

MINUTES OF REGULAR SCHOOL BOARD MEETING

DULCE INDEPENDENT SCHOOLS

April 21, 2020

I. CALL MEETING TO ORDER

A. Mr. Leon K. Reval, Board President called the virtual meeting to order at 3:02 p.m. in the conference room at the District Administration Building, Dulce, New Mexico.

B. The Pledge of Allegiance and Salute to the State Flag of New Mexico was recited.

II. ASCERTAIN QUORUM (I)

MEMBERS PRESENT: Members present at roll call via Teams platform and phone conference were: Leon Reval-Board President; Levi Pesata-Vice President; LaVonna James-Board Secretary; Diana F. Vigil-Board Member, Phillip Salazar, Board Member

MEMBERS ABSENT:

ADMINISTRATION PRESENT: Present via Teams platform and phone conference were: James Cammon, Interim-Superintendent; Carole Gomez, Business Manager; Melissa Polaco-Federal Programs; Bart Owen-Technology Coordinator/CPO, William Troup-IT, Lucas Westlie-IT, Mark Marez-District Safety & Security; Uriah Billie-District Safety & Security; Yvette Mares- Administrative/Board Secretary

TEACHERS PRESENT:

OTHER STAFF PRESENT: Lewis Martinez-Culinary Arts & Track/Cross Country Coach;

OTHERS PRESENT: Jackie Moya-Track & Field Coach, Antonia Vigil-Assistant Track & Field Coach, Alyssa Veneno-Assistant Track & Field Coach

III. APPROVE AGENDA (A)

Interim-Superintendent Cammon made the recommendation to approve the Agenda with the correction on number VII. # 2, Change January to March. Motion made by Phillip Salazar to approve the Agenda with the recommended change; seconded by Levi Pesata. Motion carried.

IV. LIMITED PUBLIC PARTICIPATION FORUM (I)

None at this time

V. SUPERINTENDENT'S ITEMS (I)

Interim-Superintendent Cammon presented his report to the Board. Mr. Cammon's update included high lights on the following: School/District Activities/Events/Conferences/Correspondence, Professional Development, Vacancy Announcements, NMPED/DISD COVID19 Program Development & Responses (Staff Compensation and Continuous Learning Plan), School Calendar/Budget SY 2020-2021, Continued District Operations, Programs SY 2019/2020, District Wide Initiative & Clubs/Activities. Mr. Cammon addressed questions regarding the progress of the Continuous Learning Plan and whether we are behind on academics. Mr. Cammon informed the Board the laptops have been issued out and hotspots will be here and in place any day now. Mr. Cammon responded to questions from LaVonna James regarding essential staff compensation, and what is the plan to assure all staff are being monitored and engaged with this process. Mr. Cammon's report stated all staff is productive and engaged during the school closure and he is compensating staff per the direction of the Governor and the Cabinet Secretary. Mr. Cammon did state teacher and educational staff will be paid per their respective CBA agreement and their contractual agreement, support staff to include, facilities, custodial, school nutrition, transportation, administration and clerical are compensated per their respective contractual agreement with overtime being paid for time worked over 40 hour a week and per previous agreement of immediate supervisor and District Superintendent. Mr. Cammon did state he would at a future board meeting asking the Board to look at a mechanism at compensating those staff members who were tireless at there efforts during spring break in reference to nutrition, transportation, maintenance and custodial staff. Coaches and sponsors will be paid per their respective employment agreement and for days worked. Administration will be paid per their individual contractual agreement. Levi Pesata stated he would like to see a report on how essential staff is managing their work. Mr. Cammon stated Mr. John Martinez has been kept in the loop and negotiations will begin shortly. Leon Reval asked Mr. Cammon to explain how far behind are we with implementing our Continuous Learning Plan. Mr. Cammon stated we are actually ahead and after researching for solutions the last four weeks for

internet service we have signed contracts with Verizon, we have purchased hotspots as well and moving forward as fast as we can.

LaVonna James asked Mr. Cammon to clarify vacancies in the district and to please present an updated report on new hires, transfers and vacancies at the next Board Meeting. Ms. James reminded Mr. Cammon to please continue with the preparation of the budget as set forth by PED and if we need to make any changes we will do so as we receive further instruction from PED in June. Ms. James asked Mr. Cammon to clarify how he prorates stipend payments. Mr. Cammon explained the process used to pay out stipends to athletic staff and sponsors in lieu of the closure of the school for the remainder of the school year. Levi asked for clarification on the work from home for staff and explained he has a grave concern about having a certain individual who commutes on a weekly basis from Bernalillo and feels this individual should work from home to help keep employees safe. Mr. Cammon responded he cannot legally restrict travel to employees unless the Governor closes the borders and restricts travel to communities that it would be illegal to restrict our employees from traveling but he asked this individual to please monitor themselves and get tested. Diana Vigil stated she is in agreement with Mr. Pesata's concern about allowing employees to travel in from out of town. Phillip Salazar stated, the Jicarilla Apache Nation's leadership has currently implemented a program for individuals/vendors who travel from out of town to Dulce. These individuals must go to the CHR office and get screened prior to showing up to work. Leon reminded the Board to please send any concerns pre-meeting to email Mr. Cammon prior to the meeting. Ms. James stated she would like to have Mr. Cammon prepare his report and include it with the packet in a timely manner.

