

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 04/30/2024
FINAL 05/07/2024

REGULAR SCHOOL BOARD MINUTES
For April 25, 2024

1. The Gadsden School Board convened in regular session at 5:01 p.m. President Flores presided the meeting held at the Gadsden Administrative Complex.

Introduction
And Roll Call

Members present: Daniel Castillo, Laura Salazar Flores, Christian Lira, 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 Board Vice President Rodriguez.

Superintendent's
Report

3. Superintendent District updates and recognitions:
 - A. Superintendent Dempsey introduced the Santa Teresa Charitable Foundation. The STCF presented a \$18,000 check to the participating schools in the Honors Program: Chaparral Elementary, Desert View Elementary, La Union Elementary, Riverside Elementary, Santa Teresa Elementary, and Yucca Heights Elementary.
 - B. Superintendent Dempsey introduced the New Mexico School Board Association Student Achievement Award recipients: Bruce Beach, Coordinator of Cultural Arts; Daisy Lira, community member; Ray Lara, Coordinator of Curriculum & Instruction; Mary Ann Clark, retired Coordinator of Special Education; Cathie Williams, Assistant Principal at Chaparral Middle School; Gianni Villegas, Teacher at Gadsden High School; Mireya Meza, Secretary at Chaparral High School; and Sydney Payan, Network Manager for Technology.
 - C. Mrs. Park, CTE Counselor, introduced the counselors from each high school to recognize the Gadsden Foundation Scholarship Recipients: Counselor Mrs. Cobos from Santa Teresa High School presented the scholarship to Anna Duval, Jimena Garcia, and Mia Thompson; Counselor Mrs. Mendoza from Gadsden High School presented the scholarship to Kimberly Nevarez, Leah Chavez, and Leonel Alvarez Camargo; Counselor Mrs. Walp from Desert Pride Academy presented the scholarship to

Robert Porras and Roman Perez; Counselor Mrs. Alvarez from Chaparral High School presented the scholarship to Ethan Flores, Ashley Vigil, and Adrian Quintero; and Counselor Mrs. Angel from Alta Vista Early College presented the scholarship to David Martinez Castro and Jazmine Cordova.

- D. Bruce Beach, Coordinator for Cultural Arts, recognized the Fine Arts Groups All-State. The Warrior Theater from Santa Teresa High School participated in the Drama Festival at Eastern New Mexico University in February, where they performed "Tracks" and won the Best Set Design award. Jacqueline Perez and Angel Vides received \$2000.00 scholarships to Eastern New Mexico University, with Angel planning to study playwriting in the fall. Their instructor is Richard Martinez.

Gadsden Middle, Chaparral High, and Santa Teresa High Bands, competed at the New Mexico Activities Association State Concert Band Contest in Albuquerque. Gadsden Middle Band, led by Mr. John Scanlon, secured 8th place out of 15 middle school bands.

- E. Principal De La Garza at Alta Vista Early College, introduced the Business Professionals of America (BPA) team. Although Mrs. Candace Brineger couldn't be present, 17 students participated in the BPA State Leadership Conference in Albuquerque. Eleven students secured first place in one or more events, while seven students attained second place in at least one event. One student was elected as the State BPA President, offering her numerous opportunities. She will undergo leadership training at Eastern New Mexico University over the summer, host a leadership workshop in the fall, and visit the New Mexico Legislature in Santa Fe in the spring to advocate for BPA and other similar organizations. Alexa Chavez, a junior at AVECHS, was introduced as the New Mexico State BPA President for the 2024-2025 school year. Mrs. Chavez introduced the 2024 State New Mexico National Qualifiers: In Broadcast News Production, Severa Gonzalez, Alejandro Garcia Torresdey, Christopher Hernandez, and Ariadne Lopez-Rendon secured first place, with Severa also placing second in Presentation Individual and Ariadne placing second in Entrepreneurship. Kaitlynn Paz placed first in Economic Research Individual, alongside a third place in Broadcast News Productions with Briana Hernandez and Cosby Morales. Matthew Ochoa, Adrian Maldonado, and Danny Webb placed first in Video Production. Other first-place winners include Briana Hernandez in Digital Media Production, Joslynn Cervantes in Health Research Presentation, and Jazmin Muñoz in both Human Resources Management and Meeting Event Planning. Gabriel Marrufo and Jazmin Muñoz, Joslynn Cervantes, and Yamilet Hernandez placed second in Visual

Design, with Gabriel also attaining third in Graphic Design. These talented students will be representing Alta Vista Early College High School and the Gadsden District at the BPA event in Chicago.

