REGULAR MEETING OF THE BOARD OF EDUCATION
CLOVIS MUNICIPAL SCHOOLS
1009 Main Street
7/28/26
MINUTES

A regular meeting of the Board of Education was held on Tuesday, July 28, 2026 at 5:30 pm at the G.C. Ross Building, 1009 Main St., Clovis, New Mexico. School Board members present were: Shawn Hamilton Board President; Terry Martin, Vice President; Cindy Osburn, Board Secretary; Paul Cordova, via phone call, Board Member and Nick Wiegel, Board Member. School personnel present were: Renee Russ, Superintendent; Carrie Nigreville, Deputy Superintendent of Academic Services; Mandy Carpenter, Deputy Superintendent of Employee Service; Kevin Summers, Deputy Superintendent of Operations, Technology, and Athletics; Heather Nieto, Senior Director of Finance. Additional individuals present were: Gena Wilkerson, Executive Administrative Assistant to the Superintendent, Brandon Boerio, Director of Educator Quality; Corey Pickett, Director of Fine Arts, staff and members of the public.

I. CALL TO ORDER

President Hamilton called the meeting to order at 5:30 pm

II. PLEDGE & SALUTE - Nick Wiegel

Mr. Wiegel led the pledge of allegiance and the salute to the flag.

III. *CONSIDER APPROVAL OF AGENDA - 7/28/26

President Hamilton asked if there were any questions regarding the agenda for 7/28/26 Hearing none, he called for a motion to approve the agenda. Ms. Osburn made a motion to approve the agenda for 7/28/26. Mr. Martin seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, via phone, YES; Member Wiegel, YES. The motion carried.

IV. *CONSIDER APPROVAL OF MINUTES - 6/23/26

President Hamilton asked if there were any questions regarding the minutes for 6/23/26. Hearing none, he called for a motion to approve the minutes. Mr. Wiegel made a motion to approve the minutes for 6/23/26. Ms. Osburn seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, via phone, YES; Member Wiegel, YES. The motion carried.

V. *CONSENT AGENDA

These items are placed on the agenda so that the Board, by unanimous consent, can designate those routine agenda items that they wish to be approved or acknowledged by one motion. If any item does not meet with the approval of all Board members, that item will be heard when reached under the regular agenda.

A. *Consider Investment Report - June 2026
B. *Consider Activity Report - May 2026
C. *Consider Check Summary Report - June 2026
D. *Consider Budget & Expenditure Report - June 2026
E. *Consider Budget & Revenue Report - June 2026
F. *Consider Student Nutrition Report - May 2026
G. *Consider Student Nutrition Report - June 2026
H. *Consider Budget Adjustments (BARs) - July 2026

Budget Adjustment Request (BAR) Summary

For Board Meeting Dated July 28, 2026

BUDGET ADJUSTMENT APPROVED BY SUPERINTENDENT AND SENT TO PED BEFORE BOARD					
Increase - BAR's					
BAR Number			Fund Name	Fund #	Amount
1					
		Subtotal			$ -
Transfer BAR's - from one function to another					

BAR Number			Fund Name	Fund #	Amount
1					
		Subtotal			$ -

Maintenance BAR's - within the same function					
BAR Number			Fund Name	Fund #	Amount
1					
		Subtotal			$ -

Increase - BAR's					
BAR Number			Fund Name	Fund #	Amount
1	012-000-2627	00011	Pupil Transportation	13000	$ 67,095.00
2					
3					
4					
5					
6					
		Subtotal			$ 67,095.00

Decrease BAR's					
BAR Number			Fund Name	Fund #	Amount
1					
		Subtotal			$ -

Transfer BAR's - from one function to another					
BAR Number			Fund Name	Fund #	Amount
1					
		Subtotal			$ -

Maintenance BAR's - within the same function					
BAR Number			Fund Name	Fund #	Amount
1					
2					
		Subtotal			$ -
		Total Budget Impact			$ 67,095.00

President Hamilton asked if there were any questions regarding the consent agenda. Hearing none, he called for a motion to approve the consent agenda. Mr. Martin made a motion to approve the consent agenda. Mr. Wiegel seconded the motion. A roll call vote was taken:
President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, via phone, YES; Member Wiegel, YES. The motion carried.

VI. SUPERINTENDENT'S REPORT - Renee Russ

A. Cannon Air Force Update - Sara Williams

Sara Williams, representing Cannon Air Force Base, provided an update regarding the upcoming back-to-school event. She highlighted the generous contribution of 2,500 hot dogs from Walmart, ensuring a well-catered evening with refreshments for all attendees. The event will feature a strong presence from the district, with 15 schools and various athletic programs represented among the 60 informational tables. Families can look forward to a festive atmosphere including games, jumping castles, and the distribution of school supplies and backpacks. Ms. Williams expressed appreciation for the district's participation and noted that the base is prepared for the new academic year, looking forward to resuming squadron adoptions and continued collaboration with school leadership.

B. *Consider B-2150 - Public Participation at Board Meetings

Superintendent Russ introduced a proposed revision to Board Policy B-2150, concerning public participation at board meetings. The item was advanced on the agenda to facilitate participation by Mr. Cordova via telephone. Mrs. Russ reminded the Board that the proposed language shifts from an open forum to a limited open forum, a change prompted by previous incidents and subsequent legal consultation. She noted that feedback and additional details regarding the adjustment had been provided for the Board's consideration.
Mrs. Russ addressed a specific inquiry regarding the procedural differences for the Board President under a limited open forum. Citing legal counsel, she explained that a limited open forum grants the President the authority to interject or redirect speakers without infringing upon First Amendment rights, which are more strictly applied in a fully open forum. Furthermore, she clarified that the Board would have the latitude to move for a recess to address specific situations before reconvening, a protocol not available under the current open forum structure.
The Superintendent also emphasized that the district is exploring ways to improve public access and transparency. Regardless of the Board's decision on the policy, Deputy Superintendent Mandy Carpenter is researching methods to make grievance and inquiry processes more prominent and user-friendly on the district website. Mrs. Russ noted that while these channels already exist, the goal is to make them more accessible for community members seeking information or wishing to express concerns, ensuring a clear path for engagement through established administrative channels.

