



# NEW MEXICO SCHOOL BOARDS ASSOCIATION 2025 BOARD MEMBER INSTITUTE

February 13-15, 2025

Eldorado Hotel

309 W San Francisco Street, Santa Fe, NM

*ADVOCATING FOR STUDENT SUCCESS*

## AGENDA

<b>Thursday, February 13, 2025</b> .....	<b>Eldorado Hotel/State Capitol</b>
<b>7:00 AM REGISTRATION</b> .....	<b>Hotel Concourse</b>
<b>7:00-8:30 AM ADVOCACY BREAKFAST</b> .....	<b>Anasazi Ballroom</b>
<i>Sponsor:</i>	
<b>8:00-8:30 AM OVERVIEW OF DAY'S ACTIVITIES/ATTENDEE BRIEFING</b> .....	<b>Anasazi Ballroom</b>
<b>8:30-12:00 AM Shuttles run from Eldorado Hotel to State Capitol</b>	
<b>10:00-10:30 AM PRESS CONFERENCE</b> .....	<b>State Capitol Rotunda</b>
<i>Pauline Jaramillo, NMSBA President, Presiding</i>	
<b><u>Speakers/Dignitaries Invited</u></b>	
○ <b>The Honorable Howie Morales, Lieutenant Governor (Invited)</b>	
○ <b>Secretary Mariana Padilla, NM Public Education Department</b>	
○ <b>Senator Bill Soules, Chair, Senate Education Committee</b>	
○ <b>Representative Andres Romero, Chair, House Education Committee</b>	
○ <b>Verjeana McCotter-Jacobs, Director, National School Board Association</b>	
○ <b>Stan Rounds, Executive Director, NMCEL &amp; Superintendents Association</b>	
<b>9:30-12:00 VISITS WITH INDIVIDUAL LEGISLATORS</b> .....	<b>State Capitol</b>
<b>11:00-12:00 SENATE AND HOUSE FLOOR SESSIONS</b> .....	<b>Senate &amp; House Chambers</b>
<i>Introduction of NMSBA Officers and School Board Members</i>	
<b>12:00-1:00 PM LUNCH</b> .....	<b>Eldorado Hotel</b>
<i>Sponsor:</i>	
<b>Anasazi Ballroom</b>	
<b>1:00-5:00 PM NEW BOARD MEMBER TRAINING</b> .....	<b>Eldorado A</b>
<i>Are you ready to manage your district's finances with confidence?.....</i>	
<i>Category 2 - Budget &amp; Finance</i>	<i>Dr. Kurt Steinhaus</i>
	<i>CES Consultant</i>
<b>1:00-5:00 PM VETERAN BOARD MEMBER TRAINING</b> .....	<b>Eldorado B</b>
<i>Are you ready to make every dollar count for your students? .....</i>	
<i>Category 2 - Budget &amp; Finance</i>	<i>LeAnne Gandy</i>
	<i>CES Leadership Development Director</i>
<b>1:30-2:30 PM NMSBA EXECUTIVE BOARD MEETING</b> .....	<b>DeVargas Room</b>
<b>3:00-5:00 PM NMSBA BOARD OF DIRECTORS MEETING</b> .....	<b>Zia Ballroom</b>
<b>5:00 PM DINNER ON YOUR OWN</b>	



