REGULAR MEETING OF THE BOARD OF EDUCATION - HYBRID MODE
CLOVIS MUNICIPAL SCHOOLS
1009 Main Street
April 26, 2022

A regular meeting of the Board of Education was held in hybrid mode (in-person & via Zoom), on Tuesday, April 26, 2022. School Board members present (in-person) were: Shawn Hamilton, Vice President; Terry Martin, Secretary; Cindy Osburn, Member; and Sharon Epps, Member. Paul Cordova, President, was unable to attend. School personnel present were Renee Russ, Superintendent; Mitzi Estes, Deputy Superintendent of Academic Services & Leadership; Joe Strickland, Deputy Superintendent of Employee Services; Shawna Russell, Deputy Superintendent of Finance; and John King, Deputy Director of Operations. Additional individuals present (in-person) were: Jelayne Curtis, Executive Legal Administrative Assistant to the Superintendent, staff, Cannon AFB and *Eastern New Mexico News* representatives, Senator Pat Woods, and members of the public.

If attending virtually, participants are required to display their screen name and start the video for the Zoom meeting.

Join Zoom Meeting
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Meeting ID: 893 1583 7158
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Opportunities to speak during the Open Forum or to a specific agenda item will be made available to individuals attending in-person and online. Speaker's Registration Cards will be available at the G.C. Ross Administration Building prior to the meeting. For online speakers, Registration Forms must be submitted no later than 30 minutes prior to the start of the meeting by accessing the form at the following link: Speaker registration form

I. CALL TO ORDER/ROLL CALL
In Mr. Cordova's absence, Mr. Hamilton, Vice President, called the meeting to order at 5:30 PM. A quorum of the Board was present.

II. PLEDGE AND SALUTE – Paul Cordova
Mr. Hamilton led those present in the pledge and flag salute.

III. *CONSIDER APPROVAL OF MINUTES - March 15, 2022 Meeting
Mr. Martin made a motion to approve the March 15, 2022 meeting minutes as presented. Ms. Epps seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

IV. *CONSIDER APPROVAL OF AGENDA
Mr. Martin made a motion to approve the agenda as presented. Ms. Osburn seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

V. OPEN FORUM
No speaker registration cards were submitted for the Open Forum.

VI. *CONSENT AGENDA
Items are placed on the agenda so the Board, by unanimous consent, can designate those routine agenda items 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 Accounts Payable Check Listing/Voided Check Listing/Bank of America Purchasing Card Charges - March
B. Consider Activity Report - February & March
C. Consider Student Nutrition Report - February & March
D. Consider Investment Report - February & March
E. Consider Budget & Expenditure Report - February & March
F. Consider Budget & Revenue Report - February & March
G. Consider Budget Adjustments

012-000-2122-0077-I	OPERATIONAL	11000	$ 470,719.00
0012-000-2122-0079-T	Migrant Children Education	24103	$ -

Mr. Martin made a motion to approve the Consent Agenda as presented. Ms. Epps seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

VII. SUPERINTENDENT'S REPORT – Renee Russ
A. Recognize Band & Choir Programs – 2022 SENMMEA Large Group Music Performance Assessments – Brandon Boerio
Mr. Boerio recognized six bands from Clovis Municipal Schools that received a total of 10 Superior ratings at the Southeastern New Mexico Music Educators Association's (SENMMEA) Band Large Group Music Performance Assessment held last month. "Superior" in both Concert Performance & Sight Reading: Marshall Middle School Symphonic Band, CHSFA Symphonic Band, CHS Concert Band, and CHS Wind Symphony. "Superior" in Sight Reading: Gattis Middle School Symphonic Band, and Yucca Middle School Symphonic Band. "Excellent" in Concert Performance: Gattis Middle School Symphonic Band and Yucca Middle School Symphonic Band.

A special thank you to the Directors: Marshall MS, Michealla Bailey, CHSFA Symphonic Band, Dustyn Crane, CHS Concert Band & CHS Wind Symphony, Bill Allred, Susan Davis, and Juan De Leon, Gattis

Middle School Symphonic Band, Jennifer Flores, and Yucca Middle School Symphonic Band, Brandon Rowe.

