

**LOS LUNAS SCHOOLS BOARD OF EDUCATION
SPECIAL MEETING
MAY 7, 2024**

A. CALL TO ORDER

Dr. Osowski called the Los Lunas Schools Board of Education meeting to order at 5:00 pm and welcomed those who were participating in the board meeting in person and those who were watching the board meeting via livestreaming on YouTube. She asked that anyone addressing the Board use the microphone at the podium and to be sure to identify themselves for the record. Dr. Osowski added that, as a reminder, the link to the meeting was on the District's webpage, under the Board of Education page. She stated that the streaming would run through the end of the meeting. In the event there was a disruption in the audio portion, she would pause the meeting until it was reestablished.

LLS Board Members Present: Dr. Michelle Osowski, President
Monica Otero, Vice President
Justin Talley, Secretary
Bruce Bennett, Member
P. David Vickers, Member

Administrators Present: Dr. Ryan Kettler, Superintendent
Brian G. Baca, Deputy Superintendent
Andrew Saiz, Chief Personnel Officer
Sandy Traczyk, Chief Finance Officer
Jessica Montaña, Interim Chief Academic Officer
Miranda Baca, Dir. of Finance
Carlos Castillo, Business Office Supervisor
Karla Dow, Dir. of Assessment Innovations and Accountability
Tiffany McMinn, Dir. of Maintenance/Construction
Michelle Romero, Dir. of Purchasing
Clair Toledo, Principal, Century High School
Lisa Begay, Principal, Ann Parish Elementary
Teri Gough, Principal, Katherine Gallegos Elementary
Amy Viramontes, Principal, Peralta Elementary
Catharine Campbell, Principal, Raymond Gabaldon Elementary
Sara Graf, Asst. Principal, Desert View Elementary

A. CALL TO ORDER (Continued)

Others Present: Colleen Martinez, ALEP, APA, President, Visions In Planning, Inc.
Felina Martinez, Valencia County News Bulletin
Mary Ann Chavez, NEA-Los Lunas
Approximately 5-10 additional individuals were in attendance.
A range of 25-30 individuals watched via live streaming.

1. PLEDGE OF ALLEGIANCE

Community Member, Jim Rickey, led the audience in the Pledge.

2. ASSERTAIN QUORUM

- **Dr. Michelle Osowski, Board President**
- **Monica Otero, Board Vice President**
- **Justin Talley, Board Secretary**
- **Bruce Bennett, Board Member**
- **P. David Vickers, Board Member**

Dr. Osowski had the Executive Assistant call for a roll call of the board members. It was noted for the record that all board members were in attendance.

B. ANNOUNCEMENT OF MEETING

Dr. Osowski asked Dr. Kettler to announce the meeting.

Dr. Kettler reported the meeting had been announced in accordance with the NM Open Meetings Act and LLS Open Meetings Resolution, and was a legally constituted meeting of the Los Lunas Schools Board of Education.

C. EXECUTIVE: APPROVAL OF PRIORITIZED AGENDA

Dr. Osowski announced that took them to Item # C. EXECUTIVE: APPROVAL OF PRIORITIZED AGENDA . She asked Dr. Kettler if there were any changes or deletions to the agenda. Dr. Kettler said he had no changes. Dr. Osowski called for a motion.

Mr. Bennett moved, and Ms. Otero seconded, to approve Item C. Approval of Prioritized Agenda as submitted. Dr. Osowski asked if there was any discussion. There being none, she called for a vote with the following results: Mr. Vickers - yes; Ms. Otero – yes; Mr. Talley – yes; Mr. Bennett - yes; and Dr. Osowski - yes. The motion to approve the prioritized agenda as submitted passed: 5/0.

D. PUBLIC COMMENT *(In Accordance with Board Policy B-2150 Public Address to the Board)*

Dr. Osowski was given confirmation that no individuals had signed up to speak.

E. PRESENTATION AND CONSIDERATION OF PRELIMINARY APPROVAL OF ELEMENTARY ENROLLMENT AND BOUNDARY STUDY ADDENDUM *(Contingent Upon Final Geocoding of Elementary Student Enrollment the Spring Prior to the Opening of the new Ann Parish Elementary)*

Dr. Kettler stated that they Colleen Martinez, from Visions In Planning, Inc.to address the Board. She and her staff had been working on the enrollment and boundary setting for quite some time. The numbers that evening had been updated based off data that they'd shared with admissions and planning a little over a week ago. He then turned it over to Colleen for the presentation.

