

CUBA INDEPENDENT SCHOOL DISTRICT

BOARD OF EDUCATION
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TAYLOR PINTO, Vice-President
VIVIAN KEETSO, Secretary
CARL STERN, Member
ELIZABETH MARTIN, Member



ADMINISTRATION
ADAN DELGADO, Superintendent
RHIANNON CHAVEZ, Finance Director
ARSENIO JACQUEZ, High School Principal
SHIRLEY HURFORD, Elementary/Mid School Principal

Minutes of Regular School Board Meeting April 18, 2018

6:00 PM

CISD Boardroom

I. Introduction

- 1.1 **Call to Order:** Vice President Taylor Pinto called the meeting to order at 6:02pm.
- 1.2 **Pledge of Allegiance:** Vice President Taylor Pinto led the Pledge of Allegiance.
- 1.3 **Roll Call:** Board Secretary Vivian Keetso took roll call. President Dianna Maestas – Absent; Vice President Taylor Pinto – Present; Secretary Vivian Keetso – Present; Board member Dr. Carl Stern – Present; Board Member Elizabeth Martin – Present.
- 1.4 ***Approval of Agenda:** Taylor Pinto called for a motion to approve the agenda. Superintendent Adan Delgado inquired about possibly adding a topic under his Superintendent's Report as item 2.2 to the Agenda. Vice President Taylor Pinto called for a motion to approve the agenda with changes. Vivian Keetso made a motion to approve agenda with the addition and Elizabeth Martin seconded the motion. All aye, the motion carried.
- 1.5 ***Approval of Minutes from Regular Board Meeting Wednesday, March 21, 2018:** Taylor Pinto asked if there were any questions or comments, regarding meeting minutes from the Regular Meeting on March 21, 2018. There were no more questions or comments regarding the regular meeting minutes so Mr. Pinto called for a motion to approve the minutes as presented. Carl Stern made a motion to approve the minutes as presented and Vivian Keetso seconded the motion. All aye – the motion carried.

II. Superintendent Report:

Mr. Delgado gave program updates:

Vacancies:

The district is continuing to look to hire someone for the Spanish/Bilingual teacher position for both middle and high school. As well as the special education teacher position, pre-k teacher and middle school English and Social Studies teacher positions. Principal Archie Jacquez, Shirley Hurford and Superintendent Delgado will be attending university job fairs in April at the University of New Mexico, Eastern New Mexico University and New Mexico State University in hopes of teacher recruitment in the upcoming school years.

The business office has begun the process of developing salary schedules, based on the legislatively mandated salaries, which are as follows: Level I = \$36,000, Level II = \$44,000, Level III = \$54,000. The average overall increase is 2.5% and our current strategy is to get our base salary for Level I teachers to \$40,000 to allow better opportunity to recruit new teachers to the profession (new graduates or transition to teaching candidates).

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Cuba High School:

Carey Beam has begun working with students at the High School to create an Entrepreneurship Start up Panel, which will take place May 10, 2018. Draft hand out was provided to the Board of Education. The students participating in the Entrepreneurship Start up Panel will learn how to start up their own business and develop skills in entrepreneurship to gain self-sufficiency after high school and college. Hand out was provided to the Board of Education.

Computer Science Career Pathway Grant Application has been approved by the New Mexico Public Education Department. The Career Pathway will provide the foundational courses that will prepare students to test for a CISCO certification upon graduation. Course schedule will be as follows:

PROGRAM OF STUDY COURSE SEQUENCE FOR NETWORK SYSTEMS PATHWAY				
POS	9 th Grade	10 th Grade	11 th Grade	12 th Grade
Cisco Network Systems	0340 IT Essentials (CompTIA A+ certification prep)	0323 Computer Science/Programming	0341 CCNA Routing and Switching Part 1	0342 CCNA Routing and Switching Part 2
<p>Note: It is expected that a student completing the program of studies listed above will transition to postsecondary college and career able to comprehend and complete a degree or credential pathway, unless otherwise noted.</p>				

Budget for 1 year:

Expense - School Year 2017-18	Budgeted Amount
Paid directly to Western Academy Support and Training Center by district:	
Initial yearly support fee (\$300.00 per subsequent year)	\$550.00
Instructor training	\$600.00
Trainer professional fees, travel, lodging, and food	\$1,400.00
Support to district for teacher professional development, travel, and technology expense:	
Teacher stipend/differential	\$1,800.00
Subs (AP training, other training/collaboration)	\$750.00
CS Summer Institute participation fee	\$150.00
CS Summer Institute food and lodging (Food \$200.00 at Institute, lodging at \$100.00 per day)	\$675.00
Equipment and supplies (a one-time expense)	\$4,000.00
Total to school:	\$9,925.00
<p>Note: This budget form contains details of all expenses to be paid with awarded funds for activities implemented at the high school during the grant year.</p>	

Seniors participated in a trip to the Institute of American Indian Arts (IAIA) – A few words from the sponsor:
"The students had an opportunity to see some of the most advanced/amazing animation and graphics being

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produced. Students went into live college classes and were provided the opportunity to actively participate in class discussions. This activity was well received by the students!"