**VI. REPORT FROM STAFF AND STUDENTS (I)**

No reports from staff/students at this time.

**VII. APPROVAL OF MINUTES (A)**

Interim-Superintendent Cammon made the recommendation to approve the March 17, 2020 Regular Board Meeting Minutes with a correction on the spelling of the word lieu on page 4 under Executive Session. Motion made by Phillip Salazar to approve the March 17, 2020 Regular Board Meeting Minutes as recommended; seconded by Levi Pesata. LaVonna James and Diana Vigil abstained stating they were not present for this Board Meeting. Motion passed by majority vote.

**VIII. FINANCE COMMITTEE (I/A)**

**1. Consolidated Board Report (I)**

Business Manager, Carole Gomez presented the Consolidated Board Report to information purposes. LaVonna James inquired if we have received reimbursement for MRI, Ms. Gomez informed the Board we did receive the reimbursement and will be reflected in the May 2020 finance report and RFR's are being processed quicker.

**2. March 2020 Disbursement Report (A)**

Business Manager, Carole Gomez presented the March Disbursement for Board approval. Leon Reval stated if there are no questions from the Board, will proceed in a proficient manner. The Board had questions on payments to Serco Fencing-fence for school housing & install a gate at the loading dock at the high school, and Cougar Vigil-contract for services performed at the high school. Interim-Superintendent Cammon made the recommendation to approve the March 2020 Disbursement as presented. Motion made by LaVonna James to approve the March 2020 Disbursement Report as presented; seconded by Diana Vigil. Levi Pesata abstained and stated he did not think we should be building fences to control dogs. Motion passed by majority vote.

**3. Monthly Budget Changes Report (A)**

**a. Monthly Maintenance Budget Transfers March 2020**

Business Manager, Carole Gomez presented the Monthly Maintenance Budget Transfers report for March 2020. LaVonna James, had a question on student travel, Ms. Gomez responded, she had to transfer funds for athletic travel.

Interim-Superintendent Cammon made the recommendation to approve the Monthly Budget Changes Report as presented. Motion made by Phillip Salazar to approve the Monthly Budget Changes Reports as recommended; seconded by LaVonna James. Motion carried.

b. Operational Budget Increase

Business Manager, Carole Gomez presented the Operational Budget Increase for Board approval. Ms. Gomez stated this increase request is due to the final adjusted unit value in the amount of \$199,347.00 and a majority will be used to purchase the hot spots and will going into supply assets less than \$5,000.00. Interim-Superintendent Cammon and Bart Owen explained what jet-packs are and how they work. Mr. Cammon informed the Board every family of DISD students will be receiving a jet-pack. Phillip Salazar asked for clarification if this increase has already been sent into Santa Fe. Levi Pesata asked for clarification on the budget adjustment for communication services, Mr. Cammon stated this fee is for the wi-fi monthly fees we will be paying to Verizon for the hot spots and this was our only option. Levi Pesata asked Mr. Cammon if this contract had been brought to the Board for approval. Mr. Cammon stated, no this was as emergency purchase pursuant by the Cabinet Secretary and the Governor and Adan Delgado directed him to move forward and if we didn't act on this we would have lost the jet-pack devices and been behind. Levi Pesata stated this is not proper and Mr. Cammon reports to the Board per the constitution and operation procedures every contract should come to the Board for approval. Mr. Reval stated he would have Mr. Cammon forward the correspondence from PED to the Board. LaVonna James stated she has the same concern as Mr. Pesata and asked to see the back up documentation supporting Mr. Cammon taking action on the contract without Board approval

and she recommended tabling this item. Mr. Reval asked the Board individually on their comments on tabling this item. Phillip Salazar, LaVonna James and Levi Pesata were in favor of tabling. Diana Vigil and Leon Reval were not in favor of tabling. Mr. Cammon mentioned, if he had not made the decision to buy the jet packs, the devices would have been sold to another district and time was of the essence and we could not have gotten devices for another 60 to 90 days and he would not have been able to assure the District and the Board he was doing everything possible to support the students and basically half the senior class would not be graduating.

