Develop your expert leadership skills to utilize throughout your entire career.



Coach Leader Mindset

Learn what it means to be a coach leader and experience the benefits to a healthier school culture.



Collaboration and Networking

Take the opportunity to learn and grow from your colleagues across the state of New Mexico.



Executive Coaching

Enjoy the experience of having an executive coach as your monthly think partner as you navigate critical decisions.



Nuts and Bolts

Given that your position is ever evolving and changing to meet the needs of employees, students, and community, a fresh look at the Nuts and Bolts of the principalship is more valuable now than ever!

Cost: \$2,500 per participant

REGISTER NOW



CES LEAP INTO ACTION CONFERENCE 2024

JUNE 3RD AND 4TH

- Attendance is mandatory
 - Monday 8:00am-5:15pm
 - Tuesday 8:00am- 3:00pm
 - Meals during the work day will be provided.

MARRIOTT UPTOWN ABQ

- You are responsible for arranging your own accommodations.
- If you choose to take advantage of the discounted rate of \$141 associated with our group at Marriott Uptown reserve your room using the link below.
- Please book no later than April 21st.

BOOK HOTEL HERE

CES



**KEYNOTE: "TOMORROW
GLASSES"**

MATT MILLER

AUTHOR : "AI FOR EDUCATORS"



REGISTRATION IN APRIL PD

**a method for arranging carpooling will be offered*

CES ALUMNI PROFESSIONAL DEVELOPMENT CONFERENCE

"TRANSFORMING the education climate by
REIMAGINING education in New Mexico"

JUNE 13 - 14 | ABQ, NM

@ Crowne Plaza Albuquerque | 1901 University Blvd NE

CES ALUMNI SOCIAL

JUNE 13TH | 4:30pm - 5:30pm @ Outdoor Courtyard

ALL CES Alumni are encouraged to attend!



REGISTER TODAY

Password: **CES2024**

**FREE to CES LEAP and ALD Alumni
- Zero Registration Fee!**

Some meals provided

Call In

844-356-6178 reference -
CES Cooperative Educational Services
Black Code - CES

Crowne Plaza Online Reservations - Link

Please note that the link will default to today's date. You will need to put the conference dates in for the rate to conference rate to pop up



Principal Learning Institute

Join us for an enriching session tailored to enhance your leadership skills and drive school improvement!

PLC EXEMPLARS:



EXPLORE BEST PRACTICES IN PROFESSIONAL LEARNING COMMUNITIES (PLCS), INCLUDING EFFECTIVE MODELING, FOSTERING POWERFUL DISCUSSIONS, IMPLEMENTING PROTOCOLS FOR ANALYZING STUDENT WORK, AND DEVELOPING COMMON ASSESSMENTS. DIVE INTO REAL-WORLD SCENARIOS AND DATA-BASED EVIDENCE TO STRENGTHEN YOUR INSTRUCTIONAL LEADERSHIP.

ASSESSMENT TO GUIDE INSTRUCTION



LEARN STRATEGIES FOR FACILITATING DATA CONVERSATIONS, LEADING MEANINGFUL DISCUSSIONS, AND LEVERAGING ASSESSMENT DATA TO INFORM INSTRUCTIONAL DECISIONS. DISCOVER HOW TO NAVIGATE CHALLENGES AND PROPEL PROGRESS FORWARD IN YOUR SCHOOL'S JOURNEY TOWARD ACADEMIC EXCELLENCE.

STANDARDS ALIGNMENT



ENGAGE IN ACTIVITIES AIMED AT DEEPENING YOUR UNDERSTANDING OF EDUCATIONAL STANDARDS. UNCOVER PRACTICAL EXAMPLES AND FACILITATE DISCUSSIONS ON HOW TO EFFECTIVELY INTEGRATE STANDARDS INTO CURRICULUM PLANNING AND INSTRUCTIONAL PRACTICES.

CULTIVATING POSITIVE CULTURE AND FEEDBACK



BUILD UPON EXISTING INITIATIVES BY DELVING INTO TECHNIQUES FOR NURTURING A POSITIVE SCHOOL CULTURE AND PROVIDING CONSTRUCTIVE FEEDBACK. EXPLORE WAYS TO EMPOWER AND INSPIRE YOUR TEAM FOR CONTINUED GROWTH AND SUCCESS.

