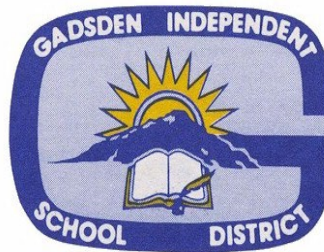


Laura Salazar Flores Board President
Claudia I. Rodriguez Board Vice President
Arlean Murillo Board Secretary
Daniel Castillo Board Member
Christian Lira Board Member

Travis L. Dempsey
Superintendent

4950 McNutt Road
Sunland Park, New Mexico



DRAFT 04/18/2024

FINAL 04/25/2024

REGULAR SCHOOL BOARD MINUTES

For April 11, 2024

1. The Gadsden School Board convened in regular session at 5:02 p.m. President Flores presided the meeting held at the Gadsden Administrative Complex.

Introduction
And Roll Call

Members present: Daniel Castillo, Laura Salazar Flores, Arlean Murillo, and Claudia Rodriguez

Pledge &
Mission Statement

2. The Pledge of Allegiance and the Pledge to the New Mexico flag was recited. The mission statement was read by Daniel Castillo.

Superintendent's
Report

3. Superintendent District updates and recognitions:
 - A. Superintendent Dempsey held a Moment of Silence in Honor of Arturo Ornelas, a junior at Gadsden High School.
 - B. Patricia Garcia, Instructor for Project Search, expresses gratitude for the support and reopening of the Project Search program. She stated despite a three-month delayed start causing the interns to lose 10 weeks of training, five interns persevered, worked diligently, and made commendable progress. Mrs. Garcia recognized the Graduation Interns for Project Search: Angel Carrillo, Jose Catarino, Osvaldo Garcia, Juan Martinez, and Estrella Villanueva. She highlights Project Search's collaborative nature as a partnership rather than an individual effort. She thanked the parents for their dedication and support. The partnerships to Project Search include various organizations and individuals such as the UNM Center for Developmental Disabilities, New Mexico DVR, New Mexico Department of Health, and The Hive Education Center. Mrs. Garcia also acknowledged several individuals within these partnerships: the education outreach manager, statewide coordinator, program manager, job developer, skills trainer, and the director of The Hive Education Center.

- C. Principal Legarreta, Gadsden High School, introduced Maria Dominguez, Counselor. Mrs. Dominguez recognized the National Hispanic Institute-GISD Participants: Kimberly Nevarrez, Raymond Enriquez, and Danay Muñoz. National Hispanic Institute is an international non-profit organization that focuses on garnering the abilities of future leaders in the Hispanic Community.
- D. Jimena, a representative from the New Mexico Department of Health, presented information on the anti-vaping program. The program, developed in collaboration with Stanford Medicine, has been implemented in schools in Sierra County and Doña Ana County. The presentation focused on the rise of vaping among middle and elementary school students, highlighting the urgency of addressing this issue.
- Nationwide, 71% of surveyed students in selected middle and high schools admitted to vaping.
 - After participating in the program, 60% of these students expressed willingness to quit vaping, and 95% learned something new about the risks and impacts of vaping.

Lastly, Jimena stated that by mentioning that the program serves as an educational opportunity rather than a policy change, aiming to better equip students to make healthier choices and eventually quit vaping.

- E. Student Representative-Leah Chavez, a senior from Gadsden High School, reported on the recent achievements and activities at the school and within the community. She stated several students were accepted into the LDZ and Collegiate World Series, with the state of New Mexico covering all costs, including a usual \$1,000 tuition per student and transportation. These students will travel to Colorado for these programs. Leah thanked Gloria de Leon, the co-founder of the National Hispanic Institute, for her inspiration in bringing these programs to the Gadsden Independent School District. She stated the students completed the PSAT and SAT. She mentioned that Gadsden High School had their 2nd Annual GISD Parent Institute, which was well-attended and celebrated by the community. Gadsden started the "Young Guns" basketball program for fourth to sixth graders, supported by the high school basketball teams and community. Ongoing sports events with tennis, baseball, softball teams actively participating. Leah recognized Aaron Estrada who qualified for state in Javelin. Athletic training students are preparing for a state competition aiming for their fourth consecutive win. The cheerleading team achieved fourth place at a state competition. Preparations are underway to welcome eighth graders next year, including infrastructural changes like building a gate around the old English building to accommodate them. Leah thanked the students' hard work and community support for these diverse activities and achievements.

4. Mr. Castillo expressed enthusiasm and optimism after attending the National Board Association conference in New Orleans. He was particularly impressed by the recruitment personnel present and felt reassured about the future. At the conference, he participated in several breakout sessions where the common message was that while all school districts are unique, they share similar challenges, such as staffing shortages. He mentioned how one district in Wyoming struggles with high living costs impacting teacher recruitment. The conference provided a platform to exchange ideas and solutions applicable to different districts, reinforcing that although solutions might not be directly transferrable, they can inspire adaptations to meet local needs. He left the conference energized and filled with new ideas and hope for addressing the challenges in his own district.