B. Recognize Clovis High School Choir – Brandon Boerio/Sean Galloway

Sean Galloway recognized the Clovis High School Chamber Choir who claimed a Silver and Women's Choir a Bronze medal during the New Mexico Athletic Association (NMAA) State Choir Contest. The Chamber Choir placed 2nd, earning a silver medal in the 5A Mixed Choir category, with a score of 94.3. This is the third time the Chamber Choir has placed in the top three and marks the highest finish for this choir at the State Contest. Earning a bronze medal in the A-5A Treble Choir category, the Women's Select Choir placed 3rd, and finished with a score of 93. This is the fourth time the Women's Select choir has placed in the top three at the State Contest.

C. Recognize Students Selected to Participate in ENMU "K-ENMU" Art Show – Brandon Boerio/Karen Morales

Karen Morales, lead elementary art teacher, provided information to the Board regarding a group of elementary students who were selected for the K-ENMU Art Show at Eastern New Mexico University (ENMU). There were nearly 700 hundred submissions and 8 students were selected from Clovis Schools to participate in the show. The artwork was on display at ENMU from February 28 - March 25. The elementary Art team members are: Sara Garavuso - Kindergarten & 1st grade; Vanessa Miranda - 2nd & 3rd grade; and Karen Cox-Morales - 4th & 5th grade.

D. Recognition of Early College High School (ECHS) Students - Melissa Winn/Dr. Robin Kuykendall/Jay Brady

Melissa Winn, Dr. Robin Kuykendall, and Jay Brady recognized students from the Early College High Schools program, which included 34 students who in addition to graduating from Clovis High School, will also graduate with a degree from Clovis Community College. Students were presented with gold cords for Honor Society and an additional cord to signify earning their associate degree and high school diploma at the same time. The Board congratulated the graduates on their success.

E. Cannon Air Force Base Update – Sara Williams

Ms. Williams expressed appreciation for the Military Child pictures and for allowing the military cords to be presented at the Clovis High School graduation ceremony. She also mentioned the success of the Test Proctor Training and that it was an exciting opportunity for the 24 military members who assisted with the middle schools.

F. Presentation on Behalf of the New Mexico 55th Legislature – Senator Pat Woods

Senator Woods stated he was honored to see the achievers in attendance at the meeting and expressed appreciation to those who educate our kids. Senator Woods then presented, and read aloud, a proclamation from the New Mexico 55th Legislature recognizing Mesa Elementary School Reading Specialist, Sylvia Miranda, as a recipient of the Presidential Award for Excellence in Mathematics Teaching.

G. Discussion of Board Member Boundary Redistricting Plans – Michael Sharp, Research & Polling, LLC

Michael Sharp of Research and Polling, LLC gave a presentation of the redistricting of the Clovis Schools five board member districts, which is required by law based on data from the 2020 Census. Previously Mr. Sharp explained that Districts must be substantially equal within ± 5% of the ideal population and shall be substantially equal in population, avoid dilution of minority voting groups, observe communities of interest, and maintain compactness and contiguity.

Mr. Sharp provided the Board with five redistricting maps/concepts based on the 2020 Census data. He reviewed each map/concept and explained the boundary areas. It was mentioned that Concept E was the only map that would allow the Clovis Municipal Schools Board of Education and Clovis Community College Board of Trustees unpaired.

The maps/concepts would be available for review and placed on the District's website until the May 24 meeting at which time the Board would consider selection of a Plan.

***H. Consider Board of Education Member to Serve on CMS Education Foundation Board**

Ms. Osburn requested to step down from her service on the CMS Education Foundation Board due to personal reasons. Mr. Hamilton made a motion to nominate Sharon Epps to replace Ms. Osburn on the Education Foundation Board. Mr. Martin seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

***I. Consider 2022 - 2023 Instructional Calendar**

Ms. Russ presented the revised 2022 - 2023 Instructional Calendar for the Board's consideration and reviewed the calendar survey results. She mentioned the K-12 Pilot Program originally proposed to Clovis employees and families now contains program requirements that the majority of our stakeholders are not in agreement with. She outlined the requirements to include:

- Teachers must participate in a minimum of 80 hours of professional development annually. In order to meet this requirement, we would have to add additional contract days for teachers. This is not appealing to our teaching force as a whole.