E. PRESENTATION AND CONSIDERATION OF PRELIMINARY APPROVAL OF ELEMENTARY ENROLLMENT AND BOUNDARY STUDY ADDENDUM *(Contingent Upon Final Geocoding of Elementary Student Enrollment the Spring Prior to the Opening of the new Ann Parish Elementary)* (Continued)

Ms. Martinez then gave a comprehensive PowerPoint Presentation regarding the boundary study that included the following topics:

Background Information on the Boundary Study

Ms. Martinez stated that, first she wanted to give a bit of a background for the project. It had been going on for three years now. Prior to going into the creation of Ann Parish, there was a boundary enrollment study requirement from PSFA. They had done that and everything looked like it was moving forward. The District did move forward on Peralta Elementary. The Specs had been completed for Ann Parish for 540 students, but now they had an issue of everything being held up because the State wanted to verify that there were enough students living in the area to support a school of that size.

They had updated the report and it showed exactly the recommendations and all the updated data to reflect that, yes, there were enough students in Ann Parish. There were some minor modifications to the attendance zones that would be needed, but, once those changes were implemented, would also help with transportation.

Ms. Martinez explained that currently, there were jumps from one area within Ann Parish area that went to Valencia Elementary or to Raymond Gabaldon Elementary, that would go back to APE, and it would then one contiguous zone with everyone in that area. In addition, some of those students would be walkers that the District would no longer have to provide transportation for, and with the change in transportation routes, that would also be a cost savings benefit. Again, they had looked at those hop-over areas that were in place instead of the continuous zones. They were able to clean that up. That evening, she was going to provide them with an update of all that information.

Ms. Martinez explained that one of the things they needed to have in place to move forward, to get the PFSA's preliminary approval, were the attendance zone changes. They would have to be revised and reviewed again the spring, prior to the school opening, and if need be, they could then make adjustments without having to start over.

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(Continued)

Community Demographics (Valencia County and LLS Communities)

- Combined Population in LLS Communities:
 - 48,688 Persons (an increase of 1.1% since 2010) and 12,483 were under 18
- Out of the 12,483 individuals under the age of 18 in Valencia County, approximately 65.9% were enrolled in LLS as of the 2023/24 SY. The remaining children under 18 (34.1%) were:
 - Enrolled at SODA: approx. 8.2 - 10%
 - Attend Belen School District: approx. 43.1 - 45%
 - Under 5 (non-school age): 45 – 48.7%
- Valencia County and Los Lunas Schools' Population Diversity
 - In looking at diversity, Ms. Martinez reported that Los Lunas Schools was heavily Hispanic, which matched up with the County. The makeup was about 61% Hispanic versus 31% Anglo.
- Language (Sample based on a rolling sample survey spanning a 60-month period (2018-2022) was broken down by age groups types of languages spoken.
 - They had a high percentage of Spanish speakers, especially in the area of ages 5 – 17. This was also reflected in a lot of the bilingual courses and classes that the district provided.

Key Demographic Indicators

- Income and Net Worth: Net worth measures total household assets (homes, vehicles, investments, etc.) less any debts, secured (e.g. mortgages) or unsecured (credits cards) for this area.
- Average Household Budget Index: This index compared the average amount spent in the market's household budgets for housing, food, apparel, etc. to the average amount spent by all US households. An index of 100 was average. An index of 130 showed that average spending by consumers in this market was 20 percent above the national average.

**E. PRESENTATION AND CONSIDERATION OF PRELIMINARY APPROVAL OF
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Ann Parish Elementary)*** (Continued)

Key Demographic Indicators

- Age by Sex: Ms. Martinez reported that the median age was 37.8, which was higher and starting to get out of the childbearing years. Of note, there was also a lower birth rate.
- Diversity: The Diversity index summarized racial and ethnic diversity. The index showed the likelihood that two persons, chosen at random from the same area, belonged to different race or ethnic groups. The index ranges from 0 (no diversity) to 100 (complex diversity LLS is at ~83%).