Location: Ruidoso High School
125 Warrior Dr, Ruidoso, NM 88345

ORGANIZER: LEANNE GANDY
505-344-5470 EXT 146
LEANNE@CES.ORG

FREE

Join us in Ruidoso
on June 18-19th.
Scan the QR code to
register today.
Lunch will be provided





First Year Principal Academy

PRINCIPALS SUCCEEDING TOGETHER



What is FYPA?

First Year Principal is designed for campus administrators in their first 3 years



JUNE 27 & 28: ACADEMY START
8:00AM – 4:00PM (IN PERSON CES)
ADDITIONAL VIRTUAL DATES FOLLOW.



Our Mission

Designed to develop and fine tune leadership skills for leading your campuses to higher levels of student success. You will have monthly learning and executive coaching sessions along with check-in meetings for each participant.



FYPA members have access to 192 hours of content and working with peers from around the state and 15 hours of individual coaching and support



Last session in person at CES on June 3, 2025



2024-2025 SCHOOL YEAR COST \$2000 PER PRINCIPAL

REGISTER NOW



Contacts

Evan Edwards
Evan@ces.com

LeAnne Gandy
LeAnne@ces.org
505-344-5470 ext. 146

10601 Research Road
ABQ, NM 87123

www.ces.org

leadershipdevelopment@ces.org



First Year Principal Academy

PRINCIPALS SUCCEEDING TOGETHER



What is FYPA?

First Year Principal is designed for campus administrators in their first 3 years



JULY 17TH-18TH: ACADEMY START 8:00AM – 4:00PM (IN PERSON CES) ADDITIONAL VIRTUAL DATES FOLLOW.



Our Mission

Designed to develop and fine tune leadership skills for leading your campuses to higher levels of student success. You will have monthly learning and executive coaching sessions along with check-in meetings for each participant.



FYPA members have access to 192 hours of content and working with peers from around the state and 15 hours of individual coaching and support



Last session in person at CES on June 3, 2025



2024-2025 SCHOOL YEAR COST \$2000 PER PRINCIPAL

REGISTER NOW



SCAN ME



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ABQ, NM 87123

www.ces.org

leadershipdevelopment@ces.org

Aspiring Superintendents Academy (ASA)

Are you looking to take the next step in your career?

This comprehensive program allows participants to learn from experts about how to succeed as a school superintendent. ASA members interact with diverse speakers covering essential topics, from effective leadership and communications to developing solid relationships with board members, legislators, and community leaders. Constructive feedback is an integral part of the experience.

What will I learn?

Participants engage in a series of learning experiences culminating in a Capstone Project, using a curriculum ensuring ASA members are prepared to become transformational future-focused leaders. Key topics include:

- 1) framing the superintendent role: knowing yourself and your leadership strengths and areas for growth,
- 2) leading for equity,
- 3) understanding governance,
- 4) building a community of support,
- 5) legal considerations,
- 6) legislative process,
- 7) artificial intelligence in education; and most importantly
- 8) leading learning.

The year-long program begins in August and ends in June with a project presentation. ASA has a proven track record of preparing superintendents.

Many past participants have become New Mexico superintendents!

"...an experience for me like nothing else in my career development...I expanded my group of critical contacts and attribute my success to what I learned at ASA."

Applications are now available for the 2024-25 school year, cohort 15, on the [NMCEL](https://www.nmcel.org) website and the CES website

<https://www.ces.org/leadership-development/>.

