**REGULAR MEETING OF THE BOARD OF EDUCATION**
**CLOVIS MUNICIPAL SCHOOLS**
**1009 Main Street**
**3/24/26**
**MINUTES**

A regular meeting of the Board of Education was held on Tuesday, March 24, 2026 at 5:30 pm at the G.C. Ross Building, 1009 Main St., Clovis, New Mexico. School Board members present were: Paul Cordova, Board President; Shawn Hamilton, Vice President; Cindy Osburn; Board Member and Nick Wiegel, Board Member Terry Martin, Board Secretary, was absent. School personnel present were: Renee Russ, Superintendent; Carrie Nigreville, Deputy Superintendent of Academic Services; Joe Strickland, Deputy Superintendent of Employee Service; Jay Brady, 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/ROLL CALL

President Cordova called the meeting to order at 5:30 p.m. Roll call was taken. President Paul Cordova, Vice President Hamilton, Member Osburn, and Member Wiegel were present, Secretary Martin was absent. A quorum was established.

## II. PLEDGE AND SALUTE

Board Member Osburn led the pledge and salute.

## III. *CONSIDER APPROVAL OF MINUTES - 2/24/26

President Cordova asked if there were any questions about the Minutes for 2/24/26. Hearing none, he called for a motion to approve the minutes. Mr. Hamilton made a motion to approve the minutes for 2/24/26. Mr. Wiegel seconded the motion. The motion carried.

## IV. *CONSIDER APPROVAL OF AGENDA - 3/24/26

President Cordova asked if there were any questions about the Agenda for 3/24/26. Hearing none, he called for a motion to approve the agenda for 3/24/26. Ms. Osburn made a motion to approve. Mr. Hamilton seconded the motion. 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 - February 2026**
- **B. Consider Check Summary Report - February 2026**
- **C. Consider Activity Report - January 2026**
- **D. Consider Budget & Expenditure Report - February 2026**
- **E. Consider Revenue Report - February 2026**
- **F. Consider Student Nutrition Report - January 2026**
- **G. Consider Student Nutrition Report - February 2026**
- **H. Consider Budget Adjustments (BARs) - March 2026**

**CLOVIS MUNICIPAL SCHOOLS**

**Budget Adjustment Request (BAR) Summary**

**For Board Meeting Dated March 24, 2026**

**Increase - BAR's**

| BAR Number | | | Fund Name | Fund # | Amount |
|---|---|---|---|---|---|
| 1 | 012-000-2526 | 108I | Impact Aid Operational | 15100 | $ 271,916.29 |

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| | | | | | |
|---|---|---|---|---|---|
| 2 | 012-000-2526 | 109I | Local Revenue Operational | 15200 | $ 18,729.19 |
| 3 | 012-000-2526 | 111I | Universal Free Lunch (State Funded) | 21100 | $ 119,190.83 |
| 4 | 012-000-2526 | 112I | Athletics | 22000 | $ 110,716.01 |
| 5 | 012-000-2526 | 113I | Non-Instructional Support (Activity) | 23000 | $ 420,459.81 |
| 6 | 012-000-2526 | 114I | Impact Aid Special Education | 25145 | $ 61,243.89 |
| 7 | 012-000-2526 | 115I | Title XIX Medicaid | 25153 | $ 388,207.00 |
| 8 | 012-000-2526 | 117I | REC/District Fiscal Agent | 26107 | $ 132,323.15 |
| 9 | 012-000-2526 | 129I | SB-9 State Match Cash | 31703 | $ 1,194,516.86 |
| 10 | 012-000-2526 | 131I | ECECD Direct | 28208 | $ 397,470.27 |
| 11 | 012-000-2526 | 132I | Public School Kitchen Infractructure | 28221 | $ 89,522.37 |
| 12 | 012-000-2526 | 134I | ROTC | 25200 | $ 4,095.00 |
| | | Subtotal | | | $ 3,208,390.67 |