Laura Smith, Assistant Principal at Chaparral High School, introduced the national qualifiers from the Technology Students of America (TSA) state competition. Sponsors are Mr. Ron Richmond and Mr. Eduardo Ornelles. Fernando Mendoza and Christine Hernandez placed first place in Structural Design; Litzy Ogaz and Leslie Argumedo placed first in Forensic Science; Ashley Vigil and Leslie Vargas placed second in Forensic Science; and Diana Rosales, Lesly Argumedo, and Litzy Ogaz placed second in Geospatial Engineering.

Victoria Perry, Assistant Principal at Gadsden High School, introduced Educators: Mr. Anthony Sapien and Miss Amanda Holguin for FCCLA, Miss Isela Ramos for DECA, and Miss Lorena Valdez for Educators Rising. These educators exemplify dedication and commitment to student success.

Amanda Holguin, FCCLA Sponsor, recognized the FCCLA that attended the state leadership conference in Albuquerque, New Mexico, with 11 members. Their exemplary performance earned them several recognitions, including the Chapter of Distinction award for showcasing excellence in Government Finance and Leadership at the gold level. They received the Spirited Award for the third-highest increase in membership affiliation in the state. Member Danny Ramirez ran for an executive council position, marking a first for their chapter. Four members qualified for the national level competition, including two-time qualifier Sarahi Melendres, who won first place in Baking and Pastry, earning a gold medal and a \$22,000 scholarship to The Culinary Institute of America. Desiree Dominguez-Piñon also placed first and a gold medal in Culinary Arts, along with a \$2,000 scholarship to The Culinary Institute of America. Kimberly Nevarez received first place in Job Interview, while Delila Montenegro placed second. They will represent Gadsden High School in Seattle, Washington, at the National Leadership Conference.

Isela Ramos, the Marketing Teacher at Gadsden High School, introduced the DECA State finalists. These students have diligently worked throughout the year and earned their spots in DECA's International competition in Anaheim, California. She introduced three students who competed in the Marketing Campaign service event: Andrea Lozoya, a 12th grader with four years of DECA experience, Aida Rosales, a 12th grader with one year of DECA experience, and David Alvarado, also a

12th grader with one year of DECA experience. They participated in a special competition involving the Gadsden Independent School District and KTSM marketing campaign, earning second place and advancing to Nationals. In the event of Hospitality and Tourism Professional Selling, Jorge Ramirez, a 12th grader with two years of DECA experience, qualified for Nationals for the second time. In the Financial Consulting event, Natalie Moreno, a 12th grader with two years of DECA experience, and is a state representative for the Evolvment Campaign, a community service project.

Lorena Valdez, Educators Rising sponsor at Gadsden High School, recognized their achievements. Two students have qualified for Nationals in Washington DC. Sherlene Santos earned a spot at Nationals with a four-minute speech about her journey to becoming a teacher. Jasmine Sigala placed first for her original work on recycling in K-3rd Literature, earning her a \$500 scholarship to ENMU.

Maria Gonzalez, the sponsor for Educators Rising at Santa Teresa High School, introduces Sophia Garcia as their national qualifier. Sophia achieved second place at the state level in the competition "Exploring Non-Core Subject in Education Careers." This involved shadowing a teacher on eight different occasions and presenting research findings at the state level.

Sam Soria, the sponsor for TSA at Santa Teresa High School, recognized Jeremy Latman, Abraham Nuñez, and Daniel Rubio placed first in music production. Caitlyn Bristo Salas, the state representative and vice president of TSA, earned second place in Prepared Speech. Caitlyn expresses gratitude and introduces the school's representatives, highlighting their dedication to the theme "Change Starts with Me." She emphasizes the impact these individuals have made, hoping for continued support and funding from the district.