President Hamilton opened discussion asking each board member for feedback.
Mr. Martin started the discussion, noting that he is in agreement with the recommendation of the attorney based on the research and information that was provided. He agreed that as an elected board member, it is important to have opportunities for public comment but with guardrails to protect all parties. He further noted that it is important to provide information to the public about channels to allow concerns to be heard and reviewed.
Ms. Osburn noted that she has compared the current policy and the proposed policy and in her experience, the more explicit something is, the less opportunity for misunderstanding. She further noted that the hope is that as a board, the public recognizes efforts made over the years show a willingness to listen to the public as the board has historically valued constituent input through open forums and community engagement. She emphasized that while public comment is essential, the district provides multiple avenues for feedback, such as surveys, which may often be more effective,
Ms. Osburn expressed gratitude for the community's trust in the Board's management of district policy and fiscal matters. She highlighted a key benefit of the new policy: if a speaker addresses a specific agenda item, the Board has the opportunity to respond. Under the previous open forum structure, the Board was legally restricted from addressing non-agenda items, which often led to a perceived lack of responsiveness. She concluded that focusing participation on legitimate board business enhances the quality of public engagement.
Reflecting on her professional background as an educator, Ms. Osburn stated that she supports a framework that protects staff and students from being targeted by name during public meetings. She noted that the Board is not the appropriate venue for individual grievances or specific student disciplinary matters. Instead, she advocated for clearly outlining administrative processes for these concerns on the district website and in student handbooks. She reiterated that the limited forum allows the Board to better integrate public inquiry into their deliberations on specific items, such as the budget, thereby providing more direct answers to the community.
It was further clarified that individual personnel or management issues are inappropriate for Board meetings as the Board is not the body responsible for daily operations. Ms. Osburn cited that the primary role of the Board is the establishment of administrative policies, while the management of the educational program and school conduct remains the responsibility of the Superintendent and professional staff. She concluded that the Board is committed to ensuring that community members are aware of the proper administrative channels for their concerns so that they do not feel the public forum is their only option for resolution.
Mr. Wiegel shared his perspective, acknowledging that while the proposed revisions provide beneficial guardrails, he maintained reservations similar to those expressed in previous discussions. Specifically, he voiced concern regarding the limitation of public

comment to agenda items only, suggesting that constituents should retain the ability to address the Board on a broader range of topics.
While supporting the initiative to make administrative channels for public feedback more prominent, Mr. Wiegel observed that the existing policy already contains explicit prohibitions against personal attacks and the discussion of personnel matters. He noted that despite established regulations, individual conduct can be unpredictable, and he suggested that the Board already possesses the authority to intervene or request the removal of disruptive individuals under the current framework. He concluded that while he found the majority of the new language acceptable, he remained opposed to narrowing the scope of the forum to exclude non-agenda items.
Mrs. Russ addressed a specific inquiry regarding the procedural differences for the Board President under a limited open forum. Citing legal counsel, she explained that a limited open forum grants the President the authority to interject or redirect speakers without infringing upon First Amendment rights, which are more strictly applied in a fully open forum. Furthermore, she clarified that the Board would have the latitude to move for a recess to address specific situations before reconvening, a protocol not available under the current open forum structure.
Further inquiry was made regarding the limitations of the current open forum. It was questioned whether, under the present structure, the Board President is restricted from actively interrupting a speaker who targets specific personnel, even though such actions are discouraged on the speaker registration forms.
Member Paul Cordova, participating via telephone, emphasized the board's shared commitment to protecting students, faculty, and personnel, while simultaneously ensuring adherence to the New Mexico Open Meetings Act during recent complex deliberations.
Reflecting on previous meetings, Mr. Cordova acknowledged that past attempts to manage public discourse had inadvertently risked First Amendment violations. He stated that while the Board deeply values the perspectives of the constituents who elected them, the Board President must maintain administrative control over the meeting environment to ensure orderly proceedings.
Regarding personnel issues, Mr. Cordova clarified that such matters fall under the administrative authority of Superintendent Russ, as mandated by the Secretary of Education and the Public Education Department (PED). He noted the challenge of managing speakers determined to air grievances publicly and questioned the most effective procedural path to ensure the Board remains within its legal and regulatory boundaries. He expressed appreciation for the district staff's initiative in establishing robust administrative mechanisms that allow community members to address concerns through proper channels rather than the public board forum.
Mr. Cordova noted that the policy framework remains advisory, allowing each district the flexibility to adapt regulations to their specific needs. He observed that while some boards have eliminated public participation entirely, Clovis Municipal Schools continue to prioritize community engagement.
He reiterated that the primary focus of the forum should be on established agenda items, rather than individual personnel disputes. Mr. Cordova observed that when personal issues are redirected to the Superintendent, they are resolved to the constituent's satisfaction the vast majority of the time. He concluded that providing a clear venue for citizens to be heard is the most effective way to address the underlying source of public frustration.