| Decrease BAR's | | | | | |
|---|---|---|---|---|---|
| BAR Number | | | Fund Name | Fund # | Amount |
| 1 | 012-000-2526 | 110D | Food Service | 21000 | $ (255,329.19) |
| 2 | 012-000-2526 | 116D | ROTC | 25200 | $ (8,681.50) |
| 3 | 012-000-2526 | 118D | ECECD | 28208 | $ (122,400.00) |
| 4 | 012-000-2526 | 119D | NM Econ Dev Dept | 28210 | $ (182.05) |
| 5 | 012-000-2526 | 120D | Public School Kitchen Infractructure | 28221 | $ (89,522.37) |
| | | Subtotal | | | $ (476,115.11) |

| Transfer BAR's - from one function to another | | | | | |
|---|---|---|---|---|---|
| BAR Number | | | Fund Name | Fund # | Amount |
| 1 | 012-000-2526 | 136T | GO Debt Services | 41000 | $ - |
| 2 | 012-000-2526 | 137T | Capital Improvements SB-9 Local | 31701 | $ - |
| 3 | 012-000-2526 | 138T | Bonds/TIF (Tax Increment Financing) Payments In Lieu of Taxes | 29135 | $ - |
| | | Subtotal | | | $ - |

| Maintenance BAR's - within the same function | | | | | |
|---|---|---|---|---|---|
| BAR Number | | | Fund Name | Fund # | Amount |
| 1 | 012-000-2526 | 139M | GOB Library | 27107 | $ - |
| 2 | 012-000-2526 | 140M | PreK Iniitiative | 27149 | $ - |
| 3 | 012-000-2526 | 141M | PreK Iniitiative | 27149 | $ - |
| 4 | 012-000-2526 | 142M | Career Technical Education Program | 27502 | $ - |
| 5 | 012-000-2526 | 143M | Attendance Success Initiative | 27584 | $ - |
| 6 | 012-000-2526 | 144M | Impact Aid Special Education | 25145 | $ - |

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| | | | | | |
|---|---|---|---|---|---|
| 7 | 012-000-2526 | 145M | Title XIX Medicaid | 25153 | $ - |
| 8 | 012-000-2526 | 146M | Title XIX Medicaid | 25153 | $ - |
| 9 | 012-000-2526 | 147M | CMS Foundation | 26184 | $ - |
| 10 | 012-000-2526 | 148M | REC/District Fiscal Agent | 26107 | $ - |
| 11 | 012-000-2526 | 149M | Title I - Comprehensive Support & Improvement | 24190 | $ - |
| | | Subtotal | | | $ - |
| | | | | | |
| | | Total Budget Impact | | | $ 2,732,275.56 |
| | | | | | |

President Cordova asked if there were any questions about the Consent Agenda. Hearing none, he called for a motion to approve the Consent Agenda. Mr. Wiegel made a motion to approve the Consent Agenda. Ms. Osburn seconded the motion. The motion carried.

## VI. SUPERINTENDENT'S REPORT - Renee Russ

### A. Cannon Air Force Update - Sara Williams

Superintendent Russ invited Sara Williams to update the board. Ms. Williams said she had no new information to present however, she spoke about TUDO's sign ups that are currently ongoing and encouraged the district leadership to get as many teachers as possible to sign up for the May 30th event. She also touched on the STEM Days which will be April 29th and 30th. She reminded the board that last year there were 1250 students that participated and this year, they hope to have even more. Last year there were 45 STEM stations. She went on to note that 2 of the 3 field trips that were cancelled due to the government shutdown have been rescheduled and work is being done to get the 3rd one rescheduled. Ms. Williams spoke about CAFB working to support the schools through the rest of this school year and planning will begin over the summer for the next school year.

### B. Clovis High School (CHS) Student Update

The student representative from CHS was unable to attend due to a golf tournament.