College readiness counselor Donna Aguilar took students from the Cuba High School to the Hispanic Scholarship Fund (HSF) College 101 night. This was a free, bilingual (Spanish-English), workshop where students received valuable information about how to prepare, plan, and pay for a college education.

The CISD had a meeting with UNM's mentoring Institute to implement a pilot mentoring program with the UNM Alumni Organization. The mentor's would be UNM students and UNM alums and there would be primary connections through SKYPE. A grant has been submitted to the McCune Foundation in hopes of funding this program. The purpose of this program is to help student success rates who come from rural communities such as Cuba. Cuba Independent Schools will be one of two schools implementing the pilot.

The district has a teacher at the High School who is now registered for a state offered training through code.org. This will be a weeklong training during the summer along with four follow up sessions during the year. Superintendent Delgado expressed his vision for bring coding to the CISD and how he would like to start at the elementary.

Cuba High School Prom 2017-2018 SY was a success despite the challenges with decoration delivery.

Cuba Middle School:

A teacher from the middle school has also been registered for the state offered training through code.org to soon be able to bring the coding curriculum to the middle school as well.

The Native American Indian Arts art show at the middle school that was a success and Superintendent Delgado received a lot of positive feedback from that.

Cuba Elementary School:

The Cuba Elementary School is having the K-3 plus Program, which will be funded through the Elementary School. There will be approximately \$88,000.00 to fund 25 additional days of school for students. The Legislative Finance Committee research has indicated that the pre-k and K3-Plus can virtually eliminate the achievement gap for students from low-income settings.

The Girl Scout Program has begun and there was 20+ students who have participated in the first session.

Superintendent Delgado co-presented with the Girl Scout State Director to the United Way Grant Panel to bring 3-Sisters Program to Cuba by the school year 2018-2019. The 3-Sisters program has already been implemented in Gallup and Zuni and it includes teaching students about healthy traditional cooking, self-defense, and physical activity.

In addition, a teacher from the elementary school has also been registered for the state offered training through code.org to soon be able to bring the coding curriculum to all three schools in the Cuba Independent School District.

Maintenance:

All of the Cuba Independent School District maintenance personnel have completed their OSHA-10 safety course training and have received their OSHA-10 cards.

Pool: Pool inspection will take place in May 2018 and we have begun having trouble with the unit on the roof called a "Pool Pack". The Pool Pack is a dehumidifier for the pool, which controls the humidity in the pool house. We are having condensation issues and leaks above the locker rooms. Right now, the drywall in the boy's locker room has been taken down due to being fully saturated with water. Maintenance and Superintendent

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Delgado will continue monitoring the ceiling throughout the summer to see if it is an actually leak in the pool pack or just a condensation issue before making any conclusions on how to proceed with fixing the problem.

Tree Removal: A pine tree has been removed that was located between the vocational building and the pool. The Jemez Mountains Electric Cooperative came on campus and cut the tree down free of charge to the CISD. A local tree expert came and informed the Superintendent that the tree was infested with beetles and if we did not remove the tree, the beetles would act as a parasite killing the tree and move on to other nearby trees killing those as well. The local forest service has offered to remove several other trees that have been identified to have the same problem around the district. Free of charge as well to ensure we do not spread this disease and maintain our beautiful, natural landscape.

2.1 Fundraiser Report:

Club/Organization	Sponsor(s)	Name of Activity	Date(s)	Product/Service
HS Student Senate	Elisabeth Tyler	Prom	04/14/2018	Proceeds from dance will go to the costs and purchases of prom.
Elementary EAA-PLC	Anna Lucero/ Elisabeth Tyler	May the "Fourth" Be With You	05/04/2018	Students will pay \$1.00 to dress in Star Wars attire for May 4 th ONLY.

2.2 Architect of Facility Master Plan – Mr. Delgado introduced architects Doug Patterson and Molly Bell of Living Designs Group Architects to the Board of Education. Doug Patterson discussed his plans on working with the Cuba Independent School District construction of the facility master plan. Mr. Delgado provided a handout to the board members in a previous board meeting where it was approved. Mr. Patterson has worked with Mr. Delgado in another school district and looks forward to working on this project with our school district.

Public Comment:

Mariah Johnson signed up for public comment to discuss the Future Farmers of America. She brought four of our Cuba High School students who are a part of the FFA Land and Home Teams to present their award winnings to the Board of Education. The FFA Teams attended the State Career Development Events in Las Cruces, New Mexico where they competed in various agricultural education topics. The Cuba High School FFA Land team took first place in the state competition, which automatically qualified the group for Nationals in Oklahoma City, OK in May 2018. Santana Brusuelas placed second highest individual in land in the state and Mikayla Pruitt was fifth highest amongst 60+ individuals. Due to qualifying for Nationals, Mrs. Johnson expressed how she would like to take the students out of state to Oklahoma for the National FFA Competition from May 1-3, 2018 but stated she forgot to be placed on the agenda for the board's approval. After discussion, members of the board agreed to have a special meeting to discuss sudden items for approval. Special meeting set for Monday April 23, 2018 at 10:00am via telephone.

