

**REGULAR MEETING OF THE BOARD OF EDUCATION
CLOVIS MUNICIPAL SCHOOLS**

1009 Main Street

4/28/26

Call to Order 5:30 PM

MINUTES

A regular meeting of the Board of Education was held on Tuesday, April 28, 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; Terry Martin, Board Secretary; Cindy Osburn, Board Member and Nick Wiegel, Board Member. 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; Sarah Brooks, Public Relations Specialist; Corey Pickett, Director of Fine Arts, staff and members of the public.

- **CALL TO ORDER/ROLL CALL**

President Cordova called the meeting to order at 5:30 PM and asked the clerk for a role call. President Cordova, Vice President Hamilton, Secretary Martin, Member Osburn and Member Wiegel were all in attendance establishing a quorum.

- **PLEDGE AND SALUTE - Terry Martin**

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

- ***CONSIDER APPROVAL OF AGENDA - 4/28/26**

President Cordova asked if there were any questions regarding the agenda for 4/28/26, hearing none, he called for a motion. Mr. Hamilton made a motion to approve the agenda for 4/28/26. Mr. Wiegel seconded the motion. The motion carried.

- ***CONSIDER APPROVAL OF MINUTES - 3/24/26**

President Cordova asked if there were any questions regarding the minutes for 3/24/26, hearing none, he called for a motion. Ms. Osburn made a motion to approve the minutes for 3/24/26. Mr. Hamilton seconded the motion. The motion carried.

- ***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 (NMFA)
- B. Consider Investment Report - March 2026
- C. Consider Check Summary Report - March 2026
- D. Consider Activity Report - February 2026
- E. Consider Budget & Expenditure Report - March 2026
- F. Consider Revenue Report - March 2026
- G. Consider New RFP Recommendation
- H. Consider Student Nutrition Report - March 2026
- I. Consider Budget Adjustments (BARs) - April 2026

For Board Meeting Dated April 28, 2026					
BUDGET ADJUSTMENT APPROVED BY SUPERINTENDENT AND SENT TO PED BEFORE BOARD					
Increase - BAR's					
BAR Number			Fund Name	Fund #	Amount
1	012-000-2526	150I	Title I Part A - ESEA	24101	\$ 768,073.41
		Subtotal			\$ 768,073.41
Increase - BAR's					
BAR Number			Fund Name	Fund #	Amount
1	012-000-2526	133I	CMS Foundation	26184	\$ 1,107.21
2	012-000-2526	154I	Operational	11000	\$ 790,678.53

3	012-000-2526	165I	ROTC	25200	\$ 10,192.00
		Subtotal			\$ 801,977.74
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	012-000-2526	161T	CMS Foundation	26184	\$ -
2	012-000-2526	169T	Teacher/Principal Training & Recruiting	25145	\$ -
2	012-000-2526	172T	Rural & Low-Income Schools	24160	\$ -
		Subtotal			\$ -
Maintenance BAR's - within the same function					
BAR Number			Fund Name	Fund #	Amount
1	012-000-2526	102M	Entitlement IDEA-B	24106	\$ -
2	012-000-2526	151M	Title I Part A- ESEA	24101	\$ -
3	012-000-2526	152M	English Language Acquisition	24153	\$ -
4	012-000-2526	153M	Title I Part A- ESEA	24101	\$ -
5	012-000-2526	155M	Title I Comprehensive Support and Improvement	24190	\$ -
6	012-000-2526	156M	SB-9 State Match Cash	31703	\$ -
7	012-000-2526	157M	Capital Improvements SB-9 Local	31701	\$ -
8	012-000-2526	158M	Career Technical Education Program	27502	\$ -
9	012-000-2526	159M	Attendance Success Initiative	27584	\$ -
10	012-000-2526	160M	CMS Foundation	26184	\$ -
11	012-000-2526	162M	GOB Library	27107	\$ -
12	012-000-2526	163M	Impact Aid Special Education	25145	\$ -
13	012-000-2526	164M	Title XIX Medicaid	25153	\$ -
14	012-000-2526	166M	Title I Part A- ESEA	24101	\$ -
15	012-000-2526	167M	Entitlement IDEA-B	24106	\$ -
16	012-000-2526	168M	Preschool IDEA-B	24109	\$ -
17	012-000-2526	170M	Teacher/Principal Training & Recruiting	25145	\$ -
18	012-000-2526	171M	Teacher/Principal Training & Recruiting	25145	\$ -
19	012-000-2526	173M	Student Support and Academic Enrichment Program Title IV	24189	\$ -

20	012-000-2526	174M	Student Support and Academic Enrichment Program Title IV	24189	\$ -
21	012-000-2526	175M	Pupil Transportation	13000	\$ -
22	012-000-2526	176M	Impact Aid Operational	15100	\$ -
23	012-000-2526	177M	Local Revenue Operational	15200	\$ -
24	012-000-2526	178M	Athletics	22000	\$ -
		Subtotal			\$ -
		Total Budget Impact			\$ 1,570,051.15

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

VI. SUPERINTENDENT'S REPORT - Renee Russ

Superintendent Russ addressed the Board and the public, acknowledging the various student organizations present. To facilitate a more streamlined process, she requested that each group incorporate both their program highlights and any travel requests into a single presentation. She noted that the formal consideration and voting on travel permissions would occur collectively following the conclusion of all student reports. Ms. Russ then invited Shelly Smith to the podium, along with Sophia Sosa and Grayson Boerio, to provide an update from the RCA Global Amazing Shake Competition.

