



## Independent School District # 2

P.O. Box 128  
Quemado, New Mexico 87829  
575-773-4700 (office)  
575-773-4717 (Fax)

### BOARD WORK MEETING

March 31, 2021

5:00 p.m.

Quemado School Library

#### Call to Order

The meeting was called to order at 5:00 pm.

#### Members Present:

Eileen Dodds – President

Michael Bugayong – Vice President

Tim Hendricks – Member

Carm Chavez - Secretary

#### Members Absent:

Nacona Cline – Member

#### Discussion Items:

Board Goals, Objectives and Norms, Developing Social Contract – Eileen asked if either Michel or Tim had any comments on the goals and objectives. Tim said he has gone through them and just has some grammatical corrections. He feels that this is a living document and should be revisited at least on an annual basis. Michael agrees. They both commented on what Mrs. Orthman sent out and they don't feel that anything needs to be corrected. Eileen asked about the social contract and Mr. Lackey said that he feels more members need to be present in order to develop the social contract, at least one more. Eileen agreed. There was some discussion on the norms. Tim wanted to go over the questions that would help develop the social contract. Mr. Lackey emailed it to the board and he will go over a hard copy that he has. 1. How do you want to be treated by the leader of the group. 2. How do you want to be treated by each other. 3. How do I want to be treated by you. 4. How do you want to treat each other when there is conflict. He talked about the process and that it sets clear expectations and behavior for everyone. Sets guidelines on how to enforce the expectations. Mr. Lackey gave some examples. Eileen asked if everyone is in agreement to hold off on this discussion until there is a full board and Tim and Michael agreed. She let Mr. Lackey know that the goals and objectives could be voted on at the next board meeting.

NMSBA Scholarship - Mr. Lackey said he had six applications. Carm suggested that she and Eileen meet to go over the applications Wednesday April 7<sup>th</sup>, in the morning around 9:30 then have interviews for the next few hours. The called Shayla to work out a plan for the students and Shayla will do a schedule for the students. There was some discussion about the schedule and time for each interview.

Support Staff Salary and Increment Schedule – Mr. Lackey talked a little bit about this. He stated that this year we are not on Emergency Funding and since we aren't we might be able to give

increases above the mandated 1.5% increase. He talked about some of the staff salaries. He talked about some of the salaries not being raised for many years, in some cases over 15. He talked about taking care of our employees and having competitive salaries. He feels like we need to take a look at our lower end salaries. He emailed the board some examples of salary schedules. He went over this. He told the board that this salary schedule would be for next year's budget. Anna reminded them that we could only use that schedule if we are not on emergency funding. Mr. Lackey talked about some of the EAs not returning next year. The \$40,000 increase would be if everyone returned. There was some discussion about substitute pay. Mr. Lackey wants to see about bumping the non-degreed sub to 13/hour and degreed up to maybe 15/hour. Mr. Lackey wants Anna to figure out a budget for substitutes at 14.5/hour. He went over the increment schedule that was discussed last year that we were not able to do last year. He emphasized that the board is who sets the increments. We have not had any increases in our increment schedule in many years. Eileen asked if we could use the windfarm money to pay some salaries and Mr. Lackey said we have full discession on how we spend the money. He talked about the CARES II and III money to help move some school improvements up on our schedule. Mr. Lackey talked about coaching increment pay and how it does not cover much. He talked about fundraisers for athletics. He talked about the grant coming to the school about field trips and fund raisers and how it hits our community. He would like some of the burden shifted off the parents, community and coaches. He would like to see a chunk of money going to experiential education and summer programs. He would like to see a part of the windfarm money go towards some salaries especially for the teaching coach, he would like to see her available more for the teachers. Next year, we are going to use CARES III for that. Another part of the windfarm money should be used for facilities. He talked about the email that Anna came up with for a budget projection for revenues and expenditures, hopefully we will have more solid numbers by the end of the year. He went over the increases for insurances and ERB. It does not include forest reserve and if the state does not take the 75% credit and if we get forest reserve the emailed form will look much different. He went over things and what was included, what was not included. He said it was very fluid at this point until we get some solid figures. Mr. Lackey asked for some feedback from the board on the estimated proposed budget. Anna commented that since we have not been off of emergency funding before, she understands that if the raises throw us into emergency funding, we cannot give those raises; only the mandated raises. Mr. Lackey said that we will be checking into this further. Michael asked about some of the increments on our current schedule and the coaching increments and the differences. Mr. Lackey went over what he knows about how they may have been figured out; factors being length of season, number of students involved and maybe revenue brought in. Big team sports are generally higher while the smaller individual sports are lower. Carm said that this is what it was based on from her experience as a coach years ago. Michael thanked Carm for her response.

Adjournment

The meeting was adjourned at 6:11.

**All social distancing and health/safety guidelines will be observed for this meeting. If you plan on attending in person, please wear your face mask and follow social distancing guidelines.**

**TO JOIN THE ZOOM MEETING CALL: 415-762-9988 or 646-568-7788 AND FOLLOW THE VERBAL INSTRUCTIONS**

**MEETING ID: 911 161 5822**

**PARTICIPANT ID: 018416**

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President

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Secretary