President Hamilton continued the discussion regarding the legal guidance provided by the district's attorney concerning the distinctions between open, limited, and no public forums. It was noted that a limited open forum requires speakers to address topics currently on the board's agenda. This structure provides the Board with greater oversight to prevent speakers from targeting specific individuals or students, which are actions strictly prohibited. Unlike a fully open forum, where administrative control is significantly restricted, the limited forum provides specific protocols to manage and restrict inappropriate discourse.
The primary difference identified was the Board's degree of authority to intervene during public comments.
Board members emphasized the importance of maintaining public comment as a vital channel for constituent engagement and representation. However, this must be balanced with the duty to protect students and staff from personal attacks. Reflecting on recent incidents, it was determined that the open forum model lacked the necessary mechanisms to address such issues effectively. Observations from nearly a decade of board service indicated that most public comments already pertain to agenda items. The limited forum provides the authority to manage the meeting environment and prevent civil rights violations while still ensuring the community has a clear and protected voice in district affairs.
Members clarified that the district would continue to uphold its commitment to transparency.
It was also noted that community members retain the ability to engage with board members individually regarding matters not listed on the agenda. While personnel issues remain outside the board's direct oversight, other topics can be brought forward for consideration and potentially placed on a future agenda for public discussion.
The Board recalled that the current policy was likely updated to align with statutory requirements for virtual participation and live streaming introduced during the pandemic, ensuring continued public access to meetings.

Following the discussion between board members, President Hamilton called for a motion on board policy B-2150. Ms. Osburn made a motion to update policy B-2150 as presented. Mr. Martin seconded the motion. A roll call vote was taken:
President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, via phone, YES; Member Wiegel, NO. The motion carried with a 4-1 majority. Following the vote, Mr. Cordova asked to exit the meeting via phone.

VII. ACADEMIC SERVICES MATTERS - Carrie Nigreville
Ms. Nigreville introduced Krystal Gutierrez to present on Health Services.

A. Discuss Health Services Report Card - Krystal Gutierrez

1. Health Services Handbook

2. Los Ninos Health Services Handbook

Krystal Gutierrez, Health Services Coordinator, presented a comprehensive data report from the previous academic year, detailing district-wide health service achievements. She underscored that due to the diligent efforts of nursing staff, the district successfully maintained a 90% student attendance rate.

Ms. Gutierrez provided a breakdown of daily clinic operations, noting that approximately one-third of visits are for illnesses, while another third involves routine management for students with chronic conditions such as diabetes and asthma. The remaining volume consists of injuries and various other health-related needs.

The report highlighted the success of the free sports physical clinic, which served 274 students, athletes, and band members. Ms. Gutierrez expressed gratitude for the community partnership, noting that local healthcare providers and coaches volunteered their time, saving families the typical $30 insurance co-payment. She also commended the district nurses who assisted during the event.

An updated health handbook was submitted for Board review, featuring a refined impairment assessment protocol on page 10. Ms. Gutierrez explained that this team-based approach focuses on student safety and determining appropriate placement rather than clinical diagnosis by school personnel.

Further updates on page 11 detail the collaboration with La Casa's school-based health clinic, specifically regarding the expansion of mobile dental services. The district aims to extend these services to all campuses to enhance student access to care, with current efforts focused on increasing parental awareness of these resources.

Pursuant to new legislative requirements, a cardiac emergency response plan was introduced on page 12. The initiative will launch this year at the high school and iAcademy before expanding to all elementary schools following an initial evaluation period.

Finally, Ms. Gutierrez presented a new handbook for the Los Niños Child Development Center. Developed in alignment with Early Childhood Education and Care Department (ECECD) criteria and New Mexico Department of Health standards, the handbook ensures that health policies and documentation requirements are consistent as students transition from early childhood programs into the K-12 school system.Ms. Gutierrez stood for questions from the Board.

Board members expressed appreciation for the work of the Health Services group and noted that the facts sheet showed almost 15,000 phone calls had been handled. It was recognized that this was quite an accomplishment.

Superintendent Russ recalled that it was only recently that the district was able to staff one nurse per school site. She noted that this staffing model was adjusted within the last few years following a detailed review of ratios outlined in the Air Force report.

B. Discuss Student Nutrition - Debbie Westbrook

Ms. Westbrook extended her appreciation to President Hamilton, Superintendent Russ, and the Board for their continued advocacy of the Student Nutrition department. She introduced Evan Baker to present the comprehensive results and community outcomes of the summer food service initiative. While acknowledging Mr. Baker's likely modesty, Ms. Westbrook commended his exceptional leadership in managing the program's complex logistics, including administrative compliance, personnel oversight, and critical operational adjustments. She emphasized that his organizational expertise was fundamental to the program's efficacy and the successful coordination of the nutrition team.

Furthermore, Ms. Westbrook noted that during the district's inaugural annual review, state auditors offered significant praise for the program's management, citing Mr. Baker's instrumental role in maintaining high standards of execution. She concluded her remarks by inviting Mr. Baker to provide the formal statistical update, while ensuring the Board was informed of the significant individual effort contributing to the project's success.

Following these introductory comments, Mr. Baker stood to present the detailed report to the Board.

Evan Baker, representing the Student Nutrition department, presented a comprehensive data report regarding the summer food service initiative. Mr. Baker noted that the numbers reflected on the slide had changed and he provided an updated information sheet for the board members. He provided an update spanning 49 days of service, from the program's inception in May 2026 to the present. During this period, the nutrition team successfully prepared and distributed a significant volume of meals to community youth, totaling 102,758 breakfasts and 104,674 lunches. These figures represent an average daily distribution of 4,233 meals, reaching approximately 2,100 children each day. Mr. Baker emphasized that these achievements were made possible through the dedicated efforts of the department's 40 staff members, who maintained a rigorous daily schedule starting at 6:00 am. He expressed enthusiasm for the program's success and looked forward to continued service in the upcoming year.