Population Trends and Key Indicators

- Ms. Martinez discussed other indicators including the different characteristics in terms of:
 - Population 50,433
 - Number of households 17,955
 - Average household size 2.73
 - Median age 37.8
 - Median Household Income \$51,993
 - Median Home Value \$202,845
 - Health Index 55
 - Housing Affordability 105
 - Diversity Index 82
 - Mortgage Indicators
 - Average Spent on Mortgage and Basics \$9,010
 - Percent of Income for Mortgage 23.4%
 - Historical Trends Population since 2020

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(Continued)

Economic Development Profile

Ms. Martinez showed a chart that gave a workforce overview of people employed here that included:

- Percent in Labor Force by Industry: health care being the top at 14.0%
- Types of Employment: Service – 21.5% Blue Collar 25.4% White Collar 53.0%
- Businesses: Total Businesses 961 Total Employees 9,325
- Commute Time: Range from 2.6% with <5 minutes to 16.5% with 45-59 Minutes
- Types of Transportation largest presentative 82% drove alone to work

Home Ownership

Mr. Martinez presented additional information regarding home values, household income, levels of education; median age of owners, median disposable income, as well as, indexes for wealth, diversity, and total crime.

Historic/Current Enrollment

Ms. Martinez then provided information regarding historic / current enrollment

- Since 2014/15, the overall district enrollment had declined by 2.7%.
- Between the 2019/20 SY and the 2023/24 SY, district enrollment declined -3.6%.
- Elementary enrollment had declined -12.3% over the past 10 years or -1.2% per year on average.
- The largest elementary enrollment decline was between the 2019/20 SY and the 2020/21 SY at -10.6%.
- Middle school enrollment had declined -5.7% over the past 10 years, while High School enrollment has increased by 11.1%.
- Peak elementary enrollment was in the 2015/16 SY, Middle School in 2021/22, and high school in 2019/20.

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(Continued)

Historic/Current Enrollment by Elementary School

Ms. Martinez provided information regarding the information by elementary school. She noted that all elementaries declined in enrollment over the past five years -9.5%. The largest decline in enrollment was in the 2020/21 SY. After discussing the enrollment figures, she noted that there had been dips in birth rates. She discussed new housing developments being built, which had caused migration from one area to another in many cases, rather than movement from outside the district.

Projected Enrollment by Elementary Schools

Ms. Martinez discussed multiple areas where there were plans for economic development. With that, they projected there would be an elementary increase of 11/1% by the 2029/30 school year. She then discussed the areas of new housing developments, post-construction of Peralta Elementary, expansion of Pre-K classrooms, along with, the need to discuss the RGE status in a separate conversation.

Existing Transfer Rates

Ms. Martinez stated that five elementary schools had consistently seen high in-transfer rates since the 2019.20 school years. Those schools were: BFE, KGE, LLE, RGE and SE.

Existing Elementary Capacity With and Without Portables

Ms. Martinez discussed the existing elementary capacity both with, and without, portables.

Proposed Elementary Zone Changes for the 2026/27 SY

The proposed changes would impact LLE, VE, RGE, APE, TE, and DVE. Before implementing the proposed Attendance Zone changes, all students would be re-geocoded in the spring before the new Ann Parish Elementary opened for the 2026/27 SY (anticipated). The proposed zone changes provided LLS with a number of opportunities for improvement within the district.

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Proposed Elementary Zone Changes for the 2026/27 SY

Some of those changes included:

- All of the attendance zones were contiguous (one zone each), allowing for smoother feeder patterns for both the middle and high schools.
- Transportation no longer would have to serve multiple areas for four schools.
- The number of students within the Ann Parish Elementary boundary would then have 583 students Pre-K - 6th, which was in line with the PSCOC award.
- Allowed time for final determination of what to do with RGE / LLE over the next six months.
- Proposed elementary zone changes would utilize the 2023/24 120-day enrollment.
- Based on existing cohorts, it was anticipated that Ann Parish Elementary would have between 525 – 540 students K-6th grade by the 2026/27 SY.
- Again, the RGE boundary would be addressed separately over the Summer of 2024.

Recommendations

Ms. Martinez provided the following list of recommendations that, once adopted by the LLS Board of Education, will help make the transition smoother and would help make LLS elementary schools future-ready:

- Adopt the following proposed attendance zone changes as they would have the most long-term impact on providing LLS with cohesive elementary attendance zones, which would help provide solid secondary school feeder patterns.

Prior to the final implementation of the proposed attendance zone changes in their current form, an updated student Geo-code analysis will need to be completed in the Spring prior to the opening of the new Ann Parish Elementary (estimated for the 2026/27 SY) so that any final adjustments could be made to any of the attendance zones ahead of the 2026/27 SY.