- The length of the 2022-2023 instructional day will be checked against the length of the 2021-2022 instructional day. If they are not the same length, any program add-ons (ie, K-5+, ELTP, K12 Pilot) must be layered on top of the 2021-22 baseline. This is not appealing because this results in an extreme overage of instructional time delivered as compared to statutory minimums. This is unfair to teachers in terms of equitable pay for the amount of direct instruction provided. This also positions the district poorly in the future if/when K-5+/ELTP are mandated.

She stated that in light of having received this updated guidance, the calendar committee has constructed a revised final draft, which was the calendar presented for the Board's consideration. The final calendar draft reflects the desires express by Clovis Schools employees and parents/guardians and is a blend of Draft Option 1 and Draft Option 2, which were previously presented in the initial survey. The survey results indicated the vast majority of employees and parents/guardians were in favor of either Draft Option 1 or Draft Option 2. The final draft strongly reflects the wishes of our stakeholders and also much of the narrative that was provided by survey respondents.

Ms. Russ highlighted the key points of the final draft to include:

- The length of the regular instructional day for students will be shortened on Monday, Tuesday, Thursday, and Friday. This re-establishes our baseline instructional day and allows for an easier transition in the future in the event the K-5+, ELTP, or K12 Pilot are imposed upon the district or if we voluntarily participate. (Please see detailed information on subsequent pages of this document.)
- All campuses would participate in "Extended Stay Wednesday (ESW)". Each campus would be provided a template and guidance for developing plans for how to best use the additional 45-50 minutes weekly to meet the unique needs of students at their respective campuses. Measurable outcomes will be identified and tracked throughout the course of the year. Program offerings will be limitless so long as the "why" for the program is aligned with identified needs and interests of students.
- With the addition of the "ESW" program paired with the new "Regular Day/Year" calendar, student total instructional hours will be very similar to the instructional hours they are currently receiving.

- The teacher work day would be extended for only 30 minutes on ESW; however teachers would be compensated for providing 45 minutes of additional direct instruction. This additional compensation would be paid for with CARES Act/ARRP federal funds.
- Teachers would have an increased amount of planning and preparation time at the end of their contract day on Monday, Tuesday, Thursday and Friday as compared to prior years.
- Plans are underway to assist Clovis Schools staff with before/after school childcare when conflicts arise due to their personal children attending another campus. She mentioned some options such as Cannon AFB, employees, After-School program, community, and supper and After-School snacks and traditional tutoring.
- Teachers' first contract day is one day earlier in the week than in 2021-2022.
- Students begin on the Thursday of the week prior to the week they began in 2021-2022. This allows for a "Fair Holiday" for students on August 18 and 19. Teachers would work on August 18 with the intent of analyzing beginning-of-year student assessments so that targeted instruction can begin right away.
- Teachers would have a "Fair Holiday" on August 19.
- Fall Break at campuses is a 4-day weekend.
- Thanksgiving holiday is still a full week.
- Students and teachers would continue through December 21 rather than having the entire week of December off. This allows for a later return in January following New Year's Day. It also allows for a more balanced number of student instructional days between the first and second semesters.
- Campus staff would not return after the winter holidays until January 4. This allows for travel time following the New Year and a bit of recovery time after the holidays prior to resuming the second semester.
- Teachers would have protected time for a two-week period early in the second semester to hold any necessary Parent/Teacher conferences at the end of their contract day. The dates for this two-week window are yet to be determined. Once final assessment windows have been received by NMPED, the two-week protected time for teachers at the end of their contract day to meet with parents will be determined.
- Campus staff and students would have a 4-day weekend for Easter/Spring Holiday.
- Students would be released two days earlier in May during their last week of school as compared to the 2021-2022 school year.
- Teachers would be released one day earlier in May during their last week of school as compared to 2021-2022. Because the last day of school would be a full instructional day with students, teachers' last contract day would be the day after students' last instructional day. This would facilitate taking care of closing down and checking out of classrooms, finalizing paperwork, working on End-of-Year 90-day plans, etc.