# NEW MEXICO SCHOOL BOARDS ASSOCIATION

## 2025 BOARD MEMBER INSTITUTE

<b>Friday, February 14, 2025</b> .....		<b>Eldorado Hotel</b>
<b>7:00 AM</b>	<b>REGISTRATION &amp; EXHIBITORS OPENING</b> .....	<b>Hotel Concourse</b>
<b>7:00 AM</b>	<b>LEGISLATIVE APPRECIATION BREAKFAST</b> ..... Senate and House Education Committee Members Invited <i>Sponsors:</i>	<b>Anasazi Ballroom</b>
<b>8:00 AM</b>	<b>OPENING GENERAL SESSION</b> ..... Call to Order and Welcome..... Presentation of Colors..... Pledge of Allegiance..... Salute to the New Mexico Flag.....	<b>Eldorado Ballroom</b> <b>Pauline Jaramillo, NMSBA President</b> <b>Santa Fe High School JROTC</b> <b>Marvyn Jaramillo, NMSBA President-Elect</b> <b>Terry O’Brain NMSBA Vice President</b>
<i>Category 4 - Governance &amp; Support</i>		
<b>8:15 AM</b>	<b>2025 Legislative Session Update</b> .....	<b>Sen. Bill Soules, Chair, Senate Education</b> <b>Rep. Andres Romero, Chair, House Education</b>
<b>9:00 AM</b>	<b>Greetings and Federal Update</b> .....	<b>Verjeana McCotter-Jacobs, Executive Director</b> <b>National School Boards Association</b>
<b>9:30 AM</b>	<b>Public Education Update</b> .....	<b>Mariana Padilla, Secretary</b> <b>New Mexico Public Education Department</b>
<b>10:15 AM</b>	<b>BREAK</b> ..... <i>Sponsors:</i>	<b>Hotel Concourse</b>
<i>Category 2 - Budget &amp; Finance</i>		
<b>10:30 AM</b>	<b>GENERAL SESSION II</b> ..... <b>Legislative Finance Committee Update</b> .....	<b>Eldorado Ballroom</b> <b>Charles Sallee, Director</b> <b>Legislative Finance Committee</b>
<b>11:15 AM</b>	<b>State Trust Lands Report</b> .....	<b>Stephanie Garcia Richard</b> <b>Commissioner of Public Lands</b>
<b>12:00 AM</b>	<b>LUNCH BUFFET</b> ..... <i>Sponsors:</i>	<b>Anasazi North</b>
<b>1:00-2:00 PM</b>	<b>CONCURRENT BREAKOUT SESSIONS (3)</b> .....	<b>See Breakout Grid</b>
<b>1:30-3:30 PM</b>	<b>SUPERINTENDENTS MEETING</b> .....	<b>Anasazi North</b>
<b>2:00 PM</b>	<b>BREAK</b> ..... <i>Sponsors:</i>	<b>Hotel Concourse</b>
<b>2:15-3:15 PM</b>	<b>CONCURRENT BREAKOUT SESSIONS (3)</b> .....	<b>See Breakout Grid</b>
<b>3:30-4:30 PM</b>	<b>CONCURRENT BREAKOUT SESSIONS (3)</b> .....	<b>See Breakout Grid</b>
<b>Saturday, February 15, 2025</b> .....		<b>Eldorado Hotel</b>
<b>7:30 AM</b>	<b>REGISTRATION / BREAKFAST</b> ..... <i>Sponsor:</i>	<b>Hotel Concourse</b>
<b>8:30-9:30 AM</b>	<b>CONCURRENT BREAKOUT SESSIONS (3)</b> .....	<b>See Breakout Grid</b>
<b>9:30-9:45 AM</b>	<b>BREAK</b> ..... <i>Sponsors:</i>	<b>Hotel Concourse</b>
<b>9:45-10:45 AM</b>	<b>CONCURRENT BREAKOUT SESSIONS (3)</b> .....	<b>See Breakout Grid</b>
<b>11:00-12:00</b>	<b>CONCURRENT BREAKOUT SESSIONS (3)</b> .....	<b>See Breakout Grid</b>
<b>12:00 Noon</b>	<b>ADJOURN – Please Drive Home Safely!</b>	