Board Vice President Rodriguez expressed appreciation for the contributions and progress reported by Leah Chavez. She emphasized the significance of ongoing projects like Project Search. She acknowledged the support from individuals like Daisy Lira and highlighted the positive impact of the leadership development programs, LDZ and CWS, especially the support from the state ensuring student participation. Mrs. Rodriguez was enthusiastic about the Parent Institute event she attended, noting the valuable resources provided to parents and the engagement achieved through workshops and information booths. She also attended the National School Board Association conference in New Orleans. She emphasized the importance of community and collaborative efforts in educational success, citing the gifted showcase at Loma Linda Elementary as an example of student potential and achievements. She encourages viewing the showcase on YouTube to witness the capabilities of the students and reiterated the necessity of community support in fostering student success.

Board Member
Report

Board Secretary Murillo stated she attended the NSBA conference. She emphasized the importance of adapting support to meet individuals where they are, rather than assuming everyone aspires to be at 100%. She reflected on a powerful workshop that altered her perspective on supporting both students and staff according to their own needs and circumstances. Mrs. Murillo was inspired by several speakers, including Ruby Bridges and the creator of Hot Cheetos, who emphasized the theme of turning challenges into opportunities. She connected this theme to the Project Search program, which successfully helps students overcome challenges and achieve independence and employment. She also mentioned that she attended the Parent Institute, praising the organization and professional appearance of the participants, and stressed the importance of community connections and networking. She highlighted the value of building relationships with community

members like Daisy Lira and Jerry Pacheco, who significantly contribute to the community and help students transition into employment. Lastly, she stated by reflecting on the professional and personal growth opportunities provided by the conference, appreciating the chance to bond with fellow board members and bring valuable ideas and initiatives back to their own community.

President Flores expressed gratitude towards various individuals and groups for their contributions to the school and community. She thanked the National Honor Society, the principal of Chaparral High School, and others for organizing and supporting community events and activities. She praised the involvement of the community in Chaparral High School events and acknowledged Coach Scott for promoting inclusivity in sports, highlighting the opportunity for both boys and girls to play football. She also noted that it is National Autism Awareness Month and appreciates the efforts made to celebrate and support students with autism across district campuses. She thanked the contribution of librarians, library assistants, and assistant principals for their hard work during the testing season. She was pleased about the students' opportunity to view a solar eclipse. President Flores also encouraged community support for spring sports and mentioned the Hispanic program at local high schools, suggesting it should be expanded to include all schools, such as Desert Pride Academy.

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| Personnel Report | 5. The personnel report is included for the Board's information with no action required. |
| Approval of the Agenda | 6. Mr. Castillo made a motion to accept the agenda as presented. Motion carried unanimously. |
| School Board Minutes | 7. Board Vice President Rodriguez made a motion to approve the Regular School Board Minutes for March 19, 2024. Motion carried unanimously. |
| Consent Agenda | 8. Board Vice President Rodriguez made a motion to approve the consent agenda as presented. Motion carried unanimously. |
| Open Forum | 9. Open Forum: Mayra Nuñez addressed to the board regarding issues not being met for her son under Special Education. |
| Action
Chaparral Elementary
School Partial Re-
Roof | 10. Action Items:
A. Board Vice President Rodriguez made a motion to approve the Chaparral Elementary School Partial Re-Roof. Motion carried unanimously. |

Renewal of U.S.
Bureau of Land
Management Leases

B. Mr. Castillo made a motion to approve the Renewal of U.S. Bureau of Land Management Leases. Motion carried unanimously.

School Board
Redistricting

C. Mr. Castillo made a motion to approve the School Board Redistricting. Motion carried unanimously.

2024-2025 District
Calendar

D. Board Secretary made a motion to approve the 2024-2025 District Calendar Option A. Motion carried unanimously.

Reorganization of the
GISD Special
Education
Department

E. Board Vice President Rodriguez made a motion to approve the Reorganization of the GISD Special Education Department. Motion carried unanimously.

Policy IKFB:
Graduation Exercises

F. Board Secretary Murillo made a motion to take a 10-minute recess to review over documents for the Policy IKFB: Graduation Exercises. Daniel Castillo, Laura Salazar Flores, and Arlean Murillo voted “aye”. Claudia Rodriguez voted “naye”. Motion carried. The board reconvened at 7:39 pm. Board Vice President Rodriguez made a motion to table Policy IKFB: Graduation Exercises. A roll call was taken: Daniel Castillo, Claudia Rodriguez, and Arlean Murillo voted “aye”. Laura Salazar Flores voted “naye”. Motion carried.

Discussion
Gadsden MS
Replacement Project

11. Discussion Items:

A. Mrs. Vela, Director for Energy Management and Construction, presented information on the Gadsden MS Replacement Project.