Furthermore, Mr. Baker announced that the district was recently awarded a $55,000 bridge grant from the State of New Mexico. This funding is critical for sustaining the holiday meal program, which has provided food to students during Thanksgiving, Christmas, and spring breaks for several years. Mr. Baker noted that the department sought this alternative funding to prevent potential service interruptions due to budget adjustments in other areas. The grant ensures the continued ability of the district to serve children within the community throughout the academic year. Mr. Baker stood for questions from the Board.

Vice President Martin expressed his admiration for the efficiency of the summer meal sites, noting the positive impact on participating children. He specifically commended the nutrition staff and summer personnel for their organized approach to meal distribution and record-keeping, describing the operation as highly professional. Mr. Martin further highlighted the program's extensive reach, observing that service successfully extended to youth in the Texico area.

Member Wiegel underscored the fundamental importance of the district's nutritional and health services, stating that these programs represent some of the most significant assets provided to the community. He noted that while academic and athletic programs are essential, meeting the basic nutritional needs of students remains a primary priority. Mr. Wiegel extended his appreciation to the department for their dedication, particularly in sustaining meal services throughout school breaks to support local families.

Superintendent Russ noted that Evan Baker recently received recognition, despite his characteristic humility and preference to avoid the spotlight. She recounted an incident shared by an administrative assistant involving a mother of seven who arrived at a summer meal site after service had concluded. Rather than allowing the family to leave without assistance, Mr. Baker personally returned to the location, prepared the necessary meals, and delivered them to the family.

C. Discuss Out of School Time Grant/Mariachi - Laura Adkins

Laura Adkins, representing Language, Culture, and At-Risk Services, introduced the Mariachi Herencia de Clovis program to the Board and Superintendent Russ. She explained that while the project had been in development for several years, initial efforts to secure funding through Title programs were unsuccessful due to federal restrictions on enrichment activities. Working in collaboration with Director of Fine Arts Corey Pickett, the district modeled the initiative after the existing jazz band structure to provide specialized musical training for students at Yucca Middle School and the two high schools through a combined after-school program.

Ms. Adkins reported that the district was awarded a three-year Out of School Time (OST) grant, receiving $50,000 for the first year with the opportunity to apply for extended funding annually. Preliminary planning involved student interviews to gauge interest, revealing a diverse group of potential participants ranging from experienced guitarists to those with no prior musical background. The primary focus for the inaugural year will be on recruitment, program solidification, and identifying a qualified lead instructor. Ms. Adkins encouraged the referral of interested candidates to Employee Services to facilitate the development of the ensemble.

The initiative is designed to be a culturally responsive, no-cost enrichment program aimed at expanding arts access for bilingual students and fostering cultural identity. Ms. Adkins noted that the program aligns with the mandates of the Yazzie-Martinez ruling and the New Mexico Hispanic Education Act by providing equitable, high-quality learning opportunities that strengthen school engagement. The target audience includes students in grades 7 through 12, with a proposed schedule of two one-hour practice sessions per week.

To eliminate participation barriers, the grant covers all necessary instruments, sheet music, and uniforms. Additionally, students will have access to the after-school nutrition program for meals. The budget includes provisions for transportation to various performances and potential summer workshops, such as a mariachi band camp. Ms. Adkins emphasized that the program is fully inclusive, requiring no prior musical experience, and is committed to supporting all interested students.

Regarding the first-year budget of $50,000, Ms. Adkins clarified that funds are allocated for stipends, transportation, and essential equipment. The instructor stipend was established to match current jazz band rates, with an additional supplement to account for the extensive effort required for program recruitment and development. She concluded by highlighting the program's new logo and expressing a desire to host a future student presentation for the Board to demonstrate the initiative's benefits. Ms. Adkins stood for questions from the Board. Mr. Martin acknowledged the design of the logo for the program and expressed interest in seeing this program put into place for the schools.

D. Discuss Behavior Matrix - Adam Martinez

Adam Martinez, Executive Coordinator of Prevention and Intervention, opened his presentation by introducing Atlas, one of the district's three therapy dogs. He shared that Atlas, a golden retriever nearly four years old, plays a vital role in supporting students across the district. Mr. Martinez expressed his enthusiasm for the positive impact these animals have on the school community and briefly highlighted Atlas's contributions before transitioning to the main agenda item.

Mr. Martinez thanked the Board for the opportunity to discuss the updated behavior learning matrix. He provided context for the proposed changes, detailing the collaborative process and research that informed the new framework.

In April, the New Mexico Public Education Department (PED) invited the district to partner in implementing restorative practices. This approach aims to reduce student removals from classrooms by shifting from punitive measures to strategies that prioritize building relationships, strengthening school communities, and teaching students essential skills to repair harm and make better choices.

While the formal partnership with the PED is recent, Mr. Martinez noted that Clovis Municipal Schools has integrated restorative principles for several years through various accountability projects and structured interventions designed to promote student growth.

To further this initiative, district leadership attended professional learning sessions in Albuquerque. Training in May focused on leadership and community building, while a June session addressed data analysis and reframing behavioral responses to maintain accountability while improving student outcomes.

A significant aspect of the training involved learning from Raton Public Schools, which has successfully utilized restorative practices for five years. Their experience demonstrated that these methods effectively reduce student removals, enhance school culture, and improve engagement among families and staff, leading to a safer educational environment.

The transition to restorative practices revealed that the district's existing discipline matrix relied too heavily on exclusionary consequences like suspension. Mr. Martinez observed that these measures often failed to teach students alternative behaviors, resulting in recurring issues as the underlying causes of behavior remained unaddressed.