Javier Rincon,

- F. Natalie Moreno, a senior from Gadsden High School and a member of the Evolvment leadership team, presented information on the Evolvment Tobacco Awareness Campaign. She discusses the initiative's efforts in tobacco prevention. Evolvment focuses on reducing harmful tobacco use, particularly vaping, in schools. She advocates for comprehensive tobacco-free school policies. She shares her discussions with Superintendent Dempsey and Principal Legarreta regarding the updated PED rule and trends in vaping. Natalie highlights the importance of adopting a comprehensive tobacco policy to meet state standards, emphasizing the need for

support from the district. She proposes updates to the current policy, including clear prohibitions on tobacco use, distribution, and possession, along with providing resources for addiction support and implementing progressive discipline measures. Natalie offers the assistance of Evolverment in updating the tobacco policy and providing resources such as bilingual signage and faculty training. She concludes by urging the board to prioritize student and staff health by meeting state standards and creating a healthier school environment.

- G. Superintendent Dempsey provides an overview of recent community engagements and communication efforts. He emphasized the importance of stakeholder interaction and highlights various meetings and events held from March to April, including Coffee with the Superintendent, Community Meetings, Staff Meetings, Equity Council gatherings, and District Leadership sessions. Dempsey mentioned the extensive use of Remind messages, with 38,000 sent out in a single month, underscoring the district's commitment to communication. Additionally, he discusses Gadsden participation in a six-year study aimed at assessing and improving academic performance, mentioning an ongoing instructional audit conducted by external experts.
- H. Dr. Eric Kerr from the American Alliance for Innovative Systems discusses the instructional audits conducted in cooperation with the Cooperative Educational Services. The audit involved multiple visits to Gadsden High School, including interviews with central office administrators, focus groups with community members and students, and document evaluations by curriculum specialists. The audit's draft report was submitted to the district leadership in February, with subsequent discussions and data gathering leading to a final draft. Dr. Kerr outlines six domains of the audit, focusing on instructional practices and curriculum design. In the assessment of instructional practices, Gadsden teachers are commended for their innovative approaches, which are seen as more engaging compared to traditional methods. The district's emphasis on a centralized curriculum design, though still in progress, is recognized as a positive step towards personalized education. Dr. Kerr acknowledges variations in implementation across schools but praises Gadsden overall progress and commitment to curriculum development.
- I. Student Representative-Isis Evaro, a junior from Desert Pride Academy, shares her positive experience at the school. She highlights the interactive teaching methods that make learning enjoyable and comprehensible. Due to the school's focus on academics, with no extracurricular activities, students prioritize graduation and preparing for district final exams. Isis mentions that 149 students will graduate this year, with 107 graduating in May. As graduation and exams approach, students concentrate

on reviewing exam-relevant material. Desert Pride Academy is also constructing a greenhouse, which will be available next semester. Isis expresses satisfaction with the PSAT and SAT testing process, crediting teachers for effectively preparing students.

4. Board Vice President Rodriguez praises the positive aspects of education in Gadsde, acknowledging the hard work of both mentors and teachers. She appreciates Superintendent Dempsey's commitment to transparent feedback for improvement. She also emphasized the importance of effective communication and encourages community involvement, urging parents and students to participate in meetings to voice their concerns and ideas. She highlights the impact of individuals like Ms. Mary Ann Clark, who have left a lasting legacy through their contributions to education. Mrs. Rodriguez encourages active participation from parents and students to facilitate positive changes in the educational system.

Board Secretary Murillo congratulated award recipients and recognizing the achievements of students and the school. She expressed appreciation for the collaborative spirit within the community and highlight recent events. Mrs. Murillo stated she attended the All-State Band performance. She also attended the Reaching New Heights conference in Albuquerque. She commends the administrators for their work and thank families for supporting students during testing. She also acknowledged the efforts of teachers and administrators during testing season. She regrets missing the NMSBA Region VII meeting held at Cloudcroft, NM due to a family emergency but heard positive feedback about it.