• Student Recognition

1. Update from Global Amazing Shake - Grayson Boerio and Sophia Sosa

Following expressions of gratitude from Ms. Smith toward the Board and the community for supporting the students in Atlanta, Sophia Sosa and Grayson Boerio shared their appreciation as well. Ms. Smith detailed the students' impressive results at the Atlanta event, reporting that **Grayson finished in the top 10%** and **Sophia in the top 25%** out of 525 participants. Members of the Board commended both students for their exceptional achievements and for representing Clovis Municipal Schools with distinction.

Superintendent Russ requested that Grayson Boerio remain at the podium for additional recognition. Stephanie Blumer, Gifted and Talented educator at Gattis Middle School, provided an overview of the National History Day (NHD) competition, noting that Grayson was among five Clovis participants. He secured a **first-place finish in the state** for his individual documentary. Ms. Blumer shared that judges were particularly impressed by Grayson's professional demeanor, citing his handshake and professional dress as a standout qualities. This victory qualifies him for the national contest in College Park, MD, this June. Ms. Blumer emphasized that the national stage offers Grayson a unique opportunity to apply his Amazing Shake skills and potentially engage with Senator Ben Ray Luján.

Mr. Martin remarked that Senator Luján would likely welcome the opportunity to meet a student representing New Mexico at such a prestigious level of competition.

Grayson Boerio described the NHD theme, "Reaction, Reform, and Revolution in History," explaining his choice of the documentary category. Inspired by a visit to the September 11 Memorial & Museum, his project examined architectural reforms and shifts in design that emerged following the events of 9/11.

National Travel Request:

- **Occasion:** Grayson Boerio finished first-place, qualifying him for the National competition in College Park Maryland.
- **Timing:** June 13-19, 2026.
- **Significance:** Grayson is the first student from Clovis to qualify for the National NHD competition.

Ms. Blumer expressed hope that this success will encourage high school students to participate in NHD. Ms. Russ noted the trip request for this event indicates younger secondary students are excelling in these competitions. Mr. Cordova thanked Ms. Blumer for her work in encouraging students to reach this level. Ms. Blumer shared that she has been an educator for 24 years, all of which have been in Clovis.

2. CHS Band - Daniel Perez

CHS Band Program Highlights:

- **All-District Band:** Clovis middle schoolers earned 60 out of 130 slots, while high schoolers secured 90 out of 160 slots
- **Music Performance Assessment:** All three high school bands and two middle school bands received superior ratings—the highest possible—from every judge in both stage performance and site reading.
- **Growth:** The high school program has expanded from three to four concert bands. Total student participation for the coming season is projected to grow from 240 to approximately 285 students.

Upcoming Local Events:

- **All Band Night:** Scheduled for Thursday, May 7, at 7:00 p.m. at "The Rock".
- **Band Banquet:** Scheduled for May 8 at the First United Methodist Church.

National Travel Request:

- **Occasion:** The New Mexico Public Education Department and the Governor nominated the Clovis High School Band to participate in the Memorial Day Parade in Washington, D.C.
- **Timing:** The trip is planned for May 2027.
- **Significance:** Perez noted this would be one of the largest parades the band has participated in since the Macy's parade in the 1980s. The early request allows the program approximately one year for fundraising.

Board members expressed thanks to Mr. Perez for all the efforts that help students succeed.

3. CLOVIS FFA - Garrett Lee

FFA Highlights

- State Competition in April. 5-6 teams participated in the land competition. This has been a 3 year effort for the group.
- The land team took first place in the state, bringing home a gold plaque and banner. This opened up the opportunity to compete in El Reno OK which is the trip request that will be considered by the board later in the agenda.
- The Agronomy team did well with Ms. Blackburn's leadership, finishing just out of the top position by a couple of points finishing second overall.
- Raul Galaviz finished 4th and Luke Bowman finished 3rd in individual competition at state.
- Claire Palla on the floral team was 5th highest individual.
- In the Land competition, 3 of CHS FFA students scored in the top 5 in the State. Since the state takes the top three scores, it gave Clovis the win for this.

National Travel Request

- **Occasion:** National Land and Homesite Competition in El Reno OK
- **Timing:** May 5-8, 2026
- **Significance:** Opportunity for qualified students to compete at Nationals.

Members of the board expressed pride in the accomplishments of the team and thanked the leaders for their hard work and efforts.

4. CHS FCCLA - Amy Garcia

CHS FCCLA Highlights

Joaquin Sanchez, Jose Llamas Gallegos, and Isabel Sanchez spoke about the recent successes of the group.

The Clovis High School (CHS) chapter of Family, Career, and Community Leaders of America (FCCLA) demonstrated outstanding achievement at the New Mexico FCCLA State Conference held March 29 - April 1 in Albuquerque, NM.

- 10 different workshops -
- Keynote Speaker A'ric Jackson, message of not letting past define your future
- Book drive for Read to me - CHS donated 876 books
- Joaquin served as State President, Jose served as state Vice President
- Jose Llamas was elected the new State President, Isabel Sanchez was elected new Vice President
- Competition - Explanation of what state events are - state and national level, We had 36 students compete - 4 bronze placements, 22 silver placements, 13 gold placements
Of the 23 students who competed in a national event 19 qualified for nationals in Washington DC. July 5-11.
- 2026 FCCLA Chapter of the Year, The state FCCLA championship requires that teams design a portfolio of cumulative materials throughout the year that showcases everything the chapter does. All the community service activities, the documents of your organization, some standards that the PED sets in place on the strength and health of your organization. The group presented the portfolio and were awarded the state championship which gave CHS FCCLA back-to-back state championships. It was noted that the CHS FCCLA group currently has 2300 hours of community service logged.
- Ms. Garcia highlighted the trip to Nationals in D.C. scheduled for July 6 - 10., noting that if approved, this is the first really big trip to Washington. In Ms. Garcia's 30 years, this would be the first to qualify for travel to Washington DC with FCCLA students. This is especially important and impactful with it being the 250th anniversary. Ms. Garcia noted that 19 CHS FCCLA students qualified and would really benefit from this opportunity to compete.

