

CES Executive Committee Meeting

Minutes

April 8, 2025

Call to Order:

The meeting was called to order at approximately 2:00 p.m. by President, Brian Snider. The meeting notice, agenda, and accompanying documents were disseminated to attendees 10 days prior to the meeting via email and posted on the CES' website.

Roll Call:

Members Present:

Brian Snider	President
Elisa Begueria – Lake Arthur	President Elect
Lauren Laws – Aztec	Region I
Felix Garcia – Jemez Mountains	Region II
Johnna Bruhn – Mosquero	Region III
Dr. Cindy Sims – Estancia	Region IV
Stan Rounds	NMCEL
Dr. Charley Carroll	Higher Ed 2 Year
Erik Bose – ABQ Charter Academy	NMCCS

Members Absent:

Tandee Delk – Elida	Region V
Dr. Gerry Washburn – Carlsbad	Region VI
Cody Patterson – Carrizozo	Region VII
Travis Dempsey – Gadsen	Region VIII
Joe Guillen	NMSBA
Dr. Candice Castillo	NMPED

Non-Members Present:

David Chavez	CES Executive Director
Teresa Salazar	CES Chief Operating Officer
Norma Henderson	CES Finance Manager
Lianne Pierce	CES Director of Ancillary Services
Paul Benoit	CES Northern Services Manager
Doug Marshall	CES IT Director
Yvonne Tabet	CES Director of Human Resources
Dr. Kimberly Mizell	CES Site Director
LeAnne Gandy	CES Director of Leadership Development
Loretta Garcia	CES Tap Director
Alexis Esslinger	CES LEAP Director

Quorum:

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

Approval of Minutes:

A motion was made by Felix Garcia seconded by Dr. Charley Carroll to approve the meeting minutes from February 12, 2025. Motion passed unanimously

Approval of Agenda

A motion was made by Dr. Charley Carroll and Seconded by Felix Garcia to approve the agenda for the April 8, 2025 Executive Committee meeting.

Agency Communications

The following reports were presented

NMCCS – Erik Bose

Mr. Bose stated that they are having a Charter School law debrief. The 180-day rule for schools continues to be a major topic of conversation, with overwhelming opposition-approximately 99% are against it.

NMCEL – Stan Rounds

Mr. Rounds provided highlights from the legislative session.

All students from grade 6 through grade 12 are moved into secondary students and increased the cost differential from 1.25 to 1.30

There is a 4% raise across districts. The minimum salaries for teachers, school counselors, and school administrators have been raised by \$5000 per contract. The minimum salary for a level one teacher is \$55,000, level two teacher is \$65,000 and level three teacher is \$75,000. The salary increase was amended by the Senate Finance Committee to require “science of reading” to be taught in teacher preparation programs.

The Special Education Act was opposed due to demanding requirements and lack of increased funding.

Representative Armstrong introduced an amendment that prohibits NMPED from enforcing the 180-day school year.

NMPED – Dr. Castillo

Not present. No report given.

NMSBA – Joe Guillen

Not present. No report given.

Higher Education (4yr) – Dr. Sandra Rodriguez

Dr. Rodriguez expressed concern over the amendment to HB 156 by the Senate Finance Committee. The requirement of “science of reading” has overreaching implications to the alternative licensure training, ASL, and native populations.

Higher Education (2yr) – Dr. Charley Carroll

Dr. Charley Carroll announced that Dr. Steve McCleery passed away April 2, 2025. Dr. McCleery was the President and a long time supporter of New Mexico Junior Colleges.

OMNIA Purchasing Cooperative has been making efforts to demonstrate the value they can provide to NMJC trying to position themselves as a better option than CES. Dr. Carroll has invited Mr. Chavez to present an overview of CES’ services to the NMJC Board of Directors on May 15, 2025.

Scholarship – Johnna Bruhn

The scholarship committee will work with Brian, to identify scholarship recipients.

Policy – Elisa Begueria

Mr. Chavez has assigned specific chapters to be reviewed by teams consisting of one CES staff member and one CES Policy Sub-Committee. Once all chapter reviews are complete, the policy review group will meet to finalize the recommendations, and policy will be sent to superintendents for review.

Program Overview and Reports

a. CTE update

At the February meeting the Executive Committee approved \$50,000 to support the CTE alliance. Mr. Garcia has been elected as the president of the alliance. There are 20 school districts participating and membership continues to grow. The alliance has created a strategic plan, identified goals, and a vision mission statement along with core values. The thought is that the districts would look at CTE collectively as 20 school districts. Individual school districts would receive support from the larger group, while augmenting their individual goals.

The alliance plans to have a one day Think Tank Conference and will invite higher education institutions, legislators, school personnel, students, and business representative it will be a significant meeting with 200 attendees.

Curtis Clough has a group working on CTE and the goal is to bring both groups together as a statewide alliance and if we approach legislators we can do it collectively.

b. Strategic Plan

CES will be meeting with a facilitator on April 22, to review goals and develop next steps. Mr. Chavez plans to meet with the officers of the CES Executive Committee in June to review the plan and gather their recommendations. The plan will then be presented to the full group at the June regular meeting, as a draft and incorporate the executive committee's recommendation into the strategic plan.

c. HB 456

Rep Brian Baca was instrumental in getting House Bill 456 bill approved. What the bill will do is raise the current procurement limits on a single PO from 4 million to 7 million and from 12.5 million in the aggregate to 30 million over a 10 year period. We are hoping that the bill will be signed by the Governor and if so, take effect in July.