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Recommendations (Cont.)

- It was recommended that the Los Lunas Board of Education update its school/ student transfer procedures to reflect the community's current needs, as more work was needed to improve the current in alignment with NMSA § 22-1-4 and allow better enforcement.
- LLS should consider expanding the existing before/ after-school care programs to multiple sites instead of two school locations. If that was not feasible, relocate the afterschool program from KGE to another school site.
- LLS Reconstruct Ann Parish Elementary for a Capacity of 540 students to serve the new attendance zone.
- Replace Raymond Gabaldon Elementary with a new Pre-K Center to accommodate up to 160 students at its current location or at another school site. She stated that it should be noted that many of the classrooms at RGE did not meet adequacy for Pre-K or Kindergarten, and significant modification or replacement of the school would be needed. That will be further reviewed in Summer 2024.
- Construct a 13-classroom addition plus ancillary spaces at Los Lunas Elementary to replace existing portables and provide sufficient classroom space to accommodate the increased enrollment of 708 students in the 2026/27 SY for the combined attendance zones. A minor change to the boundary between the Valencia Elementary and Los Lunas Elementary may be needed to reduce the number of classrooms to be constructed at Los Lunas Elementary. That would be determined as part of the RGE review with the District in Summer 2024.
- Plan to build two new elementary schools in the Huning Ranch and Fiesta Area Developments in the next 7-12 years.

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(Continued)

Dr. Osowski call for a motion regarding Item E. so they could begin discussion.

Mr. Vickers moved, and Mr. Bennett seconded, to approve Item E. PRELIMINARY APPROVAL OF ELEMENTARY ENROLLMENT AND BOUNDARY STUDY ADDENDUM *(Contingent Upon Final Geocoding of Elementary Student Enrollment the Spring Prior to the Opening of the new Ann Parish Elementary).*

Extensive discussion ensued regarding multiple aspects of the presentation including:

- **Cross-River traffic:** By moving students who resided in the Meadow Lake area from RGE back to APE would save time and traffic from having to cross the river.
- **Phasing in of the Changes:** When could the changes in transferring students back to APE take place and how many students would be affected. They could move staff with them, so could it be done then.
- **Whether the students could be moved for the upcoming year – continued:** It was asked whether they could take action that evening. If they needed more time, could they wait and do it in July? If not when would be the best time to do that, as it could help with the budget and transportation. Discussion ensued that it would be better not to make a decision that night, but to notice the topic to be inline with the Open Meetings Act to be completely transparent. It was noted that it was important to inform parents and staff with plenty of lead-time to be able to voice their concerns, as well as, to allow students to adjust the changes. As to waiting until July, it was noted that the board meeting in July was on the 16th, and staff was back the August 1st. That would be a very hard time constraint.
- **Issues with transferring now:** After discussion of moving students and possible staff, Mr. Saiz was asked to provide information. He explained that there were considerable factors involved in moving staff from one site to another. Some of those included: looking at FTEs, classroom sizes, adherence to licensure, as well as, following the Collective Bargaining Agreements in terms of staff placement.

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(Continued)

- **Future of RGE:** Discussion ensued regarding the status of the building, whether it should be rebuilt or closed and / or repurposed. It was reiterated and suggested by board members that the Board should have that conversation and take action soon - maybe at the next meeting.
- **After School Programs:** Ms. Montano explained details regarding the MOUs, contracts and agreements with the after school programs, and that it was not just a case of moving them. Further discussion ensued regarding the need for additional sites for after school programs.

The Executive Assistant was asked to repeat the motion that had been made. Ms. Wolfe restated the motion and second was as follows:

Mr. Vickers moved, and Mr. Bennett seconded, to approve Item E. PRELIMINARY APPROVAL OF ELEMENTARY ENROLLMENT AND BOUNDARY STUDY ADDENDUM *(Contingent Upon Final Geocoding of Elementary Student Enrollment the Spring Prior to the Opening of the new Ann Parish Elementary)*.

A brief discussion ensued regarding future steps needed, with it being announced that they would be adding the topic of movement of some students from RGE to APE soon, possibly on the agenda for the May 21, 2024 Regular Board Meeting.

There being no further discussion,

Dr. Osowski called for a vote regarding Item E. with the following results: Mr. Vickers - yes; Ms. Otero – yes; Mr. Talley – yes; Mr. Bennett - yes; and Dr. Osowski – yes. Motion passed: 5/0.