Please complete the application and submit it electronically to CES at <https://www.ces.org/aspiring-superintendents-academy/>

Applications are due July 1, 2024
ASA participants will be selected by July 15, 2024

Qualifying Criteria — Applicant must:

- 1) Have 3+ years of administrative experience
- 2) Hold a valid NM administrator's license
- 3) Have written support from the applicant's superintendent
- 4) Commit to participating fully in all aspects of the program
- 5) Complete the application form and submit the required documents
- 6) Participate in an interview before the final selection
- 7) Work with your district to pay the \$2,000 registration fee if selected





CES LEADERSHIP DEVELOPMENT

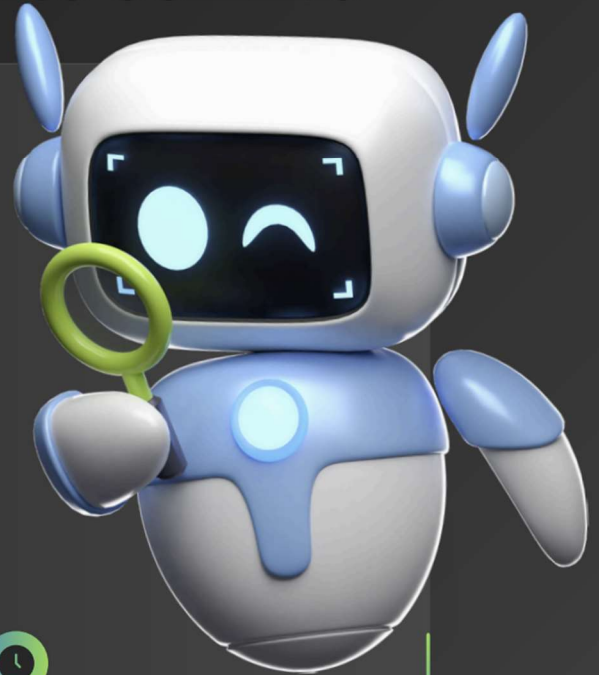
Dive into the Future of Education at the Artificial Intelligence Summit

Join us for a groundbreaking exploration into the realm of Artificial Intelligence tailored specifically for school personnel. This transformative event promises an enriching experience for District Office personnel, Campus leadership, and dedicated teachers alike.

Explore Three Dynamic Strands:

- Policy and Governance
- Instructional Outcome & Design
- Safety and Security for District Office IT Personnel

Don't miss this unparalleled opportunity to shape the future of education with Artificial Intelligence! Secure your spot today and embark on a journey of innovation, collaboration, and empowerment.




July 15, 2024 , 8AM-4PM
Embassy Suites
1000 Woodward PI NE,
Albuquerque, NM 87102

Register Here



Bring your team

- Superintendents
- district office administrators
- school board members
- building leaders
- IT personnel
- teacher leaders

 \$200 per person

For more information, email Leanne@ces.org

WWW.CESLEAP.ORG



WWW.CESLEAP.ORG

Cohort 6 of leap will include a 4-month application window.

**Application Opens:
March 15th**

**Application Closes:
July 15th**

Requirements for C6 Candidacy

To be considered for C6, candidates must possess an earned BA degree and upload a variety of documents, including official transcripts, a resume, two letters of recommendation, an intent to hire letter from a district/site, and submit a \$50 application fee. All materials must be submitted through our webpage at <http://cesleap.org> during the application period. Candidates are also required to attend an interview.

**Processing:
July 15 - July 30**

**Late Hire:
August 1 - August 30**

What is Late Hire?

From August 1st - 30th, LEAP will consider Late Hire candidates who meet the qualifications through the online application system though they may already be teaching. Their mandatory Pre-Service is **In-Person** and scheduled for September 4th - 6th, these candidates will be required to obtain substitutes for full attendance at each day of Late Hire Pre-Service.

Please note that LEAP will only accept enrollments until **225 candidates** have been accepted within C6 LEAP program.



LEAP MISSION



CES LEAP is committed to developing quality educators while demonstrating compassion and holding high expectations for culturally responsive teaching and learning across the state of New Mexico. LEAP uses evidence-based strategies to train, coach, and inspire teachers to engage students in ways that make them feel important, cared for, and valued.

Portrait of a LEAP Graduate

LEAP VISION



LEAP envisions that all teachers possess fundamental teaching abilities, become proficient implementing special education best practices, and take ownership of applying research-supported reading strategies to diverse learners. The curriculum is designed to be standards-based, evidence-based, assessment-based, and student-centered. This innovative approach to teacher preparation is augmented by mentoring and a year of in-person coaching by **experts in the field**, enabling candidates to engage thoughtfully and effectively across a network and across the state.