In response, Mr. Martinez researched matrices from other New Mexico districts and consulted with local administrators to identify systemic strengths and weaknesses. This exhaustive process led to approximately thirty revisions of the proposed document, reaching a stage where the district is prepared to move from planning to implementation.

On July 8, a stakeholder meeting with parents and community members yielded positive feedback regarding the matrix's direction and its focus on balancing accountability with learning opportunities. Following this, district administrators reviewed the draft on July 17, offering recommendations that were integrated to further refine the document.

The proposed title, "Behavior Learning Matrix," signals a shift in philosophy. While accountability remains central, the new framework emphasizes teaching expectations, restorative interventions, and social skill development. The goal is to utilize consequences as tools for positive behavioral change and long-term student success rather than simple punishment.

Additionally, the district is moving from three separate matrices to a single K-12 behavior learning matrix. This change ensures consistent expectations and reduces confusion across all grade levels while preserving administrative discretion for age-appropriate responses.

The matrix is organized to provide clear guidance on implementation, including required parent communication and restorative protocols. Offenses are categorized into three levels of severity, with a primary objective of limiting student removals unless there is an immediate safety risk to the school environment.

The updated framework includes clear behavioral definitions and consistent responses. Mr. Martinez noted that while restorative principles influence overall school culture, the current focus is on their specific application within this matrix to support students at every level of intervention.

New behavior categories, such as technology misuse and falsification, have been added to address evolving challenges. These updates provide administrators with the necessary tools to address behaviors that were previously undefined, ensuring more uniform decision-making across campuses.

This comprehensive proposal reflects months of collaboration with various stakeholders and the PED. It is designed to maintain high standards of accountability while fostering a supportive learning environment that prioritizes student growth and relationship-building.

Approval of the matrix would mark the beginning of an ongoing process. The district plans to continue engaging with the community and staff throughout the school year to monitor implementation and make necessary adjustments. Mr. Martinez concluded by stating the goal is to ensure the matrix evolves to meet the needs of students and staff, and he then stood for questions from the Board.

Ms. Osburn noted that the proposed changes align with MLSS tiers and it makes sense. Mr. Wiegel noted that consistency is important and the proposed Matrix offers a clear outline of expectations.

E. Discuss Title IX Updates - Mindy Sena

Mindy Sena, the district's Title IX Director, addressed President Hamilton, the Board, and Superintendent Russ to provide an overview of Title IX operations. She emphasized the department's commitment to maintaining a safe, equitable, and legally defensible educational environment for all students and staff. Ms. Sena outlined the administrative responsibilities and procedural requirements mandated by federal law, highlighting the extensive work conducted behind the scenes to ensure district-wide compliance and fairness.

Ms. Sena presented relevant data from the previous two academic years, noting that as a recipient of federal funding, Clovis Municipal Schools must strictly adhere to Title IX regulations. She clarified that the primary objective of the law is to guarantee equal access to educational opportunities by preventing sex-based discrimination and harassment. Furthermore, she noted that the reporting process is inclusive, allowing students, staff, parents, and community members to submit concerns, including through an anonymous after-hours reporting line.

While every submission is carefully documented and reviewed, Ms. Sena explained that not all reports meet the specific criteria for Title IX. In such instances, concerns are redirected to the appropriate administrative channels or alternative district policies. The department maintains a rigorous standard for evaluating each report to ensure consistent and lawful responses to every voiced concern.

When a report is filed, a jurisdictional assessment is conducted to determine if the alleged conduct occurred within district-sanctioned activities and meets the legal threshold of being severe, pervasive, and objectively offensive—a standard the district's legal counsel colloquially identifies as "spoo-poo-o." This assessment ensures that investigations remain focused on matters within the district's legal purview, including off-campus events and school-sponsored trips.

For cases meeting Title IX criteria, the district initiates a formal process and immediately provides supportive measures to all involved parties. Reports falling outside this jurisdiction are referred back to campus leadership for resolution via the behavior matrix or other applicable protocols. Ms. Sena underscored that no report is ignored, as the district prioritizes appropriate intervention and support regardless of the formal classification of the concern.

The district emphasizes proactive measures through comprehensive training programs. Employees complete annual SafeSchools Vector training, supplemented by in-person sessions at the start of the year. Additionally, students receive age-appropriate instruction on identifying and reporting misconduct. Ms. Sena noted that education serves as a primary tool for fostering a respectful culture and preventing incidents before they arise.

Ms. Sena referenced a recent "Dear Colleague" letter from the US Department of Education, which reaffirmed the necessity for prompt, thorough investigations and robust supportive measures. She expressed confidence that the district's established procedures already align with these federal expectations, moving beyond mere policy to meaningful implementation as federal oversight continues to intensify.

To ensure neutrality and compliance, the district utilizes a designated Title IX Director and a separate incident investigator. Given the district's size and the volume of reports, this structure allows for focused attention on Title IX matters, student conduct investigations, and employee concerns. The investigator provides neutral, factual summaries to district administration, ensuring that campus principals can remain focused on instructional leadership.

The investigative process involves comprehensive interviews, evidence review, and coordination with external agencies when necessary. Detailed reports are compiled for review by Employee Services or school administrators as required by federal guidelines. This systematic approach ensures that investigations are conducted objectively and that patterns of behavior can be tracked across various campuses over time.

Under federal law, a neutral decision-maker determines the final outcome for cases that proceed through the formal Title IX process. This separation of roles safeguards the integrity of the findings. By centralizing these investigations, the district maintains consistency and objectivity, fostering a secure environment where building leaders are supported in their roles as educational heads.

