

## CES Executive Committee

### Meeting Minutes

April 6, 2022

#### Call to Order

The meeting was called to order at 3:00 pm by President LeAnne Gandy. Notice of the meeting had been sent to all Executive Committee members 10 days prior along with the Agenda Packet, and the Minutes from the February 2, 2022, meeting. President Gandy called for Roll Call.

#### Roll Call

##### **The following members were present:**

LeAnne Gandy	President
Brian Snider	President Elect
Felix Garcia- Jemez Mountain	Region II
Teresa Salazar- Moriarty	Region IV – Secretary
Aaron McKinney – Tucumcari	Region V
Elisa Begueria – Lake Arthur	Region VI
Tana Daugherty - Cloudcroft	Region VII
Loren Cushman – Animas	Region VIII
Stan Rounds	NMCEL
Dr. Debra Dirksen - WNMU	Higher Ed 4 Year
Erik Bose – ABQ Charter Academy	PCSNM

##### **The following members were absent:**

Dwain Haynes	Past President
Daniel Benavidez- Central	Region I
Kamau Turner – Roy	Region III
Joe Guillen	NMSBA
Gwen Warniment	PED
Edward DesPlas	Higher Ed 2 Year

##### **The following non-members were present:**

David Chavez	CES Executive Director
Robin Strauser	CES Deputy Executive Director
Yvonne Tabet	CES Human Resources Specialist
Lianne Pierce	CES Current Director of Ancillary
Brad Schroeder	CES Technology Manager
Jim Barentine	CES Southern Services Director
Paul Benoit	CES Northern Services Manager
Gustavo Rossell	CES Procurement Manager
Amanda Hall	CES Executive Administrative Assistant

#### Quorum

CES Board Policy states that attendance by one third of the Executive Committee members constitutes a quorum. This was, therefore, a duly convened meeting of the CES Executive Committee.

#### Approval of Agenda

LeAnne Gandy added action items G.d.- Leadership Circle, G.e.- Doug Reeves and G.f.- 501c3 proposal. A motion was made by Stan Rounds and seconded by Teresa Salazar to approve the amended agenda for February 2, 2022. The motion passed unanimously.

### **Induction of New Board Member**

Dr Gwen Warniment's induction was postponed to next meeting.

### **Approval of Minutes**

A motion was made by Teresa Salazar and seconded by Loren Cushman to approve the minutes from February 2, 2022. The motion was accepted and passed unanimously.

### **Agency Communications:**

*The following reports were presented:*

### **Partnerships – Brian Snider**

#### ***NMCCS- Erik Bose***

New Procurement law that allows charter schools to occupy public buildings was passed during this legislative session. This is a great win for New Mexico Charter Schools

#### ***NMCEL – Stan Rounds***

Apologies for missing the Feb 2 Executive Committee meeting. NMCEL landed about 90% of their legislative package. Mr. Rounds Encouraged practitioners to drive the legislative process so impactful legislation is not overlooked. Will request the candidates for governor to speak to educators about their platforms and to make sure educators are heard. We showed our legislative power in getting K-5 education thrown out and local curriculums reinstated

#### ***NMPED – Dr. Gwen Warniment***

Dr. Warniment was unable to attend. No report was given.

#### ***NMSBA – Joe Guillen***

Mr. Guillen was unable to attend. No report was given.

#### ***Higher Ed (4 yr.) – Dr. Dirksen***

The bill to get rid of Praxis was tabled and reassigned to PED/ PPSC subcommittee and there is now a bill in front of the governor for review and approval. The teacher residency funding, \$15 million, was approved and all the institutions are ramping up their recruitment. Three regions are focusing on undergraduate programs and those who have not passed Praxis. Residents need to be within 15 credits of student teaching and assign a partner mentor teacher. CES was requested to provide mentor training for the mentor teachers. Residents will teach an entire year with first semester co-teaching and 2<sup>nd</sup> semester leading. There is a \$35k stipend (no benefits) for resident teachers, \$2k for each mentor teacher, and \$2k for principals of each school hosting resident teachers (not per resident). Golden Apple will provide additional mentoring and summer seminars in collaboration with universities. Stipends will be paid through the Universities' payroll. Universities are required to hire resident teaching director, \$50k budgeted for this position. There is a \$6mil for student teaching program, 17,500 for student teacher. Workforce development is writing proposal to implement apprenticeship program Western New Mexico University is working on the pilot program.