**2025 BOARD INSTITUTE BREAKOUT SESSION GRIDS**  
**FRIDAY, FEBRUARY 14, 2025**

ROOM	1:00 – 2:00 PM	2:15 – 3:15 PM	3:30 – 4:30 PM
<b>Eldorado A</b> Theater 150	<b>2025 Regular Local Board (&amp; Other) Elections</b> <i>Patricia Salazar Ives</i> <i>Heather Boone &amp; Carlos Padilla, Attorneys</i> <i>Cuddy &amp; McCarthy, LLP</i> (1) Laws & Policies (2) Budget & Finance	<b>Student Advocacy Starts At the Top: What Can Your Board Do?</b> <i>Laura Castille, Attorney</i> <i>Cuddy &amp; McCarthy, LLP</i> (1) Laws & Policies (5) Student Achievement	<b>Immigration Enforcement in Public Schools</b> <i>Patricia Salazar Ives</i> <i>Laura Castille, Attorneys</i> <i>Cuddy &amp; McCarthy, LLP</i> (1) Laws & Policies, (6) Safety & Learning
<b>Eldorado B</b> Theater 150	<b>Combating Social Media’s Negative Effects on School Districts and Student Success</b> <i>Geno Zamora, Partner, Ortiz &amp; Zamora Law Firm and Paige Boldt, Partner and Tracy A. Finken Magnotta, Shareholder, Anapol Weiss Law Firm</i> (6) Safety & Learning	<b>You’ve Been Sued: Boards in Litigation</b> <i>Tony F. Ortiz, Partner, Ortiz &amp; Zamora, Attorneys at Law, LLC</i> (1) Laws & Policies (3) Legal Concepts	<b>Five Things Education Leaders Can Do to Effect Student Outcomes</b> <i>Meagan R. Munoz, Associate Attorney, Ortiz &amp; Zamora Attorneys at Law, LLC</i> (4) Governance & Support, (5) Student Achievement
<b>Zia</b> Theater 100	<b>Strategic Planning for Success</b> <i>Pascual Maestas, Executive Director, New Mexico Association of Regional Councils</i> (4) Governance Support, (5) Student Achievement	<b>“Generative AI for School Boards: Opportunities, Risks, and Governance”</b> <i>Scott Elder, Associate and Dr. Tom Ryan, Founder, K-12 Strategic Technology Advisory Group</i> (1) Laws & Policies (5) Student Achievement	<b>Where Special Education Student Data and Finances Intersect</b> <i>Charlene Marcotte, Deputy Director of Data and Finance and Trudy Cordova, Education Administrator, NMPED</i> (5) Student Achievement

**SATURDAY, FEBRUARY 15, 2025**

ROOM	8:30 – 9:30 AM	9:45 – 10:45 AM	11:00 AM – 12 Noon
<b>Eldorado A</b> Theater 150	<b>Addressing Disproportionate Discipline for Minority and Special Education Students</b> <i>Dawn Vernooy, Attorney, and Esperanza Lujan, Attorney</i> <i>Walsh Gallegos</i> (1) Laws & Policies (6) Safety & Learning	<b>Coaches, Contract and Clashes</b> <i>Linda Trujillo, Attorney and Roxie De Santiago, Attorney</i> <i>Walsh Gallegos</i> (1) Laws & Policies (2) Budget & Finance	<b>Making Students Safe Through Advanced Technology: Our Experience</b> <i>Elena M. Gallegos, Attorney, Walsh Gallegos, Teresa Tenorio, Ignacio Ruiz, and Steve Rodriguez</i> <i>Las Cruces Public Schools</i> (5) Student Achievement (6) Safety & Learning
<b>Eldorado B</b> Theater 150	<b>Empowering School Boards to Drive Student Achievement for Students with Disabilities</b> <i>Monica Santistevan, Educational Administrator, NMPED and Christina Velasquez</i> <i>Student Services Director</i> <i>Pojoaque Schools</i> (5) Student Achievement	<b>How to Implement a Return on Investment System to Improve Student Outcomes and Save Money!</b> <i>Stephanie Wyka, Director of Professional Learning and Travis Dempsey, Gadsden Schools</i> (6) Safety & Learning	<b>Building Strong Foundations: Understanding Healthy and Unhealthy Relationships in K-12 Education</b> <i>Angelique N. Sedillo, Title IX and SAMS Consultant, POMS</i> (6) Safety & Learning
<b>Zia A</b> Theater 100	<b>Hiring Your Superintendent – A Process to Consider</b> <i>Tom Sullivan &amp; Dr. Linda Paul, Lead Search Cadre, NMSBA Superintendent Search Service</i> (4) Governance & Support	<b>NMPSIA Wellness Showcase</b> <i>Martha Quintana, Deputy Director and Kaylei Jones, Benefits &amp; Wellness Manager, NMPSIA</i> (6) Safety & Learning	<b>Addressing Martinez/Yazzie with Homegrown Education Tools: NMSU partnering with NMPED</b> <i>Dr. Dulcinea Lara, NMSU Borderline &amp; Ethnic Studies and Erica Wheeler, Humanities Program Specialist, NMPED</i> (5) Student Achievement (6) Safety & Learning