2024-2025 Budget
Timeline

B. Superintendent Dempsey presented information on the 2024-2025 Budget Timeline. Superintendent Dempsey provided an overview of the budget timeline for a board meeting. Dates to include: April 15th for an Operational Budget Review; April 30th for Department Budgets due with Ed. Plan; May 13th for a Board Member/Community Workshop; May 16th for board members budget booklets; May 21st for a Special Board Meeting for Budget Approval and May 22nd for the deadline for budget submission.

Resolution: Support
for Local Control

C. Superintendent Dempsey presented information on the Resolution: Support for Local Control. Superintendent Dempsey discusses ongoing conflicts regarding calendar rules adopted by an educational authority. Two primary actions have been suggested to districts: one is to pass a resolution supporting local control over educational decisions, and the other is to contribute financially to a legal challenge against these calendar rules. He mentioned a preference to allocate funds directly to educational services for students rather than litigation. Additionally, he addresses the potential for ongoing financial commitments if the litigation extends, which raises concerns

about how much the district would continue to contribute over time. He invites board members to review a drafted resolution and provide feedback, aiming to finalize and possibly adopt it in future meetings. He also seeks the board's opinions on whether to engage financially in supporting the litigation effort.

Resolution:
Commitment to Safe
and Secure
Communities

- D. Superintendent Dempsey presented information on the Resolution: Commitment to Safe and Secure Communities. He discussed a briefing received about potential increases in migrant traffic in Sunland Park due to changes in Texas law, which have implications for the local community. Superintendent Dempsey stated that the increase in migrant traffic could have implications for local resources and services. There is a proposed resolution to work collaboratively with the city of Sunland Park and other local entities to manage the potential impacts effectively. Superintendent Dempsey mentioned that the communication with the governor's office and other state leaders is ongoing, aiming to prepare and respond appropriately. He addressed the importance of a unified approach and maintaining public trust by setting a positive tone in communications about the community's response to the situation. He emphasized the need to avoid divisiveness and ensure safety and support for all students and families.

Update on SRO's

- E. Lieutenant Ortega presented information on the Update on SRO's. He stated that the efforts to collaborate with the Doña Ana County Sheriff's Office and other local law enforcement agencies to secure law enforcement services for campuses have faced challenges, particularly with Doña Ana County not engaging in discussions or responding to communication efforts. The New Mexico State Police, while willing to assist in emergencies, cannot commit full-time resources due to staffing shortages. He stated despite these setbacks, the district has maintained a successful relationship with the City of Sunland Park, which has provided SRO's for Santa Teresa High School and Middle School. Also, this partnership also extends some security services to local elementary schools. Lieutenant Ortega addressed broader security needs in which the district is exploring several options under guidelines set by the New Mexico State Insurance Authority (NMSIA), which governs armed security on campuses. He emphasized that the district is exploring these options to ensure compliance with NMSIA guidelines and to secure a reliable law enforcement presence on our campuses.

Monthly Budget
Report For The
Month Ended
February 29, 2024

- F. Mrs. Martinez, Chief of Finance, presented information on the Monthly Budget Report For The Month Ended February 29, 2024.

Upcoming Board Meetings and Events

12. Superintendent Dempsey announced the upcoming board meetings and events:
- A. Parent Institute: April 10, 2024-Gadsden High School
 - B. Next Regular Board Meeting: Thursday, April 25, 2024-GAC (Deadline for Item Requests Monday, April 25, 2024)
 - C. NMSBA Spring Region VII Meeting-Cloudcroft-April 16
 - D. Teacher of the Year Ceremony Grace Gardens-May 3, 2024
 - E. Human Resources Employee Recognitions-GHS-Tues. May 7 @ 4:00
 - F. DACC Commencement-Thursday, May 9 @ 7 pm
 - G. Graduation Ceremonies -UTEP – May 24 – 25, 2024
 - H. NMSBA Law Conference - Albuquerque - May 30 – June 1, 2024
 - I. NMSBA Leadership Retreat – Taos – July 11-13, 2024

Closed Session

13. Closed Session
- President Flores made the motion to go into Closed Session pursuant to 10-15-1, H-2, of the Open Meetings Act NMSA 1978 as amended for Superintendent’s and Associate Superintendent’s report on recent personnel actions and issues such as: employees on administrative leave with pay, employee grievances, employee issues and superintendent evaluation. A roll call vote was taken, Daniel Castillo, Laura Salazar Flores, Arlean Murillo and Claudia Rodriguez all voted “aye”. Motion carried unanimously. The Board went into Closed Session at 9:16 p.m.

Reconvene

14. President Flores made a motion to reconvene in open session. No action was taken. Motion carried unanimously. The Board reconvened in Open Session at 11:26 p.m.

Possible Action Regarding Superintendent Evaluation and Contract

15. No action was taken.

Adjourn

16. President Flores made a motion to adjourn the meeting. Motion carried unanimously. The meeting adjourned at 11:27 p.m.

SUBMITTED BY:

APPROVED BY:

Arlean Murillo, School Board Secretary

Laura Salazar Flores, School Board President

Minutes taken by MaryLou Delgado