### C. *Consider Request for Permission to Travel (Board Policy I-6500/IJOA)

#### 1. FCCLA State Conference - GMS

Ms. Russ moved on to the next item: a consideration for two student overnight travel requests related to the Family, Career and Community Leaders of America (FCCLA) program. She welcomed the FCCLA students and accompanying staff members from both Yucca Middle School and Gattis Middle School. Ms. Russ invited the students to speak about the upcoming event. The student representatives from both middle school teams collectively requested permission to attend the FCCLA State Leadership Conference, scheduled to be held March 29 through April 1. Ms. Russ emphasized the importance of the FCCLA program at the middle school level, noting its vital role in building and strengthening the existing high school FCCLA program by developing future participants and leaders.The Board then engaged in a question-and-answer session with the students.

**Mr. Hamilton** asked for details on the activities planned: "What will you be doing at your event?"
**Heather Wiggins,** FCCLA Advisor at Gattis responded, "We will be competing in various events such as Focus on Children, Food Innovations, Job Interview, and Say Yes to FCS (Family and Consumer Sciences)."
**Nicole Olson**, FCCLA Advisor at Yucca responded, "We will be competing in a variety of events from Healthcare related topics to Foodservice topics. Each student group prepares a speech and presentation and will also attend workshops that are life goal and career related. "
**Mr. Cordova** then asked **"What is your favorite thing about FCCLA?"** He specifically requested a response from one student in each group.
**Quinneth Lucero**, a Gattis student responded: "My favorite thing about FCS is that I get experience in public speaking which is something I am passionate about."
**Nicole Olson**, FCCLA Advisor at Yucca, noted that Yucca student, Madysyn, is running for State Officer and is competing in Interior Design.
Following the discussion, Mr. Cordova called for a motion on both travel items for consideration. Mr. Hamilton made a motion to approve both travel requests. Mr. Wiegel seconded the motion. The motion carried.

### D. 2026 Legislative Session Update

Ms. Russ then provided the following summary of key legislative changes and their potential impact on the district, followed by a brief account of the discussion regarding the budget implications.

**Key Legislative Changes Affecting the District**

- **Health Insurance Premiums (House Bill 47):**
    - Effective July 1, 2026, the district is mandated to cover 80% of health insurance premiums for *all* educators.
    - Previously, this 80% coverage was limited to employees earning $50,000 or less.
    - This change is projected to increase the district's budget by approximately $2 million.
    - While House Bill 2 provides some funding, it is not expected to cover the full cost of the increase.
- **Educator Salaries:**
    - A recently enacted tax package aims to provide a 1% *average* salary increase for educators.
    - The Governor's decision not to veto the "average" language grants the board flexibility to target specific employee groups for increases, rather than applying a flat 1% raise across the board.
- **Mathematics Requirements (Senate Bill 29):**
    - Starting July 2028, initial teacher licensure requirements will increase to include six hours of mathematics methods coursework.
    - Beginning in the 2027-2028 academic year, a new screening assessment for K-3 students will be implemented to identify those with mathematical difficulties.
    - If a student is identified with a difficulty, parents must be notified within 30 days, and the district is required to provide subsequent progress updates.
- **Literacy Instruction (Senate Bill 37):**
    - Instructional materials must emphasize phonics and be grounded in the "science of reading."
    - Teacher preparation programs will be required to incorporate structured literacy training.
    - In the 2027-2028 school year, the Public Education Department (PED) will assign certified literacy coaches to schools performing in the bottom quartile.
- **Office of Special Education:**
    - Legislation formally established the existing model for an Office of Special Education, to be led by a deputy secretary appointed by the Secretary of Education.
    - The Multi-Layered System of Support (MLSS) was specifically defined to include support for students with dyslexia.

**Discussion on Budgetary Impact**

Ms. Russ recognized Ms. Nieto, the Senior Director of Finance, for her work in reviewing the potential budget effects of these legislative changes and invited the board to direct questions to her.

Mr. Wiegel inquired about the timeline for determining the exact percentage of funding the district would receive from House Bill 2. Ms. Nieto responded that while the Statewide Equalization Guarantee (SEG) includes approximately $73 million for this purpose statewide, the specific amount allocated to the district is currently unknown. Ms. Osburn noted the historical trend of the state not fully funding such budget mandates, a point Ms. Nieto affirmed.