# 2025 BOARD INSTITUTE BREAKOUT SESSION DESCRIPTIONS

## FEBRUARY 13-15, 2025

### Pre-Conference Sessions

#### **New Board Member Session:**

##### **Are you ready to manage your district's finances with confidence?**

This interactive workshop is tailored for novice school board members, providing a comprehensive introduction to school district finance and budgeting. Learn the essentials of budget development, understand key revenue sources, and explore strategies for aligning financial decisions with your district's educational goals. Discover how to ensure fiscal accountability and make data-driven decisions. Gain the confidence to ask insightful questions and leave with practical tools to oversee your district's finances effectively, driving student success through sound fiscal management.

*LeAnne Gandy, Director of Leadership Development, CES*

**Category - 1 Budget & Finance**

#### **Veteran Board Member Session:**

**Are you ready to make every dollar count for your students?** This interactive workshop equips school board members with the financial skills to build a budget that supports your district's goals. Dive into the essentials of budget development, revenue streams, and fiscal accountability, gaining the confidence to ask the right questions and make informed decisions that directly impact student success. This session will also address the potential impact of Artificial Intelligence. Leave with practical tools and a deeper understanding of how sound financial management fuels educational excellence.

*Dr. Kurt Steinhaus, CES Consultant*

**Category - 2 - Budget and Finance**

### Breakout Sessions

#### **1. Addressing Disproportionate Discipline for Minority and Special Education Students**

Recent investigations by the Office for Civil Rights on student discipline provide insight for identifying disproportionate discipline policies and implementation for students of color and with disabilities. District's discipline of students is controlled by state law and Board Policy. This session will help Administrators address policies to keep schools safe without running afoul of discrimination laws and unfair implementation.

*Dawn Vernooy, Attorney, and Esperanza Lujan, Attorney, Walsh Gallegos*

**Categories - 1 & 6 Laws & Policies, Safety & Learning**

#### **2. Addressing Martinez/Yazzie with Homegrown Education Tools: NMSU partnering with NMPED**

Professors at NMSU conducted a study in 2020 with K-12 Social Studies teachers across Southern New Mexico to identify their needs to address Martinez/Yazzie. Using the findings, Professors joined with K-12 educators, high school students, and community leaders in non-profits to write new curriculum, develop classroom games, and short films to fill the gaps. In 2022, Professional Development was piloted with the NMPED for these new materials, which align to the New Mexico Social Studies Standards, and approaches. This presentation shares the materials and provides time for discussion about efficacy.

*Dr. Dulcinea Lara, NMSU Borderline & Ethnic Studies and Erica Wheeler, Humanities Program Specialist, NM PED*

**Categories - 5 & 6 Student Achievement, Safety & Learning**

#### **3. Building Strong Foundations: Understanding Healthy and Unhealthy Relationships in K-12 Education**

This session delves into the critical role of understanding and addressing healthy and unhealthy relationships in promoting student well-being. Drawing from evidence-based strategies and real-world scenarios, participants will gain insights into recognizing relationship dynamics that affect students' mental health, emotional safety, and school performance. By fostering these skills, schools can create safer, more inclusive environments that enable students to thrive academically and socially, empowering them to protect themselves and seek help when necessary.