Ms. Martinez was thanked for her comprehensive report.

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer

Dr. Kettler invited Chief Finance Officer, Sandy Traczyk, to give them a presentation on information regarding the District's Budget for the 2024 – 25 FY.

Ms. Traczyk stated she was lot closer in numbers than the beginning when she had given the previous presentations. She then gave a brief overview of what she had previously touched on, and would be discussing, but not necessarily in that order. The topics she would be discussing included:

- Proposed Operational Revenue
- Significant Budget Impacts
- Explanation of Salary Increase & Medical Insurance
- Explanation of Excess Expenses to Revenue, cuts to cash reserve if revenue stays the same
- Expenditures by Function
- Cash Reserves
- Discussion and Questions

REVIEW

- Budget Due Date - May 29, 2024
- Initial Unit Value = \$6,442.55 an increase of \$200.88 from current year's final Unit Value of \$6,241.67
- Estimated Total State Equalization Guarantee (SEG) = \$101,933,652.43 an increase of \$1,959,819.13 from current year's final SEG.

STUDENT ENROLLMENT 10 YEAR COMPARISON

- There was a peak in the 2017-2018 SY then it started slightly down with a huge decrease in the 21/22 school year. They saw a slight increase since that time, but this year, for the first time since the increase, there was a slight decrease.

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer (Continued)

100% TEACHER COST INDEX

- The next slide showed the teacher cost index. That and the SEG were factors in the calculation of the SEG that Ms. Traczyk said she would go over in detail later in the presentation.
- The student enrollment and teacher cost index was 1.066 - the same as the year before last.
- The calculation came from when they were looking at a teacher's years of experience and the degrees they held, which meant perhaps when teachers retired they might be replaced with someone newer, right out of school, and that would be a factor in the calculation.

SIGNIFICANT BUDGET ITEMS

- All Salary Schedules & All Positions were to receive at least a 3% Salary increase.
- Medical Insurance Rate Increase of 15.53% (Est. \$878K increase), Increase in Dental 5% (Est. \$41K increase). No change to vision insurance. That will affect both employees & the District the same percentage.
- Property/Liability Insurance Increase approx. 28.78% this only effects the District (Est. \$1 Million)
- Added 4.25 FTE previously paid out of ESSER funds and no change to 3 mil this year (2.25 Transportation, 2 Maintenance)
- Should they not able to pass the 3-mill election, then that would be an addition to operational in the future.
- Ms. Traczyk showed a slide that demonstrated the 3% raise versus the 15.53% increase in medical insurance, in which it showed that in the case of someone who might be insuring their whole family, the increased medical insurance would eat up quite a bit of their raise.

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer (Continued)

Additional Proposed Budget Changes *(From Previous Presentation)*

Ms. Traczyk stated that her last presentation had included some proposed changes to the budget. Ms. Traczyk announced that they were in red as all of those requests had been cancelled.

- Add an Assistant Principal at Los Lunas High School
- Add 2 band teachers to be shared by all elementary sites
- Add 1 SRO to Century High School
- Increase Athletic coach stipends – An additional \$500/ea for middle school coaches and high school assistant coaches. No change to high school head coaches.

Changes Due to Input

- Collective Bargaining with NEA – Adding Rows to Salary Schedules up to 35 years (majority stopped at 28 years classified & 30 years certified)
- Collective Bargaining with NEA – Combined Library and Computer Assistants Salary Schedules into one which results in some assistants receiving > 3% increase.
- Principals - surveyed out principals about allocations they receive to establish which allocations need to be increased and which are adequate, will be increasing nursing supply allocations based on that information. Due to budget constraints in some areas supply allocations were reduced to conserve budget
- Sick leave incentive would be offered twice per year at the same \$250 rate.

Estimated SEG Calculation (910 B5)

Ms. Traczyk discussed in detail how the SEG calculation was made. She explained what was included in the calculation student factors and the multipliers, the average enrollment which was the average of the 80th and 120th days; and staff multipliers as previously discussed. When they took the fact that the student membership was down and multiplied that by the TCI, they could see that it decreased the program units and the dollar amounts.

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer **(Continued)**

Operational Revenue

Ms. Traczyk discussed the operational revenue that included the estimated funds for the 2023-24 FY (\$127,433,552.05), those proposed for the 2024-25 FY (\$128,231,380.43), and the Variance (\$797,828.38).