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III. New Business Approvals:

3.1 * Facility Use Request: Sandoval County Senior Olympics May 5, 2018

Vice President Taylor Pinto asked if there were any questions or comments, regarding the action item 3.1 * Facility Use Request: Sandoval County Senior Olympics May 5, 2018 organized by Mr. John Molina. There were no questions or comments so Mr. Pinto called for a motion to approve these items as presented. Vivian Keetso made a motion to approve and Carl Stern seconded the motion. All aye – the motion carried.

3.2 * Cuba High School Graduation Requirements

Superintendent Delgado introduced High School Principal Archie Jacquez to the Board of Education to discuss the Cuba High School Graduation Requirements. Mr. Jacquez and Josephine Velarde, data specialist for the Cuba Independent Schools, presented updated statistics of the senior credit analysis from January 2018 to the board members. The report shows the current standings on the senior graduation requirements and which tests the students must take or retake to graduate this school year 17-18. Using these statistics, Mr. Jacquez and Josephine Velarde were able to express the benefits of the Matrix that was presented to the Board of Education in the March 2018 board meeting. Today, Mr. Jacquez asked the board for their approval of using the Matrix rubric for the Cuba High School Graduation Requirements in addition to the current guidelines. Vice President Taylor Pinto asked if there were any questions or comments, regarding the action item 3.2 * Cuba High School Graduation Requirements for Mr. Jacquez. Superintendent Delgado as well as Mrs. Martin and Mr. Pinto all expressed how the timing of program approval was not ideal for the students because it is the end of the year and graduation is right around the corner. Both, Ms. Keetso and Dr. Stern expressed their thoughts on how student graduation rates will increase and the students will be offered more opportunity if the Matrix is put in place for the SY 17-18. Vice President Taylor Pinto asked if there were any more questions or comments, regarding this action item. There were no more questions or comments so Mr. Pinto called for a motion to approve the items as presented. Carl Stern made a motion to approve and Vivian Keetso seconded the motion. Elizabeth Martin made a motion to abstain along with Taylor Pinto. Due to the split decision, the present board members agreed to have action item 3.2 * Cuba High School Graduation Requirements placed on the Special Board Meeting Agenda on Monday April 23, 2018 at 10:00am via telephone.

3.3 * Budget Report 03/01/18 - 03/31/18

Vice President Taylor Pinto asked if there were any questions or comments, regarding the action item 3.3 * Budget Report 03/01/18 - 03/31/18. There were no more questions or comments so Mr. Pinto called for a motion to approve these items as presented. Elizabeth Martin made a motion to approve and Vivian Keetso seconded the motion. All aye – the motion carried.

3.4 * Budget Adjustment Requests

Vice President Taylor Pinto asked if there were any questions or comments, regarding the action item 3.4 * Budget Adjustment Requests. There were no more questions or comments so Mr. Pinto called for a motion to approve these items as presented. Vivian Keetso made a motion to approve and Carl Stern seconded the motion. All aye – the motion carried.

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3.5 * Vouchers and Budget Report

Vice President Taylor Pinto asked if there were any questions or comments, regarding the action item 3.5 * Vouchers and Budget Report. There were no more questions or comments so Mr. Pinto called for a motion to approve these items as presented. Vivian Keetso made a motion to approve and Elizabeth Martin seconded the motion. All aye – the motion carried.

3.6 * Strategic Planning

Action item 3.6 * Strategic Planning to be placed on the Special Board Meeting Agenda on Monday April 23, 2018 at 10:00am via telephone due to President Dianna Maestas not being present at this meeting. Mr. Pinto called for a motion to approve moving the item to the Special Board meeting agenda. Carl Stern made a motion to approve and Elizabeth Martin seconded the motion. All aye – the motion carried.

IV. Executive Session


The Board of Education convened in closed session pursuant to NMSA 1978 Section 10-15-1-H (2) Discussion of: 2017-2018 Staffing Changes. Roll call: President Dianna Maestas – Absent; Vice President Taylor Pinto – present; Secretary: Vivian Keetso – present; Member Carl Stern – present; Member Elizabeth Martin – present. Vice President Taylor Pinto called into order for executive session at 7:55pm.

The board returned from executive session at 8:49 pm. Vice President Taylor Pinto stated that only limited personnel matters had been discussed in executive session. He called for a motion to return to regular session. Vivian Keetso made a motion and Elizabeth Martin seconded the motion. All aye – motion carried. Roll call was taken. President Dianna Maestas – Absent; Vice President Taylor Pinto – present; Secretary: Vivian Keetso – present; Member Carl Stern – present; Member Elizabeth Martin – present.

V. Closing

5.1 Next Regular Meeting: May 16, 2018, CISD Boardroom, 6:00 pm: Taylor Pinto reminded the Board of the next regular board meeting on Wednesday, May 16th at 6:00 pm at the CISD Board Room.

5.2 * Adjournment: Taylor Pinto called for a motion to adjourn the meeting. Carl Stern made a motion to adjourn and Elizabeth Martin seconded the motion. All aye - the motion carried. The meeting was adjourned at 8:50 pm.

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Dianna Maestas, President

ATTEST

Vivian Keetso, Secretary

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