*Angelique N. Sedillo, Title IX and SAMS Consultant, POMS*

**Category - 6 Safety & Learning**

#### **4. Coaches, Contract and Clashes**

Every District wants the best coach for their sports program but conflicting messages over contracts and overtime make hiring decisions difficult. Recent changes in the Fair Labor Standards Act add more ambiguity to this decision. Join experienced attorneys as they demystify the FLSA's applicability (or not) to coaches and other extracurricular hires and potential impact on school budgets.

*Linda Trujillo, Attorney and Roxie De Santiago, Attorney, Walsh Gallegos*

**Categories - 1 & 2 Laws & Policies, Budget & Finance**

## **5. Combating Social Media's Negative Effects on School Districts and Student Success**

Student social media use brings unprecedented challenges to school districts—fueling mental health issues, increased student discipline, and fostering harmful online behaviors that disrupt school communities. This presentation shares collected data regarding social media's impact on our students, exchanges ideas of successful tactics used by local districts, and explores how school districts nationally are holding social media companies accountable.

*Geno Zamora, Partner, Ortiz & Zamora Law Firm and Paige Boldt, Partner, Tracy A. Finken Magnotta, Anapol Weiss Law Firm*  
**Category – 6 Safety & Learning**

## **6. Empowering School Boards to Drive Student Achievement for Students with Disabilities**

The Office of Special Education (OSE) invites New Mexico school leaders to a session focused on the essential role of school boards in advancing student achievement for students with disabilities. This session will explore data-driven strategies, goal setting practices, and alignment with state and federal requirements. Participants will also gain valuable insights into effective governance, accountability, and collaboration, all aimed at fostering equitable opportunities and meaningful outcomes for every learner.

*Monica Santistevan, Educational Administrator, PED and Christina Velasquez, Student Services Director, Pojoaque Schools*  
**Category – 5 Student Achievement**

## **7. Five Things Education Leaders Can Do to Effect Student Outcomes**

Relying on educational leadership research, this workshop will explore action items for educational leaders (i.e., school board members, superintendents, and administrators) that they can implement today that have the potential to positively impact their students' outcomes. This session will highlight discussions focusing on roles, accountability, policy-making practices and awareness as they relate to student achievement.

*Meagan R. Munoz, Associate Attorney, Ortiz & Zamora Attorneys at Law, LLC*  
**Categories – 4 & 5 Governance & Support, Student Achievement**

## **8. "Generative AI for School Boards: Opportunities, Risks, and Governance"**

Explore how generative AI can transform school district operations, enhancing efficiency and directing more resources to classrooms. This interactive session introduces AI fundamentals, emphasizes the need for thoughtful governance, and addresses risks like data privacy, equity, and cybersecurity. Participants will engage in real-life scenarios, learning how to develop district-wide AI policies that align with student success.

*Scott Elder, Associate and Dr. Tom Ryan, Founder, K-12 Strategic Technology Advisory Group*  
**Categories – 1 & 5 Laws & Policies, Student Achievement**

## **9. Hiring Your Superintendent – A Process to Consider**

Hiring a superintendent is one of the most important and challenging responsibilities of the board of education. Learn how the NMSA Superintendent Search Cadre can help you to plan for and carry out a successful search to meet the needs of your school district and community. Review key elements of the search process including search timeline, desired qualifications, stakeholder involvement, interviews and selection and much more.

*Tom Sullivan & Dr. Linda Paul, Lead Search Cadre, NMSA Superintendent Search Service*  
**Category: 4 Governance & Support**

## **10. How to Implement a Return on Investment System to Improve Student Outcomes and Save Money!**

Learn how to quantify your district's Return-on-Investment to connect the dots between spending money and driving measurable growth on student achievement. Gadsden ISD's Superintendent, Travis Dempsey, and CAO, Maria Hernandez, will share a unique blueprint that both school board members and cabinet members can use to build alignment through action.