In response to Mr. Wiegel's question, Ms. Nieto confirmed that budget allocations would be announced in the spring. Ms. Osburn emphasized that the health insurance mandate is a state requirement, meaning the district must prepare for the additional expense. Ms. Russ concluded by stating that this information is crucial for district leadership in planning for next year and noted that, given the failure of the Capital Improvement Tax to pass, a potential 2% budget decrease across department and site budgets may be necessary. Mr. Wiegel inquired about the availability of budget proposals for review to aid decision-making. Ms. Russ and Ms. Nieto confirmed that initial budget proposals would be presented at the April Board meeting.

**Discussion on Educator's Salaries**

Ms. Nieto stated that the salary increase for employees earning over $50,000, prompted by the change in the district's insurance contribution, would likely surpass the initial 1% across-the-board raise. This response followed Ms. Osburn's inquiry for clarification on the estimated costs to the district resulting from this adjustment. Ms. Osburn also noted that those making under the $50,000 threshold would likely be impacted by the 1% raise failing to cover the cost increase anticipated for insurance.
Ms. Osburn then pointed out a concern that the 1% raise would probably not cover the anticipated insurance cost increase for those employees making under the $50,000 threshold.
Ms. Russ then noted that the budget committee works to avoid that situation. Ms. Russ encouraged the board to send any suggestions or preferences to her so this can be considered in the budget plans. Board members commented that it is important to work out the budget issues in order to show employees that they are valued and be considerate of all these factors that are required.

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Board members collectively stressed the importance of resolving budget issues to demonstrate to employees that they are valued and to ensure all relevant factors are thoughtfully addressed.

**VII. ACADEMIC SERVICES MATTERS - Carrie Nigreville**

**A. Update to Graduation Requirements and CMS Course Alignment - Gloria Mendoza**

Ms. Nigreville introduced Gloria Mendoza to present information about updated graduation requirements. Gloria Mendoza provided a slide show with an update on the revised graduation requirements, which will affect current freshmen and all subsequent classes. Using a comparative chart, Ms. Mendoza outlined the new standards, highlighting changes primarily in Math and Social Studies. She noted that Advanced Placement (AP) options or their equivalents can be used to meet credit requirements. A visual aid was also provided, illustrating the Secondary Math Progression as a resource.

**Summary of Graduation Requirements**

**Current 10th-12th Grade Requirements (25 Total Credits)**

- **ELA:** 4 credits (ELA 1, 2, 3, 4, or AP Equivalent)
- **Math:** 4 credits (Algebra I, Algebra II, Geometry, 1 Additional Math Credit, or AP Equivalent)
- **Science:** 3 credits (Biology, Chemistry, Physics, or AP Equivalent; 2 must be Lab Based)
- **Social Studies:** 3.5 credits (US History and Geography, World History and Geography/Pre AP World, U.S. Government, Economics, NM. History, or AP Equivalent)
- **PE:** 1 credit (Includes: PE, Marching Band, JROTC, Athletics)
- **Health:** 0.5 credits
- **ELECTIVES:** 8 credits
    - *Note: Must include 1 Career Technical Education (CTE) Course.*

**Current 9th Grade and Future Requirements (25.5 Total Credits)**

- **ELA:** 4 credits (ELA 1, 2, 3, 4, or AP Equivalent)
- **Math:** 4 credits (Algebra I, Geo-Stats, 2 Additional Math Credits, Math Progression, or AP Equivalent)
    - *Note: PED mandates offering Modern Algebra II/Data Stats & Financial Literacy, but these are not graduation requirements.*
- **Science:** 3 credits (Biology, Chemistry, Physics, or AP Equivalent; 2 must be Lab Based)
- **Social Studies:** 4 credits (World Geography and NM Studies, World History, US History, Government/Economics, or AP Equivalent)
- **PE:** 1 credit (Includes: PE, Marching Band, JROTC, Athletics)
- **Health:** 0.5 credits (Taken in Middle School)
- **ELECTIVES:** 7.5 credits
    - *Note: Includes 2 required credits from the Local Education Agency (LEA) Menu of Options:*
        - Fine Arts
        - Language Other than English
        - Advanced Placement or Dual Credit (not otherwise counted as a core credit)
        - Work-Based Learning (WBL) (future)
        - Career Technical Education (CTE) Course
        - CTE Completer Course (3rd course in sequence)
        - Digital Citizenship (Edgenuity)