Ms. Russ said the proposed calendar positions the District favorable for the future if/when K-5+/ELTP are mandated or if the District voluntarily elects to participate.

The Board expressed their appreciation for all the work to prepare for now and the future. Ms. Osburn made a motion to approve the 2022 - 2023 Instructional Calendar as presented. Mr. Martin seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

VIII. INSTRUCTIONAL MATTERS – Mitzi Estes

A. Recognition of Five Star Classroom/Teachers - Early Childhood Education - Corey Lucero

Corey Lucero, Principal of Los Niños Early Intervention Center, recognized Cynthia Romero and Jennifer Montoya as a Five Star Classroom by the Early Childhood Education and Care Department and the New Mexico Public Education Early Childhood Education Bureau. The letters of confirmation stated, "Meeting the requirements to be recognized as a Five Star teacher validates and recognizes your commitment to provide quality instructional practices for New Mexico's children. Ensuring students have equitable access to a high-quality program in combination with the effective teaching practices demonstrated during the verification process, provides children with a high quality early learning experience that is the foundation for school success."

Ms. Lucero stated the District has 12 Pre-K classrooms; 220 students in the 4Y program; 149 in 3Y; and 89 on the 4Y waiting list.

Each teacher was presented with a certificate as a Five Star Teacher to display in their classroom. The Board congratulated Ms. Romero and Ms. Montoya on their recognition by the New Mexico Public Education Department.

B. Clovis Leadership Initiative (CLI) Update – Carrie Geisler

Carrie Geisler, Principal of Parkview Elementary School, provided a Clovis Leadership Initiative update from the perspective of a principal. She briefly discussed how the University of Virginia Darden School of Business and the Curry School of Education has empowered her as a leader to unleash systematic and school change at Parkview Elementary School. She mentioned in a period of two years they redesigned Parkview's purpose to: 1) establish a lasting positive school culture of core beliefs, behaviors, and learning; 2) identify BIG ROCKs as focus areas that were added to our 90-Day Plan and essentially served as a guide through COVID. She also stated that as a team, they designed Parkview's Fidelity Systems, which is their blueprint to building momentum at Parkview. It is designed to leverage their strengths and re-examine areas of need; and helps ensure the phycological safety of the school community because it is created by the stakeholders in vertical teams. She indicated it also clarifies in detail: 1) expectations of a standardized classroom; 2) weekly data analysis of Literacy and Numeracy to drive instruction; and 3) focus on staff and student culture. She concluded with evidence of appreciation, which is that Parkview's reading scores did not decrease; only increased.

Ms. Geisler thanked the Board and administration for allowing her the opportunity to participate in the program.

*C. Consider State Bilingual Multicultural Education Program Funding Application for the 2022 - 2023 School Year – Laura Adkins

In Ms. Adkins' absence, Ms. Estes presented the 2022 - 2023 State Bilingual Multicultural Education Program Funding application. She stated Ms. Adkins was in Albuquerque and unable to attend the meeting. The Board did not have any questions regarding the application.

Ms. Osburn made a motion to approve the 2022 - 2023 State Bilingual Multicultural Education Program Funding application as presented. Ms. Epps seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

IX. EMPLOYEE SERVICES - Joe Strickland

*A. Consider Leave of Absence Request #00029

Mr. Strickland presented the leave of absence request #00029 and indicated it was medical in nature. He indicated the request had been approved by the Superintendent, but was now being presented to the Board for consideration.