Mr. Cammon stated per the discussion of the Board on Operation Budget Increase to table this item with three in favor and two opposing, this item will be tabled until the next Board meeting with the Interim-Superintendent to provide information as it pertains to Deputy Delgado's reported transcripts.

c. Initial Budget-Impact Aid Capital Outlay

Business Manager, Carole Gomez presented the Initial Budget-Impact Aid Capital Outlay in the amount of \$237,836.00 for Board approval. Ms. Gomez stated the budget is due May 22, 2020. Interim-Superintendent Cammon made the recommendation to approve the Initial Budget-Impact Aid Capital Outlay in the amount of \$237,836.00 as presented. Motion made by Levi Pesata to approve the Initial Budget-Impact Aid Capital Outlay as presented; seconded by Phillip Salazar. Motion carried.

IX. OLD BUSINESS (I/A)

1. Bilingual Multi-Cultural Education Program (BMEP) 2020/2021 Application

Melissa Polaco, Federal Programs presented the Bilingual Multi-Cultural Education Program 2020/2021 Application to the Board for approval. Interim-Superintendent Cammon made the recommendation to approve the Bilingual Multi-Cultural Education Program Application as presented. Motion made by Phillip Salazar to approve the Bilingual Multi-Cultural Education Program 2020/2021 Application as recommended; seconded by Levi Pesata. Motion carried.

2. Interim-Superintendent Evaluation

The Board was informed not all evaluations have been submitted. Levi Pesata asked Mr. Reval to consider giving the Board a deadline of April 24<sup>th</sup> due to the important nature of this evaluation. This item tabled to allow for extended deadline of April 24, 2020 to complete and submit evaluations.

3. Superintendent Search, Process & Timelines

This item tabled to allow for the evaluation process of the Interim-Superintendent

X. EXECUTIVE SESSION

None at this time

XI. NEW BUSINESS (I/A)

1. Approve Schedule of Regular Board Meetings for FY 2020/2021

Interim-Superintendent Cammon made the recommendation to approve the Schedule of Regular Board Meeting for FY 2020/2021 with the change to the September 2020 meeting, change to September 22, 2020 due to the annual Go Jii Ya celebration. Motion made by Phillip

Salazar to approve the Schedule of Regular Board Meetings for FY 2020/2021 with the recommended change; seconded by LaVonna James. Motion carried

2. Request to use Accounting & Financial Solutions for the FY-2020 Audit

Carole Gomez, Business Manager presented the request to utilize Accounting & Financial Solutions for the FY 2020 Audit. Interim-Superintendent Cammon made the recommendation to approve to utilize Accounting & Financial Solutions for the FY 2020 Audit. Motion made by Phillip Salazar to approve using Accounting & Financial Solutions for the FY 2020 Audit; seconded by LaVonna James. Motion carried.

3. Jackie Moya, Lewis Martinez, Alyssa Veneno & Antonia Vigil-Track & Field Stipend

Jackie Moya and Lewis Martinez, head girls and boys track & field coaches presented their concern to the Board regarding the stipend payment for coaches for boys and girls track & field.

Mrs. Moya and Mr. Martinez asked the Board to reconsider payment of the entire coaches stipend for the 2019-2020 Track & Field Season and stated they were never informed by Mr. Cammon or Athletic Coordinator, Jesus Maes that their stipends would be subject to proration and did not get any direction or communication from Mr. Cammon and Mr. Maes.

Interim-Superintendent Cammon responded by saying the track season was cancelled by Sally Marquez-NMAA due to the COVID-19 crisis. Mr. Cammon explained the decision to pay them a prorated method of payment based on the number of days worked. Mr. Cammon stated they would have been in violation of procurement law on services rendered and anti-donation clause if he would have paid them out the entire stipend and the District did act in good faith and fairly by paying them 18 days in February 26 days in March in 4 days in April.

XII. BOARD ISSUES AND CONCERNS (I/A)

LaVonna James stated she is concerned about the lack of communication with Mr. Cammon-Athletic Director and Jesus Maes-Athletic Coordinator with the coaches/athletic department. Levi Pesata states his concern is, the operational documents need to be tightened up. Diana Vigil had no comment. Phillip Salazar stated lack of communication played a big factor with this issue, we need to remember we are here for the kids and the kids are the reason we are here.

Mr. Cammon stated although he is the current Athletic Director, we will definitely look at finding someone with the credentials for the athletic director position.

Leon Reval stated there will follow up to this concern and reminded the Board, they have a fiduciary responsibility pertaining to roles and responsibilities as acting as the ears and eyes it gets difficult when you listen to one sided arguments which is why I communicate with Mr. Cammon or whoever I have questions of, to see how this affects policy/protocol I encourage you make sure concerns are in compliance with policies, and this is to assure we have true transparency and true accountability of the Board and Administration.

XIII. ADJOURNMENT (A)

Interim Superintendent Cammon made the recommendation to adjourn the Board Meeting at 5:39 pm. At this time Leon Reval thanked everyone for assisting with making this meeting possible. Motion made by Phillip Salazar to adjourn the Board Meeting at 5:39 p.m.; seconded by LaVonna James. Motion carried.

  
Leon K. Reval, Board President



LaVonna James, Secretary