Administrative Reports

Finance – Norma Henderson highlighted a few items, a full report is included in the packet.

As of February 28, 2025, CES had a total revenue of \$228,148,990. Compared to February 2024, this year's revenue is \$15,673,310 more. SSC had total revenue of \$313,228. Total combined revenue was \$228,462,218 compared to total revenue of \$212,695,418 for February 2024. This is a 7.4% increase, or \$15,766,800 more revenue this year compared to last year.

Also as of February 28, 2025, CES had a profit of \$1,633,803 and SSC had a profit of \$186,702. Combined profit for both entities was \$1,820,505.

As of February 28, 2025, CES' combined Net Fund Balance is \$21,926,454.

Mr. Chavez added that SSC is the property owned by CES on the east side of building complex. The complex is fully leased and a good revenue generator. We did not anticipate being at 7.4 percent of profit at this time of year.

Ancillary – Lianne Pierce highlighted a few items, a full report is included in the packet. Interviewed 24 candidates and hired 21. Ancillary continues to expand its services and doing more work with same amount of people. Started tracking staff hires in 2022 and at that time there were 212 ancillary staff and currently we have 239 ancillary staff and currently only 2 retirement/resignations.

Ancillary is also in the process of transitioning paper evaluations from the easel book to online digital versions. The Woodcock-Johnson Tests are going digital as of January 30, 2026. All evaluator staff will be supplied with two iPads, Ancillary is in the process of ordering the iPads.

The good news is that these changes will be saving \$75,000-\$100,000 in paper protocols.

Procurement – Gustavo Rossell was not present. A full report is included in the packet.

Northern Services/REAP – Paul Benoit, highlighted a few items, a full report included in the packet. Renewals are getting ready to go out closer to the end of the month. A 3% increase will be instituted. He and Jim attended the El Paso Expo which generated several vendors to sign up with CES.

Technology – Doug Marshall new IT Director. A full report is included in the packet.

Southern Services – Jim Barentine was not present. A full report is included in the packet.

Human Resources –Yvonne Tabet highlighted a few items, a full report included in the packet. One of the highlights is Doug Marshall, the new IT Director. Also, this quarter we are doing a lot of training in preparation for the Integrity system.

Executive Director Report

- (a) The CES Executive Director recommended that the Executive Committee approve a five percent salary increase for CES Core Staff for the 2025-2026 fiscal year.
- (b) The CES Executive Director recommended that the Executive Committee approve a four percent salary increase for Ancillary Staff for the 2025-2026 fiscal year. This will allow us to remain competitive with the increases projected for school district personnel.
- (c) The CES Executive Director recommended that the Executive Committee approve a four percent incentive pay for CES Core Staff for the present fiscal year. We requested permission to allow for the incentive pay in our budget preparation last spring and to date we are exceeding budget projections by 5% over the previous year. We anticipate that this percentage will hold and grow between now and the end of the year. The projected cost of the incentive pay is approximately \$180,000.00.
- (d) The CES Executive Director recommends that the Executive Committee allow for the following budget considerations for the 2025-2026 fiscal year:
 - 1. Continue to budget the Six-Year Study at \$740,000.00 for fiscal year 2025-2026. The study appears to be accomplishing what was originally intended with the districts in the study. The 13 districts have begun to implement action plans to address the goals in their plans. Many of the districts are making significant progress at establishing systems that should lead to continuous improvement over the next four years of the study.
 - 2. Approve a 5% increase to support the Leadership, Site and Leap programs. This will cover the increase in compensation for staff in those programs.
 - 3. Approve a budget of \$50,000.00 for the CTE initiative. Presently we have 20 school districts participating as part of the CTE Alliance CES is partnering with the LANL Foundation, LANL Labs and several higher education institutions in building a CTE model to support the participating districts. The model will be one that can be replicated in other districts desiring to expand their CTE offerings.
- (e) Approve the AAIS contract for mathematics support for the 13 school districts in next year's budget.

A motion was made by Johnna Bruhn, seconded by Stan Rounds to approve all of Mr. Chavez's recommendations. Motion passes unanimously.

- (f) Executive Session to discuss the CES Executive Director's Evaluation and compensation. A motion was made by Felix Garcia, seconded by Johnna Bruhn, to move into Executive Session at 3:08 p.m.

roll call was taken and unanimously approved. The meeting reconvened at 3:21 p.m. roll call was taken to reconvene into regular session. A motion was made by Johnna Bruhn, seconded by Eric Bose, that David Chavez continue as the Executive Director receive a five percent raise and four percent incentive pay mirroring the CES' staff raises, and a three-year contract with the caveat of a 30 day notice and a transition plan put into place prior to resignation. Motion passes unanimously.

Personnel – Report – Mr. Chavez stood for questions. No questions were asked.

Consent Agenda

A motion was made by Stan Rounds, seconded by Johnna Bruhn to accept the consent agenda as presented. Motion passes unanimously.

Setting Next Meeting Dates

- a. Thursday June 5, 2005 – 3:00PM Embassy Suites in conjunction with NMSBA School Law Conference.
- b. Tuesday July 15, 2005 – 3:00PM Embassy Suites in conjunction with NMCEL

A motion was made by Stan Rounds to adjourn, seconded by Johnna Bruhn. Motion passes unanimously.

Meeting adjourned.