Students Attending: Sophia Bingnear, Greg Castillejos-Pargas, Evalene Connelly, Danexy Gatica-Jijon, Jellenie Granillo, Savannah Hill, Hailey Holmes, Jose Llamas Gallegos, Alisson Lugo, Natalie Mejia, Joaquin Sanchez, Isabel Sanchez
Adviser attending - Amy S. Garcia

Following congratulations to Ms. Garcia and her group for their achievements and representing the district admirably.

Ms. Russ introduced the Gattis and Yucca FCCLA students and leaders, who qualified for the National Competition and were present to request travel to Washington D.C. Heather Wiggins spoke for the two middle school chapters, highlighting that the Yucca group had donated more than 2,000 books. Annetta Hadley, YMS Principal, represented Ms. Olson, who was unable to attend.

Quinn Lucero, a Gattis FCCLA representative, spoke and noted that she is the last middle school student to run for and serve as an officer for New Mexico FCCLA. She served as the final Junior Vice President in 25-26. Quinn described this as an “Amazing experience” and credited Ms. Wiggins for helping her with her achievements. Quinn went on to note that having the opportunity to attend the National Competition in Washington will be life changing for her and the other students planning to attend. She concluded by thanking the board for supporting middle school chapters and then emphasized the importance of continuing to build the middle school programs in preparation for participation at the high school level.

National Travel Request

- **OCCASION:**
 - CHS FCCLA National Competition in Washington DC
 - Gattis FCCLA National Competition in Washington DC
 - Yucca FCCLA National Competition in Washington DC
- **TIMING:** July 5-11, 2026
- **SIGNIFICANCE:** Opportunity for qualified students to compete in Nationals.

5. CHS Wildcadettes - Kym Cordova

“Gracie Tatum - Good evening members of the school board, Superintendent Russ, and members of cabinet.

I am Gracie Tatum and this is Aubrey Parkin, and we are proud to represent the Clovis High School Wildcadette Dance Team. This past year has been an incredible journey for our program, marked by growth, dedication, and success.

We competed in five competitions this season, including a national contest in Orlando, Florida, where we had the opportunity to perform alongside some of the top teams in the country. Each competition pushed us to improve, work harder, and represent our school with pride.

Aubrey Parkin - Our most successful competition took place in Amarillo, Texas, where our team achieved an unforgettable sweep of awards. We were honored to receive Outstanding Team, an award voted on by other teams, as well as the prestigious Wow Factor Award, given only to elite programs.

We were also named the Overall Winner across all divisions and earned the Academic Award for having the highest combined GPA of all teams at the competition. These accomplishments reflect not only our performance ability, but also our commitment to excellence in the classroom.

None of this would be possible without the unwavering support of those around us. We would like to extend our sincere thanks to the Clovis Board of Education, the administration and staff of Clovis High School, our parents, and our community. Your encouragement and support allow us to continue striving for greatness both on and off the dance floor.

Thank you for your time and for believing in our program.”

Overview of 2025-26 Awards

- Rio Rancho Spirit Rally, November 15, 2025
- 2nd Place Pom
- Portales Spirit Competition, January 10, 2026
- 3rd place Pom
- Roswell Spirit Jam, February 28, 2026
- 2nd Place Hip Hop
- Panhandle Dance Showcase, Amarillo, TX- March 14, 2026
- 2nd Runner-Up Soloist- Meliya Cordova
- Sweepstakes Award
- Gussie Nell Davis Award of Excellence
- Judges Award- Pom
- Judges Award- Hip Hop
- Judges Award- Military
- Platinum Award for
- Best Overall Presentation
- Best Overall Technique
- Best Overall Precision
- Best Overall Choreography
- Wow Factor Award- Pom Routine
- Giving Back Award- Lighthouse Mission
- Outstanding Team

- Academic Champions Small High School Division
- Best In Class- Small High School Division
- 1st Place Best of the Best- Overall Winner of the Contest

President Cordova asked Gracie Tatum to speak to the board about her scholastic achievements. Gracie noted that she currently has a 4.51 GPA and was recently awarded the Thoma Scholarship which is a full ride to Oklahoma State University where she plans to attend next semester.

6. CHS Powerlifting - Engelica Anaya

Powerlifting Program Highlights and Successes

Ms. Anaya proudly introduced two outstanding representatives from the Clovis High School Powerlifting program, Emylee Vetterly and Rayanna Suniga, who addressed the Board regarding the team's recent events and notable achievements this season.

Understanding the Sport and Competition Structure

Emylee Vetterly, a senior and State Champion, provided the Board with an insightful overview of the sport, emphasizing the rigorous structure of the powerlifting competition. She highlighted the three core lifts that define the sport: the **squat**, the **bench press**, and the **deadlift**. Emylee meticulously explained the competition progression: each lifter is allowed three attempts at their maximum weight for each of the three lifts. The single best successful attempt from each lift is totaled to establish the lifter's final overall score.