Compliments were given to Dr. Dirksen by Loren Cushman for her accessibility and mentorship for her students.

#### ***Higher Ed (2 yr.) – Edward DesPlas***

Edward DesPlas was unable to attend. No report was given.

### **Finance- LeAnne Gandy**

No items to report. Deferred to David Chavez's report

### **Scholarship**

TBD- not appointed. Two-thousand-dollar scholarship to be awarded to a district employee within the current President's district.

### **Policy- Brian Snider**

Reported that the Policy sub-committee would begin reviewing CES policy in April. All proposed recommendations will be reviewed by the policy sub-committee and presented during the June Executive Committee meeting. If there are no changes in June, we will send out the revised policy to all superintendents for their input. Those changes will be incorporated and presented to the full board of all 89 superintendents in October.

### **PROGRAM OVERVIEW/REPORTS- David Chavez**

#### **Science Mathematics, and Language Arts Pilot Study**

CES has been in a pilot this year with southeastern school districts in the development of science units integrated with math and language arts to have more exposure across subjects. The students presented and brought community to the curriculum to gain a full understanding of subjects such as weather and habitat. CES will continue to offer this training to our districts and share units and assessments. The LANL Foundation may be a possible collaboration opportunity to provide science kits for our students in their service area.

#### **Exploring micro-credentialing of mathematics endorsement with MC2, WNMU, and PED**

Micro-Credentialing in mathematics was discussed with the Executive Committee.

#### **Beable Life ready literacy System**

There is a solicitation that will provide districts access to career technical inventory assessments and programs to support teachers in the delivery of curricula for their students.

#### **Leadership Circle**

A presentation was made, of a potential partnership with Cognia, to provide the opportunity for New Mexico superintendents the ability to network with other superintendents from throughout the country. Cognia provides a quick networking experience where superintendents can request to join different solution circles in a confidential peer group. It's a great way to continue to be a support to our leadership locally and nationwide.

#### **501c3 Proposal**

CES has an established 501c3 that has been dormant since its inception. We are interested in getting it started and allow for CES to pursue grants to support professional development activities.

#### **Guest Speaker Doug Reeves**

Mr. Chavez requested to contract Doug Reeves to be our general session speaker during the CES October conference. The fee is \$11,900 for four hours of his time as a general session speaker, and includes availability to superintendents, either individually or in groups, throughout the year. A motion was made by Teresa Salazar and seconded by Tana Daugherty to contract Doug Reeves for the conference and follow-up activities with NM superintendents, the motion passed unanimously.

#### **Administrative Reports Directors**

##### ***Robin Strauser, Deputy Executive Director***

Additional comments to add to Financial Report- it has been a challenge to adequately staff the business office, now CES is fully staffed. Per David Chavez, amid staffing challenges CES also rolled out Direct Purchase. There is currently a 2-day turnaround time for purchase order approval, the goal is one day. CES is currently \$33 million in purchase orders ahead of its best year, with \$1.1 million in profit.

##### ***Lianne Pierce, Director of Ancillary Services***

Ancillary Services continues to create offerings through the staffing portal. Since December 31, 2021, Ancillary Services conducted 11 interviews, placed 35 professionals, and received 41 requests for services. Contracts have increased from 102 to 144, purchase orders have increased from 127 to 148. Ancillary Services is working with TAP to develop a newsletter for special education coordinators and facilitators to provide quarterly compliance updates. Ancillary Services will be participating in an upcoming Job fair; they

have 89 vacancies. Our competitor EASI is closing its doors, CES is looking to recruit displaced workers to keep them in their current assignments with 2 hired already and placed in Santa Fe.