Data from the past two years illustrates a significant increase in workload, with referrals rising from 480 in the 2024-25 school year to 857 in 2025-26. These reports encompass a wide variety of situations, including mandatory reporting inquiries and student conduct issues. Ms. Sena reiterated that every submission, regardless of its eventual outcome, is documented and directed to the appropriate level of administrative response.

The rise in reported concerns mirrors national trends and is attributed to increased awareness resulting from expanded training. Ms. Sena observed that higher reporting numbers reflect community confidence in the district's processes and the expectation of a prompt administrative response. Campus leaders remain instrumental in implementing supportive measures and managing building-level situations within a legally defensible framework.

The provided data focuses on the total number of individuals interviewed rather than individual cases, as most investigations require multiple discussions. While overall interview numbers remained stable between April 2025 and April 2026, there was a notable 28% increase in Title IX-specific interviews, rising from 246 to 314. This shift indicates a growing reliance on formal reporting mechanisms across the district.

The secondary level saw the most significant growth in investigative activity, with Title IX interviews increasing from 200 to 266. Ms. Sena viewed these statistics as an encouraging sign that students and families feel empowered to come forward. She noted that these figures represent real individuals seeking support and resolution, further justifying the district's investment in robust investigative resources.

Ms. Sena concluded by stating that the department's ultimate goal is to provide consistent support and maintain fair, impartial processes. Every report, whether it results in formal discipline or educational intervention, is handled with thoughtful consideration. The success of the program is measured by the district's ability to protect the civil rights of its members while supporting building administrators in their primary mission of serving students. Ms. Sena stood for questions from the Board.

In response to an inquiry from Secretary Osburn regarding investigative timelines, Ms. Sena clarified that specific temporal mandates govern the Title IX process. She noted that while the initial investigative phase may be more extensive, subsequent procedural requirements involving fixed review periods, appeal windows, and administrative sequences often contribute to stakeholder frustration. The department prioritizes transparent communication with involved parties to manage expectations regarding criteria and the anticipated progression of a formal case.

Ms. Sena further estimated that a typical investigation, under optimal circumstances, requires approximately 30 to 40 days to conclude. Secretary Osburn expressed her appreciation for the clarification, acknowledging the complexity of the reported timeframe.

Member Wiegel sought further detail regarding jurisdictional assessments and the protocols for matters falling outside the district's legal purview. Ms. Sena emphasized that as mandated reporters, school personnel immediately refer appropriate cases to law enforcement or the Children, Youth and Families Department (CYFD). She highlighted the district's close collaboration with the Clovis Police Department through the school resource officer. While the district maintains authority over incidents that impact the educational environment, any external matters requiring intervention are promptly directed to the relevant external agencies.

President Hamilton invited additional inquiries from the Board; however, no further questions were presented at that time. Ms. Sena concluded her update and stood for questions.

F. Discuss Elementary Curriculum - Leigh Morris

1. **Elementary 5th Grade Math**
2. **Elementary 4th Grade Math**
3. **Elementary 3rd Grade Math**
4. **Elementary 2nd Grade Math**
5. **Elementary 1st Grade Math**
6. **Elementary Kindergarten Math**

Leigh Morris, Director of Curriculum and Assessment, addressed President Hamilton, Superintendent Russ, and the Board to introduce the proposed K-5 elementary mathematics curriculum. She noted that while the materials were being presented for initial review, formal consideration for approval would take place at the subsequent board meeting.

Ms. Morris highlighted that the documents open with a statement of purpose, emphasizing that instructional focus must remain rooted in established standards rather than specific textbooks. She explained that resources serve as supportive tools, granting teachers the professional autonomy to adapt lessons based on real-time student performance and needs as the academic year progresses.

A significant feature of the new curriculum is the inclusion of a standards heat map, a tool developed through collaborative backwards planning across all grade levels. Ms. Morris described this as a concise, visual guide that illustrates the progression of mathematical concepts from kindergarten through high school, specifically showing how early skills lead toward NM-ASR assessments and eventually Algebra 1 credit. The color-coded system allows teachers to prioritize instructional time and interventions: red indicates high-priority focus areas, yellow represents supporting standards, and green identifies required topics that may not necessitate the same depth of breadth. This cohesive approach aims to narrow the instructional focus and provide a clear roadmap for the district's math program.

The updated curriculum also explicitly links eight mathematical practices to the academic standards. Ms. Morris clarified that while the standard defines the mathematical content, the practices describe how students engage with and demonstrate their understanding. By intentionally connecting these elements, the curriculum provides teachers with a clear explanation of student expectations, ensuring that these universal K-12 practices are consistently applied to specific grade-level content.

Furthermore, the documents incorporate Bloom's Taxonomy to encourage higher-order thinking. Ms. Morris noted that moving students beyond basic recall to levels of analysis—such as performing error analysis on mathematical problems—is essential for improving long-term educational outcomes and high school readiness. If a student can articulate why a solution is incorrect, it demonstrates a profound grasp of the underlying mathematical concepts.

To streamline teacher preparation, the curriculum includes definitions for various components of rigor, specifically procedural skill and fluency. These definitions are drawn directly from the New Mexico Instructional Scope provided by the Public Education Department (PED), centralizing essential state guidance within a single district document for ease of access.

In response to faculty feedback, the curriculum features a week-by-week scope and sequence for each nine-week period. This detailed breakdown provides teachers with a narrowed focus, including relevant standards, mathematical practices, instructional notes, and potential student misconceptions. While the curriculum identifies high-quality instructional materials purchased by the district that meet state requirements, Ms. Morris emphasized that teachers are encouraged to use these as a foundation, supplementing where necessary to bridge skill gaps. This uniform structure across grades K-5 is designed to support both new and veteran educators in planning effective lessons and projects. Ms. Morris concluded the introduction and stood for questions, reiterating that the item would return for Board action at the next meeting.