To qualify for the prestigious State competition, a lifter must demonstrate exceptional performance by finishing in the top eight of their respective weight class across all competing 5A schools in the state. This required each Clovis lifter's total weight to be rigorously measured against the best lifters in the state for their specific weight division.

Individual and Team State Competition Success

The commitment and dedication of the Wildcat powerlifters paid off significantly at the State competition this year.

The **Clovis boys' team** showcased a dominant performance:

- Andrew Escobedo secured an impressive **4th place** finish.
- Landon Ochoa earned a solid **5th place** finish.
- Christian Ochoa placed highly, finishing in **7th place**.

The **Clovis girls' team** also achieved tremendous success:

- Hope Butterfield finished strong in **4th place**.
- Elizabeth Anaya secured a **5th place** finish.
- Nat Munoz placed remarkably in **6th place**.
- Emylee Vetterly not only placed but went on to claim the title of **State Champion** in her weight class.

Emylee underscored that these top-tier awards and personal bests were the culmination of months of intense training, unwavering focus, and extraordinary effort from every team member. She concluded her remarks by commending the coaches for their unparalleled dedication to the program and their instrumental role in the students' success.

Building Confidence and Community Through Powerlifting

Rayanna Suniga, a freshman who demonstrated her talent by qualifying for the State meet as an eighth-grader, spoke passionately about the transformative impact of the powerlifting program beyond just the weight room. She highlighted how the sport fosters a powerful sense of teamwork and mutual support, with athletes consistently pushing one another through challenging, early-morning training sessions and rigorous practices. Rayanna noted that over the past three years, the program has been critical in building her self-confidence and forging lasting friendships. She also elaborated on the high level of statewide competition while celebrating the exceptional comradery within the Clovis team, emphasizing that this powerful support network makes the competitive experience truly meaningful.

Throughout the four meets held this season, the program was part of a massive statewide competition pool, which included approximately 1,200 boys and 950 girls. The elite performance of the Clovis team saw **three boys and four girls** from Clovis High School compete at the state level.

Clovis: A Premier Hub for New Mexico Powerlifting

Clovis has rapidly established itself as a top-tier powerlifting site in New Mexico. The commitment to the sport was evident in the successful hosting of multiple meets this season, which drew a total of **317 lifters** from across the state.

Coach Anaya then took a moment to sincerely emphasize the tireless efforts of all the athletes involved in the program, acknowledging that every member contributes to the team's success. She specifically recognized the essential contributions of Coach Hatchett, whose dedication has been instrumental in strengthening the team's overall performance and spirit.

Clovis Powerlifting Program: Season Statistical Summary

The 2025-2026 powerlifting season was a landmark year for the program, marked by significant logistical and competitive achievements:

- **Hosting Prowess:** Clovis High School hosted a total of **317 lifters** across several highly successful meets, solidifying its reputation as a premier powerlifting venue in New Mexico.
 - The annual Wildcat meet featured **163 lifters**.
 - A second hosted meet welcomed **110 lifters**.
 - The Wildcat Wildcard meet added **44** additional competitors.
- **State Qualification:** A total of **49 lifters** from the meets hosted by Clovis achieved the necessary qualification

standards for the State competition. This group was comprised of **22 boys** and **27 girls**.

- **CHS State Competitors:** A total of **eight CHS athletes** distinguished themselves by competing at the state level:
 - **Boys Team Representatives:** Christian Ochoa, Landon Ochoa, and Andrew Escobedo.
 - **Girls Team Representatives:** Ryanna Suniga, Emylee Vetterly, Hope Butterfield, Nat Munoz, and Elizabeth Anaya.

Mr. Cordova commended Rayanna Suniga for her determination, noting her statement about "bombing out" at the state meet but expressing readiness to apply the lessons learned and advance to the next level. He highly praised her resilient spirit. Coach Anaya explained that "bombed out" signifies a lifter failing all three attempts on a specific lift, often due to missing a required form element, such as not achieving the necessary depth in a squat. Coach Anaya acknowledged the difficulty of this discipline but was confident that Rayanna had identified areas for improvement to overcome this challenge. She also acknowledged Matthew Ochoa, a manager at the state meet, who assisted with the scoring calculations at the meet to ensure that all CHS Powerlifters were given an accurate score for their efforts.

Ms. Russ then introduced Lt. Colonel Lester Ball to present a trip request on behalf of the AFJROTC.

7. CHS AFJROTC - Lt. Colonel Ball

The JROTC program heavily emphasizes physical fitness and development. Cadets participate in physical training (PT) every Friday, with comprehensive testing conducted at the beginning and end of the year. This focus on fitness has led to excellent results: three present cadets recently earned the "Gold Star Award" for fitness, and two of those achieved a maximum score of 100 points on the test.

A major component of the program is the summer camp, which typically hosts approximately 500 cadets from 26 high schools across Texas and New Mexico. This year, Clovis will send 14 cadets: six for the basic camp, six for the advanced camp, and two who will serve on staff. The camp is a structured, week-long, cell phone-free experience that includes room and uniform inspections, daily PT, team sports, academics, and testing. Cadets Matthew Ochoa, a resident expert on the camp, along with Christian and Landon Ochoa, who both achieved a 100% on the physical fitness portion, will be attending.