Ms. Osburn made a motion to approve the leave of absence as presented. Ms. Epps seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

X. FINANCIAL MATTERS - Shawna Russell

A. Discussion of City of Clovis Water Reuse Project – Justin Howalt/John King

Justin Howalt, City Manager, and Chris Bryant, Mayor Pro-Tem, discussed the City of Clovis Water Reuse Project. Mr. Howalt indicated April is Water Conservation Month and shared a video with the Board and those present at the meeting. Following the presentation of the video, Mr. Howalt briefly discussed the City's Water Reuse Project, connectivity to the schools, and the savings due to the project. Mr. Howalt also mentioned the permitting process and that it can be a challenge such as notifications, signage, and reporting to the New Mexico Environment Department. Mr. Bryant focused on addressing the importance of water conservation.

John King, Deputy Director of Operations, expressed support for water conservation and the connection of Yucca Middle School to the Water Reuse Project in 2018. He indicated the City acquired funding to accelerate the process with Clovis Schools moving forward to do our part and get schools connected. He stated the District would work with the City regarding connecting school sites to the system.

B. COVID Update – Loran Hill

Mr. Hill provided a COVID update for the Board and highlighted the following areas: Number of Cases; Positives plus Quarantined Close Contacts; and Absence Rate in Percentage of Total Campus Enrollment (Staff + Students). Mr. Hill also reported on the updated NMPED Toolkit (April 21, 2022), which included:

- No new mandates issued
- Clarification for Test-to-Stay regarding a positive household member
- Screening of adults entering the building is now a local decision; Clovis Schools will discontinue practice
- Only staff, contractors, and volunteers who are unvaccinated and work onsite must provide a weekly COVID test.

Mr. Hill also provided the following information on the school-based testing site at the Norman Vohs field (Yucca MS), which is operating Monday - Friday for students and staff as follows:

- Surveillance testing or symptomatic testing
- Test-to-Stay may include those with community exposure to COVID-19
- Test-to-Stay testing can include school-based testing sites or Two rapid antigen tests taken 24-48 hours apart may be used for ruling out COVID in symptomatic individuals

Over-the-counter (OTC) rapid antigen COVID tests taken at home may be used for all testing requirements when accompanied by a signed assurance; OTC home tests can be sent home with a student, upon parent request to the school nurse; and non-essential visitors, assemblies, and field trips are allowed, and End-of-Year activities are being planned.

Following Mr. Hill's report, Krystal Gutierrez, Director of Health Services, took the opportunity to spotlight the District's school nurses, who through the pandemic, have adapted like never before. She said we have all learned to live through the challenges it brought as well as the amount of effort to navigate through the everchanging challenges of COVID. She mentioned that nurses stood in the trenches during some of the darkest days, but when school started this year we shared one goal – to help keep our schools open in the safest way possible so our students could learn and grow in the best environment. She stated our nurses worked through numerous NMPED Toolkits and everchanging mandates presented by the state; assisted in the creation of one of the most successful School-Based COVID testing sites in the state; and investigated and helped contract trace over 1,000 positive cases on our campuses. In addition to dealing with COVID requirements, our school nurses successfully completed hearing and vision screenings for students in Kindergarten, 1st, & 3rd grades; ensured approximately 8,000 students meet the state vaccination requirements; and over the course of the last three 9-weeks, nurses conducted over 20,000 office visits, which included more than 15,000 parent phone calls and initiating over 5,000 parent letters. Ms. Gutierrez stated our school nurses have over 250 combined years of experience, and provide the highest level of care for our students and staff. The nurses bring an extensive amount of experience to the District such as: Intensive Care Unit, Neonatal Intensive Care Unit, Labor and Delivery, Flight Nurse, and Sexual Assault Nurse Examiner, as well as nurses who have worked as a teacher, business administrator, and pharmacy technician, according to Ms. Gutierrez.

Ms. Gutierrez reminded those present that May 11 is National School Nurses and she shared her admiration and appreciation to the District's nurses and to all nurses across the state who stepped up to the challenges during the pandemic and continue to provide excellent care to the students and educational staff in New Mexico. She also expressed appreciation to the administration for their support and guidance and are very thankful and proud to be working for the best team and school district in New Mexico. The nurses present at the meeting received a standing ovation for their dedication and service.