K-12 Plus Program Information Overview

Ms. Traczyk discussed gave an overview of the affect of the K-12 Program including the following:

- 2022-2023 ELT Program (Activity-generated SEG units)
- 2023-2024 K-12+ & NMOST (K-12+ additional days & NMOST extra days for clubs both generated revenue)
- 2024-2025 K-12+ only. Receive extra revenue for any days past the mandatory 180 days. No longer receive revenue in the SEG for Clubs activity. Clubs would still continue only all activity will be in a separate Fund number (\$1.6 million). Previously, clubs generated \$4,770,234 in revenue to the SEG.

Important Notes

- Ms. Traczyk stated that the budget was achieved by cutting into the Operational's Cash Reserves (based off the estimated revenue). The actual revenue calculation (910B5) had not been finalize yet, and hopefully final unit value in January would be greatly increased.
- They would continue to look for grants and other revenue sources for some expenses; however, if revenue did not change, cash reserves would still remain high but cutting into cash was not sustainable for future budgets unless membership increased.
- Plans to reduce expenses, all open positions would be reviewed by the Superintendent prior to hiring.
- They would continue to review ways to increase student membership.

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer (Continued)

Summary of Expense Changes Contributing to Cuts into the Reserves

Ms. Traczyk gave an overview of the expenses that contributed to cuts that included:

- Mandated Increases: Property/liability insurance, 3% raises, medical, and dental (\$5,003,427)
- SEG Calculation: Student enrollment decline and TCI, At risk multipliers decrease, and less Special Ed Program Units
- Agreements and Loss of ESSERs Funds: loss of ESSER Funds Indirect Cost Revenue, Move FTEs from transportation with increase, and move two positions from ESSER 3 (Maint)
- Random: NEA Agreement to pay out sick leave incentives 2x/year Vacant positions – assuming half year and benefits; and 6% Increase to Utilities - Common Practice (\$2,593,684)
- New Organization Chart: Director of Personnel bought back position, Combining Academics and Special Services 25% FTE Added (\$206,200)
- Clubs no longer in SEG missing revenue (\$3,500,000) - they will still get funded just from another account

Estimated Reduction of Cash, Cash Reserves Expenses by Functions Operational Budget Expenditures by Function in both a spreadsheet and graph

- Reduction of Cash: Ms. Traczyk provided detail information regarding proposed revenue, expenses, and reduction of cash
- She then provided details on the expenses by function that included fund numbers amounts and percentages

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer (Continued)

ITEMS ADDED TO REVENUE

- Current Budget figure included 8 remote half days added to the student calendar to increase revenue approx. \$1,619,400 (happening on Teacher Professional Development Days) – that revenue was already reflected on this presented budget without the remote days. The amount above would be added to the reduction of cash reserves.
- The last day of school is a full day instead of half day and that was already reflected in this budget resulting in \$500K added to the revenue.

Extensive discussion ensued regarding the presentation, and the proposed budget. Areas discussed included the following:

- Reduction of students: did it affect teachers. It was explained that as enrollment went down, so would FTEs; however that would be difficult to provide due to the changed in programs used. They now used Visions.
- Funds used to pay salaries - some through federal funds and some from operational, and/or a combination of the two.
- Extending the salary schedule up to 30 years: Some employees were at the top of their scale and no longer were able to increase their salary.
- Retaining staff: they had 27 employees retire what were they going to do about that. If he hired people after the budget would Dr. Kettler be taking them to the Board prior to approval? Would he freeze all hiring?
 - Dr. Kettler explained that if the Board that one of the slides explained that they would review all positions that were vacant for need prior to hiring.
 - If the Board reduced the budget, he would have to work within those parameters and constraints, but the personnel piece, including as to the number of hirees and the positions, was under his responsibilities.