The AFJROTC camp serves a dual purpose: beyond physical fitness, it cultivates critical leadership skills. Matthew Ochoa credited the skills learned at the camp for helping the unit achieve an impressive 93% score on their unit assessment. Matthew also highlighted that due to the 93% score and 18 hours per cadet training, they are in the running for the Distinguished Unit with Merit Award in Clovis history. He noted that the announcement of the award will be coming out in the next few days. Matthew noted that the camp is a great resource for gaining the tools to accomplish this type of recognition along with cultivating relationships at the various events and competitions.

Lt. Colonel Ball highlighted that Matthew Ochoa is enrolling in the college ROTC program at Texas Tech University.

Lt. Colonel Ball then requested that the board review any existing policy limiting access to the JROTC program for training and conditioning purposes.

Mr. Martin acknowledged that the program sounds very much like basic training and he recognized that physical training is very important.

President Cordova commended the various student groups in attendance, acknowledging their strong representation, dedication to academics, and impressive skillsets across their respective programs.

Following this, President Cordova invited Danny Fish to speak about the FFA Program after noting that a comment card was received prior to the meeting by the Clerk of the Board.

Mr. Fish discussed the FFA program's previous leadership, noting that many of those leaders were legends. He then singled out Garrett Lee as becoming a "legend." as well. He praised Mr. Lee for constantly moving between barns and events to support his students while they presented their projects. He noted that Mr. Lee is well respected by students and families as they recognize the efforts made to make the CHS program a standout. Mr. Fish also recognized Jay Brady for his significant career and appreciated contributions to education throughout the district.

Board members Martin and Osburn commented on the success of the FFA program under Mr. Lee's and Ms. Blackburn's leadership..

At this time, President Cordova moved on to the agenda items for consideration of travel.

- ***Consider Request for Permission to Travel (Board Policy I-6500/IJOA)**
 - 1. GMS - National History Day (NHD) National Contest in College Park, MD**
 - 2. CHS BAND - National Memorial Day Parade in Washington DC**
 - 3. CHS FFA - National Land Contest in El Reno OK**
 - 4 CHS FCCLA - Nationals in Washington DC**
 - 5. YMS FCCLA - Nationals in Washington DC**
 - 6. GMS FCCLA - Nationals in Washington DC**
 - 7. CHS AFJROTC - Cadet Leadership Camp in Abilene TX**

President Cordova requested a motion to consider the seven travel items collectively; subsequently, Mr. Martin moved to approve items 1 through 7 as presented, Mr. Hamilton seconded the motion, and the motion carried.

Superintendent Russ then called Jay Brady forward to be recognized for the NMSBA Excellence in Student Achievement Award.

C. NMSBA 2026 Excellence in Student Achievement Award - Jay Brady

The NMSBA Excellence in Student Achievement Award was presented to Deputy Superintendent Jay Brady. Nominations are made annually, with one of the primary pieces of criteria being a demonstrated districtwide impact.

Jay Brady's history with the district spans over three decades. During this time, he served as a teacher and a principal at the elementary, middle, and high school levels. Jay Brady currently serves as the Deputy Superintendent for operations, technology, and athletics. Some of the key contributions noted were as follows;

- **Academic and Program Leadership:** He has led with a belief that all students can achieve success, working to expand school performance and increase opportunities in academics, STEM, and fine arts.
- **Instructional Focus:** Despite leading operational departments, he is regarded as one of the district's best instructional leaders.
- **District Presence:** He is recognized as a constant presence at events throughout the district, frequently heard cheering for students.

Ms. Russ noted that Mr. Brady's contributions have had an immeasurable impact on the district, the effects of which will be felt for many years to come.

President Cordova presented a plaque to Mr. Brady on behalf of the Board. Ms. Osburn spoke regarding Mr. Brady's significant influence on numerous students throughout his career, describing him as a dedicated and insightful instructional leader. Mr. Hamilton also shared his perspective, recalling how Mr. Brady had mentored him early in his tenure as a Board member. He noted that Mr. Brady encouraged him to prioritize the best interests of students in all decisions, a guiding principle Mr. Hamilton continues to uphold in his role.

D. Cannon Air Force Update - Sara Williams

Sara Williams approached the podium. Sara told the board that over 1400 students area wide would be attending STEM days at CAFB and it is a great opportunity for students to interact with the Airmen. She noted that a majority of those attending are Clovis students. Upcoming events include TUDOS, the STEM day for the annual air show and then it will be time for back to school. The dates for the back to school event will be announced soon and the theme will possibly be Friday Night Lights. The hope is to really present a show with lighting up the flight line.

The board thanked Ms. Williams for presenting.

E. Update on Strategic Plan - Renee Russ

Superintendent Russ presented the final version of the Strategic Plan to the Board, providing each member with a copy for review. She shared that during her campus visits, teachers have expressed that they are already implementing many of the strategies outlined in the document. Ms. Russ indicated that the Board should expect quarterly updates as the plan is rolled out across the district.

Ms. Osburn thanked Ms. Russ for her hard work and inspirational leadership. In response, Ms. Russ emphasized that the plan was a collective effort, benefiting greatly from feedback provided by the community, staff, and leadership. President Cordova commended the initiative, reflecting on the student presentations earlier in the evening and the strong support they receive from their families. He noted that teachers, families, and the district all share the common goal of making a positive difference in students' lives. Highlighting the importance of academic and competitive success, he specifically mentioned Gracie Tatum's achievement of a full-ride scholarship. President Cordova concluded by stating that such success requires a unified district and strong leadership, acknowledging Superintendent Russ and the Cabinet for their roles in steering the district toward these goals.