***C. Consider 2020 - 2021 Audit Report – Carr, Riggs, & Ingram**

Ms. Russell introduced A.J. Bowers from the accounting firm Carr, Riggs, & Ingram. Mr. Bowers presented the 2020 - 2021 audit report for the Board's consideration, which included the audit timeline, Auditor's reports, financial statement highlights, and value-added suggestions. The timeline of the audit began with the Engagement Letter on May 28, 2021 and included planning in June and July, fieldwork July - August, delivery of financial statement findings on October 21, exit conference presentation November 3, Independent Auditor's Report and Submission November 12, and release of from the State Auditor's Office on February 16. The Auditor's Report reflected an unmodified opinion, which is the best opinion available. The report indicated the Financial Statements are presented fairly in accordance with U.S. GAAP and no audit areas where an opinion could not be rendered. The Other Auditor's Report was the GAGAS Report on Internal Control Over Financial Reporting and on Compliance and Other Matters where there were two findings (1 Material Weaknesses, 1 NMSA); five finding from the prior year were cleared. The Uniform Guidance Report on Major Program and on Internal Control over Compliance resulted in an unmodified opinion and no finding were noted.

Mr. Bower also reviewed the Statement of Net Position, which included assets, liabilities, and net position. The asset 5-year trend – assets, capital assets, and cash and investments remained fairly consistent. Liabilities 5-year trend – shows a decrease in 2020 of $76.4 million then an increase in 2021 largely related to pension and OPEB liabilities. Net Position 5-year trend – shows an increase in 2020 due to decreases in NPL and OPEB liabilities then a decrease in 2021 due to increases in NPL and OPEB liabilities. On the Statement of Activities, Revenues 5-year trend remained fairly consistent; Expenses – significant increase in expenses during fiscal year 2021 was primarily related to the pension and OPEB actuarial adjustments. In the General Fund, the District's main operating fund: Revenues 5-year trend show constancy, with an increase of $7.1 million from 2019 to 2020 due to SEG; Expenditures 5-year trend shows constancy, with an increase of $9.4 million from 2019 to 2020 due to salaries and COVID-19 related expenditures such as Chromebooks & WiFi hotspots for virtual learning and a decrease of $3 million from 2019 to 2020 due to decreases in COVID-19 related expenses and virtual learning expenses; Cash 5-year trend shows constancy, with an increase of $4.7 million from 2019 to 2020 due to recording of held checks. Mr. Bowers also reviewed the value-added suggestions such as Information Technology services, controls around the ACH, training on the lease implementation (GASB 87), Anti-Donation Clause, and using Federal funds for travel.

Mr. Bowers stated the Deputy Superintendent of Finance, Coordinator of Accounting Services, and the Clovis Schools team members were very helpful and great to work with. He thanked the Board for the opportunity to serve the District.

Mr. Martin made a motion to approve the 2020 - 2021 Audit Report as presented. Ms. Epps seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

D. Discussion of Salary Increases for 2022 - 2023

***E. Consider 2022 - 2023 Salary Schedules**

Ms. Russell presented the draft salary schedules for the 2022 - 2023 school year and outlined the average salary increase percentage for each category utilizing the spreadsheet provided with agenda item X-D. She reviewed the schedules and provided the average increase, by fund, as follows:

Category	Fund #	Average Salary Increase %
Educational Assistants	11000	8.62
	24101	8.62
	24106	8.70
	24308	9.15
	27149	8.78
Student Nutrition	21000	18.61
Interpreters	11000	7.44
	24106	7.09
Technology	11000	7.38
	24106	7.09
Administrative Assistants	11000	15.76
	21000	13.45
	24101	14.14
	24106	13.84
	25145	14.11
	25153	12.75
Support Staff	11000	10.48
Instruction	11000	12.57
	24101	10.87
	24106	12.45
	24308	11.88
	25153	11.19
	26103	9.43
	27149	13.37
Guidance	11000	6.80
Maintenance	11000	13.58
Related Service Providers	11000	7.01
	24101	6.67
	24106	7.43
	24187	6.79
	24308	7.20
	25153	7.11
	27407	7.28
Admin	11000	7.14
	21000	5.97
	24101	6.03
	24106	5.80
	27149	12.23

Ms. Russell mentioned the goal was to get everyone at least 5%. She also mentioned the state mandates, such as the $50,000, $60,000, and $70,000 minimums for teachers (Instructional Salary Schedule 05) as well as the minimum wage of $15 per hour for hourly staff, which go into effect with the 2022 - 2023 school year.