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer (Continued)

- 3 Mill: They had enough in the three-mill to sustain the technology for this year; however, it was vital that it get passed, as it affect the budget for the following year.
- Calendar: If all learners day was brought back they would need to adjust the calendar. Discussion on the effectiveness of All Learners Day ensued, as did the 1.6 million dollar those eight days would bring in.
- Discussion regarding the chance for the unit value to increase in January, possible grants still coming in, funds from federal grants that had been received, as well as, what would happen if the budget was not approved.
- Ms. Traczyk stated that she had never seen it not approved. They even had a late budget date this year. Many of the things would result in a ripple effect, including losing awards and funding, and possible audit findings. She then discussed that the budget was due in Santa Fe on the 29th but there was a huge amount of information and forms to be completed for each fund before they were uploaded to the State.
- Had they looked at other insurance carriers and were there options. It was explained that almost every district, with the exception of APS used NMPSIA as their carrier. It had taken three years to find a property liability carrier. She could not do that in this budget, but could look at it down the line.
- Multiple areas were discussed during the presentation including not filling some vacant positions, class ratios that were unacceptable, possible reduction of some programs, reduction in some funds in supplies and travel. Programs, supplies, travel, the issues she'd heard during her campaign about all learners day, including a comment Dr. Osowski said a constituent had said was a waste of time and made money off our children's backs. They had a 30% proficiency and had to have hard conversations in her opinion.

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer (Continued)

- Dr. Osowski had the Tech put a spreadsheet on the screen, then gave him amounts to fill in and due calculations, with color coding to show where and the amounts she felt the administration would need to cut back on their budget before it was brought back to the board. She reiterated the need to reduce areas including travel, and expenses.
- In response to the inquiries about reduction, Ms. Traczyk stated that the administration had already discussed the reduction of travel, and expenses, including that she would be watching each fund closely.
- She would have to submit BARs for areas that went over due to unforeseen expenses, and purchase orders. She anticipated what she was going to spend out and would anticipate where she might have to add more funds and where to take them to.
- Travel: When asked for an example, she said that if trips were taken, but the cost of the purchase order was less than what was needed, they would submit a BAR to cover it. Dr. Osowski stated that they had coaches who maybe took additional students which was unfortunate. They needed to be told they had to stay within their budget and it was not optional. They needed to get tough on them.
- A question was asked about whether positions that were vacant were absolutely necessary for classrooms. Mr. Saiz explained that their goal was to fill them with certified teachers when they were available instead of substitutes, no matter how good they were. Some of the positions were hard to fill, but they would budget for them.
- Dr. Osowski thanked them. She stated that where they stood was that the budget that had been presented to them would use 30% of their cash reserves. She stated that if they could loosen up 4.9 million and still stay with a nice safe cushion of 20% of the total proposed.

F. PRESENTATION AND DISCUSSION OF BUDGET (24-25 FY): Sandy Traczyk, Chief Finance Officer (Continued)

- The difference plus the all learner days, and interjected that she was not sure how her colleagues felt about it but she was not happy about coming back with an adjusted calendar and having to tell constituents, "Oh by the way you're going to do this." when they'd already gotten rid of them. She saw there was 4.6 million that, in her opinion, needed to be shaved off of this budget. They (the Board) would be giving up 4.9 million and the Admin would have to give up 4.6 million and that was about a 50-50 split. They could shake hands and call it a marriage, so to speak.
- Mr. Vickers stated that he would like to hear from Dr. Kettler. Dr. Kettler explained that to do a further reduction in the budget, would mean a reduction in staff. When asked what that would look like, teachers, aides, a combination of other positions. Dr. Osowski reiterated that she felt the Administration needed to look it at it more.
- Ms. Traczyk stated that they'd already discussed that any positions being filled would be renewed by the superintendent, however to get that budget she would have to cut positions to get to that much. She had already gone through and looked at the budget multiple times. They could not cut down on the amount of money set aside for legal bills, or utilities.
- Ms. Otero was given confirmation that they were trying not cut supplies and things directly to the school, and at this point could only cut people.
- Dr. Osowski stated that she understood that . But, she also understood, that when she reviewed some historical information and looked at their highest enrolment years between 2015, 2019 and 2020, for instance because they did not have the complete picture, she went back and asked different folks they had four on cabinet and 16 directors in their highest enrolment period. That was not what they were sitting on now.

H. ADJOURNMENT

Mr. Talley moved, and Mr. Bennett seconded, to adjourn the meeting. Dr. Osowski called for a vote with the following results: Mr. Vickers -yes; Ms. Otero – yes; Mr. Talley – yes; Mr. Bennett - yes; and Dr. Osowski- yes. Motion to adjourn the meeting passed: 5/0.

The meeting was adjourned at 7:43 pm.

Approved this 21st day of May 2024.

Dr. Michelle Osowski, Board President

Justin Tally, Board Secretary

ksw