VII. ACADEMIC SERVICES MATTERS - Carrie Nigreville

A. Review of Grant Applications - Laura Adkins

- **Title I, II, III, IV, V Grant Application**
- **IDEA Unified Grant Application**

Laura Adkins, joined by other staff members, presented information regarding the district's federal grant applications for the upcoming year. Key details from her presentation include:

Unified Grant Application: This year, the New Mexico Public Education Department (PED) required a unified application that combined various federal funds, necessitating collaboration across different departments.

Grant Structure: The application includes snapshots of federal dollar allocations and separate sections for IDEA (Individuals with Disabilities Education Act) funding to ensure board awareness of these specific funds.

Assurances: The grant includes guarantees that the district is following federal guidelines, including Edgar regulations and non-supplement/non-supplanting formulas.

Alignment with Strategic Plan: The comprehensive needs assessment and desired outcomes of the grants were directly aligned with the district's strategic plan and state priorities.

Desired Outcomes: Five key outcomes were identified:

- Improving core instruction to increase achievement.
- Reducing barriers and increasing support for at-risk students, including those with disabilities and English learners.
- Improving graduation outcomes and language proficiency for English learners.
- Reducing chronic absenteeism.
- Improving graduation rates and credit completion at the high school level.

Specific Title Programs:

- **Title I:** Provides approximately \$2.6 million in supplemental funding for schools with over 40% poverty, supporting social workers, interventionists, and family engagement. Adkins noted a 78.7% district poverty rate.
- **Title IV:** Focuses on well-rounded education, safe and healthy schools, and technology, including behavioral needs and restorative justice.
- **Title III:** Funds an English learner instructional coach to help students meet higher language standards.
- **IDEA:** Funding was allocated based on previous expenditures to ensure operations could begin July 1st, even if state carryover budgets were delayed.

Mandy Carpenter presented information about the RLIS grant noting that the Rural and Low-Income Schools (RLIS) grant is a federal program for which Clovis Municipal Schools qualifies due to its rural location. Key details regarding this grant include:

- **Purpose:** The funding is used to help the district attract and retain teaching staff by supplementing salaries in critical areas.
- **Hard-to-Fill Positions:** The budget prioritizes staffing for graduation-credit courses in math and science, which are historically difficult to fill.
- **Special Education Support:** The grant provides \$6,000 stipends for special education teachers working in special education classrooms to assist with recruitment and retention.
- **District Goals:** These funds directly support district objectives to maintain strong staffing levels and strengthen educator quality.

Board members acknowledge the hard work and effort that went into completing the grant applications.

B. CCC ECHS Program Presentation - Aarav Jariwala (A.J.)

Aarav Jariwala, a senior in the Early College High School (ECHS) class of 2026, presented an update to the Board regarding his experiences and the program's success. He shared that he will graduate this May with his high school diploma and associate degrees in both mathematics and liberal arts. Mr. Jariwala highlighted that the 75-member senior class has achieved a 90.3% completion rate for degrees or industry credentials, with 12 students earning specialized degrees and 22 graduating with honors. He expressed his gratitude to the Board for sustaining the ECHS program and specifically recognized his counselor, Mrs. Winn, for her mentorship. Mr. Jariwala announced his plans to attend the University of North Dakota to double major in commercial aviation and Unmanned Aircraft Systems with the goal of becoming a commercial airline pilot.

Board members congratulated Mr. Jariwala on his impressive academic achievements and successful completion of the Early College program, wishing him the best in his future studies and aviation career in North Dakota. Board members also acknowledged Melissa Winn's commitment to excellence as a leader at CHS ECHS campus.

VIII. EMPLOYEE SERVICES MATTERS - Joe Strickland

A. Employee Services Report - April 20, 2026

B. Open Positions Report - April 20, 2026

Mr. Strickland addressed the board regarding the Employee Services Report and the Open Positions Report.

Staffing Status: The district is in excellent shape regarding staffing.

- **Certified Teacher Openings:** As of April 2026, there are 15 certified teacher openings, a significant decrease from approximately 35 openings in April 2019.
- **Recruitment and Retention Trends:** The current time of year is when employees typically make decisions regarding their employment for the following year.
- **Staffing Support and Recruitment Incentives:** The district utilizes federal Title II and Rural and Low-Income Schools (RLIS) grants for several initiatives:
 - **Mentor Stipends:** Provided to new teachers to aid in retention.
 - **New Teacher Academy:** Supports new staff through initiatives like the "Teach Like a Champion" book study.
 - **Hard-to-Fill Positions:** Stipends are provided for math and science teachers at the graduation credit level and for special education teachers (\$6,000) to assist in recruitment and retention.
 - **Certifications:** The district offsets the cost for teachers seeking additional certifications through Eastern New Mexico University.
 - **Instructional Coaching:** Staff are placed on-site to provide real-time professional development to teachers in their classrooms.

C. *Consider Leave of Absence - 2526-00007

Mr. Strickland went on the request consideration for a leave of absence, explaining that the request is for an Ed Fellow who needs to do a residency so this will be an Educational Leave of Absence. He expressed that the hope is that this staff member will return to the district as an educator.

President Cordova asked if there were any questions. Hearing none he called for a motion on the item. A motion was made by Mr. Hamilton and seconded by Mr. Martin. The motion carried.

Following the motion, Ms. Russ commented to the board that the current open positions report is in much better condition after years of recovering from the deficits created during Covid. Noting that pre-Covid there were about 35 openings and the district now sits at 15. Ms. Russ noted that it is remarkable the progress made in this area.