G. *Consider Secondary Curriculum - Leigh Morris

1. **World Geometry/NM Studies**
2. **Social Studies**
3. **Mathematics/Algebra I**
4. **Mathematics/Modern Algebra 2a**
5. **GeoStats**
6. **Financial Literacy**
7. **8th Grade Math**
8. **6th Grade Math**

Ms. Morris presented the secondary curriculum for formal consideration, following its initial introduction at the previous board meeting. The materials under review encompass World Geography and New Mexico Studies, alongside mathematics courses including Algebra 1, Modern Algebra 2A, GeoStats, Financial Literacy, and math for grades 6 and 8. Ms. Morris clarified that while the seventh-grade curriculum was not finalized for the last meeting, she has since collaborated with a team of seventh and eighth-grade mathematics educators to develop a robust framework. This curriculum is specifically designed to ensure student readiness for the transition of Algebra 1 to the eighth-grade level in the 2027-28 academic year, thereby preventing any potential learning gaps. She noted that the seventh-grade materials will be submitted for board action at the next meeting and invited the Board to share any inquiries following their review of the documentation.

Concluding her remarks, Ms. Morris emphasized the significant collaborative effort required to map out these comprehensive resources. She underscored the district's commitment to providing all educators with accessible and effective instructional tools and stood for questions regarding the consideration item.

President Hamilton asked if there were any questions regarding the Secondary Curriculum. Hearing none, he called for a motion to approve the secondary curriculum presented. Mr. Martin made a motion to approve the secondary curriculum, items 1-8. Mr. Wiegel seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

VIII. EMPLOYEE SERVICES MATTERS - Mandy Carpenter

A. Discuss Open Positions Report

Deputy Superintendent Mandy Carpenter addressed President Hamilton, the Board, and Superintendent Russ, describing the current period as the most demanding two-week interval of the year for Employee Services. She characterized the present efforts as the culmination of extensive recruitment, hiring, and onboarding initiatives conducted throughout the summer. Mrs. Carpenter emphasized that while many individuals were observing summer breaks, her department and others have remained dedicated to ensuring a seamless and positive launch for the upcoming academic year.

Mrs. Carpenter initiated the formal presentation with the open positions report, noting that the district continues to achieve steady progress in addressing personnel vacancies. She acknowledged that while significant staffing efforts remain necessary, administrative teams have maintained a rigorous pace over recent weeks, conducting interviews and extending recommendations

for new faculty and staff. The Deputy Superintendent clarified that the provided data represents a static snapshot from two weeks prior and that figures fluctuate frequently due to ongoing recruitment. Currently, the district is managing approximately 100 total vacancies.

Specifically, teaching vacancies have been reduced to roughly 18 positions. The district anticipates utilizing long-term substitute teachers for these roles at the start of the academic year, with the hope of further reducing this number before students return to campuses.

In response to an inquiry regarding historical staffing levels, Mrs. Carpenter noted that the district typically hovers around 20 vacancies at this stage of the year. Board members observed that for a district with approximately 500 certified teachers, maintaining such a low vacancy rate is a significant accomplishment and commended the department for their efforts. It was further noted that additional candidates are currently in the interview or recommendation process.

Regarding upcoming milestones, Mrs. Carpenter announced the official opening of the Los Niños Child Development Center. She invited the Board and administrators to preview the facility and noted that a parent open house is scheduled to welcome children to their new spaces. Classes are set to begin this Thursday with an initial enrollment of approximately 60 students. The center has a maximum capacity of 96, and the district anticipates reaching full enrollment quickly as the program gains visibility.

A formal grand opening celebration and ribbon-cutting ceremony with the Clovis Curry County Chamber of Commerce is scheduled for Tuesday, September 1st, at 10:00 am. The event will include community partners, state dignitaries, and local supporters. Mrs. Carpenter expressed her desire for the Board to join in celebrating this landmark addition to the district, noting that formal invitations are being prepared.

The Deputy Superintendent also highlighted the upcoming new teacher orientation, welcoming approximately 60 educators to their first official day with the district. She described this as a vital opportunity to introduce the "rookie class" to the district's mission and culture. Following this, the remainder of the staff will report on Monday, culminating in the annual district-wide convocation on Friday.

Mrs. Carpenter recognized the collective effort of the Employee Services team, specifically commending Brandon Boerio, who recently accepted the role of Executive Director of Talent Management. She noted that Mr. Boerio has been instrumental in coordinating recruitment and orientation efforts. His leadership and commitment to the district were cited as fundamental to the successful launch of the new school year.

Before proceeding, Ms. Osburn inquired regarding coaching vacancies. It was clarified that the current volume of openings is due to a procedural shift wherein all sports for all seasons are now posted simultaneously, rather than by individual season, to enhance program development.