It was hoped that the increase in minimum teacher pay would attract applicants to the District and State. Additionally, it was mentioned that some teachers who had been considering retirement are reconsidering due to the increases. Ms. Russell stated increases for the District would cost $6.8 million. She also said there could be revisions to the Increment Salary Schedule, which she would bring back to the Board next month.

Ms. Osburn made a motion to approve the 2022 - 2023 Salary Schedules as presented. Mr. Martin seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

***F. Consider Removal/Disposal of Fixed Assets from the District's Inventory**

1. Epson Projector

The Inventory Committee recommended the removal of an Epson projector with asset tag TEK26595 and serial #X7K4040308L due it being damaged. It was sent to Epson for a replacement with asset tag TEK26334 and serial #X7K4050888L.

2. House - 705 Wallace - 2009 Demolition

The Inventory Committee recommended the removal of miscellaneous 2009 demo of 705 Wallace home from the District's inventory. Clovis School sold the land in 2018 - 2019. This was found on a miscellaneous report and was not included in the removal when the land was submitted for approval.

3. Revo Laminator

The Inventory Committee recommended the removal of a Revo laminator with asset tag #IRC0296 due to it being damaged. It was send back to Inabind of NM & Visual Impressions Plus for a replacement with asset tag #IRC0253.

4. Heli H2000 Series 30 Forklift

The Inventory Committee recommended the removal of Unit #435, Heli H200 Series 30 forklift from the District's inventory and use the trade value toward the purchase of a new Yale forklift.

5. Technology Items

The Inventory Committee recommended disposal of broken, worn out, non-repairable, and obsolete Technology items. The items would be picked up by STS Electronic Recycling and would be removed and disposed of for no fee. The items listed in the documents provided to the Board have been decommissioned by Clovis Municipal Schools and have been certified by Eric Wimbish that all personally identifiable information was removed.

6. Chromebooks - Outdated

The Inventory Committee recommended disposal of outdated Chromebooks from the Technology inventory. The Chromebooks would be picked up by HP Device Recovery Service (DRS) or STS Electronic Recycling and would be removed and disposed of for no fee. The items listed in the documents provided to the Board have been decommissioned by Clovis Municipal Schools and have been certified by Eric Wimbish that all personally identifiable information was removed.

***G. Consider Donation of Epson Projectors & Removal from the District's Inventory**

The Inventory Committee recommended the approval of donating unused Epson projectors to another state agency on a first come, first serve basis. If there is no state agency interested or if there are

projectors left, they would be recycled through STS Electronic Recycling. The Epson projectors are no longer being used by Clovis Schools due to upgrades.

Mr. Martin made a motion to approve the removal, disposal, and donation of fixed assets from the District's inventory as presented. Ms. Epps seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

XI. STAFF REPORTS

A. Employee Services Report

There were no questions from the Board regarding the Employee Services Report.

XII. ANNOUNCEMENTS

Ms. Russ made the following announcement:

A. May 22	**Clovis High School Commencement Ceremony, 2:00 PM**
B. May 24	**Regular Board of Education Meeting (Hybrid Mode), G.C. Ross Administration Building Board Room, 1009 Main Street, 5:30 PM**
C. May 26	**Last Day of School, Early Release (Elementary @ 12:30 PM/Secondary @ 1:00 PM)**

XIII. *ADJOURN

Mr. Martin made a motion to adjourn the meeting at 7:56 PM. Ms. Osburn seconded the motion. A roll call vote was taken as follows: Member Epps, yes; Member Osburn, yes; Secretary Martin, yes; and Vice President Hamilton, yes. The motion carried unanimously.

/s/ Terry Martin	**/s/ Paul Cordova**
CLERK	PRESIDENT

DATE MINUTES TO BE APPROVED:
May 24, 2022