Ms. Mendoza confirmed to Ms. Osburn that students will have five elective choices under this plan.

Following this, Mr. Wiegel inquired if the modifications to the Math and Social Studies curricula would necessitate hiring additional teachers. Ms. Mendoza responded that no new teachers would be required, as the existing staff is capable of managing the updated requirements.

**VIII. EMPLOYEE SERVICES MATTERS - Joe Strickland**

**A. Employee Services Report -March 13, 2026**

**B. Open Positions Report - March 13, 2026**

Mr. Strickland indicated that the district is in good shape at this time to finish out the school year.

**C. *Consider - 26/27 Instructional Calendar - Brandon Boerio**

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Mr. Boerio noted there were just a couple of changes to the originally proposed calendar. Draft C was the clear preferred choice. Changes were a later spring break that incorporated the Easter holiday. There was also consideration for parent teacher conferences to be moved allowing staff more time to gather data in preparation for conversations with parents.
There was some discussion from the board regarding the consideration that was taken in putting the calendar together. Ms. Russ also noted that with this calendar, there is also a day that would allow for a snow day make-up if needed.
Mr. Hamilton made a motion to approve the 26/27 Instructional Calendar. Ms. Osburn seconded the motion. The motion carried.

**D. Risk insurance premium and deductible update - Joe Strickland**

Mr. Strickland provided an update on Risk Insurance premiums, drawing on data from POM's and Associates. He highlighted a statewide trend from 2016 to 2025, noting 138 reported instances of sexual abuse and misconduct in schools, which resulted in $94 million in associated costs.

The district has successfully addressed compliance related to sexual, ethical, abuse, and misconduct issues. It completed POM's compliance questionnaire, demonstrating existing protocols and furnishing necessary responses. To achieve 100% compliance, the district implemented significant measures, including fingerprinting and background checks for all volunteers and contractors. While this process is costly, it secured a full compliance rating, qualifying the district for an $8,000 credit on the 2026 premium.

Mr. Strickland also commended Ms. Heather Woodard, Director of Title IX, and noted the hiring of an investigator to support her. Since these additions, the Title IX department has reviewed 631 calls and emails. The majority of these incidents involved student-to-student interactions. Only eight incidents met the criteria for a Title IX violation, with one of those subsequently being dismissed. Mr. Strickland emphasized that the district takes every concern seriously and conducts thorough investigations. A key part of the Title IX Director's role is preventative, focusing on educating staff and students about appropriate conduct, providing resources, and clearly defining consequences.

Ms. Osburn reported on a recent board training session she attended and the ensuing discussion regarding the elevated cost of insurance deductibles, given that even unsubstantiated claims incur significant expense. Deductibles are determined based on the size of the school. Mr. Strickland asserted that this justifies the preventative measures undertaken by the district.
Mr. Wiegel inquired about the cost for the district to cover the fingerprinting and background checks for volunteers. Mr. Strickland stated the cost is $59 per volunteer, but deemed the expense worthwhile. He further clarified that the district will only subsidize the costs up to a specified maximum number of volunteers, after which volunteers will be responsible for covering their own fees. Mr. Strickland also indicated that there is the possibility of some additional funding that can be used to cover these costs.

## IX. OPERATIONAL MATTERS - Jay Brady

### A. Update on Facility Master Plan - Loran Hill

Facilities Plan Overview: Mr. Hill provided an update on the facilities plan established several years ago, focusing on creating appropriate learning environments while maintaining fiscal responsibility regarding heating and cooling costs.