LEAP Teacher Prep Framework

GOALS



Our approach is built on a robust foundation that prioritizes structured literacy to facilitate reading acquisition and facilitated in-person professional development throughout the cohort year. We collaborate with NMPED & CES TAP to offer special education instruction and promote dual-licensure within LEAP. Our network engages local experts to foster cultural responsiveness and promote social emotional learning. We further strengthen our teaching framework by partnering with CES SITE, school districts, and charters for mentorship programs and we connect collaboration statewide, including with NISN-NACA, USW, WNMU, The May Center, NMPED, FFE, and NMUDL, among others.

CES LEAP

VALUES



Our candidates undergo over 270 hours of comprehensive curriculum covering foundational teaching, special education preparation, and literacy instruction. They are characterized by their perseverance, engagement, leadership qualities within their schools and communities, and ultimately, their achievement - these core values have a significant impact on transforming educational opportunities for students across the state of New Mexico.

LEAP Relationship Map

Delores Eujan
LEAP Administrative Assistant
Email: delores@ces.org
Office: (505) 344-5470 Ext. 144



CES
NEW MEXICO *fine*

Alexis Esslinger, EdS

LEAP Director
Cooperative Educational Services

10601 Research Rd. SE Albuquerque, NM 87123

(505) 344-5470 x:139 | www.cesleap.org

Email: alexis@ces.org

LEAP COHORT 6 APPLICATION PROCESS

2024-2025



We are so glad that you are considering LEAP as your pathway for alternative licensure. Through LEAP you will learn to lead, engage, achieve, and persevere in one of the most rewarding professions that you will ever know.

To begin the LEAP application process, candidates follow the steps below. Candidates must secure a position at a school or within a district, and once complete, candidates must upload an **Intent-to-Hire letter** provided by the school or district. Every LEAP teacher must be a full-time teacher-of-record.

Every LEAP teacher must be a full-time teacher-of-record, K-12, not PreK and not a substitute.

Once the application fee is paid and the candidate receives an acceptance letter, the candidate will receive a link to register for an account at <https://cesleap.org/moodle>.

The candidate should then apply and upload the needed documentation to NMPED Licensure to obtain a LEVEL 1A two-year alternative license.

For additional information, contact Delores at [505-344-5470](tel:505-344-5470) x144.

Review and Sign Application

Upload Transcripts
(unofficial is acceptable)

Upload Resume*

Upload Two Reference Letters*

Schedule a Phone Interview with a LEAP Coach*

Upload a Written Letter of Interest

Apply for School Openings

Upload Your Intent-to-Hire Letter from Your School

Pay \$50 Application Fee

Receive Letter of Acceptance with a Link to Moodle



* These are scored items



LEAP COHORT 6

LATE HIRE for LEAP!

Cohort 6 Preservice is July 18-20, 2024 (regionally, throughout NM)...

- *Late Hire* Application window for C6 is July 15th - September 11th
- *Late Hire* Preservice is September 16-18th 2024 @ CES in Albuquerque

**Approval for C6 Late Hire is required, Late Hire C6 preservice is held at CES in Albuquerque only, 3 days of coverage required by district and travel support suggested.*

CONTACT:

Delores Lujan
delores@ces.org



CES LEAP

www.cesleap.org
APPLY NOW!