Board Member Castillo congratulated all award recipients and emphasizes the importance of teachers in motivating students. He commends Mr. Jerry Pacheco for his work with the Santa Teresa Charitable Foundation for its positive impact on students. Castillo appreciates feedback about areas for improvement, highlighting the importance of continuous growth and striving for excellence.

Board Member
Report

Board Member Lira expresses amazement at the talent of the students in the area, emphasizing the heartfelt joy it brings. He acknowledges the hard work of teachers, stating that their efforts are reflected in the success of the students. Mr. Lira extends his congratulations and gratitude to the teachers, assuring them that their work is appreciated. He expresses happiness at being part of the board and the community.

President Flores acknowledged the retirement of Principal Ludwig, expressing gratitude for her dedication and personal touch with students. She stated she travel to Albuquerque to watch the Chaparral Lobos band perform, praising the students' achievements and the support of administrators and parents. She congratulated the recipients nominated for the NMBA awards, particularly Mary Ann Clark, commending her work in improving student achievement. She recognized the efforts of administrative assistants, secretaries, and testing coordinators, thanking them for their hard work. She expressed appreciation for students' efforts during testing season.

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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 April 11, 2024. Motion carried unanimously. |
| Consent Agenda | 8. Board Secretary made a motion to approve the consent agenda as presented. Motion carried unanimously. |
| Open Forum | 9. Open Forum: None |
| Action
Regular School Board
Schedule for 2024-
2025 | 10. Action Items: |
| Resolution: Support
for Local Control | A. Board Member Castillo made a motion to approve the Regular School Board Schedule for 2024-2025. Motion carried unanimously. |
| Resolution:
Commitment to Safe
and Secure
Communities | B. Board Secretary Murillo made a motion to approve the Resolution: Support for Local Control. Motion carried unanimously. |
| Policy IKFB:
Graduation Exercises | C. Board Secretary made a motion to approve the Resolution: Commitment to Safe and Secure Communities. Motion carried unanimously. |
| | D. Board Member Lira made a motion to approve as is Proposal E-Clean starting 2023-2024. President Flores second the motion. President Flores made a motion to amend by removing “Don’ts” on the chart and to reinstate the language from the original proposals that would state “The superintendent shall develop annually that it’ll be the |

campus administration shall develop and adding verbiage of GISD affiliations and then changing that blurb from the superintendent to the campus administrators. Board Member Lira accepted the motion with amendments. President Flores made an amendment to remove the last bullet of inspirational quotes sayings. Board Member Lira accepted the amendment. A roll call was taken: Board Vice President Rodriguez and Board Member Castillo voted “naye”; President Flores, Board Secretary Murillo, and Board Member Lira voted “aye”. 3-2 vote Motion carried.

Discussion
Gadsden MS
Asbestos Project

11. Discussion Items:
 - A. Mrs. Vela, Director for Energy Management and Construction, presented information on the Gadsden MS Asbestos Project.

Upcoming Board
Meetings and Events

12. Superintendent Dempsey announced the upcoming board meetings and events:
 - A. Teacher of the Year Ceremony Grace Gardens-May 3, 2024
 - B. Human Resources Employee Recognitions-GHS-Tuesday, May 7 @ 4:00
 - C. Next Regular Board Meeting: Tuesday, May 7, 2024-GHS
 - D. (Deadline for Item Requests Monday, May 13, 2024)
 - E. DACC Commencement -Thursday, May 9 @ 7 pm
 - F. Regular Board Meeting – Thursday, May 23 @ 5:00 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
Board Member Castillo 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, Christian Lira, Arlean Murillo and Claudia Rodriguez all voted “aye”. Motion carried unanimously. The Board went into Closed Session at 8:43 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 11:11 p.m.

Possible Action
Regarding
Superintendent
Evaluation and
Contract

15. No action was taken.

Adjourn

16. Board Member Castillo made a motion to adjourn the meeting.
Motion carried unanimously. The meeting adjourned at 11:12
p.m.

SUBMITTED BY:

APPROVED BY:

Arlean Murillo, School Board Secretary

Laura Salazar Flores, School Board President

Minutes taken by MaryLou Delgado