D. FAEA Application - Corey Pickett

Corey Pickett presented the FAEA grant, which is awarded by the Public Education Department (PED) for K-6 fine arts.

Grant Usage: The grant funds various initiatives, including:

- a. **Outreach and Performances:** Support for Clovis Community College (CCC) outreach and student concerts.
- b. **Educational Trips:** Professional development for teachers and student field trips to Eastern New Mexico University for play productions.
- c. **Art Supplies and Instruction:** Virtual and in-person art instruction and supplies for elementary students.
- d. **Artist in Residence:** Hosting visiting artists to work with students on specialized projects.
- e. **Summer Programs:** Support for summer youth athletic programs and art camps.

Funding Impact: Last year, the grant provided \$1.44 million for 3,400 students; the district expects a similar amount this year. It also helps fund some salaries for music teachers.

IX. FINANCIAL MATTERS - Heather Nieto

• DISCUSS - 2026-2027 Salary Scenarios

Heather Nieto presented slides to review five financial salary scenarios for the upcoming fiscal year. Her presentation focused on balancing the rising cost of insurance with the district's need to remain competitive and fiscally sustainable.

The key details of the financial salary scenarios included:

- **Impact of Insurance Costs:** The primary factor driving the scenarios is the rising cost of insurance, which will increase by 9.95% in October.
- **Transition to 20/80 Split:** Starting July 1st, the district will begin a 20/80 insurance split. Employees currently paying only 20% will see a decrease in their take-home pay due to the rising insurance costs, even if they receive a small salary increase.
- **Targeted Support:** The scenarios were designed to focus on instructional staff, particularly those earning under \$50,000, as they will be most impacted by the insurance increase.
- **Five Salary Scenarios:** The scenarios ranged from minimal change to significant investment:
 - **Scenario 1:** Approximately a 2% average increase.
 - **Scenario 2:** Approximately a 3% average increase.
 - **Scenario 3:** Approximately a 0.5% average increase, resulting in an overall 1.08% increase.
 - **Scenario 4:** Approximately a 0.8% average increase.
 - **Scenario 5:** A full 1% average increase.
- **Recommendation:** Nieto recommended **Scenario 3** because it provides meaningful improvements and direct support for rising insurance costs without overextending the district financially. This scenario represents a targeted investment of approximately \$32,000 in gross pay per pay period.
- **Sustainability Concerns:** The board expressed concern regarding the long-term sustainability of rising insurance costs and the district's overall fiscal responsibility, especially following the failure of the capital improvement tax.

Following the presentation, Ms. Nieto asked if there were any questions from the board. In response to an inquiry from Mr. Wiegel regarding the structure of the salary schedule, she clarified that the rows represent salary steps corresponding to years of service, noting that employees typically advance to Step 1 after completing their initial 90-day probationary period. Ms. Osburn commended the recommendation, acknowledging the complexity of the district's current financial landscape. She emphasized that, following the failure of the Capital Improvement Tax, the Board must prioritize rigorous fiscal responsibility to manage the resulting deficit—a fiscal challenge she noted the Board has not previously encountered in this capacity.

Ms. Osburn discussed reports that the state may be studying the long-term sustainability of rising insurance costs; while Ms. Nieto had not yet received formal confirmation of such a study, Superintendent Russ noted that legislative concerns specifically relate to the sustainability of current insurance requirements. The Board reached a consensus that immediate sustainability efforts must focus on ensuring district compliance with these mandates. Ms. Nieto projected a 9.95% insurance premium increase effective October 2026, which will impact payroll as early as September 15 due to the district's practice of advance payment. The Board collectively expressed concern regarding the "sky-high" trajectory of these costs and the subsequent reduction in take-home pay for employees—particularly those responsible for 20% of their premiums—noting that even modest salary increases may be entirely offset by rising insurance obligations. The discussion concluded with the Board reaffirming its commitment to supporting staff while maintaining the district's long-term financial integrity in light of recent tax election results.

X. OPERATIONAL MATTERS - Jay Brady

A. UPDATE - CHS Construction Project

Mr. Brady commended Superintendent Russ for her efforts to keep achievement as a primary goal for students.

Mr. Brady then introduced Loran Hill to update the board on the current status of the CHS construction project. Several slides were presented of renderings for the board's reference. Mr. Brady commended Mr. Hill for his attention to detail and work on this project.

Clovis High School (CHS) Renovation and Construction

- **Bond and Matching Funds:** The district sold a \$20 million bond to begin the renovation and replacement of Clovis High School.
- **PSFA/PSCOC Presentation:** Mr. Hill was commended for his detailed work with the Public School Capital Outlay Committee (PSCOC). The team scheduled an eight-minute presentation for May 14 to pitch for a \$40 million state match.
- **Phase 1 Construction:** Construction will include a new band hall, lecture hall, and band annex.

Lego Complex Extension

- **Purpose and Need:** To avoid displacing over 500 students (including 285 band members and 125 choir students) during high school construction, the district is extending the Lego complex.
- **Functionality:** The facility will serve as a hub for large student groups and standardized testing during construction.
- **Long-term Benefits:** It will provide a controlled environment for programs like JROTC, band, color guard, and various field sports (soccer, baseball, softball, football).
- **Timeframe and Funding:** The extension is expected to take nine months. It is funded by a special state allocation and existing mill levy funds, ensuring all bond dollars go directly toward the high school campus.