***Gustavo Rossell, Procurement Manager***

Additional comments to the Procurement report- CES has a new partnership with Apple. There has also been substantial growth through new request for proposal categories. CES is also working on a contract with telecommunications company, AT&T

***Paul Benoit, Manager of Northern Services/NMREAP***

Additional comments to the Northern Services/NMREAP report- Purchase orders have increased \$7million in 13 days, with \$500,000 approved through direct purchase which is a credit to the CES business office. REAP renewal invoices will be sent out soon with minimal to no increase in subscription cost. Loren Cushman asked to streamline the REAP interface to reduce redundancy. Mr. Benoit will review the process and how it is used to make it more user friendly.

***Brad Schroeder, Technology Manager***

CES is looking to move traditional purchase for construction to the direct purchase format. The big issue is purchase orders lacking information to process the order. Moving to this format will allow faster processing than the previous traditional purchasing format. City of Albuquerque is modifying their purchase order form to update our Bluebook system. The goal is to get as much information as possible for faster processing.

***Jim Barentine, Director of Southern Services***

The goal for Southern Services is to make CES more personable for its members through our social media campaigns, photos included in agenda packet. The Legislative Watch List highlights in green the bills that passed, in red are the bills that vetoed, and white for the bills that were tabled for next session. Mr. Barentine encouraged the Board to review the items tabled for next session to lobby for items superintendents wish to see passed during the next legislative session.

***Yvonne Tabet, Director of Human Resources***

Ms. Tabet is developing the Human Resources Director Handbook for her successor. Per Mr. Chavez, the compensation study Ms. Tabet put together will be sent to the board members. Comparisons were made with Mojave when analyzing CES compensation and benefits.

**Executive Director** – Executive Director David Chavez requested a 7% increase for Ancillary staff, divided into a 3% compensation increase and 4% to be applied towards health insurance. Mr. Chavez also requested a 5% salary increase for all CES core staff and a 2% incentive if our strategic plan financial goals are met. This incentive would be paid out in June or July of 2023 once it is determined that our financial goals were met. A motion was made by Aaron McKinney and seconded by Elisa Begueria to accept the proposed increases and passed unanimously.

Mr. Chavez requested the continued authority to accept new PED, USDOE and non-profit, IGA's, MOA's and other grants. A motion was made by Brian Snider and seconded by Teresa Salazar to continue to grant CES approval authority and passed unanimously.

Lastly Mr. Chavez requested the board's approval to purchase a new CES Fleet Vehicle, a Ford Explorer, to replace the 2014 Acadia. The estimated cost is \$32,000. A motion was made by Aaron McKinney and seconded by Erik Bose to approve the purchase of the new CES Fleet Vehicle.

**Executive Director's Evaluation-**

A motion was made and passed to dismiss CES employees to discuss Executive Director, David Chavez's evaluation.

Upon reconvening, a motion was made by Stan Rounds and seconded by Loren Cushman to terminate Mr. Chavez current contract effective immediately, and begin a new contract that will terminate June 30, 2025, with Mr. Chavez's compensation eligible for increase and bonuses along with CES employees.

**Consent Agenda**

Stan Rounds made the motion to accept the consent agenda presented in the agenda. It was seconded by Teresa Salazar and passed unanimously.

**Setting Next Meeting Dates**

Wednesday June 1, 2022, in conjunction with School Law Conference

Monday July 11, 2022, in conjunction with the NMCEL Summer Conference

Monday October 17, 2022, in conjunction with the CES Leadership Academy

Thursday, December 1, 2022, in conjunction with the NMSBA Winter Conference

**Adjourn**

President Gandy called for a motion to adjourn. The motion was made by Elisa Begueria and was seconded by Aaron McKinney; it passed unanimously.

**Respectfully Submitted,**

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**Teresa Salazar, Secretary**

**Attested by:**

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**LeAnne Gandy, President**