Mr. Wiegel asked about enrollment at Los Niños, with Mrs. Carpenter confirming that the current student body consists entirely of the children or grandchildren of district employees. She emphasized that the program provides a critical, cost-free benefit that is life-changing for many staff families. Board members expressed their enthusiasm for the initiative, noting that the repurposing of the building has been well-received by the community and retired educators alike. The board moved on to consider the board policy changes;

B. *Consider - Board Policy

1. G-4150 - Teacher Residency Program

Ms. Osburn made a motion to approve Board Policy G-4150 as presented. Mr. Martin seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

2. J-3150 - Use of Cell Phones and Electronic Devices in Schools

Mr. Wiegel made a motion to approve Board Policy J-3150 as presented. Ms. Osburn seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

3. J-5440 - Cardiac Emergency Response Plan -AED

Mr. Martin made a motion to approve Board Policy J-5440 as presented. Ms. Osburn seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

4. J-6250 - Reporting Child Abuse/Child Protection

Mr. Wiegel made a motion to approve Board Policy J-6250 as presented. Ms. Osburn seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

IX. FINANCIAL MATTERS - Heather Nieto

A. *Consider - BAR's Letter to the Board

Heather Nieto, Senior Director of Finance, presented a request for annual authorization to submit budget adjustment requests (BARs) prior to formal Board approval. Ms. Nieto explained that this procedural flexibility is necessary to accommodate specific deadlines associated with grant award letters, thereby mitigating the risk of losing or delaying essential district funding.

Following her presentation, Ms. Nieto stood for questions from the Board.

Mr. Martin made a motion to approve the BAR's Letter. Mr. Wiegel seconded the motion. A roll call vote was taken: President

Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

B. *Consider - Update to 26/27 to Salary Schedule #8

The second item presented for consideration involved updates to Salary Schedule A, specifically concerning related professional service providers. The proposed revision is the addition of the incident investigator role under the certified 183-day column, which necessitates a bachelor's degree for qualification. Following the overview, the presenter stood for questions from the Board.

Mr. Wiegel made a motion to approve the update of schedule #8 to the 26/27 salary schedule as presented. Ms. Osburn seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

X. OPERATIONS - Kevin Summers

A. *Consider - Transportation Contract

Kevin Summers, Deputy Superintendent of Operations, presented two items for formal consideration. He first addressed the fleet services transportation contract with Adair, Inc., which covers daily student transport. Summers noted that the contract follows established district protocols similar to previous years and stood for questions from the Board.

President Hamilton asked if there were any questions regarding the fleet services contract. Hearing none, he called for a motion to approve. Mr. Martin made a motion to approve the transportation contract. Ms. Osburn seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

B. *Consider - Activity Agreement.

Mr. Summers then introduced the second item for consideration, the activity transportation agreement with Adair, Inc., which facilitates travel for athletics and field trips. He clarified that this agreement specifically manages non-routine transport needs and stood for questions.

Member Wiegel sought clarification regarding highlighted sections of the agreement concerning fuel and parts allocations. Mr. Summers explained that these adjustments reflect shifts in the funding model provided to the district. He noted that the state formula for transportation funding remains subject to annual changes, impacting fuel and density adjustments. Mr. Summers committed to providing further detail following a technical review of the current allocation. Hearing no further questions, President Hamilton called for a motion. Mr. Martin made a motion to approve the activity agreement. Ms. Osburn seconded the motion. A roll call vote was taken:

President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.

C. Update - Athletics & Operations

Mr. Summers provided updates regarding the athletics handbook, which has been reorganized for improved navigation through digital hyperlinking. New sections include a specialization protocol on page 11 to manage communication when students participate in multiple sports programs. Additionally, a comprehensive concussion management protocol was added to page 21 to ensure compliance with legislative standards and enhance student safety.

Regarding operations, Mr. Summers shared an update on the Clovis High School bond project. Following a meeting in Santa Fe with the Public Schools Capital Outlay Council (PSCOC), the district was awarded a multi-phased construction grant. The first phase, focusing on planning and assessment, has been fast-tracked thanks to preliminary work by the operations team. The state has committed 64% of the projected costs across three phases: planning ($302,500 total), design ($15.8 million total), and construction ($141.8 million total). The total project cost is estimated at $158 million, with the state share exceeding $101 million.

Mr. Summers emphasized that while the awarding of funds is a major milestone, the actual construction phase is likely 12 to 18 months away. The district will soon enter a Memorandum of Understanding with the PSFA to initiate the planning phase. Board members expressed appreciation for the advocacy of the operations staff and the support of the local voters who approved the necessary bond cycles to secure the state matching funds.

XI. ANNOUNCEMENTS

A.	**August 3**	**Optional Remote Professional Development; Returning Staff**
B.	**August 4-7**	**Staff Development**
C.	**August 7**	**26/27 Convocation**
D.	**August 10**	**1-12 Students Return**
E.	**August 12**	**KG and Pre-K Students Start**
F.	**August 25**	**Regular Board of Education Meeting, G.C. Ross Administration Office Board Room, 5:30 PM**

Superintendent Russ reviewed the August announcements. Noting that returning campus personnel will commence their duties on August 3rd, designated as an optional remote professional development day to facilitate the completion of mandated annual online training. Comprehensive staff development sessions are scheduled from August 4th through the 7th. Details regarding the annual convocation program are forthcoming; however, the administrative goal for this year is to conclude the proceedings efficiently, allowing educators additional time for building-level preparations. Consequently, no formal luncheon will follow the morning program. Mrs. Russ acknowledged the ongoing systemic transitions involving the Tyler and Synergy platforms and

emphasized the district's commitment to honoring staff time during this period. The academic year for students in grades 1 through 12 will begin on Monday, August 10th, with kindergarten and pre-K students starting on Wednesday, August 12th. The Board of Education will convene for its next regular meeting on August 25th.

XII. *ADJOURN

President Hamilton stated that if there were no more questions, he would entertain a motion to adjourn. Ms. Osburn made a motion to adjourn the meeting. Mr. Wiegel seconded the motion. A roll call vote was taken. President Hamilton; YES, Vice President Martin; YES, Secretary Osburn; YES, Member Cordova, ABSENT; Member Wiegel, YES. The motion carried.
The meeting was adjourned at 7:07 PM.

CLERK **PRESIDENT**

DATE MINUTES TO BE APPROVED

8/25/26