Facility and Enrollment Updates

Some key points regarding the heat index and related environmental policies included:

- **Policy Compliance:** The district must adhere to New Mexico Activities Association (NMAA) policies, specifically regarding the heat index.
- **Safety Requirements:** Once temperatures reach a certain point on the heat index, the district is required to take specific actions to ensure student safety, which includes stopping outdoor activities.
- **Impact on Sports:** These heat index policies apply to all outdoor field sports.
- **Air Quality and Wind:** In addition to heat, Mr. Brady noted that extreme wind and poor air quality also create environments where students are not supposed to practice outdoors.
- **Facility Solution:** Extending the Lego complex provides a controlled, indoor environment that allows programs like JROTC, band, color guard, soccer, baseball, softball, and football to continue practicing regardless of outside heat or air quality conditions.

Mr. Hamilton asked what the timeframe to complete this project was. Mr. Brady indicated that they are on track to begin immediately and complete the process within 9 months.

Mr. Wiegel then asked for clarification on how this is being funded. Mr. Brady identified that there was a special allocation money the state provided 2 years ago. The extension of the Lego complex is funded by a special state allocation and existing mill levy funds, rather than bond money. 100% of bond dollars will be used to make the CHS campus new.

Mr. Hill provided the Board with a comprehensive update on the district's ongoing facility projects, detailing progress and strategic goals for several key sites.

- **Old CHS Freshman Academy (CHSFA) Renovation:** We have received stamped and sealed permits to repurpose this site into the Student Support and Learning Center Academy. With Griego and Sons selected as the contractor, demolition is slated to begin within a month. This project is a vital step in our Master Facility Plan, eventually allowing staff from Cameo Elementary to transition to this new suite.
- **Raintree Facility Plans:** Renderings for the Raintree renovation are currently underway. The facility is already hosting community events like banquets. Once the kitchen is finished, it will serve as a training ground for culinary students and a hub for our summer meal program, which provides approximately 3,000 meals daily.

Mr. Hill noted that Griego and Sons was selected as the contractor for the old CHSFA campus reconstruction which now houses IAcademy and ICAN. He also noted Griego and Sons will manage the demolition of the old Cameo campus. Some of the challenges are repurposing an old building for a specific new function it was not originally designed for.

Mr. Wiegel asked if the summer lunch program would be housed at the Raintree facility this year. Mr. Brady noted that the summer lunch program will be conducted out of several sites this summer. Ms. Osburn then asked if the name of the Raintree facility would be changed. Mr. Brady deferred to Superintendent Russ for the response. Ms. Russ noted that ideas are being considered.

XI. OPEN FORUM

President Cordova asked if there were any comment cards. It was noted that the only comment card was submitted specific to an agenda topic, FFA travel request, from Danny Fish. Mr. Fish spoke during the relevant portion of the agenda.

XII. ANNOUNCEMENTS

Superintendent Russ went over the following announcements.

- | | |
|------------------|---|
| A. May 1 | No School for Students/Central Office Open |
| B. May 5 | All Choral Night - May 5, 7:00 PM at Rock Staubus Gym |
| C. May 7 | All Band Night - May 7, 7:00 PM at Rock Staubus Gym |
| D. May 15 | CCC Graduation - May 15, 6:00 PM at Curry County Events Center |
| E. May 21 | Last Day of School for Students |
| F. May 22 | Last Day for Staff |
| G. May 22 | CHS Graduation - May 22, 5:15 PM at Curry County Events Center |
| H. May 25 | Memorial Day/Central Office Closed |
| I. May 26 | Regular Board of Education Meeting, 5:30 PM, GC Ross Boardroom |

President Cordova then informed the board members that due to a scheduling conflict, he would not be available to attend the upcoming CHS Graduation on May 22. He noted that he is working with Clovis Community College to start a trade program and he has been selected to be the instructor in the electrical field of that program. The week of graduation is the training window that he must attend. He expressed disappointment since the presentation of diplomas is a highlight for him personally as a board member. However, this is a great opportunity to help open up trades at CCC and create opportunities for students who choose a trade path. Right now in the state of NM and even nationally, there is a gap where there is a reflected loss of tradesmen in all fields of training.

***Clarified language for recessing into Executive Session to satisfy challenge to Open Meetings Act (OMA).**

"Recess into executive session to discuss limited personnel matters relative to the Superintendent's evaluation process and Superintendent-Board relations and to provide feedback on the Superintendent's performance. No action will be taken and only the items listed will be discussed."

XIII. *RECESS INTO EXECUTIVE SESSION PURSUANT TO NMSA 10-15-1-H(2) SUBJECT TO LIMITED PERSONNEL MATTERS

President Cordova then asked for a motion to recess. Mr. Wiegel made a motion to recess into executive session pursuant to NMSA 10-15-1-H(2) subject to limited personnel matters. Ms. Osburn seconded the motion. A role call vote was taken;

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

At 7:28 pm, the board entered into a recess.

XIV. *RECONVENE FROM EXECUTIVE SESSION

The board returned to the board room. President Cordova called for a motion to reconvene. Ms. Osburn made a motion to reconvene from executive session where no action was taken. Mr. Wiegel seconded the motion. A role call vote was taken;

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

At 9:29 pm, the board reconvened

XV. *ADJOURN

President Cordova called for a motion to adjourn the meeting. Mr. Martin made a motion to adjourn. Mr. Hamilton seconded the motion. The motion carried. The meeting was adjourned at 9:30 pm.

CLERK

PRESIDENT

DATE MINUTES TO BE APPROVED:

5/26/26