FACILITY MANAGERS WORKSHOP

OCTOBER 14-16, 2024

ALBUQUERQUE NM, EMBASSY SUITES

SAVE THE DATE

**REGISTRATION OPENS
8/15/2024**

2024 New Mexico Coalition of Educational Leaders Mission: New Mexico Strong Conference July 16-18, 2024

Embassy Suites by Hilton
Albuquerque
1000 Woodward PkE
Albuquerque, NM 87102



APSPA CES NMAESP

EdRising NMAASBO

COSSEP NMSSA

ENMERC NMSPA

NMPFMA NMSTE

NMCASE NMAA

NMASSP NMAER

SNMERC RECA NMABE

In Partnership with
NMRECA



Click or Scan QR Code
for Conference & Registration Site

Unlock the power of leading, coaching & connecting



CES INSTRUCTIONAL COACHING CONFERENCE

Tue, Aug 6, 2024 8:30 AM - Wed, Aug 7, 2024 4:00 PM



**Location: Cooperative Educational Services
10601 Research Rd SE, Albuquerque, NM 87123**



Organizer : LeAnne Gandy, (505) 344-5470

REGISTER NOW →

For More Information
leanne@ces.org



CES Leadership Conference

**Save the Date:
October 16th-17th, 2024**

Superintendents: Bring your leadership team for two days of collaboration with some of the leading experts in the field of school leadership and instruction.



Philip B. Warrick, EdD, is an author and presenter and has worked globally in the areas of school leadership, instruction, collaborative practices, and grading.



Jan K. Hoegh has been an educator for over 35 years. She has served as a classroom teacher, building leader, professional development specialist, high school assistant principal, curriculum coordinator, and assistant director of statewide assessment.



Technical Assistance Program (TAP)

Live webinars are closed for the summer.
These classes will resume in September.

Please use our recorded webinars at any time,
accessible online at www.cestap.org.

Questions or concerns? Contact
Loretta Garcia, TAP Director
lgarcia@ces.org
505-985-8454

The SITE Approach

- Customized PD with each District/Charter
- High Quality PD and Coaching with Exemplary Consultants with Extensive Experience in the Trenches
- Limited Bureaucratic Red Tape
- Proactive Response to Educational Initiatives
- Long-Term Commitment
- Flexibility

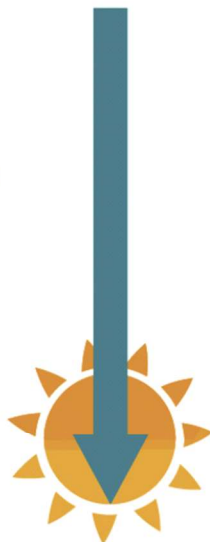
SITE Goals

- Embrace the **Joy of Teaching**
- Support Quality Instruction
- Improve Student Achievement



How is SITE different?

Typical PD S.I.T.E PD



TRAINING COMPONENTS	OUTCOMES <i>(% of participants who demonstrate knowledge, demonstrate new skills in a training setting, and use new skills in classroom)</i>		
	Knowledge	Skill Demonstration	Use in the Classroom
Theory and Discussion	10%	5%	0%
...+ Demonstration in Training	30%	20%	0%
...+ Practice & Feedback in Training	60%	60%	5%
...+ Coaching in Classroom	95%	95%	95%

Fixsen & Blasé, 2010

Contact Elena Salazar at (505) 344-5470 ext. 136 or elena@ces.org for additional information or to schedule an intake meeting.



New Mexico's **Smart Choice** for
Professional Development.



SITE Areas of Support

- Conceptual Teaching Strategies (Math)
- Math and Standards Alignment
- New Teacher Development and Support Program
- Data Driven Instruction
- Engagement Strategies
- Development of Instructional Goals
- Standards-Based Instruction
- Close Reading Across all Content Areas
- ELA Scope and Sequence
- Universal Design for Learning
- Phonics K-3
- Cultural Competence and Relevance in Everyday Instructional Practices
- Dyslexia Training and Support in all Tier One Classrooms K-12
- Academic Language Literacy and Sheltered Instruction
- Development and Support of District and/or Campus Coaches and Mentors

30 Active School Districts with SITE Support

- Math (DDI, Eureka, Number Talks, Common Core)
- New Teacher Development and Support (New Teacher Coaching)
- Mentor Teacher Support
- National Boards and Dossier Support and Prep
- Project Based Learning (PBL)
- Integrated Science, Math, and ELA Unit Development

SITE Collaboration with TAP, LEAP, ALD

- Co-Teaching Webinars with TAP
- Leadership and Mentor Development with ALD
- SITE Consultants Providing Content Area Support with LEAP

Contact Elena Salazar at (505) 344-5470 ext. 136 or elena@ces.org for additional information or to schedule an intake meeting.

CES Contacts

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Purchasing Specialist
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Phone: 575.646.5965

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