*Stephanie Wyka, Director of Professional Learning and Travis Dempsey, Gadsden ISD*  
**Category – 6 Safety & Learning**

## **11. Immigration Enforcement in Public Schools**

Immigration reform was a focus of President Trump's 2024 campaign. Now that he is in office, what should school districts expect if ICE shows up at their schools' front doors looking for undocumented students? What can/should school districts do (and not do) under state and federal laws to protect undocumented students and their confidential data? Join this session for answers.

*Patricia Salazar Ives & Laura Castille, Attorneys, Cuddy & McCarthy, LLP*  
**Categories – 1 & 6 Laws & Policies, Safety & Learning**

## **12. Making Students Safe Through Advanced Technology: Our Experience**

Student success requires a safe learning environment. As districts strive to make schools safer through advanced technology: School Attorney, LCPS Board Member and Administration will share successes and lessons from their headline undertaking to Install AI Weapon Detectors at all Middle and High Schools. Focusing on the board's role, they will cover fiscal/procurement, facilities, legal, policy, and personnel implications.

*Elena M. Gallegos, Attorney, Walsh Gallegos, Teresa Tenorio, Ignacio Ruiz, and Steve Rodriguez, Las Cruces Public Schools*

**Categories – 5 & 6 Student Achievement, Safety & Learning**

## **13. NMPSIA Wellness Showcase**

Join us for an interactive session designed to help you incorporate simple wellness practices into your busy day. We'll discuss the importance of movement for your overall well-being and how small, mindful practices can have a big impact on your health and productivity. In this hands-on presentation, you'll learn how to reduce stress, improve flexibility, and boost your energy.

*Martha Quintana, Deputy Director and Kaylei Jones, Benefits & Wellness Manager, NMPSIA*

**Category – 6 Safety & Learning**

## **14. 2025 Regular Local Board (& Other) Elections**

The 2025 Regular Local Board Election will take place on November 4, 2025. In addition to electing/re-electing board members, your school district may want to ask voters to approve new bonds, continue an SB9 or HB33 mill levy, or approve a new SB9 or HB33 mill levy at the election. This session will help you prepare for the election.

*Patricia Salazar Ives, Heather Boone & Carlos Padilla, Attorneys, Cuddy & McCarthy, LLP*

**Categories – 1 & 2 Laws & Policies, Budget & Finance**

## **15. Strategic Planning for Success**

Strategic Planning is essential to creating a unified vision between students, parents, teachers, administrators, the Superintendent, and the Board of Education. Learn how to craft a Strategic Plan with the ultimate product containing objectives and goals that give the Superintendent clear expectations and give the Board and community relative data points to review regularly.

*Pascual Maestas, Executive Director, New Mexico Association of Regional Councils*

**Categories – 4 & 5 Governance & Support, Student Achievement**

## **16. Student Advocacy Starts At the Top: What Can Your Board Do?**

The Board can be a powerful tool to advocate for student achievement and academic success – but stay in your lane. How can your Board put student achievement on top of the agenda? How does NM law support the Board's role in student advocacy? Join us for practical tips to use your role on the Board to advocate for student success.

*Laura Castille, Attorney, Cuddy & McCarthy, LLP*

**Categories – 1 & 5 Laws & Policies, Student Achievement**

## **17. Where special education student data and finances intersect**

This will be a hands-on presentation where participants will dive into student data to learn about what data is available to administrators, how to look at and understand the data and then how finances relate to student achievement.

*Charlene Marcotte, Deputy Director of Data and Finance and Trudy Cordova, Education Administrator, NMPED*

**Category – 5 Student Achievement**

## **18. You've Been Sued: Boards in Litigation**

Part of being on a school board often means being sued or having people threaten legal action. Come to this discussion about how to manage threats of litigation, as well as when lawsuits are actually filed. This presentation will address communication, OMA issues, investigations, insurance coverage, board member conflicts, and the range of how to protect yourself and the interests of your district.

*Tony F. Ortiz, Partner, Ortiz & Zamora, Attorneys at Law, LLC*

**Categories – 1 & 3 Laws & Policies, Legal Concepts**