Security Upgrades:

- The district has invested over $500,000 this year in card access systems and security film.
- Gym doors across the district are being transitioned to card access to better manage community use and eliminate the need for physical keys.
- Card access is being installed on exterior doors to provide a single point of entry and the ability to remotely lock all equipped doors during a lockdown via a mass notification system.

Ongoing Maintenance and Renovations:

- Final walkthroughs and "punch list" items are being completed for fire alarm and intercom upgrades at Marshall and roofing at Lincoln Jackson.
- The Sandia gym floor is being replaced with Luxury Vinyl Tile (LVT) for better longevity and easier cleaning.
- Renovations for the Student Support and Learning Center (formerly the 9th Grade Center) are expected to begin demolition within two to four weeks.
- A phased renovation plan for the Raintree facility is being developed, starting with a training facility and a culinary kitchen to support summer food programs and students displaced by future high school construction.

Clovis High School (CHS) Project:

- The district is in the final stages of a proposal to the Public School Capital Outlay Council (PSOC) for $100 million in funding for a major remodel/rebuild of CHS.
- The formal presentation to the PSOC is scheduled for May 7th in Santa Fe, with a funding decision expected in June.
- If approved, planning for the high school project could begin in the Fall, a process anticipated to take approximately one year.

Demolition Projects: The district has submitted a letter to the Public School Facilities Authority (PSFA) for the 100% state-funded demolition of the Cameo facility, estimated at $4 million. Mr. Hill identified that PSFA is currently out of cycle so

we are waiting for that next opportunity

Mr. Hamilton asked what the theoretical timeframe once we have approved planning. Mr. Hill indicated that fall would likely be the start of the planning phase once PSCOC approves the proposal. Mr. Hill said the district will be notified in June.

Mr. Wiegel asked about the PSFA cycle and how that timeframe affects the district. Mr. Hill identified that it is subject to change annually but currently it is a 6 month cycle to be considered by PSFA.

**X. OPEN FORUM**

The Clerk of the Board confirmed to President Cordova that no comment cards had been submitted, prompting President Cordova to proceed to the next item on the agenda.

**XI. ANNOUNCEMENTS**

**A. April 3** **Spring Holiday, All Campuses and District Offices Closed**

**B. April 22** **Regular Board of Education Meeting, 5:30 PM, GC Ross Boardroom**

Ms. Russ noted that the date on the agenda was incorrect for the next board meeting and should reflect April 28. The Clerk of the board affirmed the correction and Board Members noted it.

**XII. *RECESS INTO EXECUTIVE SESSION pursuant to §10-15-1(H)(7) to discuss pending litigation involving a civil action.**

President Cordova stated he would entertain a motion.
Ms. Osburn made a motion to move into executive session pursuant to §10-15-1(H)(7) to discuss pending litigation involving a civil action. Mr. Wiegel. A roll call vote was taken;
President Cordova - YES
Vice President Hamilton - YES
Secretary Martin - ABSENT
Member Osburn - YES
Member Wiegel - YES
The motion carried and the board moved into Executive session at 6:28 pm

**XIII. *RECONVENE FROM EXECUTIVE SESSION**

President Cordova stated he would entertain a motion.
At 7:27 pm, Mr. Wiegel made a motion to reconvene from executive session pursuant to §10-15-1(H)(7) where no actions were taken.
A roll call vote was taken;
President Cordova - YES
Vice President Hamilton - YES
Secretary Martin - ABSENT
Member Osburn - YES
Member Wiegel - YES
The motion carried.

**XIV. *ADJOURN**

President Cordova stated he would entertain a motion to adjourn.
Mr. Hamilton made a motion to adjourn. Ms. Osburn seconded the motion. The motion carried. The meeting was adjourned at 7:28 pm.

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**CLERK** **PRESIDENT**

**DATE MINUTES TO BE APPROVED:**

**4/28/26**